

Presiding:
Chair
Ann Amer Brennan
October 26, 2011

1	Call to Order
2	Report of the Chair
3	Report of the President
4	Report of the Student Trustees
5	Consideration of Approval of Minutes of the Meeting of the Board of Trustees
6	Consideration of Recommendations of the Finance and Administration Committee
7	Consideration of Recommendations of the Academic Issues & Student Success Committee
8	Report of the Strategic Issues Committee
9	Consideration of Recommendations of the Rules Committee
10	Consideration of New Business
11	Next Regular Meeting: November 30, 2011 Student Union, Room 339 Executive Session, 7:30 a.m.; Board Meeting, 10 a.m.
12	Adjournment

**THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES**

Meeting Minutes

**Wednesday, September 21, 2011, 7:30 a.m.
Student Union, Room 339**

Board Members Present:

Ann Amer Brennan, Chair
Richard W. Pogue, Vice Chair
Ralph J. Palmisano, Vice Chair

Roland H. Bauer
Judge Jane E. Bond
Jonathan T. Pavloff

Warren L. Woolford
Nicholas C. York

Student Trustee Present:

Kathleen A. Duff

Staff Officers of the Board Present:

Ted A. Mallo, Secretary; Vice President and General Counsel
Paul A. Herold, Assistant Secretary; Special Assistant to the President

Administrative Officers Present:

Dr. Luis M. Proenza, President
Dr. William M. (Mike) Sherman, Senior Vice President, Provost and COO
Candace Campbell Jackson, Vice President and Chief of Staff
David J. Cummins, Vice President, Finance and Administration/CFO
Ted Curtis, Vice President, Capital Planning and Facilities Management
Dr. Charles J. Fey, Vice President, Student Engagement and Success
Dr. Becky J. Hoover, Vice President, Talent Development and Human Resources
John A. LaGuardia, Vice President, Public Affairs and Development
James L. Sage, Vice President, Information Technology/CIO

Others Present (See Appendix A)

REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES

Chair Brennan called the meeting to order at 7:32 a.m. The Board then adjourned into executive session, the stated purposes of which were—to consider employment matters pursuant to 121.22(G)(1), to consider real estate matters pursuant to 121.22(G)(2), to meet with legal counsel concerning litigation involving the University pursuant to 121.22(G)(3) and to review for collective bargaining sessions pursuant to 121.22(G)(4) of the Revised Code. The vote for approval was 8-0. On a vote of 8-0, the meeting returned to public session at 10:06 a.m.

REPORT OF THE CHAIR

Mrs. Brennan began the public session by welcoming Roland H. Bauer back to the Board, noting that, prior to his recent appointment to a full, nine-year term on the Board by Ohio Governor

John Kasich, Mr. Bauer had filled an unexpired term on the Board during 2006-2009. Mr. Mallo then administered the Oath of Office to Mr. Bauer.

REPORT OF THE PRESIDENT (See Appendix C)

GOVERNMENTAL RELATIONS REPORT

At Dr. Proenza's request, Ms. Lisa Dodge provided a status report on recent higher-education-related legislative activities at the state level.

REPORT OF THE STUDENT TRUSTEES

Ms. Duff reported that there still was no news from the governor's office regarding the appointment of a new Student Trustee. She then introduced featured student Jon Montemayor (See Appendix D), who offered some remarks to the Board regarding his experiences at the University. He was presented a commemorative clock from Trustees.

CONSIDERATION OF MINUTES (Tab 1) presented by Chair Brennan

RESOLUTION 9-1-11 (See Appendix B)

ACTION: Motion by Bond, second by Bauer, approved 8-0 as amended.

REPORT OF THE FINANCE & ADMINISTRATION COMMITTEE

presented by Committee Chair Palmisano using a consent agenda

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

RESOLUTION 9-2-11 (See Appendix B)

ACTION: Motion by Palmisano on behalf of committee passed 8-0.

Mr. Palmisano summarized the informational items under tabs 9-12, and then called on Mr. Curtis for a status report on capital projects.

- Purchases of \$25,000 to \$350,000 (Tab 9) INFORMATION ONLY
For July 2011, there were 35 purchases in this category totaling \$2,935,073.
- Waivers of Competitive Bidding (Tab 10) INFORMATION ONLY
Due to timing issues, the Vice President for Capital Planning and Facilities Management requested waivers of the required competitive bidding process for two projects—completion of the soccer stadium and maintenance work in Grant Residence Hall.
- Annual Fiduciary Check List (Tab 11) INFORMATION ONLY
In compliance with the University's Endowment Funds Investment Policy, which requires that the investment consultant provide an annual fiduciary checklist and fee analysis to the

University, Legacy Strategic Asset Management's 2011 Fiduciary Review and Fee Analysis was provided to the Board.

- Alumni Association Report (Tab 12) INFORMATION ONLY
- Status Report on Capital Projects (Tab 13) INFORMATION ONLY

Mr. Curtis reported on the status of state-funded projects, university-funded projects and planning-related projects and issues.

Mr. Palmisano summarized action items under tabs 2-7 before calling for a vote on those items under a consent agenda.

- Purchases for More Than \$350,000 (Tab 2)

The College of Polymer Science proposed an award to Physical Electronics for a Versa Probe II X-ray Photoelectron Spectroscopy with accessories for \$769,000. The funding for the purchase was provided by the Department of Energy. The purchase was classified as a sole source purchase; therefore, competitive bidding was not required under University Rules. According to the college, the instrument is a critical piece of new infrastructure for the University and its growing interest in the areas of energy and biomaterials.

Information Technology Services (ITS) proposed the award of contracts to—(1) Dell Marketing, L.P. for Windows laptop computers, (2) CDW-G for Lenovo Windows tablet computers, and (3) Apple Computer for Apple computer systems, for a total purchase request not to exceed \$2 million. Noting the imperative to keep state-of-the art technology in the hands of the faculty, ITS reported that the warranties have expired on the current laptops purchased in 2007 for full-time faculty. ITS will use this opportunity to upgrade the older laptops to state-of-the-art technology while providing technology choices to enhance the classroom experience. ITS will use technology fees to fund the standard model laptop or tablet, insurance, refurbishment of collected computers and extended warranties. All upgrade costs for the high-end Apple laptop will be the responsibility of the requesting department. The collected 2007 laptops will be refurbished to replace older technology across campus, increase student access to laptop technology, create loaner availability, and provide the technology for part-time faculty, in order to utilize that technology for three more years.

RESOLUTION 9-3-11 (See Appendix B)

- Approval of the Lease Renewal for the Holmes County Higher Education Center (Tab 3)

Since May 2002, Wayne College has maintained a lease with Eagle B Leasing Company, Ltd., for the second floor of a building at 88 East Jackson Street in Millersburg, which houses the Holmes County Higher Education Center. The existing lease for the 3,800-square-foot space expired on August 1, and Wayne College administrators recommended exercising a three-year renewal option ending on July 31, 2014. Eagle B Leasing Company agreed to the extension and prepared a Notice of Exercise of Option to Extend Lease with the only change in terms being an increase in the rent based on current Consumer Price Index data. Effective August 1, 2011, the proposed rent increased from the current \$2,060 per month to \$2,367 per month, or \$28,404 annually, representing an annual increase of \$3,684. The terms of the

proposed lease extension were reviewed and approved by the Office of General Counsel, which would complete execution of the agreement upon its approval by the Board.

RESOLUTION 9-4-11 (See Appendix B)

- Cumulative Gift and Grant Income Report (Tab 4)

For July 2011, giving totaled \$1.4 million, 35 percent less than the \$2.1 million received for July 2010 and 24 percent less than the five-year average of \$1.8 million. The number of gifts decreased, from 1,254 for July 2010 to 1,071 gifts for this fiscal year to date.

RESOLUTION 9-5-11 (See Appendix B)

- Approval of the 2011-2012 Wage Reopener Pursuant to the Collective Bargaining Agreement Between The University of Akron and The Fraternal Order of Police, Ohio Labor Council, Inc. (Tab 5)

The tentative agreement for the 2011-2012 wage reopener provides for a three-percent across-the-board increase to the wage rates set forth in the 2011-2013 Collective Bargaining Agreement for July 1, 2011-June 30, 2012, as presented by the University's negotiating committee and containing all of the tentative agreements and memoranda of understanding reached between the respective negotiating committees of The University of Akron and The Fraternal Order of Police, Ohio Labor Council, Inc.

RESOLUTION 9-6-11 (See Appendix B)

- Approval of the 2011-2012 Wage Reopener Pursuant to the Collective Bargaining Agreement Between The University of Akron and the Communications Workers of America (Tab 6)

The tentative agreement for the 2011-2012 wage reopener provides for a three-percent across-the-board increase to the wage rates set forth in the 2010-2012 Collective Bargaining Agreement for July 1, 2011-June 30, 2012 and an increase of \$5,000 for the Apprenticeship Training Program for 2011-2012, as presented by the University's negotiating committee and containing all of the tentative agreements and memoranda of understanding reached between the respective negotiating committees of The University of Akron and the Communications Workers of America, Local 4302.

RESOLUTION 9-7-11 (See Appendix B)

- Expression of Appreciation to Public Affairs and Development (Tab 7)

Noting that the University received donations totaling \$46,719,616 during the 2010-2011 fiscal year, setting a new annual fund-raising record for the fourth time in the past five years, the Board expressed its great appreciation to Vice President LaGuardia and the other dedicated members of the Division of Public Affairs and Development for the diligence they have shown in obtaining outstanding support for the mission and the students of the University.

RESOLUTION 9-8-11 (See Appendix B)

ACTION: Motion by Palmisano on behalf of committee for approval of Resolutions 9-3-11, 9-4-11, 9-5-11, 9-6-11, 9-7-11 and 9-8-11 passed 8-0.

Mr. Palmisano called on Mr. LaGuardia to accept a framed copy of resolution 9-8-11 and to make comments. Mr. LaGuardia called forward Mr. DuFore and Ms. Katanic to also be acknowledged.

Mr. Palmisano said there were two housekeeping items to address. He first noted that, while an increased facility charge for E. J. Thomas Performing Arts Hall had been approved to be effective July 1, 2011, the director will phase in the increase in future agreements. Second, Mr. Palmisano noted that, while the committee had heard Mr. Cummins' financial report for the FY2011 year end, the vote had been skipped inadvertently. It would, therefore, be considered separately from the consent agenda, and his motion for approval would require a second.

- **Quarterly Financial Report for the Year Ended June 30, 2011 (Tab 8)**

Annual total revenues exceeded the budget estimate for FY11 by \$5.3 million. Tuition and fee revenues were greater than budgeted by \$2.3 million as enrollment exceeded the anticipated growth. State Share of Instruction was \$0.9 million less than budget.

Revenues from Departmental Sales and Services operations exceeded the FY11 budget by \$3.7 million, largely in Computer Solutions and the English Language Institute. In aggregate, the auxiliaries operated in line with budget. The net operating surpluses generated just over \$55,000.

Total expenditures were below the budget estimate for FY11 by \$3.1 million, after transferring \$8.7 million in health insurance under-spending to a new reserve fund. The expenditure amount also included \$6 million that was placed in Reserves at the end of the fiscal year.

RESOLUTION 9-9-11 (See Appendix B)

ACTION: Motion by Palmisano, second by Pavloff, passed 8-0.

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE
presented by Committee Chair Bond, using a consent agenda

- Report of the Provost INFORMATION ONLY (See Appendix E)
- Presentation to the Board INFORMATION ONLY

The presentation on Investing in Student Success: Transforming General Education was given by Dr. Linda Subich and Dr. Chand Midha. They provided an update on the work of the General Education Exploratory Committee, including a model for transformation, suggested outcomes and a timeline for discussion, revisions and adoption by fall 2013.

Judge Bond called on Mr. Sage then Dr. Fey to give highlights of their respective reports under tabs 3-4.

- Information Technology Report (Tab 3) INFORMATION ONLY
- Student Engagement and Success Report (Tab 4) INFORMATION ONLY

Dr. Fey introduced the president of the undergraduate student government, Mary Beth Clemons.

Judge Bond called on Dr. Sherman for highlights on a presentation made to the committee and the two action items under tabs 1-2.

- Research Grants and Sponsored Programs Reports, July 2010-June 2011 (correction), July 2011 and August 2011 (Tab 1)

Annual combined research and sponsored program awards for the University and its Research Foundation exceeded \$50 million for the first time in University history, setting a new record at \$50.9 million during 2010-2011. Federal awards for the year totaled \$15,786,610. That amount has been misstated in an earlier version of the report.

For July-August 2011, funding for externally funded research and other sponsored programs was \$15,871,914 for 120 projects. For July-August 2010, funding was \$7,935,955 for 102 projects. For July-August 2011, no patents were issued, one patent application was filed, and six disclosures were submitted. For July-August 2010, two patents were issued, six patent applications were filed, and six disclosures were submitted.

RESOLUTION 9-10-11 (See Appendix B)

- Expression of Appreciation to Faculty Researchers and UARF (Tab 2)

In recognition of the new record levels of research funding achieved in 2010-2011, the high productivity of University researchers and a growing record of nationally recognized success in research, commercialization and technology transfer, the Board congratulated and thanked Dr. George Newkome, the University's faculty and all of those people involved with the University of Akron Research Foundation for their innovation, collaboration and many contributions to the region and the greater society.

RESOLUTION 9-11-11 (See Appendix B)

ACTION: Motion by Bond on behalf of committee for approval of Resolutions 9-10-11 and 9-11-11 passed, 7-0 and 8-0, respectively. Mr. Bauer abstained on the vote for 9-10-11.

Judge Bond called on UARF representatives Ken Preston and Katie Watkins to accept a framed copy of resolution 9-11-11 and to make comments. They noted that faculty members are responsible for research success.

REPORT OF THE STRATEGIC ISSUES COMMITTEE

presented by Committee Co-chair Pogue

Mr. Pogue said the committee had discussed Vision 2020 at its meeting on September 12 and further revisions of the strategic plan would be forthcoming. He then said that the Board had been talking about selecting one or more non-voting "national trustees" to its membership to call

on the abilities of some outstanding alumni and friends who may reside outside of Ohio. He referred the issue to the Rules Committee. Mr. Pogue noted that the committee also reviewed a proposal to name the new College of Health Professions.

- Pertaining to Naming the College of Health Professions (Tab 1)

The name of the new health college will be the College of Health Professions, and it will include a School of Nursing as well as the extant schools of the College of Health Sciences and Human Services—the schools of Speech-Language Pathology and Audiology, Family and Consumer Sciences, and Social Work.

RESOLUTION 9-12-11 (See Appendix B)

ACTION: Motion for approval by Pogue on behalf of committee passed 8-0.

REPORT OF THE RULES COMMITTEE

presented by Strategic Issues Committee Co-chair York,
due to joint meeting of the two committees on September 12

NOTE: Rules 3359-1-02, 3359-1-03 and 3359-1-04 are bylaws of the Board and required a 30-day notification in advance of consideration for adoption by the full Board. Accordingly, those Rules were provided to all members of the Board of Trustees for their review on August 18 by email and on August 19 in print copy to satisfy that requirement.

Mr. York noted that items 1-3 are changes to Board bylaws and that items 2, 4 and 5 deal with changes in reporting lines for the Internal Auditor.

- O.A.C. 3359-1-02, Officers of the Board and Their Duties (Tab 1)

The revision to this Rule was proposed to allow the option for written minutes of committee meetings, when available, to constitute the complete record of minutes without the necessity of retaining the record.

RESOLUTION 9-13-11 (See Appendix B)

- O.A.C. 3359-1-03, Committees of the Board (Tab 2)

The revisions to this Rule reflect the reconfiguration plan of the committees of the Board that was approved by the Board of Trustees at its June 15, 2011, meeting. In addition, the quorum provision is revised to match the proposed language for Rule 3359-1-04, and the “Internal Auditor” title is revised to reflect more current terminology and changes in reporting lines.

RESOLUTION 9-14-11 (See Appendix B)

- O.A.C. 3359-1-04, Meetings of the Board (Tab 3)

The revisions to this Rule formally establish how a quorum shall be determined for various committee and Board meetings.

RESOLUTION 9-15-11 (See Appendix B)

- O.A.C. 3359-3-01, Officers of Finance and Administration (Tab 4)

Section (J) pertaining to the Internal Auditor is being removed from this Rule, as that position now reports to the Senior Vice President and Provost and Chief Operating Officer.

RESOLUTION 9-16-11 (See Appendix B)

- O.A.C. 3359-7-02, Office of University Internal Audit (Tab 5)

The revisions to this Rule reflect more current terminology for the “Internal Auditor” title and reflect changes in reporting lines.

RESOLUTION 9-17-11 (See Appendix B)

ACTION: Motion by York on behalf of the committee for approval of resolutions 9-13-11, 9-14-11, 9-15-11, 9-16-11 and 9-17-11 passed 8-0.

NEW BUSINESS

presented by Chair Brennan

- Pertaining to Dr. Luis M. Proenza

Acknowledging Dr. Proenza’s accomplishments, particularly in 2010, the Board awarded “a justly earned salary increase” to the president and established the Luis and Theresa Proenza Endowed Scholarship Fund with initial funding of \$100,000 to reflect the Proenzas’ contributions and ongoing commitment to student success at The University of Akron.

RESOLUTION 9-18-11 (See Appendix B)

ACTION: Pogue motion, Woolford and others second, approved 8-0.

ADJOURNMENT

Mrs. Brennan invited Trustees to participate in homecoming events and announced that the next regular meeting of the Board of Trustees will take place in the Student Union on October 26, 2011. Committee meetings will be held on October 17, she said. After asking Trustees to please complete evaluation sheets for the meeting and reminding them of an information session to be held in the afternoon, Mrs. Brennan asked for a motion to adjourn.

ACTION: Meeting adjourned at 11:38 a.m.

Ann Amer Brennan
Chair, Board of Trustees

Ted A. Mallo
Secretary, Board of Trustees

October 26, 2011

APPENDIX A: OTHERS PRESENT

Carol Biliczky, Akron Beacon Journal
Julie Burdick, Assistant Vice President, Academic Affairs
Scott M. Campbell, Assistant General Counsel and Records Compliance Officer
Jeanette M. Carson, CPAC
Mary Beth Clemons, ASG
M. Celeste Cook, Associate Vice President and Associate General Counsel
Timothy R. DuFore, Associate Vice President, Development
Sidney C. Foster Jr., Assistant Vice President and Associate General Counsel
Amy S. Gilliland, Director, Office of Resource Analysis and Budgeting
Scott Horstman, Horstman Photography
Maureen G. Katanic, Director Major Gifts, Department of Development
John Kramanak, Assistant Director, Maintenance Technology, Student Union
Dr. Timothy H. Lillie, Faculty Senate
Kenneth S. Lindeman, SEAC
Laura M. Massie, Director, Media Relations
Dr. Chand Midha, Dean, Buchtel College of Arts and Sciences; Int. Dean, Creative Prof. Arts
Jon Montemayor, Featured Student
Nathan J. Mortimer, University Internal Auditor
Dr. Dale H. Mugler, Dean, Honors College
Dr. Karla T. Mugler, Associate Vice President, Integrated Student Success
Paula Neugebauer, Coordinator, Office of the Board of Trustees
David Nypaver, Associate Vice President, Public Affairs and Development
David J. Pierson, Assistant Vice President, Capital Planning and Facilities Management
Kenneth G. Preston, Associate Vice President, Research and Director, Tech Transfer
Dr. Rex D. Ramsier, Vice Provost, Academic Operations
Elizabeth A. Reilly, Vice Provost, Academic Planning
John J. Reilly, Assistant Vice President and Associate General Counsel
Steve Sedlock, Graduate Student Government
Dr. Linda M. Subich, Associate Dean, Buchtel College of Arts and Sciences
Christopher J. Tankersley, CPAC
William H. Viau, Associate Vice President, Talent Development and Human Resources
Kathryn A. Watkins-Wendell, Director, Research and Sponsored Programs
Thomas Wistrick, Director, Athletics

APPENDIX B: RESOLUTIONS

RESOLUTION 9-1-11: Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, that the minutes of the Board of Trustees meeting of August 3, 2011, be approved as amended.

RESOLUTION 9-2-11: Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Luis M. Proenza, dated September 21, 2011, as attached, which includes but is not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

RESOLUTION 9-3-11: Pertaining to Purchases of More Than \$350,000

BE IT RESOLVED, that the recommendations of the Finance, Fiscal Policy, and Investment Committee on September 21, 2011, be approved:

- Award to Physical Electronics a contract for the purchase of a Versa Probe II X-ray Photoelectron Spectroscopy (XPS) with accessories in the amount of \$769,000.
- Award contracts to Dell Marketing, L.P. for Windows laptop computers, CDW-G for Lenovo Windows tablet computers, and Apple Computer for Apple computer systems for a total purchase request not to exceed \$2 million.

RESOLUTION 9-4-11: Pertaining to Approval of the Lease Renewal for the Holmes County Higher Education Center

BE IT RESOLVED, that the recommendation presented by the Finance, Fiscal Policy, and Investment Committee on September 21, 2011, pertaining to the renewal of a lease of the second floor of a building located at 88 E. Jackson Street in Millersburg, Ohio, from Eagle B Leasing Company, Ltd., for the Holmes County Higher Education Center and for a three-year period commencing on August 1, 2011 in the annual amount of \$28,404, be approved.

RESOLUTION 9-5-11: Pertaining to Gift and Grant Income Reports July 2011

BE IT RESOLVED that the recommendation of the Finance and Administration Committee on September 21, 2011, pertaining to the Gift and Grant Income Reports for July 2011, be approved.

RESOLUTION 9-6-11: Pertaining to the Approval of the 2011 -2012 Wage Reopener Pursuant to the Collective Bargaining Agreement Between The University of Akron and The Fraternal Order of Police, Ohio Labor Council, Inc.

BE IT RESOLVED, that the tentative agreement for the 2011 – 2012 wage reopener, which provides for a three percent across the board increase to the wage rates set forth in the 2011 – 2013 Collective Bargaining Agreement for the period of July 1, 2011 through June 30, 2012, as presented by The University of Akron’s negotiating committee and containing all of the tentative agreements and memoranda of understanding reached between the respective negotiating

APPENDIX B: RESOLUTIONS, Page 2

committees of The University of Akron and The Fraternal Order of Police, Ohio Labor Council, Inc. be and hereby is approved by the Board of Trustees of The University of Akron.

RESOLUTION 9-7-11: Pertaining to the Approval of the 2011-2012 Wage Reopener Pursuant to the Collective Bargaining Agreement Between The University of Akron and the Communications Workers of America

BE IT RESOLVED, that the tentative agreement for the 2011–2012 wage reopener, which provides for a three-percent across-the-board increase to the wage rates set forth in the 2010–2012 Collective Bargaining Agreement for the period of July 1, 2011 through June 30, 2012 and an increase of \$5,000 for the Apprenticeship Training Program for 2011–2012, as presented by The University of Akron’s negotiating committee and containing all of the tentative agreements and memoranda of understanding reached between the respective negotiating committees of The University of Akron and the Communications Workers of America, Local 4302, be and hereby is approved by the Board of Trustees of The University of Akron.

RESOLUTION 9-8-11: Expression of Appreciation to Public Affairs and Development

WHEREAS, for the fourth time in the last five years, Vice President of Public Affairs and Development John A. LaGuardia and the members of his division have raised more money in a single year than ever before in the University's 141-year history; and

WHEREAS The University of Akron received donations totaling \$46,719,616 during the 2010-2011 fiscal year, surpassing the previous record of \$43,958,816 by 6.3 percent; and

WHEREAS, under Mr. LaGuardia’s direction, the Division of Public Affairs and Development has raised nearly \$402 million in gifts in the last 15 years; and

WHEREAS, during 2010-2011, the University received 21,121 contributions including 54 major gifts of \$100,000 or more; and

WHEREAS the Division of Public Affairs and Development in 2010-2011 raised \$4.2 million from alumni, \$5.3 million from friends, \$24 million from corporations, \$9.3 million from foundations and \$3.8 million from other organizations to broaden the University’s base of support and to enhance programs and facilities throughout the institution;
NOW, THEREFORE,

BE IT RESOLVED, that the Board of Trustees of The University of Akron expresses its great appreciation to Vice President LaGuardia and the other dedicated members of the Division of Public Affairs and Development for the diligence they have shown in obtaining outstanding support for the mission and the students of The University of Akron.

APPENDIX B: RESOLUTIONS, Page 3

RESOLUTION 9-9-11: Pertaining to the Quarterly Financial Report for the Year Ended June 30, 2011

BE IT RESOLVED that the recommendations presented by the Finance, Fiscal Policy, and Investment Committee on September 21, 2011, to accept the Quarterly Financial Report for the Year Ended June 30, 2011, be approved subject to audit.

RESOLUTION 9-10-11: Pertaining to the Acceptance of the Office of Research Summary of Activity Reports for June (Revised), July and August 2011

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on September 21, 2011, pertaining to the acceptance of the Office of Research Summary of Activity Reports for June (revised), July and August 2011, be approved.

RESOLUTION 9-11-11: Expression of Appreciation to Faculty Researchers and UARF

WHEREAS, annual combined research and sponsored program awards for The University of Akron and the University of Akron Research Foundation exceeded \$50 million for the first time in University history, setting a new record at \$50.9 million during 2010-2011; and

WHEREAS, Akron's researchers are among the most productive in the nation, with the University's faculty in 2010-2011 disclosing 82 new inventions, filing applications for 48 new U.S. patents, having 10 patents issued, conducting research through 491 grants and contracts, and generating \$278,648 in licensing revenue; and

WHEREAS, U.S. Assistant Secretary of Commerce for Economic Development John Fernandez visited the University on January 26, 2011, to present the University of Akron Research Foundation and the Austen BioInnovation Institute in Akron with the \$1-million i6 Challenge Award for being the regional winner of that competition to identify and support the nation's best ideas for technology commercialization and entrepreneurship in six different regions of the U.S.; and, also in 2011, the University through UARF was selected as an international partner to work with Saudi Basic Industries Corporation and affiliates of ExxonMobil Chemical, the Technical Vocational Training Corporation and the Saudi National Industrial Clusters Development Program in the Kingdom of Saudi Arabia to establish a world-class elastomer technology vocational training institute; and

WHEREAS, those accomplishments are the most recent in a growing record of success in research, commercialization and technology transfer that includes accolades from the Ohio Board of Regents, the University Economic Development Association, the Milken Institute and Innovation Associates; NOW, THEREFORE,

BE IT RESOLVED that the Board of Trustees of The University of Akron congratulates and thanks Dr. George Newkome, the University's faculty and all of those people involved with UARF for their innovation, collaboration and many contributions to the region and the greater society.

APPENDIX B: RESOLUTIONS, Page 4

RESOLUTION 9-12-11: Pertaining to Naming the College of Health Professions

BE IT RESOLVED, that the name of the new health college be the College of Health Professions and that it include a School of Nursing as well as the extant schools of the College of Health Sciences and Human Services.

RESOLUTION 9-13-11: Pertaining to Revisions to University Rule 3359-1-02, Officers of the Board and Their Duties

BE IT RESOLVED, that the recommendation presented by the Committee on Rules concerning the approval of the revisions to University Rule 3359-1-02, be approved.

RESOLUTION 9-14-11: Pertaining to Revisions to University Rule 3359-1-03, Committees of the Board

BE IT RESOLVED, that the recommendation presented by the Committee on Rules concerning the approval of the revisions to University Rule 3359-1-03, be approved.

RESOLUTION 9-15-11: Pertaining to Revisions to University Rule 3359-1-04, Meetings of the Board

BE IT RESOLVED, that the recommendation presented by the Committee on Rules concerning the approval of the revisions to University Rule 3359-1-04, be approved.

RESOLUTION 9-16-11: Pertaining to Revisions to University Rule 3359-3-01, Officers of Finance and Administration

BE IT RESOLVED, that the recommendation presented by the Committee on Rules concerning the approval of the revisions to University Rule 3359-3-01, be approved.

RESOLUTION 9-17-11: Pertaining to Revisions to University Rule 3359-7-02, Office of University Internal Audit

BE IT RESOLVED, that the recommendation presented by the Committee on Rules concerning the approval of the revisions to University Rule 3359-7-02, be approved.

RESOLUTION 9-18-11: Pertaining to Dr. Luis M. Proenza

WHEREAS, President Luis M. Proenza's leadership has increased The University of Akron's stature and visibility significantly at regional, national and global levels as a result of national and global appointments and activities, with the University now often cited as an exemplar institution for metropolitan community and civic engagement, economic development and innovation; and

WHEREAS, while enhancing the student experience and ensuring the continued quality of academics, Dr. Proenza has overseen enrollment growth in both student credit-hour production and student headcount for six consecutive years, bringing overall enrollment to 29,251 in fall 2010 while also reflecting a higher average ACT score for incoming freshmen; and

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WHEREAS, Dr. Proenza has enabled the extension of the University's aggressive \$500-million goal of its comprehensive fund-raising campaign to \$1 billion, with more than \$700 million received or pledged by the end of 2010, and with 2009-2010 and 2010-2011 being the third-best and most successful fundraising years in the University's history with gifts totaling approximately \$41 million and \$47 million, respectively, now exceeding the five-year moving average by 27 percent; and

WHEREAS, Dr. Proenza provided leadership to the Ohio Board of Regents, Inter-University Council and other state university presidents to maintain State Issue 1, which authorized the state of Ohio to issue up to \$700 million in bonds to renew and continue the highly successful Ohio Third Frontier Initiative; and

WHEREAS, during Dr. Proenza's tenure and with his guidance, the University and its Research Foundation have teamed with business and industry partners on more than 115 active research projects, helped to launch or attract more than 40 companies, generated more than \$40 million per year in federal and private research funding, and helped to attract more than \$50 million in private funding for regional technology-based enterprises; and

WHEREAS, with Dr. Proenza's direction and through partnerships between the University, the University of Akron Research Foundation and Austen BioInnovation Institute in Akron, national acclaim and millions of dollars in funding were garnered, including the BioInnovation Institute and Research Foundation winning the Chicago Region i6 Challenge, a new \$12-million innovation competition led by the U.S. Department of Commerce's Economic Development Administration in partnership with the National Institutes of Health and the National Science Foundation; and

WHEREAS, the University Park Alliance has successfully been transformed into its next iteration through its merger with the University Park Development Corporation to enhance efforts to transform the University Park neighborhood; and

WHEREAS, Dr. Proenza has overseen the continuing success of the New Landscape for Learning initiative, as five new facilities worth a total of \$72.7 million were inaugurated during 2010 and 2011 to date; and

WHEREAS, Dr. Proenza led 18 months of planning, involving nearly 2,000 campus and community participants, that culminated in the strategic plan–Vision 2020: The New Gold Standard, which sets forth a new vision, mission and goals; and

WHEREAS, the University simultaneously took significant measures to enhance safeguards for fiscal sustainability and to improve the efficiencies of its internal processes, and some of this work has been recognized with national awards in Human Resources and national recognition of safety management; and

WHEREAS, successful searches were completed for key positions during the past 18 months, including those for Senior Vice President, Provost and Chief Operating Officer; Dean of the Buchtel College of Arts and Sciences; Dean of the College of Business Administration; and Vice President for Finance and Administration and Chief Financial Officer; and

APPENDIX B: RESOLUTIONS, Page 6

WHEREAS, Dr. Proenza's 2009-2011 three-year goals were advanced by—building partnerships and facilitating collaboration with varied constituencies to position the University as one offering great value and being very responsive to the University System of Ohio Strategic Plan; providing the leadership and framework for significant alignment with state and federal higher education priorities through Vision 2020; and participating in many local, regional, national and international organizations, thus enhancing recognition of the University; NOW, THEREFORE,

BE IT RESOLVED that the Board of Trustees of The University of Akron increases Dr. Proenza's annual base salary to \$405,000, effective January 1, 2011; and

BE IT FURTHER RESOLVED that the Board establishes the Luis and Theresa Proenza Endowed Scholarship Fund with initial funding of \$100,000 to reflect the Proenzas' contributions and ongoing commitment to student success at The University of Akron.

APPENDIX C: REPORT OF THE PRESIDENT

President Proenza welcomed of Trustee Bauer back to the Board and then began his report by referring to the transformation of various industries in response to the inexorable press of innovation and competition. He noted well-documented examples such as the contraction of the newspaper industry, continuing upheavals in the music and video industries, and turbulence being created within the publishing industry by the rise of electronic books. He said that the Board members likely could relate similar tales of what Joseph Schumpeter has called “creative destruction” at work within their own businesses or professions.

Dr. Proenza said that we clearly are in a period of historic transformation, which was described by one colleague as “moving from the knowledge economy to the conceptual economy.” Whatever one’s interpretation, things are happening as we begin the 21st century, and there can be little doubt that these same forces of change will reach health care as well as higher education, he said.

Dr. Proenza said that the “eds and meds,” as the business press refers to health care and education, seem to have somehow avoided meaningful restructuring such as creating economies of scale and major re-engineering, perhaps because the public continues to be willing to pay whatever the going price is for either of those.

Concerning health care, Dr. Proenza quoted Mohandas Gandhi, “It is health that is real wealth and not pieces of gold and silver,” adding that we willingly hand over whatever payment is required, and will borrow more if need be, to preserve our health and extend our lives. Similarly, most individuals recognize education’s value as a long-term investment that pays dividends throughout one’s life. He cited a September 2011 study by the Organization of Economic Cooperation and Development that reported people with university degrees have suffered far fewer job losses during the global economic crisis than those who left school without qualifications. Dr. Proenza said that our own economy reflects how unemployment rates drop significantly corresponding to levels of educational attainment.

Education and health care are so fundamental to the common good that governments are expected to provide basic levels of support for both, he said. It is generally understood that a healthy and educated populace produces a strong and growing economy, he continued, and it is perhaps paradoxical that we see public higher education being subjected to regressive cuts. He then quoted former president of Harvard University Derek Bok, “If you think education is expensive, try ignorance.”

Dr. Proenza said there are two fundamental drivers, economics and technology, that ratchet up the pressure for change to such a degree that even the “eds and meds” will not be able to withstand changes in the economy or in technology for long. He cited Eli Noam, professor of finance and economics at Columbia University, who wrote, “Technologies and economics, together with history and politics, give rise to a set of institutions. Change the technology and (or) economics, and the institutions must change eventually.”

Dr. Proenza said that the rate cost increases in both industries cannot be sustained indefinitely or grow much further as a percentage of the Gross Domestic Product. He said to keep in mind that, regrettably for the United States, increased spending in both “eds and meds” areas seems to be yielding diminishing returns. BusinessWeek reported that the United States has the costliest

APPENDIX C: REPORT OF THE PRESIDENT, Page 2

health care system in the world, but our country did not even break into the top 10 of the Forbes latest annual list of healthiest nations.

Dr. Proenza noted that, comparably, we spend more for education than even before; however, among the 34 nations studied by the OECD, the United States is below average in terms of graduation rates for both secondary and tertiary education. He said that we are no longer, at least in proportion, the world's most educated populace.

So where is our institution in all of this? Dr. Proenza said that some of what we are doing has been shared with the Board in regard to utilizing technology and partnering. Certainly, we are seeing a great deal of the important initiatives come to bear on how The University of Akron is working to better address needs as well as the affordability and the effectiveness of what we do. He said that the University has a history of being highly technologically competent, being one of the first institutions in Ohio to delivery content through distance-learning technology through the Medina project begun some 12 to 15 years ago. Today, we are working with a variety of companies, including Pearson Publishing, to develop the tools that could enable us to become an integrator and assessor of knowledge. He noted that other aspects of the Akron Model—the University of Akron Research Foundation, Austen BioInnovation Institute, University Park Alliance, Corrosion Engineering programs, and more—have come to characterize innovation in our University that are gaining the attention of many across the country and, in some cases, across the world.

Dr. Proenza reported that, just in the last month, we have announced two unique partnerships with major manufacturing corporations that add to this portfolio of collaborations:

- The Triangle Group, China's largest tire maker, signed a joint research agreement with the University and will establish a research and development company at our Akron Innovation Campus.
- The Timken Company has partnered with the College of Engineering and the Research Foundation to in-source a research entity for one of their product lines to our new facility under construction on Wolf Ledges Parkway.

Dr. Proenza said that the Timken agreement is particularly noteworthy because it is a new model for university/corporate collaboration and one that others are eager to explore for some of their partnerships.

Dr. Proenza then shared some recent highlights, the first of which he had learned just the previous evening. He reported that The University of Akron was named winner of the 2010/2011 Mid-American Conference Institutional Academic Achievement Award. For that academic year, Akron posted an overall athletic grade point average of 3.14 based on 417 student-athletes in 18 sports. Dr. Proenza congratulated Athletics Director Tom Wistrucill and his organization, particularly Associate Athletics Director Ann Jorgensen and her team, who helped to make that success possible.

Turning to enrollment, Dr. Proenza said that final state totals have been posted and, while present growth is not as fast as that seen in previous years, The University of Akron did very well compared to other institutions in this region. He noted that more detail would be provided later in the meeting.

APPENDIX C: REPORT OF THE PRESIDENT, Page 3

Dr. Proenza then invited Trustees to join him on the following afternoon for the ribbon-cutting ceremony and community open house at the new University of Akron Lakewood satellite site. He said the 11,000-square-foot center will employ distance-learning technology as well as traditional teaching methods to deliver general-education courses, nursing classes, specialized business elements, and emergency management and graduate education courses—and those are just the beginning. Dr. Proenza pointed out that the collaboration with Lakewood, for which the University was sought out, has been several years in the making. He expressed his delight in the partnership and his anticipation of a long and productive relationship.

Dr. Proenza called Trustees' attention to the landscaping underway on Coleman Common and the scaffolding surrounding Buchtel Hall. He said that the work on Coleman Common is further development made possible by Kathy Coleman's generous funding, and that Buchtel Hall is receiving a much-needed facelift while remaining open.

APPENDIX D: FEATURED STUDENT'S BIOGRAPHICAL SKETCH

Jon Montemayor is the son of Jose Daniel Montemayor and Maria Sibila, a University of Akron alumna. A native of Madrid, Spain, Jon came to the United States to attend The University of Akron and pursue a degree in Pre-medicine Biology.

Jon now is in his senior year and is preparing for medical school. He completed his Senior Honors Research project during the summer, studying and comparing efficacy of wound-care products used at the Wound Healing and Limb Preservation Center of Akron General Medical Center.

While maintaining a 3.92 grade point average and earning multiple honors, Jon has been involved in numerous leadership activities on campus. They include—being a member of the Honors Emerging Leaders, serving as a Resident Assistant, volunteering his Spring Break to go to Louisiana and help those in need, and working as a Peer Advisor Coordinator in the University's Career Center. Jon also is an active member of the pre-medical fraternity, Phi Delta Epsilon, through which he mentors incoming pre-med students.

After earning his medical degree, Jon hopes to practice medicine in a cosmopolitan area where he can utilize his fluency in both Spanish and English.

APPENDIX E: REPORT OF THE PROVOST

Provost Sherman began his report by listing activities last year that contributed to and helped to create the version of Vision 2020 that has been under discussion with various committees of the Board during the previous several meetings. He said that those activities also are contributing to this year's leadership agenda. Those activities will be accomplished in the near term, moving this institution forward and assuring an advanced success trajectory. He provided the following examples arranged by the three working groups he formed last year.

Integrated Planning and Talent Development Working Group

The activities of this group led to the budget that the Board reviewed and approved this past year. That budget was drafted according to the principles of fiscal integrity, excellence capacity assurance, and strategic investment. The activities of this group have led to discussions with the Board suggesting that pathways to success for our students are based upon their academic preparation and their academic ability. The work of the group developed the framework for conducting capacity analysis, which was shared with the Academic Issues & Student Success Committee, and for implementation of the plan, Assuring Excellence; Achieving Eminence: A Ten-Year Strategic Investment in Clusters of Innovation.

Student Success Working Group

This group initiated discussions that led to creating formally My Akron Experience, which should distinguish the University in the circles of higher education. The work of this group will form the basis for this year's evaluation and development of a global strategy, in consultation with the Board. Similarly, this group has initiated conversations in which the Board will be engaged this year related to the optimal positioning of Summit and University colleges.

Working Group for the Environment for Teaching, Learning and Research

This group oversaw assessments of the level of activity and efficiency for every working research laboratory on campus. The three deans involved now are working very closely to collaborate on the shared use of those laboratories to multi-college benefit. The work of this group set the stage for the University's engagement with Sasaki to renew and reevaluate the University Master Plan, which includes looking at programming and buildings to achieve more effective and efficient use of space that could contribute to our aspirations to increase our research expenditures.

Dr. Sherman said that he would be remiss if he did not mention another group with whom the President and he consult regularly. He said it is because of discussion, collaboration and consultation with the Faculty Senate and its executive committee that the convergence of the Buchtel College of Arts and Sciences with the College of Creative and Professional Arts will be achieved this year and the request to create the College of Health Professions was being proposed to the Board. He said the model of that relationship will be extended through University Council during the coming year, as well as through the process of reforming the University's general-education curriculum.

APPENDIX E: REPORT OF THE PROVOST, Page 2

Dr. Sherman concluded that the steps being taken would assure that the University has distinctive program offerings, as well as student, staff and faculty support and development with strong linkages to the community, all of which will help to advance the economy through innovation. He added that these actions are relevant, productive and connected and are taken with the primary objective of student success, because student success is our success.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -11

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, that the minutes of the Board of Trustees meeting of September 21, 2011, be approved as amended.

Ted A. Mallo
Secretary
Board of Trustees

October 26, 2011

Presiding:
Ralph J. Palmisano
October 26, 2011

1	*Personnel Actions
2	*Amendment to The University of Akron Alternative Retirement Plan and The University of Akron 403(b) Retirement Plan
3	*Purchases for More Than \$350,000
4	*Cumulative Gift and Grant Income Report for July – August 2011
5	*Approval of the Proposed Award of an Honorary Doctorate of Humane Letters Degree to Mr. James D. Oelschlager
6	*Approval of the Proposed Award of an Honorary Doctorate of Humane Letters Degree to Mrs. Margaret F. Donovan
	Information Only:
7	Alumni Association Report
8	Priority Budget Issues for September 2011
9	Purchases \$25,000 to \$350,000
10	Status Report on Capital Projects
*	CONSENT AGENDA: Items 1, 2, 3, 4, 5



October 17, 2011

TO: Dr. Mike Sherman
Senior Vice President, Provost and Chief Operating Officer

FROM: David J. Cummins 
Vice President for Finance & Administration/CFO

Ted Curtis, AIA, NCARB 
Vice President, Capital Planning and Facilities Management

John A. LaGuardia 
Vice President of Public Affairs and Development

SUBJECT: Summary of the Finance and Administration Committee Agenda for the October 26, 2011 Board of Trustees Meeting

1 *Personnel Actions

Full-Time Employee Personnel Actions
Part-Time Faculty Teaching Credit Courses
Employees Paid for Activities Not Related to Credit Teaching
Graduate Assistants
Unclassified Classification Changes
IATSE 2011-12 Rates of Compensation
CWA 2011-12 Rates of Compensation
FOP 2011-12 Rates of Compensation

2 *Amendment to The University of Akron Alternative Retirement Plan and The University of Akron 403(b) Retirement Plan

3 *Purchases for More than \$350,000

Human Resources/Benefits Administration is proposing an award to the Minnesota Life Insurance Company (via the IUC-PG) for the University's life and AD&D insurance programs, in the amount of \$734,362 per year (the total will vary depending on the amount of coverage selected). The rate offered by Minnesota Life Insurance Company is lower than the University's current rate, is guaranteed for three years, and should be more stable because of the greater volume represented through the IUC-PG.

4 *Cumulative Gift and Grant Income Report

For August 2011, total giving of \$4.5 million, 8 percent less than the \$4.9 million received for August 2010 and 23 percent more than the five-year average of \$3.5 million. The number of gifts decreased, from 2,080 for August 2010 to 1,930 gifts for this fiscal year to date.

**5 *Awarding of an Honorary Doctorate of Humane Letters Degree to
Mr. James D. Oelschlager**

**6 *Awarding of an Honorary Doctorate of Humane Letters Degree to
Mrs. Margaret F. Donovan**

7 Alumni Association Report

8 Priority Budget Issues for September 2011

As was shared at the September Board meeting, fall 2011 enrollment did not meet projections. While enrollment increased, the increase was not as large as projected. In addition, there was a reduction in persistence from last fall to this fall as has been reflected through our analysis of the academic preparation and performance of students. Year-to-date total revenues fell short of the budget estimate for the first quarter by \$4.4 million. State Share of Instruction was in line with the budget.

Year-to-date total expenditures are greater than the budget estimate by \$0.7 million, primarily due to scholarships and fee remissions. However, total compensation is below estimate for the first quarter.

Opportunities to ameliorate the revenue shortfall, and to limit expenditures, are in progress as reported at the September Board meeting. The results will be reflected in the midyear report. Aggressive retention efforts are underway to ensure and possibly increase enrollment for spring 2012. Discussions are underway with deans and vice presidents to ensure expenditure reductions and adjustments in the use of cash to offset any midyear revenue shortfall.

**9 Purchases for August and September 2011 between \$25,000 and \$350,000
(information only)**

For August 2011, 47 purchases in the amount of \$3,559,557.44
For September 2011, 30 purchases in the amount of \$2,642,866.60

10 Status Report of Capital Projects

This report reflects the status of state-funded projects, university-funded projects, and planning related projects/issues.

**Summary of the Finance and Administration Committee Agenda for the
October 26, 2011 Board of Trustees Meeting**

Page 3

***CONSENT AGENDA:**

Items 1, 2, 3, 4, 5, 6

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
IATSE 2011-12 RATES OF COMPENSATION
CWA 2011-12 RATES OF COMPENSATION
FOP 2011-12 RATES OF COMPENSATION

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.

10/26/11

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
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FULL-TIME EMPLOYEE PERSONNEL ACTIONS

OFFICE OF THE PRESIDENT

Appointment/Reappointment

Bove, Frank	Associate Professor, Bibliography; Secretary, Faculty Senate Executive Committee/ Faculty Senate/Faculty	09/01/11 05/31/12	\$3,840.00 9 mo (stipend)	Temporary administrative stipend for Secretary assignment; base salary is \$53,195.00/9 mo
Dambrot, Keith	Head Men's Basketball Coach/ Office of Athletics/Contract Professional	07/01/11 06/30/12	\$6,000.00 12 mo	Additional pay for club membership
Embick, Jared	Associate Head Men's Soccer Coach/Office of Athletics/ Contract Professional	07/01/11 06/30/12	\$10,000.00 12 mo	Additional pay for working men's soccer camps and clinics
		07/29/11	\$1,000.00 one time payment	Additional pay for working men's soccer camp
Guzzardo, Ayla	Assistant Women's Basketball Coach/Office of Athletics/ Contract Professional	10/06/11 04/30/12	\$45,000.00 12 mo	Temporary appointment vice A. Armstrong
Huettmann, Bryan	Director, Infocision Stadium/ Office of Athletics/Contract Professional	08/27/11	\$175.00 one time payment	Additional pay for working Johnson wedding
Ianello, Robert S.	Head Men's Football Coach/ Office of Athletics/Contract Professional	07/01/11 06/30/12	\$6,000.00 12 mo	Additional pay for club membership
Jones, Julie	Head Women's Softball Coach/Office of Athletics/ Contract Professional	08/17/11	\$5,850.00 one time payment	Additional pay for working camps
Kest, Jodi	Head Women's Basketball Coach/Office of Athletics/ Contract Professional	07/01/11 06/30/12	\$6,000.00 12 mo	Additional pay for club membership
Klim, Nittaya	Head Women's Swimming Coach/Office of Athletics/ Contract Professional	06/24/11	\$3,000.00 one time payment	Additional pay for working camps
Porter, Caleb	Head Men's Soccer Coach/ Office of Athletics/Contract Professional	07/01/11 06/30/12	\$7,500.00 12 mo	Additional pay for club membership
		07/01/11 06/30/12	\$9,600.00 12 mo	Additional pay for car stipend
		07/28/11	\$17,105.00 one time payment	Additional pay for working camps
		07/29/11	\$2,700.00 one time payment	Additional pay for working camps
Pratt, Julie	Associate Head Softball Coach/Office of Athletics/ Contract Professional	08/17/11	\$5,265.00 one time payment	Additional pay for working camps
Slawson, Oliver M.	Assistant Men's Soccer Coach/ Office of Athletics/Contract Professional	07/01/11 06/30/12	\$10,000.00 12 mo	Additional pay for working men's soccer camps
		07/29/11	\$1,600.00 one time payment	Additional pay for working camps

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Thornberry, Jennifer	Assistant Softball Coach/Office of Athletics/ Contract Professional	08/17/11	\$2,340.00 one time payment	Additional pay for working camps
Wistrill, Tom	Director, Athletics/Office of Athletics/Contract Professional	07/01/11 06/30/12	\$7,500.00 12 mo	Additional pay for club membership
<u>Change</u>				
Ianello, Robert	Head Football Coach/Office of Athletics/Contract Professional	07/01/11	\$386,250.00 12 mo	Merit increase per employment contract; salary change from \$375,000.00/12 mo
Jones, Julie	Head Women's Softball Coach/Office of Athletics/Contract Professional	07/01/11	\$70,390.00 12 mo	Merit increase per employment contract; salary change from \$68,340.00/12 mo
<u>Separation</u>				
Armstrong, Ashley	Assistant Women's Basketball Coach/Office of Athletics/ Contract Professional	09/30/11	\$45,000.00 12 mo	Resignation

OFFICE OF ACADEMIC AFFAIRS

Appointment/Reappointment

Dale, Andrea	Student Services Specialist/ Student Services Center/Staff	10/10/11	\$1,160.77 BW	Appointment vice S. Joseph
Githiora, Rosa M.	Interim Director, Women's Studies/Contract Professional	01/01/12 08/31/12	\$33,475.00 12 mo	Temporary reappointment
Vang, Martha	Educational Specialist/Office of Academic Affairs/Contract Professional	10/17/11	\$32,988.00 12 mo	Appointment

Change

Moretta, Cora I.	Senior Associate Director, Student Financial Aid Administration/Student Financial Aid/Contract Professional	10/01/11	\$62,168.00 12 mo	Job reclassification; salary change from \$57,269.00/12 mo; title change from Associate Director, Student Financial Aid; grade change from 120 to 122
Sawyer, Tammi	Associate Director, Student Financial Aid/Student Financial Aid/Contract Professional	10/01/11	\$49,712.00 12 mo	Job reclassification; salary change from \$41,625.00/12 mo; title change from Assistant Director, Student Financial Aid; grade change from 119 to 120

Separation

Myrick, Carmen D.	Associate Director, Multicultural Development Programs/Contract Professional	09/22/11	\$46,226.00 12 mo	Resignation
Patterson, Jody R.	Academic Adviser II/UA Adult Focus/Contract Professional	09/30/11	\$37,080.00 12 mo	Resignation

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
VICE PRESIDENT FOR STUDENT AFFAIRS				
<u>Appointment/Reappointment</u>				
Felton, Carolyn C.	Coordinator, Educational Talent Search/Academic Achievement Programs/Contract Professional	09/01/11 08/31/12	\$46,226.00 12 mo	Temporary reappointment
Frampton, Autumn	Educational Specialist/Academic Achievement Programs/Contract Professional	09/01/11 08/31/12	\$32,988.00 12 mo	Temporary reappointment
Head, Michael L.	Educational Specialist/Academic Achievement Programs/Contract Professional	09/30/11 08/31/12	\$32,988.00 12 mo	Temporary appointment
Norman, Sarah	Educational Specialist/Academic Achievement Programs/Contract Professional	09/01/11 08/31/12	\$32,988.00 12 mo	Temporary reappointment
Phipps, Chelsea	Manager, Intramurals/Student Recreation & Wellness Services/Contract Professional	09/12/11	\$32,988.00 12 mo	Appointment vice M. Allen
Sharpe, Lavelle D.	Educational Specialist/Academic Achievement Programs/Contract Professional	09/12/11 08/31/12	\$32,988.00 12 mo	Temporary appointment
Stevens, Stefane M.	Secretary/Academic Achievement Programs/Staff	09/19/11 08/31/12	\$10.43/H	Temporary appointment vice R. Evans
<u>Change</u>				
Copeland, Scott E.	Building Services Worker Certified/Student Life/Staff	08/22/11	\$13.28/H	Offline salary adjustment per bargaining agreement for completion of training program; salary change from \$12.68/H; title change from Building Services Worker
Howley, Larry R.	Master Maintenance Repair Worker/Residence Life & Housing Office/Staff	09/26/11	\$17.65/H	Promotion; salary change from \$16.27/H; title change from Maintenance Repair Worker; grade change from 7 to 8
Markle, Deborah	Building Services Worker Certified/Student Recreation & Wellness Services/Staff	08/22/11	\$13.28/H	Offline salary adjustment per bargaining agreement for completion of training program; salary change from \$12.68/H; title change from Building Services Worker
Marx, Linda	Coordinator, International Programs/International Programs/Contract Professional	10/31/11	\$52,180.00 12 mo	Change to end date of temporary job reclassification from 12/31/11
Ramsey, Eric D.	Master Maintenance Repair Worker/Residence Life & Housing Office/Staff	08/30/11 09/25/11	\$17.26/H	Extension of temporary job reclassification; salary change from \$16.24/H; title change from Maintenance Repair Worker
<u>Separation</u>				
Hrusovski, Sherri L.	Assistant Director, Employer Relations/Career Center/Contract Professional	08/31/11	\$41,805.00 12 mo	Resignation
Marx, Linda	Coordinator, International Programs/Contract Professional	12/31/11	\$52,262.00 12 mo	Retirement

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
VICE PRESIDENT FOR FINANCE & ADMINISTRATION/CFO				
<u>Appointment/Reappointment</u>				
Draher, Douglas M.	Associate Director, Office of Resource Analysis & Budgeting/ Contract Professional	08/15/11 10/21/11	\$7,153.00 12 mo (stipend)	Temporary administrative stipend for additional duties; base salary is \$71,530.00/12 mo
Getz, Rebecca M.	Financial Analyst/Student Accounts-Bursar/Contract Professional	09/26/11	\$39,000.00 12 mo	Appointment vice C. Shamaly
Moss, Sarah M.	Accountant/Treasury Services/ Contract Professional	07/01/11 06/30/12	\$5,000.00 12 mo (stipend)	Temporary administrative stipend for additional duties; base salary is \$37,500.00/12 mo
Roy, Matthew J.	Accountant/Associate Vice President & Controller/Contract Professional	09/12/11	\$37,000.00 12 mo	Appointment vice L. Szabo
<u>Change</u>				
Christy, Christie A.	Accountant Senior/Associate Vice President & Controller/ Contract Professional	08/10/11	\$51,572.00 12 mo	Job reclassification; salary change from \$44,125.00/12 mo; title change from Accountant; grade change from 120 to 121
Jones, Arian Y.	Budget Assistant/Resource Analysis & Budgeting/Staff	08/15/11 10/21/11	\$13.05/H	Temporary salary increase; salary change from \$11.36/H
McHood, Rodney	Coordinator Parking Facilities/ Parking Services/Staff	08/29/11	\$13.65/H	Job reclassification via job audit; salary change from \$12.64/H; title change from Field Service Worker; grade change from 110 to 115
Showalter, Lisa	Dining Services Analyst/ University Dining Services/Staff	08/01/11	\$14.87/H	Job reclassification via job audit; title change from Business Coordinator Dining Services
<u>Separation</u>				
Munford, Trudy E.	Assistant Manager/University Dining Services/Staff	08/31/11	\$1,255.09 BW	Retirement
Roy, Matthew J.	Accountant/Associate Vice President & Controller/Contract Professional	09/29/11	\$37,000.00 12 mo	Resignation
VICE PRESIDENT FOR PUBLIC AFFAIRS & DEVELOPMENT				
<u>Appointment/Reappointment</u>				
Dangel, Jo L.	Director, Development/Contract Professional	09/19/11	\$80,000.00 12 mo	Appointment
Ricks, Debbie R.	Administrative Assistant/ Development/Staff	09/19/11	\$12.23/H	Appointment vice K. Clark
Snyder, Susan V.	Administrative Assistant/ Development/Staff	09/19/11	\$12.23/H	Appointment vice C. Dundon

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
<u>Change</u>				
Dundon, Connie J.	Administrative Assistant/Alumni Association/Staff	09/19/11	\$15.60/H	Transfer from Development

VICE PRESIDENT FOR CAPITAL PLANNING & FACILITIES MANAGEMENT

Appointment/Reappointment

Baker, Thomas J.	Staff Architect/Vice President, Capital Planning & Facilities Management/Contract Professional	10/31/11	\$70,000.00 12 mo	Appointment vice J. O'Brien
Manos, Darlene A.	Laborer/Physical Facilities/Staff	09/19/11	\$12.89/H	Appointment vice S. Miller
Ohlson, Robert J.	Laborer/Physical Facilities/Staff	09/26/11	\$12.89/H	Appointment vice D. Dyer
Smith, Andrea L.	Laborer/Physical Facilities/Staff	09/12/11	\$12.89/H	Appointment vice A. Henry

Change

Contos, Nikki	Master Building Services Worker Certified/Physical Facilities/Staff	08/22/11	\$14.68/H	Offline salary adjustment per bargaining agreement for completion of training program; salary change from \$13.96/H; title change from Master Building Services Worker
Gedeon, Thomas	Police Officer II/University Police/Staff	02/28/11	\$26.19/H	Offline salary adjustment per bargaining agreement for completion of service years and training hours; salary change from \$25.43/H
Gilbride, James	Police Officer II/University Police/Staff	09/19/11	\$27.76/H	Offline salary adjustment per bargaining agreement for completion of service years and training hours; salary change from \$26.98/H
Jackson, Kerry	Police Officer II/University Police/Staff	09/20/10	\$26.95/H	Offline salary adjustment per bargaining agreement for completion of service years and training hours; salary change from \$26.19/H
Jones, Brian	Police Officer II/University Police/Staff	09/06/10	\$27.72/H	Offline salary adjustment per bargaining agreement for completion of service years and training hours; salary change from \$26.95/H
Kouri, Lawrence	Police Officer II/University Police/Staff	08/01/11	\$28.55/H	Offline salary adjustment per bargaining agreement for completion of service years and training hours; salary change from \$27.76/H
Krantz, Jodi	Police Officer II/University Police/Staff	07/25/11	\$27.76/H	Offline salary adjustment per bargaining agreement for completion of service years and training hours; salary change from \$26.98/H
Maple, Tony	Building Services Worker Certified/Physical Facilities/Staff	08/22/11	\$13.28/H	Offline salary adjustment per bargaining agreement for completion of training program; salary change from \$12.68/H; title change from Building Services Worker

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Martinez, Susana	Building Services Worker Certified/Physical Facilities/ Staff	08/22/11	\$13.28/H	Offline salary adjustment per bargaining agreement for completion of training program; salary change from \$12.68/H; title change from Building Services Worker
Mayes, Ralph	Police Officer II/University Police/Staff	09/12/11	\$27.76/H	Offline salary adjustment per bargaining agreement for completion of service years and training hours; salary change from \$26.98/H
McKinley, Jamie	Police Officer II/University Police/Staff	03/07/11	\$26.95/H	Offline salary adjustment per bargaining agreement for completion of service years and training hours; salary change from \$26.19/H
Moore, Brian	Police Officer II/University Police/Staff	06/28/10	\$27.72/H	Offline salary adjustment per bargaining agreement for completion of service years and training hours; salary change from \$26.95/H
Samaco, Jeffrey	Police Officer II/University Police/Staff	05/02/11	\$26.95/H	Offline salary adjustment per bargaining agreement for completion of service years and training hours; salary change from \$26.19/H
Sandifer, Jeffrey	Building Services Worker Certified/ Physical Facilities/ Staff	08/22/11	\$13.78/H	Offline salary adjustment per bargaining agreement for completion of training program; salary change from \$13.18/H; title change from Building Services Worker
Vega, Victoria	Building Services Worker/ Physical Facilities/Staff	08/22/11	\$13.28/H	Offline salary adjustment per bargaining agreement for completion of training program; salary change from \$12.68/H; title change from Building Services Worker
Walton, Micah R.	Stationary Engineer 2/Physical Facilities/Staff	07/04/11	\$18.69/H	Offline salary adjustment per bargaining agreement for completion of training program; salary change from \$17.69/H
<u>Leave</u>				
Flynt, Darcie	Physical Facilities Operation Center Budget/Fiscal Administrator/Physical Facilities/Staff	09/13/11 10/24/11	\$1,649.92 BW	100% leave without compensation
<u>Separation</u>				
Alexander, Michael	Water Treatment Specialist/ Physical Facilities/Staff	09/16/11	\$14.64/H	Resignation
Shannon, Thomas	Police Officer II/University Police/Staff	11/30/11	\$28.55/H	Retirement
VICE PRESIDENT FOR INFORMATION TECHNOLOGY SERVICES/CIO				
<u>Appointment/Reappointment</u>				
Halasch, Odch	Computer Specialist/Hardware & Operating Systems Services/ Staff	09/29/11 12/31/11	\$14.62/H	Temporary appointment vice K. Schaaf

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Change				
Herchenroeder, Susan	Customer Support Specialist/ Hardware & Operating Systems Services/Staff	06/27/11	\$22.39/H	Job reclassification; title change from Shift Supervisor Computer Operations; grade change from 119 to 217
Schindler, Thomas D.	Information Technology Security Officer/Hardware & Operating Systems Services/ Contract Professional	10/03/11	\$85,00000 12 mo	Promotion vice J. Faloba; salary change from \$3,219.31/BW; title change from Lead LAN Administrator; appointment basis change from Staff; grade change from 222 to 223
Testerman, Suzanne	Project Manager/ Application Systems Services/Contract Professional	07/01/11	\$61,193.00 12 mo	Job reclassification via job audit; salary change from \$58,839.00/12 mo; grade change from 221 to 222
Separation				
Buck, Raymond	Computer Lab Support Specialist/Hardware & Operating Systems Services/ Staff	09/20/11	\$17.31/H	Resignation
Nagendram, Yuvaraj	Senior Systems Analyst Programmer/ Application Systems Services/Staff	09/16/11	\$2,376.93 BW	Resignation

VICE PRESIDENT FOR TALENT DEVELOPMENT & HUMAN RESOURCES

Change

DiSpina, Christine A.	Human Resources Business Analyst/Human Resources/Staff	10/03/11	\$1,961.54 BW	Promotion vice M. Stasitis; salary change from \$17.83/H; title change from Assistant Departmental Systems Administrator; part time to full time; grade change from 119 to 120
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VICE PRESIDENT FOR RESEARCH & DEAN, GRADUATE SCHOOL

Appointment/Reappointment

Tausig, Mark B.	Associate Dean, Graduate School; Interim Chair, Public Administration & Urban Studies; Professor, Sociology/ Faculty	07/01/11 06/30/12	\$9,000.00 12 mo (stipend)	Additional title and temporary Administrative stipend for Interim Chair assignment; base salary is \$115,747.00/12 mo
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BUCHTEL COLLEGE OF ARTS & SCIENCES

Appointment/Reappointment

David, Perry S.	Professor, Chemistry; Coordinator, Curriculum & Assessment, Buchtel College of Arts & Sciences/Faculty (BUF)	08/22/11 05/05/12	\$4,500.00 9 mo (stipend)	Temporary administrative stipend for Coordinator assignment; base salary is \$106,514.00/9 mo
Hall, Elizabeth	Visiting College Lecturer, Modern Languages/Faculty	08/22/11 05/05/12	\$35,000.00 9 mo	Temporary appointment
McCabe, Richard	Visiting College Lecturer, Biology/Faculty	08/22/11 05/05/12	\$40,00000 9 mo	Temporary appointment

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Panzner, Matthew	Research Assistant Professor, Chemistry/Faculty	10/01/11 11/30/11	\$54,060.00 12 mo	Temporary appointment
Ruvolo, Douglas A.	Instructor, Statistics/Faculty (BUF)	08/22/11 05/05/12	\$1,500.00 9 mo (stipend)	Temporary administrative stipend for additional duties; base salary is \$42,000.00/9 mo
Williams, Zachery	Associate Professor, History; Director, Pan-African Studies/Faculty (BUF)	08/22/11 05/05/12	\$2,000.00 9 mo (stipend)	Additional title and temporary administrative stipend for Director assignment; base salary is \$65,589.00/ 9 mo
<u>Change</u>				
Barrett, Linda	Associate Professor, Geography & Planning/Geology & Environmental Science/Faculty (BUF)	08/22/11	\$69,857.00 9 mo	Department change from Geography and Planning
Cox, Raymond W.	Professor, Public Administration & Urban Studies/Faculty (BUF)	08/22/11	\$97,802.00 9 mo	Relinquishing Interim Department Chair title and stipend
Falah, Ghaza	Professor, Geography & Planning/Public Administration & Urban Studies/Faculty (BUF)	08/22/11	\$82,326.00 9 mo	Department change from Geography and Planning
King, Deborah	Instructor, Geography & Planning/Geology & Environmental Science/Faculty (BUF)	08/22/11	\$42,323.00 9 mo	Department change from Geography and Planning
Mancke, Elizabeth	Professor, History, Coordinator, Buchtel College of Arts & Sciences Curriculum & Assessment/Faculty (BUF)	07/01/11 06/30/12		Temporary additional title for Coordinator assignment
Siebert, Loren	Associate Professor, Geography & Planning/Geology & Environmental Science/Faculty (BUF)	08/22/11	\$62,595.00 9 mo	Department change from Geography and Planning
Snider, Cynthia D.	Assistant to Dean, Buchtel College of Arts & Sciences; Member General Faculty/ Faculty	07/01/11	\$76,904.00 12 mo	Title change from Assistant to Dean, Creative and Professional Arts, Health Sciences and Human Services; department change from Creative and Professional Arts Dean's Office
<u>Leave</u>				
Hanley, Dena	Associate Professor, Political Science/Faculty (BUF)	08/22/11	\$62,331.00 9 mo	Return from leave of absence
Newman, Jacqueline S.	Administrative Secretary/Public Administration & Urban Studies/Staff	02/18/10 02/19/12	\$13.95/H	100% leave without compensation
<u>Separation</u>				
Baranowski, Shelley O.	Distinguished Professor, History/Faculty (BUF)	05/31/12	\$99,567.00 9 mo	Retirement
Baughman, Margaret C.	Research Associate III/Institute, Biosciences & Social Research/Staff	09/30/11	\$1,904.38 BW	Resignation
Butler, Kevin A.	Manager, GIS Research/Arts & Sciences Dean's Office/Contract Professional	12/31/11	\$80,275.00 12 mo	Retirement

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Egan, James J.	Professor, English; Director, Careers Program/Faculty (BUF)	12/31/11	\$95,024.00 9 mo	Retirement
Ely, Daniel L.	Professor, Biology; Fellow, Institute for Life-Span Development & Gerontology/ Faculty (BUF)	12/31/11	\$109,331.00 9 mo	Retirement
Ganz, Sandra	Fiscal Administrator/Buchtel College of Arts & Sciences Dean's Office/Contract Professional	09/30/11	\$58,000.00 12 mo	Resignation
Pyakuryal, Amod N.	Research Assistant III/Institute, Biosciences & Social Research/Staff	08/07/11	\$18.73/H	Resignation

COLLEGE OF BUSINESS ADMINISTRATION

Appointment/Reappointment

Kausch, Darlene R.	Visiting College Lecturer, Accounting/Faculty	08/22/11 05/05/12	\$50,000.00 9 mo	Temporary appointment
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COLLEGE OF CREATIVE & PROFESSIONAL ARTS

Appointment/Reappointment

Armentrout, Jenny	Visiting College Lecturer, Communication/Faculty	08/22/11 05/05/12	\$40,000.00 9 mo	Temporary appointment
Cajigas, Julie	Visiting College Lecturer, Communication/Faculty	08/22/11 05/05/12	\$40,000.00 9 mo	Temporary appointment

Change

Harmon, Marlene E.	Administrative Assistant/ Communication/Staff	08/22/11	\$16.89/H	Department change from Geography & Planning
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Separation

Anderson, Carolyn M.	Professor, Communication/ Faculty (BUF)	06/30/12	\$75,237.00 9 mo	Retirement
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COLLEGE OF EDUCATION

Appointment/Reappointment

Brown, Sharon A.	Project Director/Education Dean's Office/Contract Professional	12/01/11 06/30/12	\$80,000.00 12 mo	Temporary reappointment
White, Alison L.	Grant Communications Coordinator/Education Dean's Office/Contract Professional	10/01/11 12/31/11	\$46,350.00 12 mo	Temporary reappointment

Change

Fowkes, Michele	Head Teacher/Center for Child Development/Staff	08/01/11	\$15.19/H	Title change from Interim Assistant Director/Head Teacher; salary change from \$17.19/H
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<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
COLLEGE OF ENGINEERING				
<u>Appointment/Reappointment</u>				
Hart, Kimberly S.	Office Assistant/Civil Engineering/Staff	09/06/11 02/29/12	\$11.28/H	Temporary appointment vice J. Lombardi
Tran, Huu Nghi	Assistant Professor, Electrical & Computer Engineering/ Faculty (BUF)	08/22/11	\$75,000.00 9 mo	Appointment
Yousif, Hana	Visiting Research Associate Professor, Civil Engineering/ Faculty	08/24/11 01/20/12	\$43,860.00 12 mo	Temporary appointment
<u>Change</u>				
Luebbers, Matthew T.	Laboratory Manager/Chemical & Biomolecular Engineering/ Staff	09/01/11 08/31/12	\$1,730.76 BW	Title change from Research Scholar; salary change from \$18.02/H
<u>Separation</u>				
Chen, Yuerong	Postdoctoral Research Associate/Mechanical Engineering/Staff	09/23/11	\$1,490.77 BW	Resignation
Lim, Goy Teck	Senior Research Scholar/ Chemical & Biomolecular Engineering/Staff	09/30/11	\$1,782.69 BW	Resignation
Luo, Yin	Visiting Scholar/ Chemical & Biomolecular Engineering/Staff	09/16/11		End of temporary employment
Pan, Yi-Cheng	Research Associate/Mechanical Engineering/Staff	09/24/11	\$1,346.15 BW	Resignation
Sheffer, Daniel B.	Associate Professor, Biomedical Engineering, Department Chair, Biomedical Engineering; Associate Professor, Biology, Director, Biosteromatrix Lab, Institute for Biomedical Engineering Research/Faculty	06/30/12	\$139,416.00 12 mo	Retirement
COLLEGE OF HEALTH SCIENCES & HUMAN SERVICES				
<u>Change</u>				
Garn-Nunn, Pamela	Professor Emeritus, Speech-Language Pathology & Audiology/Faculty	05/31/11		Title change; award of emeritus status
Lynn, James M.	Dean Emeritus, Health Sciences & Human Services; Professor Emeritus, Speech-Language Pathology & Audiology/Faculty	07/31/09		Title change; award of emeritus status

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
HONORS COLLEGE				
<u>Change</u>				
Omanovic, Alma	Departmental Records Specialist/Honors College Dean's Office/Staff	08/29/11	\$13.31/H	Job reclassification via job audit; salary change from \$10.51/H; title change from Office Support Specialist; grade change from 113 to 117
SCHOOL OF LAW				
<u>Appointment/Reappointment</u>				
Baumgartner, Samuel	Professor, Law/Faculty	08/22/11 05/05/12	\$2,000.00 9 mo (stipend)	Temporary administrative stipend for Director, Faculty Research and Development; base salary is \$121,881.00/9 mo
Dessin, Carolyn L.	Professor, Law/Faculty	08/22/11 05/05/12	\$2,000.00 9 mo (stipend)	Temporary administrative stipend for Moot Court Board Advisor; base salary is \$113,712.00/9 mo
<u>Change</u>				
Aynes, Richard L.	Professor, Law; Holder, Seiberling Chair in Constitutional Law; Director, Constitutional Law Center/Faculty	08/22/11 05/05/12	\$27,238.00 9 mo (stipend)	Stipend change from \$26,102.00/9 mo; base salary is \$166,155.00/9 mo
Lenart, Lynn	Assistant Law Librarian/Law Library/Contract Professional	01/01/11	\$62,159.00 12 mo	Job reclassification via job audit; salary change from \$60,349.00/12 mo; grade change from 119 to 120
Souare, Annette	Faculty Services Librarian/Law Library/Contract Professional	01/01/11	\$49,095.00 12 mo	Job reclassification via job audit; title change from Public Services Librarian
COLLEGE OF NURSING				
<u>Appointment/Reappointment</u>				
Beeson, Rose	Visiting Assistant Professor, Nursing/Faculty	08/22/11 05/05/12	\$70,000.00 9 mo	Temporary appointment vice W. Franklin
Dumpe, Michelle L.	Visiting Associate Professor, Nursing/Faculty	08/22/11 05/05/12	\$85,000.00 9 mo	Temporary appointment vice P. McCarthy
Jett, Kathy M.	Nurse Practitioner-Nursing/ Nursing Dean's Office/Contract Professional	09/06/11	\$80,000.00 12 mo	Appointment
Lax, Greta	Akron Regional Interprofessional-Akron Health Education Center, Center Director/Nursing Dean's Office/Contract Professional	09/01/11 08/31/12	\$51,500.00 12 mo	Temporary reappointment; salary change from \$50,000.00/12 mo
<u>Change</u>				
Biordi, Diana L.	Senior Associate Dean, Interdisciplinary Research & Community Partnership; Professor, Nursing/Nursing Dean's Office/Faculty	08/22/11		Title change from Associate Dean, Research and Graduate Programs

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Canary, Donald F.	Academic Adviser II/Nursing Instruction/Contract Professional	09/26/11	\$45,778.00 12 mo	Transfer; department change from Academic Advisement
Capers, Cynthia	Professor Emeritus, Nursing, Dean Emeritus, Nursing/ Faculty	12/31/11		Title change; award of emeritus status
Wineman, Margaret	Dean, Emeritus, Nursing; Professor Emeritus, Nursing/ Faculty	09/30/11		Title change; award of emeritus status
<u>Separation</u>				
Galon, Patricia A.	Associate Professor, Nursing/ Faculty (BUF)	09/11/11	\$71,271.00 9 mo	Deceased

COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING

Appointment/Reappointment

Abid, Wissem	Assistant to Instructional Director, Cultural Affairs/ Polymers Dean's Office/ Contract Professional	09/06/11 07/31/15	\$50,000.00 12 mo	Temporary appointment vice D. John
Cao, Yan	Research Assistant/Institute of Polymer Science/Staff	10/01/11 01/20/12	\$8.40/H	Temporary reappointment
Huang, Tsang-Min	Postdoctoral Fellow/Polymer Engineering/Staff	09/01/11 08/31/12	\$1,288.46 BW	Temporary appointment
Simmons, David S.	Assistant Professor, Polymer Engineering/Faculty (BUF)	01/09/12	\$85,000.00 9 mo	Appointment vice K. Min

Leave

Connors, Thomas H.	Research Scientist/Institute of Polymer Science/Staff	09/20/11 11/14/11	\$2,281.81 BW	100% leave without compensation
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Separation

Barkakaty, Balaka	Research Associate/Institute of Polymer Science/Staff	08/31/11	\$1,230.77 BW	Resignation
Cai, Wanzhu	Research Scholar/Polymer Engineering/Staff	09/30/11	\$910.00 BW	Resignation
Erdodi, Gabor	Senior Research Associate/ Institute of Polymer Science/ Staff	09/23/11	\$1,568.76 BW	Resignation
Ladich, Bethany M.	Administrative Secretary/ Institute of Polymer Science/ Staff	09/09/11	\$11.62/H	Resignation

SUMMIT COLLEGE

Appointment/Reappointment

Bradford, Tony L.	Visiting College Lecturer, Basic Writing/Faculty	08/22/11 05/05/12	\$34,000.00 9 mo	Temporary appointment
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<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Chambers, Rodney	Visiting Assistant Professor, Engineering & Science Technology/Faculty	08/22/11 05/05/12	\$55,000.00 9 mo	Temporary appointment vice D. Sullivan
Jalbert, Michael J.	Associate Dean, Summit College; Professor, Labor Studies; Professor, Social Science; Interim Director, Training Center for Law Enforcement & Criminal Justice/Summit College Dean's Office/Faculty	07/01/11 06/30/12 07/01/11 06/30/12	\$5,000.00 12 mo (stipend) \$5,000.00 12 mo (stipend)	Temporary administrative stipend for Associate Dean assignment; base salary is \$108,809.00/12mo Temporary administrative stipend for Interim Director assignment;
Kilgallin, Wyatt	Visiting College Lecturer, Engineering & Science Technology/Faculty	08/22/11 05/05/12	\$55,000.00 9 mo	Temporary appointment
Mullet, Nicole L.	Director, Tech Prep/Summit College Dean's Office/Contract Professional	09/01/11 06/30/12	\$54,459.00 12 mo	Temporary reappointment
Ramlo, Susan E.	Professor, General Technology/ Engineering & Science Technology/Faculty (BUF)	08/22/11 12/11/11	\$3,000.00 9 mo (stipend)	Temporary administrative stipend for Program Director assignment; base salary is \$75,903.00/9mo
Wammes, Lori A.	Visiting College Lecturer, Developmental Programs/ Faculty	08/22/11 05/05/12	\$4,500.00 9 mo (stipend)	Temporary administrative stipend for additional duties; base salary is \$34,000.00/9mo

Separation

Devany, David M.	Assistant Professor, Paralegal Studies/Public Service Technology/Faculty (BUF)	05/05/12	\$46,447.00 9 mo	Resignation
Klein, Tina	Administrative Assistant/ Engineering & Science Technology/Staff	10/08/11	\$17.01/H	Resignation
Mumper, John	Professor, Community Services Technology; Fellow, Institute for Life-Span Development & Gerontology/Faculty (BUF)	05/31/11	\$74,903.00 9 mo	Retirement

UNIVERSITY COLLEGE

Appointment/Reappointment

Kolaczewski-Ferris, Christine A.	Director, Student Academic Success/Contract Professional	08/01/11 12/31/11	\$6,000.00 12 mo (stipend)	Temporary administrative stipend for additional duties; base salary is \$70,280.00/12 mo
Monroe, Laura B.	Coordinator Writing Lab/ Student Academic Success/ Contract Professional	08/01/11 12/31/11	\$6,000.00 12 mo (stipend)	Temporary administrative stipend for additional duties; base salary is \$47,277.00/12 mo
Ragins, Dennis J.	Visiting Assistant Professor, Public Service Technology; Validation Center Coordinator/ University College Dean's Office/Faculty	08/22/11 05/05/12	\$6,660.00 12 mo (stipend)	Temporary administrative stipend for Coordinator assignment; base salary is \$45,000.00/12 mo

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Change				
Kotch, Kelly	Coordinator, Admissions/ Transfer Student Services Center/Staff	09/01/11	\$18.52/H	Reorganization; department change from Admissions
UNIVERSITY LIBRARIES				
<u>Appointment/Reappointment</u>				
Linberger, Peter	Professor, Bibliography, Collection Management Officer/UL Dean's Office/ Faculty	10/17/11	\$8,000.00 12 mo (stipend)	Additional title and administrative stipend for Officer assignment; base salary is \$62,981.00/12 mo; end temporary appointment as Interim Head, Collection Management
Salem, Joseph A.	Associate Professor, Biblio- graphy; Head, Research & Learning Services/Faculty	10/15/11	\$86,000.00 12 mo	Appointment
Woody, Lorelei A.	Science and Technology Librarian/UL Science & Technology/Contract Professional	09/07/11 05/16/12	\$44,000.00 12 mo	Temporary appointment vice A. Bolek
Change				
Aby, Stephen H.	Professor, Bibliography; Education Bibliographer/UL Research & Learning Services/ Faculty (BUF)	10/17/11	\$71,781.00 12 mo	Reorganization; department change from UL Collection Management
Appleby, Donald R.	Library Specialist/UL Circulation/Staff	07/01/11 01/01/12	\$22.09/H	Title change from Interim Manager, Access Services; continue temporary stipend
Beckham, John W.	Library Associate Senior/UL Research & Learning Services/Faculty	10/24/11	\$14.80/H	Reorganization; department change from UL Reference
Chlebek, Diana A.	Associate Professor, Biblio- graphy; Fine Arts, Language & Literature Bibliographer/UL Research & Learning Services/ Faculty (BUF)	10/17/11	\$66,277.00 12 mo	Reorganization; department change from UL Collection Management
Evans, Ann M.	Administrative Assistant/UL Research & Learning Services/ Faculty	10/24/11	\$19.63/H	Reorganization; department change from UL Reference
Fielding, Lori J.	Associate Professor, Biblio- graphy/UL Research & Learning Services/Faculty (BUF)	10/17/11	\$56,673.00 12 mo	Reorganization; department change from UL Reference
Franks, Jeffrey A.	Associate Professor, Biblio- graphy/UL Research & Learning Services/Faculty (BUF)	10/17/11	\$77,867.00 12 mo	Reorganization; department change from UL Reference; title change from Associate Professor, Bibliography; Head, UL-Reference Department
Juliano, Janete O.	Library Specialist/UL Research & Learning Services/Faculty	10/24/11	\$17.08/H	Reorganization; department change from UL Teaching & Training
Laster, Sharalyn	Assistant Professor, Biblio- graphy; Reference Librarian/ Government Documents/UL Research & Learning Services/ Faculty (BUF)	10/17/11	\$47,667.00 12 mo	Reorganization; department change from UL Reference

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Lazar, Lisa	Assistant Professor, Bibliography; Performing Arts Librarian/UL Research & Learning Services/Faculty (BUF)	10/17/11	\$51,641.00 12 mo	Reorganization; department change from UL Collection Management
Pavkov, Janine T.	Library Associate Senior/UL Research & Learning Services/Faculty	10/24/11	\$22.09/H	Department change from UL Reference
Robinson, Bennie P.	Assistant Professor, Bibliography/UL Research & Learning Services/Faculty	10/17/11	\$50,399.00 12 mo	Department change from UL Reference
Tosko, Michael T.	Associate Professor, Bibliography/UL Research & Learning Services/Faculty	10/17/11	\$61,172.00 12 mo	Department change from UL Teaching & Training

WAYNE COLLEGE

Appointment/Reappointment

Change

Engle, Kevin	Assistant to Dean for Development/Wayne College Dean's Office/Contract Professional	08/01/11	\$46,549.00 12 mo	Job reclassification via job audit; salary change from \$44,75900/12 mo; title change from Assistant to Dean-Wayne College; grade change from 118 to 119
Teague, Colleen M.	Interim Associate Dean; Associate Professor, Business Management Technology/ Faculty	08/01/11 05/31/12	\$70,313.00 10 mo	Correction to salary; salary change from \$63,281.00/9 mo

Separation

Vogley, Brenda D.	Coordinator, Continuing Education/Workforce Development & Continuing Education/Contract Professional	09/02/11	\$41,077.00 12 mo	Resignation
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<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
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**FULL-TIME EMPLOYEE PERSONNEL ACTIONS RECOMMENDED IN EXECUTIVE SESSION
FOR APPROVAL IN PUBLIC SESSION WITH THE PERSONNEL ACTIONS, AS AMENDED**

COLLEGE OF EDUCATION

Separation

Chen, Chingju G.	Assistant Professor, Education/ Counseling/Faculty (BUF)	11/01/11	\$48,571.00 9 mo	Resignation
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PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
(Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
OFFICE OF ACADEMIC AFFAIRS						
Fullwood,Kameka J	Assistant Lecturer	Women's Studies	8037.00	893.00	REH	Fall
BUCHTEL COLLEGE OF ARTS & SCIENCES						
Abid,Wissem	Assistant Lecturer	Modern Languages	2510.62	669.50	DTA	Fall
Akin,Timothy S	Senior Lecturer	Modern Languages	3870.40	967.60	REH	Fall
Al-Amin,Isma'il	Special Lecturer	Pan African Studies	2163.00	721.00	REH	Fall
Amodio,Bonnie S	Senior Lecturer	English	11623.80	968.65	REH	Fall
Anderson,Madeleine A	Senior Lecturer	Modern Languages	7774.48	971.81	REH	Fall
Arnold,Pegianne	Associate Lecturer	Modern Languages	3399.00	849.75	REH	Fall
Baker,Gary R	Senior Lecturer	English	11371.68	947.64	REH	Fall
Baker,Terri Ellen	Assistant Lecturer	Modern Languages	2017.14	672.38	REH	Fall
Balla,Robert	Senior Lecturer	English	10438.80	869.90	REH	Fall
Barrett,Robert P	Associate Lecturer	History	1751.00	875.50	REH	Fall
Barrett,Robert P	Senior Lecturer	Geology & Environmental Sci	1987.74	993.87	HIR	Fall
Becks,Paul M	Assistant Lecturer	Geology & Environmental Sci	2256.69	752.23	REH	Fall
Bell,Charles E	Associate Lecturer	History	4815.96	802.66	REH	Fall
Bendeckey,Edward J	Assistant Lecturer	Modern Languages	5547.20	693.40	REH	Fall
Benjamin,David M	Senior Lecturer	Geography & Planning	3105.00	1035.00	REH	Fall
Bixby,Lois M	Senior Lecturer	English	11598.60	966.55	REH	Fall
Bolus,Michael	Senior Lecturer	Mathematics	4357.88	1089.47	REH	Fall
Bonko,Mary J	Senior Lecturer	Modern Languages	7791.28	973.91	REH	Fall
Bowman,Charles V	Assistant Lecturer	Public Admin & Urban Studies	1931.25	643.75	REH	Fall
Bowman,Christine L	Assistant Lecturer	History	6000.00	750.00	REH	Fall
Bragg,Todd A	Associate Lecturer	Economics	7602.12	844.68	REH	Fall
Bruce,Yvonne	Senior Lecturer	English	11724.72	977.06	REH	Fall
Buchanan,Edward James	Associate Lecturer	English	3151.80	787.95	REH	Fall
Bullock,Deidre Ann	Senior Lecturer	History	7547.84	943.48	REH	Fall
Burton,Heather E	Senior Lecturer	Pan African Studies	2679.03	893.01	REH	Fall
Capes,Lyn S	Assistant Lecturer	Modern Languages	7228.10	722.81	REH	Fall
Case,Jennifer Ann	Special Lecturer	English Language Institute	6471.70	647.17	REH	Fall
Chaplin,John M	Senior Lecturer	Philosophy	7564.32	840.48	REH	Fall
Chapman,Elizabeth L	Senior Lecturer	History	8270.32	1033.79	REH	Fall
Chen,Ang	Assoc Prof-Summer	Physics	428.75	1715.00	REH	Summer
Clark,Lynn Marie	Associate Lecturer	Sociology	3462.76	865.69	REH	Fall
Commisso,Rosa	Senior Lecturer	Modern Languages	8219.92	1027.49	REH	Fall
Cross,Jeanne A	Senior Lecturer	English	10438.80	869.90	REH	Fall
Daigen,Judy A	Senior Lecturer	English	9096.12	1010.68	REH	Fall
Dalrymple,Lindsay M	Assistant Lecturer	English	8825.04	735.42	REH	Fall
Deffenbaugh,L. Max	Senior Lecturer	English	5830.86	971.81	REH	Fall
Deighton,Vanessa L	Associate Lecturer	English	6952.50	772.50	REH	Fall
Denton,Robert	Senior Lecturer	Sociology	3182.76	1060.92	REH	Fall
Derhammer Jr,John D	Senior Lecturer	History	2000.34	1000.17	REH	Fall
Detwiler,Stephen	Special Lecturer	English Language Institute	6180.00	618.00	REH	Fall
Dinkins,Cleotha A	Senior Lecturer	Mathematics	5584.98	930.83	REH	Fall
Domanski,John	Assistant Lecturer	Mathematics	4261.26	710.21	REH	Fall
Drinan,Marjorie M	Special Lecturer	English Language Institute	6303.60	630.36	REH	Fall
Duerr,Glen M	Associate Lecturer	Political Science	3200.00	800.00	REH	Fall
Ebrahim,Zahra F	Senior Lecturer	Mathematics	7682.00	960.25	REH	Fall
Eichelberger,Nancy K	Senior Lecturer	Mathematics	5723.64	953.94	REH	Fall
Eichler,James P	Senior Lecturer	History	6265.80	1044.30	REH	Fall
Embree,Carolyn A	Senior Lecturer	English	8888.04	987.56	REH	Fall
Farruggia,Carmella	Senior Lecturer	History	4042.72	1010.68	REH	Fall
Fields,Ronald L	Assistant Lecturer	English	8825.04	735.42	REH	Fall
Fitzgerald,Jenni L	Assistant Lecturer	Political Science	721.00	721.00	REH	Fall

* Regular retiree
**ERIP retiree

PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
(Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
BUCHTEL COLLEGE OF ARTS & SCIENCES(cont)						
Foncellino,Laura Ann	Special Lecturer	English Language Institute	6150.00	615.00	REH	Fall
Foos,Annabelle M	Senior Lecturer	Geology & Environmental Sci	2266.00	1133.00	REH	Fall
Frankovits,Nicholas D	Senior Lecturer	Geology & Environmental Sci	7564.35	1008.58	REH	Fall
Freely,April L	Assistant Lecturer	English	9270.00	772.50	REH	Fall
Gainer,Susan K	Senior Lecturer	History	3883.36	970.84	REH	Fall
Gallo,Sevin M	Assistant Lecturer	History	6180.00	772.50	REH	Fall
Ganter,Theresa M	Senior Lecturer	Modern Languages	11961.07	1087.37	REH	Fall
Ghashmari,Ahmad A	Assistant Lecturer	English Language Institute	6250.00	625.00	HIR	Fall
Giermann,Vivian Renee	Senior Lecturer	Economics	9213.80	921.38	REH	Fall
Glitz,Carl E	Associate Lecturer	Sociology	5080.68	846.78	REH	Fall
Goddard Dodson,Carole L	Special Lecturer	English Language Institute	6000.00	600.00	REH	Fall
Gorogianni,Eugenia	Senior Lecturer	Anthropology & Classical St	8963.73	995.97	REH	Fall
Gotthardt,Linda S	Senior Lecturer	English Language Institute	8755.00	875.50	REH	Fall
Grant,Nancy K	Senior Lecturer	Public Admin & Urban Studies	3090.00	1030.00	REH	Fall
Green,Emily May	Senior Lecturer	English Language Institute	8000.00	800.00	REH	Fall
Grossman,Elizabeth Ruth Baseler	Associate Lecturer	Sociology	2612.85	870.95	REH	Fall
Guerra,Fred R	Assistant Lecturer	Geography & Planning	2616.00	872.00	REH	Fall
Guiler,Peter S	Assistant Lecturer	History	8152.70	815.27	REH	Fall
Gujrati,Purushottam D	Professor-Summer	Physics	1200.00	2400.00	REH	Summer
Haag,Melissa A	Senior Lecturer	English	10438.80	869.90	REH	Fall
Haney,Jack C	Assistant Lecturer	Public Admin & Urban Studies	4254.96	709.16	REH	Fall
Hansel,Mark C	Senior Lecturer	History	3975.48	993.87	REH	Fall
Harrison,Judith L	Associate Lecturer	English	2472.00	824.00	REH	Fall
Heindel-Mellinger MA,Rosemarie L	Assistant Lecturer	English Language Institute	3250.00	650.00	HIR	Fall
Heller,Eli R	Special Lecturer	English Language Institute	3125.00	625.00	HIR	Fall
Heller,Ryann M	Special Lecturer	English Language Institute	6437.50	643.75	REH	Fall
Henderson-Ross,Jodi A	Associate Lecturer	Sociology	2521.44	840.48	REH	Fall
Henris,John R	Senior Lecturer	History	8509.86	945.54	REH	Fall
Hier,Charles	Assistant Lecturer	History	5874.96	979.16	REH	Fall
Hill,Joyce Nichelle	Associate Lecturer	English	10085.76	840.48	REH	Fall
Hines,Susan A	Senior Lecturer	Biology	10655.15	968.65	REH	Fall
Hoblos,Jalaa	Senior Lecturer	Computer Science	6000.00	1000.00	HIR	Fall
Hoffman,Martha E	Senior Lecturer	English	11623.80	968.65	REH	Fall
Hollingsworth,Amy B	Associate Lecturer	Biology	3296.00	824.00	REH	Fall
Huising,Cynthia A	Senior Lecturer	Physics	7200.00	900.00	REH	Fall
Jelinek,Julie B	Senior Lecturer	English	10943.04	911.92	REH	Fall
Jenkins,Rebecca L	Special Lecturer	English Language Institute	3430.20	686.04	REH	Fall
Jenkins,Sandra K	Assistant Lecturer	English Language Institute	3125.00	625.00	HIR	Fall
Kagafas,James G	Senior Lecturer	English	9760.10	976.01	REH	Fall
Keener,Robert L	Associate Lecturer	History	8562.40	856.24	REH	Fall
Kenngott,Catherine L	Senior Lecturer	History	8287.12	1035.89	REH	Fall
Kenngott,Catherine L	Senior Lecturer	Modern Languages	2071.78	1035.89	REH	Fall
Kenzig,Stephen R	Senior Lecturer	Philosophy	5452.62	908.77	REH	Fall
Kline Jr,John F	Senior Lecturer	History	4080.52	1020.13	REH	Fall
Knapik,Mark J	Senior Lecturer	English	6925.52	865.69	REH	Fall
Kolaczewski-Ferris,Christine A	Senior Lecturer	Mathematics	3958.68	989.67	REH	Fall
Kunz,John M	Senior Lecturer	English	7732.40	966.55	REH	Fall
Kunze,A. W. Gerhard	Senior Lecturer	Geology & Environmental Sci	1442.01	1084.22	REH	Fall
Laubscher-Milnes,Amy L	Senior Lecturer	English	6723.84	840.48	REH	Fall
Lehr,Kurt P	Assistant Lecturer	Geography & Planning	1693.56	846.78	REH	Fall
Lemanski,Stanley J	Senior Lecturer	History	11793.50	1179.35	REH	Fall
Lenz,Brittani G	Assistant Lecturer	English	8652.00	721.00	REH	Fall
Levin,Paula B	Special Lecturer	History	4727.70	787.95	REH	Fall
Lober,Christine D	Associate Lecturer	History	1786.02	893.01	REH	Fall
Lott,Monica Lynne	Senior Lecturer	English	3361.92	840.48	REH	Fall

* Regular retiree
**ERIP retiree

PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
(Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
BUCHTEL COLLEGE OF ARTS & SCIENCES(cont)						
Lyndall,Michael E	Associate Lecturer	English	4635.00	772.50	REH	Fall
Ma,Hongwei	Assistant Lecturer	Modern Languages	9000.00	750.00	REH	Fall
Mamich,Laurel A	Senior Lecturer	Modern Languages	2883.90	961.30	REH	Fall
Maples,John L	Senior Lecturer	History	5856.06	976.01	REH	Fall
Marangoni,Marissa A	Assistant Lecturer	English	2317.50	772.50	REH	Fall
Marshall,Melissa L	Assistant Lecturer	Statistics	2832.40	708.10	REH	Fall
Martinez,Adam P	Special Lecturer	Mathematics	5600.00	700.00	HIR	Fall
Mascolo,John A	Associate Lecturer	Political Science	2521.44	840.48	REH	Fall
McDonald,Wayne S	Assistant Lecturer	English	8400.00	700.00	HIR	Fall
McNamara,Martha J	Senior Lecturer	English Language Institute	5253.00	1050.60	REH	Fall
Mikita,Katherine D	Special Lecturer	English Language Institute	6000.00	600.00	HIR	Fall
Miller,Diane B	Associate Lecturer	Mathematics	5339.16	889.86	REH	Fall
Milo,Terra J	Assistant Lecturer	English	4900.00	700.00	HIR	Fall
Milo,Terra J	Assistant Lecturer	English Language Institute	3125.00	625.00	HIR	Fall
Minnich Young,Shannon L	Senior Lecturer	English	6723.84	840.48	REH	Fall
Monnier,Lucas	Special Lecturer	Modern Languages	2100.00	700.00	HIR	Fall
Moore,A. Gregory	Senior Lecturer	History	1985.64	992.82	REH	Fall
Moore,Michelle M	Senior Lecturer	English	3836.80	959.20	REH	Fall
Morris,Alex J	Associate Lecturer	English	9600.00	800.00	HIR	Fall
Morris,Eric M	Assistant Lecturer	English	9270.00	772.50	REH	Fall
Morrison,Lisa Branicky	Senior Lecturer	Psychology	2671.95	890.65	HIR	Fall
Mundy,Eric J	Senior Lecturer	Public Admin & Urban Studies	2600.25	866.75	REH	Fall
Murad,David R	Assistant Lecturer	English	5600.00	700.00	HIR	Fall
Nawari,Fadwa O	Senior Lecturer	Economics	11031.36	919.28	REH	Fall
Nelson,Todd H	Associate Lecturer	Political Science	2472.00	824.00	REH	Fall
Nicholls-Swanson,Amy	Assistant Lecturer	Political Science	1800.00	600.00	HIR	Fall
Niknafs,Hassan S	Senior Lecturer	Mathematics	3916.64	979.16	REH	Fall
Novak,Julia P	Special Lecturer	English Language Institute	6334.50	633.45	REH	Fall
Nowatzki,Robert C	Senior Lecturer	English	3090.00	1030.00	REH	Fall
Ogg,Joan L	Senior Lecturer	English	3390.76	847.69	REH	Fall
Ortiz,Lillian	Assistant Lecturer	Modern Languages	5120.00	640.00	HIR	Fall
Osorio,Shannon D	Associate Lecturer	Modern Languages	6723.84	840.48	REH	Fall
Owens,James Arthur	Associate Lecturer	Political Science	4326.00	721.00	REH	Fall
Pace,Lisa A	Senior Lecturer	History	8228.32	1028.54	REH	Fall
Paull,Eric J	Assistant Lecturer	Political Science	2521.44	840.48	REH	Fall
Peacefull,Leonard G	Senior Lecturer	Geography & Planning	8483.59	998.07	REH	Fall
Pianalto,Giannina	Senior Lecturer	Modern Languages	7354.20	1050.60	REH	Fall
Piepho,Scott R	Associate Lecturer	Political Science	5042.88	840.48	REH	Fall
Pittinger,Michelle L	Assistant Lecturer	English Language Institute	6461.20	646.12	REH	Fall
Polen de Campi,Kirstin E	Assistant Lecturer	Modern Languages	1947.81	649.27	REH	Fall
Porter,Sonya N	Assistant Lecturer	History	4727.70	787.95	REH	Fall
Quinn,Brian	Assistant Lecturer	Physics	500.00	500.00	REH	Fall
Ramer,Ashley L	Associate Lecturer	Biology	3916.64	979.16	REH	Fall
Ramos,Joycelyn D	Senior Lecturer	Anthropology & Classical St	2937.45	979.15	REH	Fall
Ramos,Sheila J	Senior Lecturer	Modern Languages	11346.48	945.54	REH	Fall
Reynolds,Lloyd J	Senior Lecturer	History	7757.60	969.70	REH	Fall
Rich,Pamela K	Assistant Lecturer	Biology	2521.44	840.48	REH	Fall
Richards,Peggy L	Senior Lecturer	English	12052.44	1004.37	REH	Fall
Roeper,Pamela F	Assistant Lecturer	English	8877.57	682.89	DTA	Fall
Runic,Ronald A	Senior Lecturer	Geography & Planning	5253.00	1050.60	REH	Fall
Russ,Jana R	Senior Lecturer	English	2795.64	931.88	REH	Fall
Russ,Jana R	Senior Lecturer	History	5742.60	957.10	REH	Fall
Russell,Ryan J	Assistant Lecturer	English	6000.00	750.00	HIR	Fall
Sasowsky,Kathryn	Associate Lecturer	Geology & Environmental Sci	6920.82	893.01	REH	Fall
Sciarini,Stephen M	Assistant Lecturer	Computer Science	9600.00	800.00	HIR	Fall

* Regular retiree
**ERIP retiree

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PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
(Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
BUCHTEL COLLEGE OF ARTS & SCIENCES(cont)						
Seifert,Robert E	Senior Lecturer	History	10464.00	1046.40	REH	Fall
Seifert,Roberta L	Senior Lecturer	History	7917.36	989.67	REH	Fall
Shall,Andrew D	Assistant Lecturer	English Language Institute	6500.00	650.00	HIR	Fall
Shearer,Jon D	Assistant Lecturer	Mathematics	2731.56	682.89	REH	Fall
Sheppard,Katharine	Senior Lecturer	Economics	7131.72	1188.62	REH	Fall
Simpson,Barry H	Assistant Lecturer	English Language Institute	6671.30	667.13	REH	Fall
Skovira,Alissa	Senior Lecturer	English	7833.28	979.16	REH	Fall
Skrant,James D	Assistant Lecturer	History	1545.00	772.50	REH	Fall
Smith,Aaron M	Associate Lecturer	English	8825.04	735.42	REH	Fall
Smith,Gregory A	Senior Lecturer	Biology	3090.00	1030.00	REH	Fall
Spencer,Jeffrey H	Associate Lecturer	Biology	3450.16	862.54	REH	Fall
Stansky,Michael P	Assistant Lecturer	Statistics	2124.30	708.10	REH	Fall
Steeber,Dawson B	Associate Lecturer	English	8825.04	735.42	REH	Fall
Steele II,Thomas A	Senior Lecturer	English	10085.76	840.48	REH	Fall
Stein,Mary M	Assistant Lecturer	English	5768.00	721.00	REH	Fall
Stevenson,Ellen H	Assistant Lecturer	Mathematics	4544.88	757.48	REH	Fall
Stoutamire,Warren P	Senior Lecturer	Biology	2441.85	1085.27	REH	Fall
Strathman,Christopher A	Senior Lecturer	English	3000.00	1000.00	HIR	Fall
Strodbeck,Linda	Assistant Lecturer	English	8034.00	669.50	REH	Fall
Sturm,Deborah S	Associate Lecturer	Mathematics	4721.40	786.90	REH	Fall
Suchan,Vladimir	Senior Lecturer	Political Science	4800.00	800.00	HIR	Fall
Sumitra,Margaret A	Senior Lecturer	History	9865.10	986.51	REH	Fall
Tanaka,Eriko	Associate Lecturer	Modern Languages	5600.00	700.00	HIR	Fall
Teeling,Michelle	Senior Lecturer	English	6959.20	869.90	REH	Fall
Thibodeaux,Lee A	Senior Lecturer	Geography & Planning	5673.24	945.54	REH	Fall
Thomas Jr,Melvin R	Special Lecturer	English Language Institute	6303.60	630.36	REH	Fall
Tillett,John M*	Senior Lecturer	History	8144.24	1018.03	REH	Fall
Tobin,Lisa E	Senior Lecturer	English	7463.44	932.93	REH	Fall
Tomita,Kumiko	Associate Lecturer	Modern Languages	7982.50	798.25	PAY	Fall
Topa,Sandra K	Senior Lecturer	English	11812.92	984.41	REH	Fall
Torres- Alvarado,Aracelis	Associate Lecturer	Modern Languages	7144.08	893.01	REH	Fall
Triola,Christian J	Assistant Lecturer	English	8825.04	735.42	REH	Fall
Trushel,Kaitlin A	Assistant Lecturer	English	8400.00	700.00	HIR	Fall
Twagirayezu,Sylvestre	Senior Lecturer	Chemistry	4800.00	1200.00	HIR	Fall
Uhrig,Mindy D	Associate Lecturer	English	2206.26	735.42	REH	Fall
Valentine,Michael C	Assistant Lecturer	English	5047.00	721.00	REH	Fall
Vasbinder,Samuel Holmes*	Senior Lecturer	English	8424.72	936.08	REH	Fall
Vehlow,Paula M	Senior Lecturer	English	12102.96	1008.58	REH	Fall
Vincent,Adam J	Assistant Lecturer	English	3000.00	750.00	HIR	Fall
Vogel,Lauren A	Associate Lecturer	English Language Institute	7570.50	757.05	REH	Fall
von Held,Kristina	Senior Lecturer	English	7200.00	900.00	HIR	Fall
Wagler,Todd A	Senior Lecturer	Chemistry	4800.00	1200.00	HIR	Fall
Wain-Weiss,Esther R	Assistant Lecturer	Mathematics	4927.30	703.90	REH	Fall
Wainwright,Christine Lorraine	Senior Lecturer	History	5944.32	990.72	REH	Fall
Walker,Lisa Marie	Assistant Lecturer	English	2884.00	721.00	REH	Fall
Wallace,James M	Senior Lecturer	English	11951.64	995.97	REH	Fall
Watkins,Thomas W	Associate Lecturer	Political Science	8765.19	973.91	REH	Fall
Weaver,Mark R	Assistant Lecturer	Political Science	2461.56	820.52	REH	Fall
Weyant,Thomas B	Assistant Lecturer	History	6303.60	787.95	REH	Fall
White,Linda G	Senior Lecturer	English	11838.12	986.51	REH	Fall
Wilkinson,Vicki S	Senior Lecturer	English	11069.16	922.43	REH	Fall
Williams,William Proctor	Senior Lecturer	English	6196.44	1032.74	REH	Fall
Williamson,Cheryl Ann	Senior Lecturer	English	6723.84	840.48	REH	Fall
Wittman,Barbara K	Assistant Lecturer	History	5673.24	945.54	REH	Fall
Wolf,Laura L	Senior Lecturer	English	6146.04	1024.34	REH	Fall

* Regular retiree
**ERIP retiree

PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
(Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
BUCHTEL COLLEGE OF ARTS & SCIENCES(cont)						
Woll,Andrea B	Assistant Lecturer	English Language Institute	6592.00	659.20	REH	Fall
Young,Brian R	Senior Lecturer	English	6592.00	824.00	PAY	Fall
Zavinski,Monique M	Senior Lecturer	Modern Languages	8497.28	1062.16	REH	Fall
COLLEGE OF BUSINESS ADMINISTRATION						
Bernat,Andrew William	Assistant Lecturer	Accountancy	6180.00	1030.00	REH	Fall
Bible,Scott C	Assistant Lecturer	Management	2472.00	824.00	REH	Fall
Burke,Richard W	Senior Lecturer	Accountancy	3150.00	1050.00	REH	Fall
Franklin,Andrea M	Assistant Lecturer	Marketing	850.00	850.00	HIR	Fall
Harvey,Robert O	Associate Lecturer	Management	2285.07	761.69	REH	Fall
Krajewski,Nancy M	Senior Lecturer	Management	2931.18	977.06	REH	Fall
Leong,Chun Kit	Assistant Lecturer	Accountancy	2550.00	850.00	REH	Fall
Lewis,David J	Assistant Lecturer	Accountancy	3150.00	1050.00	REH	Fall
Malone,Robert W	Senior Lecturer	Accountancy	1575.00	1050.00	REH	Fall
Mchok,George K	Assistant Lecturer	Management	2500.02	833.34	REH	Fall
Mclomed,Kristina D	Assistant Lecturer	Accountancy	2550.00	850.00	REH	Fall
Prince,Lillian R	Assistant Lecturer	Management	2400.00	800.00	HIR	Fall
Schwoeble, Walter E	Associate Lecturer	Management	2781.00	927.00	REH	Fall
Secley, William B	Assistant Lecturer	Accountancy	3000.00	1000.00	REH	Fall
Stefanik,Jon R	Senior Lecturer	Accountancy	1575.00	1050.00	HIR	Fall
COLLEGE OF CREATIVE & PROFESSIONAL ARTS						
Adams,Melissa C	Assistant Lecturer	Communication	4635.00	772.50	REH	Fall
Aukeman,Keith R	Assistant Lecturer	Communication	6025.50	669.50	REH	Fall
Beck,Thomas G	Senior Lecturer	Communication	4532.00	1133.00	REH	Fall
Berkner,Jane E	Senior Lecturer	Music	1996.14	998.07	REH	Fall
Berkner, Jane E	Senior Lecturer	Music	4670.96	998.07	DTA	Fall
Berlinski,Claudia A	Senior Lecturer	Art	7648.40	956.05	REH	Fall
Biviano,Mark	Associate Lecturer	Communication	2773.59	924.53	REH	Fall
Black,MaryAnn	Associate Lecturer	Dance, Theatre & Arts Admin	8320.77	924.53	DTA	Fall
Blair,Jean W	Special Lecturer	Music	5999.47	850.99	DTA	Fall
Brodie,Angela D	Associate Lecturer	Communication	7611.57	845.73	REH	Fall
Brown,Linda S	Associate Lecturer	Art	6807.92	850.99	REH	Fall
Brown,Lori Kae	Assistant Lecturer	Communication	11819.25	787.95	REH	Fall
Buck,James T	Special Lecturer	Dance, Theatre & Arts Admin	2317.50	772.50	HIR	Fall
Burrell,Charlotte L	Assistant Lecturer	Communication	2371.50	790.50	REH	Fall
Calderwood,Sofia	Associate Lecturer	Art	7396.24	924.53	REH	Fall
Caldwell,Aubrey L	Assistant Lecturer	Dance, Theatre & Arts Admin	7879.50	875.50	REH	Fall
Carlisle,Nicholas Thomas	Senior Lecturer	Dance, Theatre & Arts Admin	7732.40	966.55	REH	Fall
Carlisle,Nicholas Thomas	Senior Lecturer	Dance, Theatre & Arts Admin	2899.65	966.55	REH	Fall
Charitan,Alexandra C	Special Lecturer	Art	2600.00	650.00	HIR	Fall
Cole,Leah C	Assistant Lecturer	Communication	4800.00	800.00	HIR	Fall
Coleman,James R*	Associate Lecturer	Communication	5358.06	893.01	REH	Fall
Collier,Jennifer C	Assistant Lecturer	Art	5356.00	669.50	REH	Fall
Collins,Christopher*	Associate Lecturer	Communication	5074.38	845.73	REH	Fall
Contreras Barberena,Juan Eduardo	Senior Lecturer	Communication	11037.48	919.79	REH	Fall
Crossman,Glenda D	Senior Lecturer	Communication	5400.00	900.00	HIR	Fall
Crowe,James R	Associate Lecturer	Art	3908.24	977.06	REH	Fall
Cummings,Jeanne C	Associate Lecturer	Communication	11976.84	998.07	REH	Fall
Curry,Christine R	Assistant Lecturer	Communication	2100.00	700.00	REH	Fall
Daehn,Ann M	Senior Lecturer	Music	4011.85	978.50	DTA	Fall
Dages,John J	Special Lecturer	Communication	6996.96	777.44	REH	Fall
DiLillo,Joan R	Senior Lecturer	Communication	8320.77	924.53	REH	Fall
Dugan,Dennis	Special Lecturer	Dance, Theatre & Arts Admin	998.07	998.07	REH	Fall
Dugan,Dennis	Special Lecturer	Dance, Theatre & Arts Admin	2994.21	998.07	REH	Fall
Duke,Wendy S	Assistant Lecturer	Dance, Theatre & Arts Admin	2626.50	875.50	REH	Fall

* Regular retiree
**ERIP retiree

PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
(Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF CREATIVE & PROFESSIONAL ARTS(cont)						
Durbin,James M	Associate Lecturer	Communication	11400.00	950.00	REH	Fall
Earley,Richard A	Assistant Lecturer	Dance, Theatre & Arts Admin	2626.50	875.50	REH	Fall
Edwards,Karen Victoria	Senior Lecturer	Art	8404.80	1050.60	REH	Fall
Ferris,David S	Assistant Lecturer	Communication	2400.00	800.00	HIR	Fall
Flynn,David R	Special Lecturer	Art	3361.92	840.48	REH	Fall
Fraser,Robert W	Senior Lecturer	Music	4790.73	998.07	DTA	Fall
Gains,Joseph	Assistant Lecturer	Communication	10148.76	845.73	REH	Fall
Giannone,Michael A	Assistant Lecturer	Communication	2679.03	893.01	REH	Fall
Gill-Kinast,Marcie B	Associate Lecturer	Art	3656.08	914.02	REH	Fall
Gonder,Mark H	Special Lecturer	Music	3650.85	730.17	DTA	Fall
Graning,Gary A	Senior Lecturer	Music	10003.79	966.55	REH	Fall
Hammer,Levi R	Assistant Lecturer	Music	3736.00	800.00	DTA	Fall
Hannon,John*	Associate Lecturer	Communication			RET	Fall
Hansen,Chad	Assistant Lecturer	Art	2521.44	630.36	REH	Fall
Harel,Jack S. Cozen	Associate Lecturer	Music	2935.50	978.50	REH	Fall
Harel,Jack S. Cozen	Associate Lecturer	Music	6389.60	978.50	DTA	Fall
Harris,Terrance L	Associate Lecturer	Communication	2537.19	845.73	REH	Fall
Hawk,Jody Lynn	Associate Lecturer	Art	6880.40	860.05	REH	Fall
Heldenfels,Richard D	Assistant Lecturer	Communication	2400.00	800.00	HIR	Fall
Henderson,Lisa A	Assistant Lecturer	Communication	2237.79	745.93	REH	Fall
Hilles,Stefanie A	Assistant Lecturer	Art	7800.00	650.00	REH	Fall
Hjort,Eve M	Assistant Lecturer	Communication	8034.00	669.50	REH	Fall
Hoffman,Phil R	Senior Lecturer	Communication	4622.64	1155.66	REH	Fall
Hopp,Lorie A	Senior Lecturer	Communication	5673.24	945.54	REH	Fall
Hunter,Susan M	Assistant Lecturer	Communication	7327.98	814.22	REH	Fall
Iacoboni,Ricci Eugene	Assistant Lecturer	Communication	2100.00	700.00	HIR	Fall
Kaminicki,Heidi L	Associate Lecturer	Communication	11346.48	945.54	REH	Fall
Kelemen,Robert	Special Lecturer	Art	9888.00	824.00	REH	Fall
Kelly,Kathleen	Associate Lecturer	Dance, Theatre & Arts Admin	2931.18	977.06	REH	Fall
Keppler,Christopher C	Special Lecturer	Communication	5042.88	840.48	REH	Fall
Kessler,Scott W	Special Lecturer	Art	6723.84	840.48	REH	Fall
Kikuchi,Mayumi	Senior Lecturer	Music	5572.36	1092.62	DTA	Fall
Knox,David E	Assistant Lecturer	Communication	2363.85	787.95	REH	Fall
Kohn,Stanley B	Senior Lecturer	Art	8572.88	1071.61	REH	Fall
LaNasa,Patricia J	Associate Lecturer	Music	2253.54	751.18	REH	Fall
Lampasone,Richard P	Assistant Lecturer	Communication	4200.00	700.00	HIR	Fall
Landis,Bruce A	Senior Lecturer	Communication	11976.84	998.07	REH	Fall
Lane,Sarah J	Assistant Lecturer	Communication	2363.85	787.95	REH	Fall
Lange,Jesse M	Assistant Lecturer	Music	3900.00	650.00	REH	Fall
Lawver,Kimberly D	Special Lecturer	Dance, Theatre & Arts Admin	3193.84	798.46	REH	Fall
Lenavitt,James V*	Senior Lecturer	Art	4244.44	1061.11	REH	Fall
Lenzer,Constance Lee	Associate Lecturer	Communication	5673.24	945.54	REH	Fall
Lewis,J. Elliott	Special Lecturer	Communication	2008.50	669.50	REH	Fall
Lindenberger,Beth E	Special Lecturer	Art	5841.36	730.17	REH	Fall
Lippisch,Alexander	Special Lecturer	Art	9455.40	787.95	REH	Fall
Litchfield,Stephen W	Senior Lecturer	Art	7564.32	945.54	REH	Fall
Livingston Taylor,Reanetta J	Assistant Lecturer	Communication	7327.98	814.22	REH	Fall
Lombardo,Mary Ann Kate	Senior Lecturer	Communication	9077.22	1008.58	REH	Fall
Machesky,Kevin L	Special Lecturer	Art	11094.36	924.53	REH	Fall
Marron,James E	Senior Lecturer	Music	9360.89	850.99	DTA	Fall
Maynard,Danielle	Assistant Lecturer	Art	5463.12	682.89	REH	Fall
McGuire,James P	Senior Lecturer	Communication	11598.60	966.55	REH	Fall
Milford,Gene F	Senior Lecturer	Music	10303.42	966.55	DTA	Fall
Miracle,Kathy A	Special Lecturer	Communication	9270.00	772.50	REH	Fall
Mismas,James A	Senior Lecturer	Music	8037.07	1071.61	DTA	Fall

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PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
(Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF CREATIVE & PROFESSIONAL ARTS(cont)						
Mollis,James A	Senior Lecturer	Communication	10842.24	903.52	REH	Fall
Nauman,Sharon M	Special Lecturer	Music	7564.32	840.48	REH	Fall
Neidlinger,Robert D	Associate Lecturer	Music	7564.32	840.48	REH	Fall
Newton,Dean A	Senior Lecturer	Music	10080.50	998.07	DTA	Fall
Nmai,Rita Yaa	Assistant Lecturer	Communication	7564.32	840.48	REH	Fall
Olszewski,Michael Frank	Assistant Lecturer	Communication	12607.20	840.48	REH	Fall
Orazi,Henry M	Senior Lecturer	Music	7816.48	977.06	REH	Fall
Osterland,David A	Special Lecturer	Communication	2250.00	750.00	HIR	Fall
Peck,Amy D	Special Lecturer	Art	6261.60	782.70	REH	Fall
Polanka,William	Senior Lecturer	Music	9928.20	992.82	REH	Fall
Ponder,James D	Associate Lecturer	Communication	7200.00	800.00	HIR	Fall
Powell,Timothy W	Senior Lecturer	Music	988.80	824.00	REH	Fall
Rabinowitz,Amanda M	Assistant Lecturer	Communication	5042.88	840.48	REH	Fall
Reddington,John P	Assistant Lecturer	Art	6093.52	761.69	REH	Fall
Reilly-Howe,Pauline P	Assistant Lecturer	Dance, Theatre & Arts Admin	7611.57	845.73	REH	Fall
Rittenhouse,Joseph W	Special Lecturer	Dance, Theatre & Arts Admin	2537.19	845.73	REH	Fall
Roane,Marilyn M	Assistant Lecturer	Communication	2442.66	814.22	REH	Fall
Robinson,Wendy G	Senior Lecturer	Communication	9900.00	1100.00	HIR	Fall
Rosenberger,Kimberly	Associate Lecturer	Communication	7091.55	787.95	REH	Fall
Rosenthal-Buchwald,Sheila A	Associate Lecturer	Communication	5700.00	950.00	REH	Fall
Rosser,Christina C	Assistant Lecturer	Music	1586.20	721.00	DTA	Fall
Rowell,Tracy L	Associate Lecturer	Music	3008.67	761.69	REH	Fall
Sanford-Burgoon,Kelli R	Assistant Lecturer	Dance, Theatre & Arts Admin	8142.20	814.22	REH	Fall
Schroath,Kristen	Associate Lecturer	Communication	4800.00	800.00	HIR	Fall
Schullo,Julie M	Special Lecturer	Dance, Theatre & Arts Admin	4570.14	761.69	REH	Fall
Shepherd,Cheryl A	Special Lecturer	Art	5673.28	709.16	REH	Fall
Shimpo,Ryoji	Assistant Lecturer	Music	4727.70	787.95	REH	Fall
Silverman,Laura	Senior Lecturer	Music	998.07	998.07	REH	Fall
Silverman,Laura	Senior Lecturer	Music	3593.05	998.07	DTA	Fall
Smilek,Stacia Marie	Associate Lecturer	Communication	7564.32	840.48	REH	Fall
Smith,Cory S	Senior Lecturer	Music	6654.70	1087.37	DTA	Fall
Sorrent Jr,Dominick T	Special Lecturer	Art	3361.92	840.48	REH	Fall
Stauffer,Mary Beth	Associate Lecturer	Art	6180.00	772.50	REH	Fall
Steiner,Zachary D	Assistant Lecturer	Communication	2317.50	772.50	REH	Fall
Stewart,Kara M	Special Lecturer	Dance, Theatre & Arts Admin	8755.00	875.50	REH	Fall
Stoll,David B	Special Lecturer	Art	3361.92	840.48	REH	Fall
Stroia,Laura T	Associate Lecturer	Communication	11976.84	998.07	REH	Fall
Subich,Carl B	Senior Lecturer	Art	3488.00	872.00	REH	Fall
Sydorenko,Natalie L	Senior Lecturer	Communication	8509.86	945.54	REH	Fall
Tabatcher,Patrick M	Special Lecturer	Art	2836.64	709.16	REH	Fall
Tabatcher,Patrick M	Assistant Lecturer	Dance, Theatre & Arts Admin	850.00	850.00	REH	Fall
Thomas,Kristin M	Assistant Lecturer	Communication	2521.44	840.48	REH	Fall
Thorson,Valerie D	Assistant Lecturer	Music	924.53	924.53	REH	Fall
Tokos,Justin W	Special Lecturer	Art	2941.68	735.42	REH	Fall
Tomko,Carrie A	Assistant Lecturer	Communication	7327.98	814.22	REH	Fall
Tortoriello,Joanne E	Senior Lecturer	Communication	5956.92	992.82	REH	Fall
Trotter,Barbara J	Associate Lecturer	Communication	7564.32	840.48	REH	Fall
Urbon,Meghan T	Assistant Lecturer	Communication	4800.00	800.00	HIR	Fall
Vardi,Amitai	Senior Lecturer	Music	3519.51	1050.60	DTA	Fall
Veigcl,Loren C	Associate Lecturer	Music	1680.96	840.48	REH	Fall
Volchko,Joshua M	Special Lecturer	Communication	2008.50	669.50	REH	Fall
Voss,Laila	Senior Lecturer	Art	8404.80	1050.60	REH	Fall
Watkins,David L	Special Lecturer	Art	5925.36	740.67	REH	Fall
Webb,Thomas D	Senior Lecturer	Art	8488.88	1061.11	REH	Fall
Wehrmann,Rock	Special Lecturer	Music	5184.20	730.17	REH	Fall

* Regular retiree
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PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
(Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF CREATIVE & PROFESSIONAL ARTS(cont)						
Weiss,Matthew E	Special Lecturer	Art	5883.36	735.42	REH	Fall
Wesner,Robert F	Special Lecturer	Dance, Theatre & Arts Admin	2550.00	850.00	HIR	Fall
Williams,Ronda M	Assistant Lecturer	Communication	2459.64	819.88	REH	Fall
Winter,Elizabeth A	Associate Lecturer		5547.18	924.53	REH	Fall
Wrobel,Anthony	Special Lecturer	Dance, Theatre & Arts Admin	2899.65	966.55	REH	Fall
Yekel,Amy L	Associate Lecturer	Music	8278.72	840.48	DTA	Fall
Yoder,Randyll K	Senior Lecturer	Communication	9900.00	1100.00	HIR	Fall
Yu,Jin	Associate Lecturer	Music	2353.34	840.48	REH	Fall
COLLEGE OF EDUCATION						
Adkins,Mary-Anne	Assistant Lecturer	Supervising Teachers	1848.00	700.00	DTA	Fall
Adkins,Tommy P	Senior Lecturer	Supervising Teachers	1298.53	865.69	REH	Fall
Andriano,Diane M	Assistant Lecturer	Supervising Teachers	350.00	700.00	HIR	Fall
Apple,Lance C	Assistant Lecturer	Curr & Instr Studies	738.00	615.00	REH	Fall
Baldwin,Mary E	Assistant Lecturer	Supervising Teachers	462.00	700.00	HIR	Fall
Bartley,Alise G	Senior Lecturer	Counseling	2893.35	964.45	REH	Fall
Bays,Joan B	Special Lecturer	Sport Science & Wellness Educ	4363.08	727.18	REH	Fall
Bernatovicz,Emily Dodd	Assistant Lecturer	Curr & Instr Studies	2728.64	682.16	REH	Fall
Beyer,Joseph	Assistant Lecturer	Sport Science & Wellness Educ	1891.08	630.36	REH	Fall
Bizzari,Lynnda W	Assistant Lecturer	Supervising Teachers	924.00	700.00	HIR	Fall
Bozeka,Jennifer L	Assistant Lecturer	Curr & Instr Studies	2781.00	618.00	REH	Fall
Braniner,Jeremy Christopher	Assistant Lecturer	Sport Science & Wellness Educ	1357.66	678.83	REH	Fall
Broadway,Francis S	Professor-Summer	Curr & Instr Studies	7200.00	2400.00	REH	Fall
Brown,Keith A	Special Lecturer	Sport Science & Wellness Educ	1454.36	727.18	REH	Fall
Brusko,Mallory K	Assistant Lecturer	Sport Science & Wellness Educ	1854.00	618.00	REH	Fall
Campbell,Timothy R	Assistant Lecturer	Sport Science & Wellness Educ	1854.00	618.00	REH	Fall
Capitena,Dianne M	Assistant Lecturer	Supervising Teachers	951.72	721.00	REH	Fall
Capitena,Dianne M	Assistant Lecturer	Curr & Instr Studies	2800.00	700.00	REH	Fall
Carmola,Patricia A	Associate Lecturer	Supervising Teachers	1749.77	757.48	REH	Fall
Castillo,Kristy R	Assistant Lecturer	Sport Science & Wellness Educ	1891.08	630.36	REH	Fall
Chenevey,Linda S	Assistant Lecturer	Supervising Teachers	999.87	757.48	REH	Fall
Chrzanowski,Ruth A	Senior Lecturer	Supervising Teachers	1428.38	865.69	DTA	Fall
Ciccantelli,Lynn A	Senior Lecturer	Curr & Instr Studies	4800.00	800.00	REH	Fall
Coleman,Eric	Assistant Lecturer	Sport Science & Wellness Educ	1800.00	600.00	HIR	Fall
Conner,James R	Special Lecturer	Sport Science & Wellness Educ	3479.05	695.81	REH	Fall
Cooper,Elizabeth L	Senior Lecturer	Supervising Teachers	560.15	848.72	DTA	Fall
Cooper,Elizabeth L	Associate Lecturer	Curr & Instr Studies	4412.52	735.42	REH	Fall
Crane,Linda L	Associate Lecturer	Supervising Teachers	749.90	757.48	DTA	Fall
Croskey,Marilyn K	Assistant Lecturer	Curr & Instr Studies	6146.01	682.89	REH	Fall
Davis,Andrew J	Assistant Lecturer	Sport Science & Wellness Educ	2472.00	618.00	REH	Fall
DeSalvo,Renee M	Assistant Lecturer	Sport Science & Wellness Educ	7200.00	600.00	REH	Fall
Dornfeld,David K	Senior Lecturer	Sport Science & Wellness Educ	11893.75	1081.25	REH	Fall
Draper,Brett A	Assistant Lecturer	Sport Science & Wellness Educ	3677.12	919.28	REH	Fall
Duve,Michael A	Senior Lecturer	Sport Science & Wellness Educ	15658.20	1304.85	REH	Fall
Dzeba,Anka J	Senior Lecturer	Curr & Instr Studies	6083.56	869.08	REH	Fall
Ehrenfried,Pahtrick	Special Lecturer	Sport Science & Wellness Educ	5168.96	646.12	REH	Fall
Eriksen,Caleigh A	Assistant Lecturer	Sport Science & Wellness Educ	7200.00	600.00	REH	Fall
Fabian,Debrah J	Assistant Lecturer	Supervising Teachers	350.00	700.00	HIR	Fall
Farmakidis,Constantine G	Assistant Lecturer	Educ Found & Leadership	1854.00	618.00	REH	Fall
Feedback,Matthew R	Special Lecturer	Sport Science & Wellness Educ	6622.80	662.28	REH	Fall
Foster,Harold M	Senior Lecturer	Curr & Instr Studies	19200.00	2400.00	REH	Fall
Gerber,Joyce Marie	Assistant Lecturer	Curr & Instr Studies	2715.28	678.82	REH	Fall
Gerberich,Mark W	Special Lecturer	Sport Science & Wellness Educ	1854.00	618.00	REH	Fall
Goodwin Jr,Paul G	Senior Lecturer	Counseling	3477.39	1159.13	REH	Fall
Goodwin PhD,Tracy Diane	Senior Lecturer	Curr & Instr Studies	2472.00	824.00	REH	Fall

* Regular retiree
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PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
(Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF EDUCATION(cont)						
Guida,JoAnn	Associate Lecturer	Supervising Teachers	999.87	757.48	REH	Fall
Hamilton,Hollis Lynne	Associate Lecturer	Supervising Teachers	1714.06	865.69	REH	Fall
Haren,Debbie A	Associate Lecturer	Supervising Teachers	1249.84	757.48	REH	Fall
Hartman,Benjamin C	Assistant Lecturer	Sport Science & Wellness Educ	1200.00	600.00	REH	Fall
Hartung PhD,Paul J	Senior Lecturer	Counseling	2741.76	913.92	REH	Fall
Heid,Liedrith E	Assistant Lecturer	Curr & Instr Studies	2184.69	728.23	REH	Fall
Heinzer,Linda M	Associate Lecturer	Supervising Teachers	1999.74	865.69	REH	Fall
Hendershot,Judy	Assistant Lecturer	Curr & Instr Studies	5173.87	689.85	REH	Fall
Henson,Cathy A	Assistant Lecturer	Supervising Teachers	350.00	700.00	HIR	Fall
Herberghs,Bryan J	Assistant Lecturer	Sport Science & Wellness Educ	5562.00	618.00	REH	Fall
Herold,Linda A	Assistant Lecturer	Curr & Instr Studies	6784.29	753.81	REH	Fall
Hobor,Gloria A	Associate Lecturer	Curr & Instr Studies	2884.00	721.00	REH	Fall
Hofer,Carolyn J	Special Lecturer	Sport Science & Wellness Educ	3393.52	848.38	REH	Fall
Hogg,Richard J	Assistant Lecturer	Sport Science & Wellness Educ	2674.96	668.74	REH	Fall
Holbert,Joanne M	Assistant Lecturer	Counseling	1854.00	618.00	REH	Fall
Holgate,Gail A	Associate Lecturer	Sport Science & Wellness Educ	10812.50	1081.25	REH	Fall
Holman,David G	Assistant Lecturer	Curr & Instr Studies	4152.42	692.07	REH	Fall
Hoon,Allan Michael	Assistant Lecturer	Sport Science & Wellness Educ	1891.08	630.36	REH	Fall
Howard,Leon Carver	Senior Lecturer	Counseling	4370.45	874.09	REH	Fall
Jenkins,Ruth A	Senior Lecturer	Supervising Teachers	1320.00	800.00	HIR	Fall
Jenkins,Sandra K	Assistant Lecturer	Curr & Instr Studies	1891.08	630.36	REH	Fall
Jesiolowski,Bernard Stephan	Senior Lecturer	Counseling	3801.88	950.47	REH	Fall
Johnson Jr,Med M	Assistant Lecturer	Supervising Teachers	999.87	757.48	DTA	Fall
Johnson,Martha R	Assistant Lecturer	Curr & Instr Studies	2184.69	728.23	REH	Fall
Johnson-Whitt,Eugenia	Associate Lecturer	Curr & Instr Studies	4900.00	700.00	REH	Fall
Jones,Lorans R	Assistant Lecturer	Curr & Instr Studies	2177.40	725.80	REH	Fall
Jurging,Toby	Assistant Lecturer	Sport Science & Wellness Educ	4412.52	735.42	REH	Fall
Kakos-Schwarz,Elizabeth A	Senior Lecturer	Supervising Teachers	1714.06	865.69	REH	Fall
Keller,Geri L	Assistant Lecturer	Sport Science & Wellness Educ	2283.48	761.16	REH	Fall
Kellner,Jessica A	Assistant Lecturer	Sport Science & Wellness Educ	5673.24	630.36	REH	Fall
Kennell,Brian J	Assistant Lecturer	Sport Science & Wellness Educ	5673.24	630.36	REH	Fall
Klim,Joseph O	Assistant Lecturer	Sport Science & Wellness Educ	4412.52	735.42	REH	Fall
Klingler,Judith A	Senior Lecturer	Sport Science & Wellness Educ	2400.00	800.00	REH	Fall
Kovach,Barbara L	Assistant Lecturer	Curr & Instr Studies	1800.00	600.00	REH	Fall
Kraft,Patsy L	Associate Lecturer	Supervising Teachers	1499.81	757.48	PAY	Fall
Kreiner,Dale S	Assistant Lecturer	Sport Science & Wellness Educ	2926.72	731.68	REH	Fall
Kunsman,Charles A	Assistant Lecturer	Sport Science & Wellness Educ	2941.68	735.42	REH	Fall
LaForme,Gregory L	Senior Lecturer	Curr & Instr Studies	2674.92	891.64	REH	Fall
Lampner,Wendy J	Assistant Lecturer	Educ Found & Leadership	1854.00	618.00	REH	Fall
Landenberger Jr,Dale E	Assistant Lecturer	Sport Science & Wellness Educ	3512.95	702.59	REH	Fall
Lassiter,Rosemary V	Associate Lecturer	Supervising Teachers	999.87	757.48	REH	Fall
Leffler,Mark T	Assistant Lecturer	Sport Science & Wellness Educ	2472.00	618.00	REH	Fall
Lemire,Jeanne	Associate Lecturer	Supervising Teachers	249.96	757.48	REH	Fall
Lewis Jr,Charlton	Assistant Lecturer	Sport Science & Wellness Educ	1891.08	630.36	REH	Fall
Lijoi,Marianna	Assistant Lecturer	Supervising Teachers	1499.81	757.48	REH	Fall
Lippincott,Devan A	Assistant Lecturer	Sport Science & Wellness Educ	1854.00	618.00	REH	Fall
Loe,Cynthia H	Special Lecturer	Sport Science & Wellness Educ	7201.60	720.16	REH	Fall
Looman,James	Special Lecturer	Sport Science & Wellness Educ	2422.47	807.49	REH	Fall
Loue,Andrew H	Special Lecturer	Sport Science & Wellness Educ	630.36	630.36	REH	Fall
Mac Donald,John A	Assistant Lecturer	Sport Science & Wellness Educ	678.83	678.83	REH	Fall
Malcolm,Tedd J	Assistant Lecturer	Sport Science & Wellness Educ	2422.47	807.49	REH	Fall
Manes,Jan K	Senior Lecturer	Curr & Instr Studies	3296.00	824.00	REH	Fall
Martucci,Phillip P	Senior Lecturer	Curr & Instr Studies	6954.79	891.64	REH	Fall
McLaughlin,James J	Senior Lecturer	Supervising Teachers	2146.91	865.69	REH	Fall
McNair,Debra	Assistant Lecturer	Curr & Instr Studies	2206.26	735.42	REH	Fall

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PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
(Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF EDUCATION(cont)						
Meeker, Kimberly	Assistant Lecturer	Curr & Instr Studies	1854.00	618.00	REH	Fall
Meniru, Maryann O	Assistant Lecturer	Counseling	1854.00	618.00	REH	Fall
Milford, Gene F	Senior Lecturer	Supervising Teachers	1142.71	865.69	REH	Fall
Milkovich, David M	Senior Lecturer	Supervising Teachers	1336.15	890.77	REH	Fall
Mixon, Clarence	Senior Lecturer	Supervising Teachers	2146.91	865.69	REH	Fall
Mummey, Kathleen M	Assistant Lecturer	Sport Science & Wellness Educ	4566.96	761.16	REH	Fall
Nagel, Vickie L	Assistant Lecturer	Curr & Instr Studies	2059.50	686.50	REH	Fall
Nemer, Robert J	Senior Lecturer	Sport Science & Wellness Educ	3151.80	1050.60	REH	Fall
Oakleaf, Dennis R	Associate Lecturer	Supervising Teachers	499.93	757.48	REH	Fall
Ost, Fred J	Senior Lecturer	Supervising Teachers	1584.21	865.69	DTA	Fall
Palmer, Chad E	Assistant Lecturer	Sport Science & Wellness Educ	3708.00	618.00	REH	Fall
Peter, Carol A	Assistant Lecturer	Curr & Instr Studies	3782.16	630.36	REH	Fall
Petit, Jennifer Gayla	Senior Lecturer	Sport Science & Wellness Educ	10197.00	927.00	REH	Fall
Phillips, Marsha A	Assistant Lecturer	Supervising Teachers	924.00	700.00	DTA	Fall
Poetter, Holly M	Associate Lecturer	Supervising Teachers	878.67	757.48	REH	Fall
Poetter, Holly M	Associate Lecturer	Supervising Teachers	1128.64	757.48	DTA	Fall
Potenzini, Nicholas T	Assistant Lecturer	Sport Science & Wellness Educ	6600.00	600.00	REH	Fall
Powell, Michael D	Assistant Lecturer	Sport Science & Wellness Educ	6933.96	630.36	REH	Fall
Priest, Kathria A	Assistant Lecturer	Curr & Instr Studies	2079.66	693.22	REH	Fall
Rebold, Michael J	Special Lecturer	Sport Science & Wellness Educ	4944.00	618.00	REH	Fall
Richardson, Laura	Senior Lecturer	Sport Science & Wellness Educ	12607.20	1050.60	REH	Fall
Richmond, Margaret A	Associate Lecturer	Supervising Teachers	499.93	757.48	REH	Fall
Richwine, Patricia A	Senior Lecturer	Curr & Instr Studies	3460.80	824.00	REH	Fall
Rochester, Benjamin M	Assistant Lecturer	Sport Science & Wellness Educ	2363.85	787.95	REH	Fall
Rosso, Anthony J	Special Lecturer	Sport Science & Wellness Educ	2206.26	735.42	REH	Fall
Rubens, David Thomas	Assistant Lecturer	Sport Science & Wellness Educ	7564.32	630.36	REH	Fall
Rufener, Patrick S	Associate Lecturer	Sport Science & Wellness Educ	10085.76	840.48	REH	Fall
Saltz, Jerrilyn J	Senior Lecturer	Supervising Teachers	3012.60	865.69	REH	Fall
Saltz, Jerrilyn J	Senior Lecturer	Curr & Instr Studies	865.69	865.69	REH	Fall
Sand-Ashley, Chris L	Senior Lecturer	Counseling	7564.32	945.54	DTA	Fall
Schenault, Steve R	Special Lecturer	Sport Science & Wellness Educ	1260.72	630.36	REH	Fall
Scozzaro, Phillip P	Senior Lecturer	Curr & Instr Studies	10004.50	909.50	REH	Fall
Sheavly, Ginger P	Assistant Lecturer	Curr & Instr Studies	4263.48	710.58	REH	Fall
Shorter, Joyce S	Associate Lecturer	Supervising Teachers	1249.84	757.48	REH	Fall
Simenc, Cynthia M	Special Lecturer	Supervising Teachers	1999.74	757.48	DTA	Fall
Skelley, Ronald L	Assistant Lecturer	Supervising Teachers	378.74	757.48	REH	Fall
Smith, Melissa G	Assistant Lecturer	Sport Science & Wellness Educ	7354.20	735.42	REH	Fall
Staiger, William	Special Lecturer	Sport Science & Wellness Educ	848.38	848.38	REH	Fall
Stallard, Catharina M	Assistant Lecturer	Supervising Teachers	999.87	757.48	REH	Fall
Stellers, Thomas J	Senior Lecturer	Supervising Teachers	984.51	848.72	REH	Fall
Steyer, George J	Associate Lecturer	Supervising Teachers	581.00	700.00	REH	Fall
Stockton, LuAnne M	Senior Lecturer	Sport Science & Wellness Educ	7756.56	969.57	REH	Fall
Stoops, Bonnie S	Associate Lecturer	Supervising Teachers	1142.71	865.69	DTA	Fall
Stutler, Kevin	Assistant Lecturer	Sport Science & Wellness Educ	7801.80	780.18	REH	Fall
Tejada, Laura J	Assistant Lecturer	Counseling	1891.08	630.36	REH	Fall
Theissen, Craig	Assistant Lecturer	Sport Science & Wellness Educ	1854.00	618.00	REH	Fall
Tirpak, Richard D	Senior Lecturer	Supervising Teachers	2718.26	865.69	DTA	Fall
Vasek, Mary L	Senior Lecturer	Curr & Instr Studies	2728.53	909.51	REH	Fall
Veigel, J. Eric	Assistant Lecturer	Sport Science & Wellness Educ	2025.00	675.00	REH	Fall
Weaver, Diane M	Special Lecturer	Sport Science & Wellness Educ	1236.00	618.00	REH	Fall
Weber, Nicholas R	Assistant Lecturer	Sport Science & Wellness Educ	2036.49	678.83	REH	Fall
Weigle, Lawrence D	Associate Lecturer	Curr & Instr Studies	6489.00	721.00	REH	Fall
Wells-Goodwin, Kathleen J	Assistant Lecturer	Curr & Instr Studies	4774.98	795.83	REH	Fall
Wells-Goodwin, Kathleen J	Assistant Lecturer	Supervising Teachers	2371.57	795.83	REH	Fall
Welsh, Kathleen	Assistant Lecturer	Curr & Instr Studies	2069.91	689.97	REH	Fall

* Regular retiree
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PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
(Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF EDUCATION(cont)						
White, Judith A	Assistant Lecturer	Curr & Instr Studies	2115.00	705.00	REH	Fall
Wilfong, Judith L	Assistant Lecturer	Supervising Teachers	2749.65	757.48	REH	Fall
Wise, Shawn M	Assistant Lecturer	Sport Science & Wellness Educ	1854.00	618.00	REH	Fall
Wolf, Brent P	Senior Lecturer	Supervising Teachers	1428.38	865.69	REH	Fall
Wolosiansky, Sara E	Associate Lecturer	Supervising Teachers	999.87	757.48	REH	Fall
Wright, Paul J	Special Lecturer	Sport Science & Wellness Educ	4241.90	848.38	REH	Fall
Yeager, S. Kelci	Assistant Lecturer	Sport Science & Wellness Educ	1891.08	630.36	REH	Fall
Young, Glenn A	Senior Lecturer	Supervising Teachers	1731.38	865.69	REH	Fall
Zeh, Carol S	Senior Lecturer	Supervising Teachers	1731.38	865.69	REH	Fall
Ziarko, Karen A	Assistant Lecturer	Curr & Instr Studies	3600.00	600.00	REH	Fall
COLLEGE OF ENGINEERING						
Arnold, William Allen	Associate Lecturer	Civil Engineering	4635.00	1545.00	REH	Fall
Bredikhin, Alexandre J	Associate Lecturer	Civil Engineering	3468.00	1156.00	REH	Fall
Bredikhin, Alexandre J	Associate Lecturer	Civil Engineering	3468.00	1156.00	HIR	Fall
Bunnell, Robert L	Senior Lecturer	Civil Engineering	3468.00	1156.00	REH	Fall
Chuang, Yutang	Senior Lecturer	Mechanical Engineering	16704.60	1392.05	REH	Fall
Dorfi, Hans	Senior Lecturer	Mechanical Engineering	4622.64	1155.66	REH	Fall
Goldberg, Robert K	Assistant Lecturer	Civil Engineering	4727.70	1575.90	REH	Fall
Jiang, Bing	Senior Lecturer	Mechanical Engineering	3450.00	1150.00	HIR	Fall
Lewis, Gregory A	Senior Lecturer	Electrical & Computer Engr	2781.00	1390.50	REH	Fall
Walter, Joseph D	Senior Lecturer	Mechanical Engineering	3090.00	1030.00	REH	Fall
Welch, John T	Senior Lecturer	Electrical & Computer Engr	4171.50	1390.50	REH	Fall
COLLEGE OF HEALTH SCIENCES & HUMAN SERVICES						
Gillette, Yvonne M*	Senior Lecturer	Speech-Lang Path & Audiology	4529.94	1509.98	REH	Fall
Johnson-Baxter, Fannie	Assistant Lecturer	Social Work	3000.00	1000.00	HIR	Fall
Noviks, Sarah M	Assistant Lecturer	Family & Cons Sciences	4560.00	760.00	DTA	Fall
Oswald, Lisa M	Associate Lecturer	Speech-Lang Path & Audiology	2069.70	1034.85	REH	Fall
Palmer, Alice M	Assistant Lecturer	Social Work	3000.00	1000.00	HIR	Fall
Post, Mandy M	Assistant Lecturer	Family & Cons Sciences	3545.77	787.95	REH	Fall
SCHOOL OF LAW						
Benjamin, David M	Senior Lecturer	Law - Instruction	2994.21	998.07	REH	Fall
Cahoon, Peter T	Senior Lecturer	Law - Instruction	1497.10	998.07	REH	Fall
Glessner, Daniel K	Senior Lecturer	Law - Instruction	1378.92	919.28	REH	Fall
Hornickel, John	Senior Lecturer	Law - Instruction	987.56	987.56	REH	Fall
Kahrl, Robert Conley	Senior Lecturer	Law - Instruction	15000.00	5000.00	REH	Fall
Matejkovic, Margaret E	Senior Lecturer	Law - Instruction	2994.21	998.07	REH	Fall
Ray, Nathan A	Senior Lecturer	Law - Instruction	1497.10	998.07	REH	Fall
Rockhill III, Alvin T	Senior Lecturer	Law - Instruction	2962.68	987.56	REH	Fall
Schneider, Edward M	Senior Lecturer	Law - Instruction	2742.06	914.02	REH	Fall
Serra, Rosemary C	Senior Lecturer	Law - Instruction	1996.14	998.07	REH	Fall
Sugerman, Irving B	Senior Lecturer	Law - Instruction	971.81	971.81	REH	Fall
Thomas II, Robert S	Senior Lecturer	Law - Instruction	2836.62	945.54	REH	Fall
Waesch, Amanda L	Senior Lecturer	Law - Instruction	1344.15	896.10	REH	Fall
Wilson, Bruce Howard	Senior Lecturer	Law - Instruction	1954.12	977.06	HIR	Fall
COLLEGE OF NURSING						
Bonnett, Pamela L	Associate Lecturer	Nursing - Instruction	9980.70	998.07	DTA	Fall
Brown, Ann-Marie	Assistant Lecturer	Nursing - Instruction	2521.44	1260.72	REH	Fall
Christensen, Diane C	Special Lecturer	Nursing - Instruction	4000.00	1000.00	REH	Fall
Enlow, Michele Z	Assistant Lecturer	Nursing - Instruction	11346.48	1260.72	DTA	Fall
Enlow, Michele Z	Assistant Lecturer	Nursing - Instruction	630.36	1260.72	REH	Fall
Fratena, Christina	Assistant Lecturer	Nursing - Instruction	2101.20	1050.60	REH	Fall
Gorsuch, Janet M	Associate Lecturer	Nursing - Instruction	11556.60	1050.60	REH	Fall
Greene, Ashley M	Special Lecturer	Nursing - Instruction	8100.00	900.00	HIR	Fall

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PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
(Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF NURSING(cont)						
Hebebrand,Kathleen Ann	Assistant Lecturer	Nursing - Instruction	5042.88	1260.72	REH	Fall
Hoy,Tammy O	Special Lecturer	Nursing - Instruction	4050.00	900.00	DTA	Fall
Jones,Jeffrey S	Senior Lecturer	Nursing - Instruction	9100.00	1300.00	HIR	Fall
Kidd,Lori I	Asst Prof-Summer	Nursing - Instruction	1490.00	1490.00	HIR	Summer
LaRose,Vivienne Marie	Assistant Lecturer	Nursing - Instruction	7200.00	1200.00	REH	Fall
Lehman, Virginia S	Special Lecturer	Nursing - Instruction	4171.50	927.00	DTA	Fall
Maibach,Dawn L	Special Lecturer	Nursing - Instruction	4050.00	900.00	HIR	Fall
Olszewski,Sally A	Special Lecturer	Nursing - Instruction	2700.00	900.00	HIR	Fall
Perkowski,Marilyn	Assistant Lecturer	Nursing - Instruction	7354.20	1050.60	REH	Fall
Schober,Heather Lynn	Assistant Lecturer	Nursing - Instruction	1800.00	1200.00	HIR	Fall
Schrull,Patricia	Associate Lecturer	Nursing - Instruction	6251.07	893.01	REH	Fall
Sudar,Cherilyn A	Assistant Lecturer	Nursing - Instruction	5253.00	1050.60	REH	Fall
Waite,Katherine A	Assistant Lecturer	Nursing - Instruction	1000.00	1000.00	DTA	Fall
Waite,Katherine A	Assistant Lecturer	Nursing - Instruction	3000.00	1000.00	REH	Fall
SUMMIT COLLEGE						
Adams,Ronnie G	Senior Lecturer	Engineering & Science Tech	5142.70	1028.54	REH	Fall
Anderson,David L	Special Lecturer	Engineering & Science Tech	8051.76	1006.47	REH	Fall
Androulakakis,Stavroula	Associate Lecturer	Developmental Programs	3378.40	844.60	REH	Fall
Arnold,Raymond G	Associate Lecturer	Public Service Technology	2633.13	877.71	REH	Fall
Ashbaugh,Jackie E	Assistant Lecturer	Business Technology	2163.00	721.00	REH	Fall
Baron,Jeffrey A	Assistant Lecturer	Engineering & Science Tech	2450.00	700.00	REH	Fall
Bassett,Kimberly K	Assistant Lecturer	Developmental Programs	3090.00	772.50	REH	Fall
Beckert,Debra L	Senior Lecturer	Business Technology	11074.20	922.85	REH	Fall
Belcher-Nelson,Lisa G	Senior Lecturer	Associate Studies	2521.44	840.48	REH	Fall
Belcher-Nelson,Lisa G	Senior Lecturer	Associate Studies	2521.44	840.48	REH	Fall
Bernlohr,Mark W	Assistant Lecturer	Engineering & Science Tech	1470.84	735.42	REH	Fall
Bertoncini,Leann	Senior Lecturer	Developmental Programs	4784.45	869.90	REH	Fall
Besch,Ann M	Senior Lecturer	Engineering & Science Tech	6309.87	970.75	REH	Fall
Betz,Maryann E	Associate Lecturer	Business Technology	5440.62	906.77	REH	Fall
Betz,Maryann E	Associate Lecturer	Business Technology	5440.62	906.77	REH	Fall
Bibbee,Lucy M	Senior Lecturer	Business Technology	8345.79	927.31	REH	Fall
Bichsel,Pamela Marie	Assistant Lecturer	Developmental Programs	7725.00	643.75	REH	Fall
Blaser,Cynthia Delores	Associate Lecturer	Engineering & Science Tech	4549.10	909.82	REH	Fall
Bodo Jr,David John	Special Lecturer	Engineering & Science Tech	2434.25	695.50	REH	Fall
Boswell,William J	Associate Lecturer	Public Service Technology	8220.33	913.37	REH	Fall
Bracken,Samantha J	Assistant Lecturer	Developmental Programs	2400.00	600.00	HIR	Fall
Bragg Jr,Albert A	Special Lecturer	Public Service Technology	1928.91	642.97	REH	Fall
Brown,Fannie L	Senior Lecturer	Associate Studies	2101.20	840.48	DTA	Fall
Brown,Fannie L	Senior Lecturer	Associate Studies	1680.96	840.48	REH	Fall
Bruno,Teresa Ann	Assistant Lecturer	Allied Health Technology	787.95	787.95	REH	Fall
Bruno,Teresa Ann	Assistant Lecturer	Allied Health Technology	787.95	787.95	REH	Fall
Bucholtz,Kenneth J	Special Lecturer	Business Technology	2800.00	700.00	REH	Fall
Buehrle,John A	Senior Lecturer	Business Technology	5591.28	931.88	REH	Fall
Burke,Christine L	Assistant Lecturer	Developmental Programs	5356.00	669.50	REH	Fall
Buttermore,Daniel L	Assistant Lecturer	Developmental Programs	5168.96	646.12	REH	Fall
Buttermore,Daniel L	Assistant Lecturer	Developmental Programs	646.12	646.12	REH	Fall
Carpenter,Wesley A	Assistant Lecturer	Engineering & Science Tech	2163.00	721.00	REH	Fall
Carter,Dawn Y	Associate Lecturer	Public Service Technology	3479.60	869.90	REH	Fall
Channels,Delbert	Senior Lecturer	Engineering & Science Tech	2868.15	956.05	REH	Fall
Ciraldo Pe,Louis J	Special Lecturer	Engineering & Science Tech	4626.84	771.14	REH	Fall
Cobb,Adrienne A	Assistant Lecturer	Developmental Programs	5648.00	706.00	REH	Fall
Collins,Claude	Associate Lecturer	Public Service Technology	5374.74	895.79	REH	Fall
Collins,Pamela S	Assistant Lecturer	Business Technology	2471.07	823.69	REH	Fall
Collins,Pamela S	Assistant Lecturer	Developmental Programs	6362.88	795.36	REH	Fall

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PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
(Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
SUMMIT COLLEGE(cont)						
Cross,Jeffrey B	Assistant Lecturer	Developmental Programs	2600.00	650.00	HIR	Fall
Crossland-Romanoski,Janice	Senior Lecturer	Public Service Technology	2852.70	950.90	REH	Fall
Dalton,Terrence B	Assistant Lecturer	Public Service Technology	2387.37	795.79	REH	Fall
Darrah,Patrick A	Senior Lecturer	Developmental Programs	11652.24	971.02	REH	Fall
Davis III,Russell K	Senior Lecturer	Business Technology	9455.40	1050.60	REH	Fall
Decamp,Clifford L	Senior Lecturer	Business Technology	2901.66	967.22	REH	Fall
Decamp,Clifford L	Senior Lecturer	Public Service Technology	2837.88	945.96	REH	Fall
Denning,Lillian V	Assistant Lecturer	Business Technology	2317.50	772.50	REH	Fall
DiMartino,Heaven R	Associate Lecturer	Public Service Technology	5323.74	887.29	DTA	Fall
Dilling,Scott A	Assistant Lecturer	Engineering & Science Tech	2272.44	757.48	REH	Fall
Dluback,Rebecca L	Assistant Lecturer	Developmental Programs	975.00	650.00	DTA	Fall
Doerschuk,Carolyn A	Associate Lecturer	Associate Studies	7271.84	908.98	REH	Fall
Eddy-Broadwater,Dontriette	Senior Lecturer	Developmental Programs	6592.00	824.00	PAY	Fall
Edgerton,John W	Senior Lecturer	Engineering & Science Tech	5843.46	973.91	REH	Fall
Edmonds,Clarence D	Special Lecturer	Business Technology	6986.49	735.42	REH	Fall
Eichelberger,Nancy K	Senior Lecturer	Developmental Programs	1116.26	893.01	REH	Fall
Eichelberger,Nancy K	Senior Lecturer	Developmental Programs	2009.27	893.01	DTA	Fall
Eichelberger,Nancy K	Senior Lecturer	Developmental Programs	2232.52	893.01	HIR	Fall
Evele,Holger F	Associate Lecturer	Associate Studies	844.07	844.07	REH	Fall
Evele,Holger F	Associate Lecturer	Associate Studies	6752.56	844.07	REH	Fall
Falinski,Giles L	Senior Lecturer	Public Service Technology	3000.00	1000.00	HIR	Fall
Fauber,Martin P	Assistant Lecturer	Developmental Programs	5067.60	633.45	REH	Fall
Freeman,Bruce	Associate Lecturer	Associate Studies	8037.09	893.01	REH	Fall
Gaydar,Jack Richard	Special Lecturer	Engineering & Science Tech	1500.00	600.00	HIR	Fall
Gearhart,Otto A	Assistant Lecturer	Developmental Programs	2605.48	651.37	REH	Fall
Gibbons,Timothy J	Senior Lecturer	Public Service Technology	2880.63	960.21	REH	Fall
Goldstein,Innara T	Assistant Lecturer	Associate Studies	1365.78	682.89	REH	Fall
Goldstein,Innara T	Assistant Lecturer	Associate Studies	1365.78	682.89	REH	Fall
Greenwald,Ronald M	Assistant Lecturer	Business Technology	10205.16	850.43	REH	Fall
Gretta,Elisa J	Assistant Lecturer	Developmental Programs	8343.00	695.25	REH	Fall
Gruccio Jr, Frank J	Senior Lecturer	Associate Studies	4072.96	1018.24	REH	Fall
Gruccio Jr, Frank J	Senior Lecturer	Associate Studies	3054.72	1018.24	REH	Fall
Gruccio, Margaret I	Senior Lecturer	Developmental Programs	11603.64	966.97	REH	Fall
Hagemeier, William E	Assistant Lecturer	Developmental Programs	7816.44	651.37	REH	Fall
Haines, Michael W	Associate Lecturer	Business Technology	2400.00	800.00	REH	Fall
Haines, Michael W	Associate Lecturer	Business Technology	2400.00	800.00	REH	Fall
Hamilton, Bart P	Associate Lecturer	Engineering & Science Tech	9553.11	909.82	REH	Fall
Harlett, Jennifer C	Assistant Lecturer	Developmental Programs	1404.00	600.00	HIR	Fall
Harris, Jo Ann	Senior Lecturer	Associate Studies	8509.86	945.54	REH	Fall
Hawk, Bonnie L	Associate Lecturer	Developmental Programs	5144.85	772.50	REH	Fall
Hazen, Christine A	Assistant Lecturer	Developmental Programs	5883.36	735.42	REH	Fall
Hazlett, William J	Senior Lecturer	Developmental Programs	6723.84	840.48	REH	Fall
Head, Michael L	Assistant Lecturer	Developmental Programs	2850.52	633.45	DTA	Fall
Henry, Annabelle S*	Senior Lecturer	Developmental Programs	2685.33	895.11	REH	Fall
Hensley, Darlene R	Assistant Lecturer	Developmental Programs	2700.00	675.00	HIR	Fall
Holland Jr, William B	Assistant Lecturer	Public Service Technology	4412.52	735.42	REH	Fall
Hopkins, Bobbie A	Assistant Lecturer	Developmental Programs	7200.00	600.00	HIR	Fall
Huber, Douglas C	Associate Lecturer	Business Technology	6059.83	865.69	REH	Fall
Hubert, Douglas G	Associate Lecturer	Business Technology	5276.10	879.35	REH	Fall
Hubert, Douglas G	Associate Lecturer	Developmental Programs	3517.40	879.35	REH	Fall
Huebner Jr, Kenneth L	Assistant Lecturer	Engineering & Science Tech	1170.90	780.60	REH	Fall
Huffman, Donald J	Associate Lecturer	Business Technology	2616.00	872.00	REH	Fall
Hunka, Nicole J	Assistant Lecturer	Associate Studies	1575.62	787.81	REH	Fall
Jaques, Laura A	Assistant Lecturer	Developmental Programs	6000.00	750.00	HIR	Fall
Jenkins, Sandra K	Assistant Lecturer	Developmental Programs	2448.00	612.00	HIR	Fall

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PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
 (Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
SUMMIT COLLEGE(cont)						
Jester Jr,William Albert	Assistant Lecturer	Engineering & Science Tech	2404.83	801.61	REH	Fall
Johnson,Karen E	Senior Lecturer	Developmental Programs	7655.12	956.89	REH	Fall
Johnson,Richard K	Assistant Lecturer	Associate Studies	3383.96	845.99	REH	Fall
Johnson,Richard K	Assistant Lecturer	Associate Studies	1691.98	845.99	REH	Fall
Johnson,Richard K	Assistant Lecturer	Associate Studies	5075.94	845.99	REH	Fall
Johnson,Wendell A	Senior Lecturer	Developmental Programs	3169.62	951.84	REH	Fall
Julius,Gregory M	Assistant Lecturer	Associate Studies	8276.90	827.69	REH	Fall
Kakish,Linda H	Assistant Lecturer	Developmental Programs	7601.40	633.45	DTA	Fall
Kallergis,James Matthew	Assistant Lecturer	Developmental Programs	6000.00	600.00	HIR	Fall
Keyser,Janet L	Assistant Lecturer	Developmental Programs	7816.44	651.37	REH	Fall
Kiewit PhD,Suzanne F	Senior Lecturer	Developmental Programs	11422.08	951.84	REH	Fall
Kim,Young J	Senior Lecturer	Developmental Programs	10388.28	865.69	REH	Fall
King,Gayle A	Associate Lecturer	Developmental Programs	6723.84	840.48	REH	Fall
Knapp,Gary F	Senior Lecturer	Developmental Programs	10085.76	840.48	REH	Fall
Koladin,Jennifer J	Assistant Lecturer	Developmental Programs	5200.00	650.00	HIR	Fall
Kosztya,Steven L	Senior Lecturer	Engineering & Science Tech	8251.37	970.75	REH	Fall
Kotran,Mona F	Assistant Lecturer	Associate Studies	1400.00	700.00	REH	Fall
Kuehls,David A	Associate Lecturer	Associate Studies	9476.39	861.49	REH	Fall
Kunzler,Joseph M	Senior Lecturer	Developmental Programs	7481.12	935.14	REH	Fall
Labus,Eric Scott	Assistant Lecturer	Engineering & Science Tech	2206.26	735.42	REH	Fall
Lane,Amelia R	Assistant Lecturer	Developmental Programs	7942.56	661.88	REH	Fall
Learnr,Edward C	Senior Lecturer	Public Service Technology	2702.07	900.69	REH	Fall
Levering,Merlen C	Associate Lecturer	Developmental Programs	8825.04	735.42	REH	Fall
Lewis,La'Kisha C	Assistant Lecturer	Developmental Programs	300.00	600.00	DTA	Fall
Little,Dana M	Associate Lecturer	Public Service Technology	2400.00	800.00	REH	Fall
Lodge,Thomas	Senior Lecturer	Engineering & Science Tech	3878.80	969.70	REH	Fall
Lyndall,Michael E	Assistant Lecturer	Developmental Programs	2558.52	639.63	REH	Fall
Mandalinich,Matt	Assistant Lecturer	Engineering & Science Tech	1442.00	721.00	REH	Fall
Marcum,Deborah N	Senior Lecturer	Developmental Programs	10085.76	840.48	REH	Fall
Matema,David E	Senior Lecturer	Developmental Programs	9888.00	824.00	PAY	Fall
Mayer,Kevin A	Assistant Lecturer	Public Service Technology	4544.76	757.46	REH	Fall
Mayhew,William T	Special Lecturer	Engineering & Science Tech	3025.71	672.38	REH	Fall
McIntyre,Laura Colleen	Associate Lecturer	Developmental Programs	6592.00	824.00	REH	Fall
McIntyre,Laura Colleen	Associate Lecturer	Developmental Programs	3296.00	824.00	REH	Fall
Mehok Jr,Richard Pete	Assistant Lecturer	Business Technology	2521.44	840.48	REH	Fall
Mickley,Brian T	Assistant Lecturer	Business Technology	4944.00	824.00	REH	Fall
Mikolajczyk,Julia A	Assistant Lecturer	Developmental Programs	5906.56	738.32	REH	Fall
Minnick,Randi C	Special Lecturer	Engineering & Science Tech	8880.98	910.87	REH	Fall
Moore,Hope Michelle	Associate Lecturer	Associate Studies	2100.00	700.00	HIR	Fall
Moore,Hope Michelle	Assistant Lecturer	Associate Studies	2800.00	700.00	HIR	Fall
Moore,Stacey Jeanne	Senior Lecturer	Associate Studies	2687.94	895.98	REH	Fall
Murphy,Robert A	Senior Lecturer	Developmental Programs	10856.28	904.69	REH	Fall
Nardecchia,David G	Associate Lecturer	Associate Studies	5453.76	908.96	REH	Fall
Nassehi,Fred F	Assistant Lecturer	Developmental Programs	6500.00	650.00	HIR	Fall
Nassehi,Fred F	Assistant Lecturer	Developmental Programs	3250.00	650.00	HIR	Fall
Natney,Joseph O	Associate Lecturer	Business Technology	5427.54	904.59	REH	Fall
Neiman,Michelle Langsam	Senior Lecturer	Public Service Technology	5761.38	960.23	REH	Fall
Noviks,Sarah M	Assistant Lecturer	Public Service Technology	2280.00	760.00	HIR	Fall
Nwa,Willia L. L	Senior Lecturer	Associate Studies	5253.00	875.50	REH	Fall
Orphanides,George H	Assistant Lecturer	Business Technology	1680.96	840.48	REH	Fall
Pearson,Beth A	Special Lecturer	Engineering & Science Tech	3545.13	644.57	REH	Fall
Peek Sr,Marvin E	Senior Lecturer	Associate Studies	3859.52	964.88	REH	Fall
Perriello,Anna	Assistant Lecturer	Public Service Technology	4635.00	772.50	REH	Fall
Petrie,Barbara D	Assistant Lecturer	Business Technology	2250.00	750.00	REH	Fall
Plavan,Nancy L	Associate Lecturer	Developmental Programs	6176.32	772.04	REH	Fall

* Regular retiree
 **ERIP retiree

PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
(Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
SUMMT COLLEGE(cont)						
Plesich,Andrew David	Assistant Lecturer	Business Technology	2325.00	775.00	HIR	Fall
Popik,Jason J	Special Lecturer	Engineering & Science Tech	2163.00	618.00	REH	Fall
Portis Jr,James C	Assistant Lecturer	Developmental Programs	5603.20	700.40	REH	Fall
Portis Jr,James C	Assistant Lecturer	Developmental Programs	2801.60	700.40	HIR	Fall
Poth,Christine M	Senior Lecturer	Associate Studies	8726.04	969.56	REH	Fall
Robertson,Elaine D	Associate Lecturer	Developmental Programs	2884.00	721.00	PAY	Fall
Robertson,Elaine D	Associate Lecturer	Developmental Programs	1442.00	721.00	PAY	Fall
Rossmeyssl,Lynn M	Assistant Lecturer	Engineering & Science Tech	5883.36	735.42	REH	Fall
Samolis,A. Michael	Senior Lecturer	Developmental Programs	10085.76	840.48	REH	Fall
Sas,Timothy J	Assistant Lecturer	Engineering & Science Tech	5000.85	735.42	DTA	Fall
Schmidt,Shannon M	Assistant Lecturer	Associate Studies	2250.00	750.00	REH	Fall
Schweizer,William	Associate Lecturer	Public Service Technology	2700.00	900.00	HIR	Fall
Sears,David B	Assistant Lecturer	Engineering & Science Tech	8913.24	848.88	REH	Fall
Seifert,George K	Associate Lecturer	Public Service Technology	2250.00	750.00	REH	Fall
Senyek,Joanne C	Associate Lecturer	Associate Studies	3633.52	908.38	REH	Fall
Shaffer Jr,Harold W	Senior Lecturer	Business Technology	3859.52	964.88	REH	Fall
Shane,Jeffrey S	Senior Lecturer	Engineering & Science Tech	2080.19	924.53	REH	Fall
Sheaffer,Anne A	Assistant Lecturer	Developmental Programs	5314.80	664.35	REH	Fall
Shepler,Kathleen	Assistant Lecturer	Associate Studies	7147.76	893.47	REH	Fall
Shiple,kip A	Assistant Lecturer	Engineering & Science Tech	3265.28	816.32	REH	Fall
Shuler,Alexis Denise	Assistant Lecturer	Developmental Programs	5067.60	633.45	REH	Fall
Shyshkov,Andriy	Associate Lecturer	Developmental Programs	9888.00	824.00	REH	Fall
Simpson,Sherdene A	Assistant Lecturer	Associate Studies	2250.00	750.00	REH	Fall
Singletary, Frank R	Assistant Lecturer	Business Technology	9000.00	750.00	REH	Fall
Skiljan,Dale R	Special Lecturer	Engineering & Science Tech	1891.08	630.36	REH	Fall
Skocich,Thomas A	Special Lecturer	Business Technology	2800.00	700.00	REH	Fall
Smith,Bradley L	Assistant Lecturer	Business Technology	3151.80	787.95	REH	Fall
Speck,Curt	Special Lecturer	Engineering & Science Tech	4355.76	725.96	REH	Fall
Spencer,Patricia A	Assistant Lecturer	Business Technology	2471.07	823.69	REH	Fall
Stang,Jean M	Assistant Lecturer	Developmental Programs	2002.70	1001.35	REH	Fall
Stang,Jean M	Associate Lecturer	Associate Studies	2509.02	836.34	REH	Fall
Stang,Jean M	Associate Lecturer	Associate Studies	2509.02	836.34	REH	Fall
Stevens, Henry C	Senior Lecturer	Engineering & Science Tech	4548.06	1010.68	REH	Fall
Stevenson, Ellen H	Assistant Lecturer	Associate Studies	3090.48	772.62	REH	Fall
Stokes,Polly A	Senior Lecturer	Developmental Programs	7690.40	961.30	REH	Fall
Stokes,Polly A	Senior Lecturer	Associate Studies	3733.20	933.30	REH	Fall
Stone,Cynthia Y	Associate Lecturer	Public Service Technology	2317.50	772.50	REH	Fall
Stone,Vickie L	Associate Lecturer	Business Technology	2700.66	900.22	REH	Fall
Studer,Jane E	Assistant Lecturer	Developmental Programs	5513.52	689.19	REH	Fall
Sulak,Tamera H	Assistant Lecturer	Engineering & Science Tech	2523.50	721.00	REH	Fall
Sweeney,Matthew F	Assistant Lecturer	Public Service Technology	2363.85	787.95	REH	Fall
Taylor,Donald G	Senior Lecturer	Developmental Programs	9900.00	825.00	HIR	Fall
Thelen,David A	Special Lecturer	Engineering & Science Tech	1365.78	682.89	REH	Fall
Thomas,Shaunna S	Assistant Lecturer	Developmental Programs	6300.00	600.00	HIR	Fall
Tiller,David E	Assistant Lecturer	Public Service Technology	2363.85	787.95	REH	Fall
Tornet,Richard M	Assistant Lecturer	Engineering & Science Tech	1050.00	700.00	HIR	Fall
Tran,Vanthu T	Associate Lecturer	Developmental Programs	8652.00	721.00	PAY	Fall
Tucker,Joseph J	Assistant Lecturer	Associate Studies	3151.80	787.95	REH	Fall
Tyler,Scott A	Assistant Lecturer	Developmental Programs	2807.20	701.80	REH	Fall
Veon,Olympia Ann	Assistant Lecturer	Developmental Programs	4800.00	600.00	HIR	Fall
Veverka,Joseph J	Assistant Lecturer	Engineering & Science Tech	2901.22	828.92	REH	Fall
Vogel,Susan B	Associate Lecturer	Developmental Programs	6303.60	787.95	REH	Fall
Vogt,Lisa Ann	Assistant Lecturer	Developmental Programs	3624.00	600.00	HIR	Fall
Wagner,Nora C	Senior Lecturer	Developmental Programs	9888.00	824.00	PAY	Fall
Wagner,Robert J	Assistant Lecturer	Business Technology	2250.00	750.00	REH	Fall

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PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
 (Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
SUMMIT COLLEGE(cont)						
Wainwright,Christine Lorraine	Senior Lecturer	Associate Studies	1958.08	979.04	REH	Fall
Walker,Lester C	Senior Lecturer	Developmental Programs	3814.48	953.62	REH	Fall
Walker,Lester C	Senior Lecturer	Developmental Programs	7628.96	953.62	REH	Fall
Wallace,Stephen D	Assistant Lecturer	Engineering & Science Tech	1125.00	750.00	HIR	Fall
Wameke,Carol A	Senior Lecturer	Associate Studies	10716.12	893.01	REH	Fall
Weber,Richard T	Senior Lecturer	Public Service Technology	10085.76	840.48	REH	Fall
Wells,Kathy Jo	Associate Lecturer	Developmental Programs	2941.68	735.42	REH	Fall
Wells,William G	Assistant Lecturer	Developmental Programs	2554.40	638.60	REH	Fall
Wertz,Leroy D	Assistant Lecturer	Engineering & Science Tech	5093.28	848.88	REH	Fall
Wheeler,Ruth E	Assistant Lecturer	Developmental Programs	5168.96	646.12	REH	Fall
Wheeler,Ruth E	Assistant Lecturer	Associate Studies	2800.00	700.00	HIR	Fall
White,Judith A	Senior Lecturer	Developmental Programs	3296.00	824.00	PAY	Fall
White,Judith A	Senior Lecturer	Developmental Programs	824.00	824.00	PAY	Fall
Whitthurst,Michele J	Associate Lecturer	Public Service Technology	2521.44	840.48	DTA	Fall
Wilder,Sandra	Associate Lecturer	Associate Studies	2800.00	700.00	HIR	Fall
Winkler,Pamela C	Assistant Lecturer	Developmental Programs	9833.64	819.47	REH	Fall
Wurster,James W	Associate Lecturer	Public Service Technology	5042.88	840.48	REH	Fall
Wynn,Susan E	Associate Lecturer	Associate Studies	1817.92	908.96	REH	Fall
Young,Ronald S	Assistant Lecturer	Engineering & Science Tech	2546.64	848.88	REH	Fall
Yuhus,Stephanie M	Assistant Lecturer	Public Service Technology	2446.59	815.53	REH	Fall
UNIVERSITY COLLEGE						
Citano,Bernadette	Assistant Lecturer	Univ College Dean's Office	1260.72	630.36	REH	Fall
Coldwell,LuAnn Linson	Assistant Lecturer	Univ College Dean's Office	1260.72	630.36	REH	Fall
Dressler,Emily D	Associate Lecturer	Student Academic Success	7354.20	735.42	REH	Fall
Hall,Tessa M	Assistant Lecturer	Student Academic Success	7210.00	721.00	REH	Fall
Harley,Kyle B	Assistant Lecturer	Student Academic Success	700.00	700.00	HIR	Fall
Himmelfright,Allyson R	Assistant Lecturer	Univ College Dean's Office	1236.00	618.00	HIR	Fall
Jackson, Virginia D	Assistant Lecturer	Univ College Dean's Office	1200.00	600.00	HIR	Fall
King,Mary	Senior Lecturer	Student Academic Success	3824.20	956.05	PAY	Fall
Lanshe,John C	Senior Lecturer	Univ College Dean's Office	1680.96	840.48	HIR	Fall
Larker,Nancy E	Assistant Lecturer	Univ College Dean's Office	1200.00	600.00	HIR	Fall
Lu,Qingjun	Assistant Lecturer	Student Academic Success	5735.04	716.88	REH	Fall
Romaker,Dana E	Assistant Lecturer	Student Academic Success	1400.00	700.00	HIR	Fall
Morley,Michael P	Assistant Lecturer	Univ College Dean's Office	1260.72	630.36	HIR	Fall
Tankersley,Christopher J	Assistant Lecturer	Univ College Dean's Office	1260.72	630.36	REH	Fall
Tankersley,Gail A	Assistant Lecturer	Univ College Dean's Office	1470.84	735.42	REH	Fall
Torgler Jr,William E	Associate Lecturer	Univ College Dean's Office	1502.36	751.18	REH	Fall
WAYNE COLLEGE						
Abboud,Rita M	Assistant Lecturer	Family & Consumer Sci-Wayne	2163.00	721.00	REH	Fall
Allen-Marshall,Lisa F	Associate Lecturer	English-Wayne	8936.18	812.38	REH	Fall
Atchison,Larry F	Senior Lecturer	Mathematics-Wayne	4371.24	1092.81	REH	Fall
Bazignan Morales,Patricia D	Assistant Lecturer	Modern Languages-Wayne	5021.38	717.34	REH	Fall
Beebe,David H	Senior Lecturer	Chemistry-Wayne	11920.92	993.41	REH	Fall
Bell,Charles E	Associate Lecturer	History-Wayne	3652.00	913.00	REH	Fall
Benko,Charles L	Associate Lecturer	Associate Studies-Wayne	2596.62	865.54	REH	Fall
Beyeler,Julia M	Senior Lecturer	Developmental Programs-Wayne	8076.16	1009.52	REH	Fall
Beyeler,Julia M	Senior Lecturer	Wayne College Dean's Office	1009.52	1009.52	REH	Fall
Bohrer,Shari L	Senior Lecturer	GS: Eff Oral Comm-Wayne	6041.22	1006.87	REH	Fall
Bohrer,Shari L	Senior Lecturer	GS: Eff Oral Comm-Wayne	6041.22	1006.87	REH	Fall
Bowers,Todd D	Assistant Lecturer	Sport Sci & Well Educ Wayne	1419.28	709.64	REH	Fall
Bridger,Judith J*	Senior Lecturer	English-Wayne	4008.28	1002.07	REH	Fall
Brubach,David J	Assistant Lecturer	History-Wayne	1676.52	838.26	REH	Fall
Butts,Theresa A	Assistant Lecturer	Business & Office Tech-Wayne	2169.96	723.32	REH	Fall
Carmichael,Stephen	Assistant Lecturer	Developmental Programs-Wayne	6467.76	808.47	REH	Fall

* Regular retiree

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PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
(Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
WAYNE COLLEGE(cont)						
Carter,Sally A	Senior Lecturer	Developmental Programs-Wayne	3716.44	929.11	REH	Fall
Carter,Sally A	Senior Lecturer	Developmental Programs-Wayne	1858.22	929.11	REH	Fall
Clark,John P	Senior Lecturer	Mathematics-Wayne	3754.80	938.70	REH	Fall
Clark,John P	Senior Lecturer	Mathematics-Wayne	6570.90	938.70	REH	Fall
Clark,William	Senior Lecturer	Mathematics-Wayne	4533.97	1007.55	DTA	Fall
Colangelo,Mario A	Assistant Lecturer	Mathematics-Wayne	2189.19	729.73	REH	Fall
Conklin,Michael W	Assistant Lecturer	Geology-Wayne	2293.05	764.35	REH	Fall
Dean,Megan L	Assistant Lecturer	Sport Sci & Well Educ Wayne	1419.28	709.64	REH	Fall
Derksen,Jennifer A	Senior Lecturer	English-Wayne	3559.52	889.88	REH	Fall
Doyle,David M	Assistant Lecturer	Educational Foundations-Wayne	2183.28	727.76	REH	Fall
Dreher,Christine D	Senior Lecturer	Business & Office Tech-Wayne	1948.70	974.35	REH	Fall
Dreher,Christine D	Senior Lecturer	Business & Office Tech-Wayne	6820.45	974.35	REH	Fall
Drescher,Carol J	Assistant Lecturer	Modern Languages-Wayne	2763.36	690.84	REH	Fall
Duke,Philip G	Assistant Lecturer	History-Wayne	3055.32	763.83	DTA	Fall
Durbin,Michael R	Senior Lecturer	Philosophy-Wayne	2752.92	917.64	REH	Fall
Durbin,Michael R	Senior Lecturer	English-Wayne	3670.56	917.64	HIR	Fall
Durbin,Michael R	Senior Lecturer	English-Wayne	3670.56	917.64	HIR	Fall
Eichler,James P	Associate Lecturer	History-Wayne	4102.00	1025.50	REH	Fall
Ericksen,Julia A	Associate Lecturer	Psychology-Wayne	7309.08	812.12	REH	Fall
Evans Jr,Melvin A	Assistant Lecturer	Sport Sci & Well Educ Wayne	2602.11	867.37	REH	Fall
Evans Jr,Melvin A	Assistant Lecturer	Biology-Wayne	3903.16	867.37	REH	Fall
Felix,Gay L	Senior Lecturer	Developmental Programs-Wayne	8108.96	1013.62	REH	Fall
Frazier,Emily A	Assistant Lecturer	Social Work-Wayne	2206.26	735.42	REH	Fall
Gallagher,Kathleen D	Senior Lecturer	English-Wayne	9159.20	915.92	REH	Fall
Gilbert,Kathryn R	Senior Lecturer	GS: Eff Oral Comm-Wayne	5814.00	969.00	HIR	Fall
Goe,Linda Kay	Assistant Lecturer	Business & Office Tech-Wayne	2392.29	736.09	REH	Fall
Goodwin PhD,Tracy Diane	Senior Lecturer	Educational Foundations-Wayne	2739.39	913.13	REH	Fall
Gordon,Timothy L	Senior Lecturer	Psychology-Wayne	5955.48	992.58	REH	Fall
Gordon,Timothy L	Senior Lecturer	Sociology-Wayne	3970.32	992.58	REH	Fall
Greer,Emily J	Assistant Lecturer	Mathematics-Wayne	2808.20	702.05	REH	Fall
Greer,Emily J	Assistant Lecturer	Mathematics-Wayne	2808.20	702.05	HIR	Fall
Hall,S. Roxanne	Assistant Lecturer	GS: Eff Oral Comm-Wayne	8357.40	696.45	REH	Fall
Hardy,Kathleen Marie	Associate Lecturer	History-Wayne	3320.24	830.06	REH	Fall
Haren,Deborah	Senior Lecturer	Developmental Programs-Wayne	8022.72	1002.84	REH	Fall
Haren,Deborah	Senior Lecturer	Developmental Programs-Wayne	4011.36	1002.84	REH	Fall
Harper,Gary P	Associate Lecturer	Business & Office Tech-Wayne	4830.00	805.00	REH	Fall
Harris,Carrie Ann	Assistant Lecturer	Sport Sci & Well Educ Wayne	1459.44	729.72	REH	Fall
Harris,Carrie Ann	Assistant Lecturer	Sport Sci & Well Educ Wayne	1459.44	729.72	REH	Fall
Hartman,Scott T	Senior Lecturer	Political Science-Wayne	12016.80	1001.40	REH	Fall
Hodgson,David B	Senior Lecturer	Geology-Wayne	3960.88	990.22	REH	Fall
Holland,Cynthia L	Assistant Lecturer	Social Work-Wayne	1506.46	753.23	REH	Fall
Horst,Leona E	Assistant Lecturer	Biology-Wayne	6689.76	836.22	REH	Fall
Jackson,Barbara L	Assistant Lecturer	Sport Sci & Well Educ Wayne	2830.64	707.66	REH	Fall
Johnson,Erik R	Assistant Lecturer	Mathematics-Wayne	2349.78	783.26	REH	Fall
Johnson,Tanya M	Associate Lecturer	Biology-Wayne	1327.80	885.20	REH	Fall
Johnson,Tanya M	Associate Lecturer	Business & Office Tech-Wayne	5311.20	885.20	REH	Fall
Jones,Janet M	Senior Lecturer	Developmental Programs-Wayne	7319.92	914.99	DTA	Fall
Jones,Janet M	Senior Lecturer	Educational Foundations-Wayne	2744.97	914.99	HIR	Fall
Jones,Susan R	Senior Lecturer	English-Wayne	5483.58	913.93	REH	Fall
Juersivich,Joyce A	Assistant Lecturer	Business & Office Tech-Wayne	4494.60	749.10	REH	Fall
Kandiko,Charles T	Senior Lecturer	Mathematics-Wayne	10771.09	979.19	REH	Fall
Kieffaber,Michelle D	Associate Lecturer	GS: Eff Oral Comm-Wayne	2789.04	929.68	REH	Fall
Klinger,Dean J	Special Lecturer	Sport Sci & Well Educ Wayne	2171.49	723.83	REH	Fall
Knowlton, Virginia A	Senior Lecturer	Business & Office Tech-Wayne	5612.76	935.46	REH	Fall
Kotler,Todd Bruce	Senior Lecturer	Political Science-Wayne	7716.40	964.55	REH	Fall

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PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
(Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
WAYNE COLLEGE(cont)						
Kotler,Todd Bruce	Senior Lecturer	Political Science-Wayne	3858.20	964.55	REH	Fall
Kurko,Connie Jo Anne	Assistant Lecturer	Educational Foundations-Wayne	2128.92	709.64	REH	Fall
Kurko,Connie Jo Anne	Assistant Lecturer	Educational Foundations-Wayne	2128.92	709.64	HIR	Fall
Kurtz,Jeremy J	Senior Lecturer	Business & Office Tech-Wayne	2748.93	916.31	REH	Fall
Kurtz,Jeremy J	Senior Lecturer	Business & Office Tech-Wayne	5497.86	916.31	REH	Fall
Laurene,Kimberly R	Senior Lecturer	Mathematics-Wayne	4432.65	886.53	DTA	Fall
Long,Beverlee E	Associate Lecturer	Chemistry-Wayne	1319.13	879.42	REH	Fall
Long,Charles H	Associate Lecturer	Mathematics-Wayne	6514.47	723.83	REH	Fall
Long PhD,Scot E	Senior Lecturer	Associate Studies-Wayne	2776.08	925.36	REH	Fall
Mamich,Laurel A	Senior Lecturer	Modern Languages-Wayne	3845.20	961.30	REH	Fall
Maroli,John A	Senior Lecturer	Developmental Programs-Wayne	4148.00	1037.00	REH	Fall
Matejczyk,David Michael	Senior Lecturer	Business & Office Tech-Wayne	5789.04	964.84	REH	Fall
Matetic,Lori C	Assistant Lecturer	Business & Office Tech-Wayne	2171.49	723.83	REH	Fall
Mattingly,Melinda J B	Associate Lecturer	Psychology-Wayne	2106.15	702.05	REH	Fall
Maurer,Mary E	Associate Lecturer	Business & Office Tech-Wayne	3833.00	766.60	REH	Fall
McBride,Darcy N	Senior Lecturer	English-Wayne	8173.35	908.15	REH	Fall
McConaghy,James L	Senior Lecturer	Chemistry-Wayne	8853.12	983.68	REH	Fall
McConaghy,James L	Senior Lecturer	Chemistry-Wayne	2951.04	983.68	REH	Fall
Milkovich,David M	Assistant Lecturer	History-Wayne	2672.31	890.77	REH	Fall
Miller,Cletus Clay	Assistant Lecturer	Accounting-Wayne	4269.42	711.57	REH	Fall
Miller-Zoumas,Deborah	Associate Lecturer	English-Wayne	10808.52	900.71	REH	Fall
Miyashita,Monica Lee	Assistant Lecturer	History-Wayne	3084.44	771.11	REH	Fall
Miyashita,Monica Lee	Assistant Lecturer	History-Wayne	1542.22	771.11	REH	Fall
Muniak,William J	Senior Lecturer	Political Science-Wayne	3649.32	912.33	REH	Fall
Muniak,William J	Senior Lecturer	Business & Office Tech-Wayne	2736.99	912.33	HIR	Fall
Muniak,William J	Senior Lecturer	Business & Office Tech-Wayne	2736.99	912.33	HIR	Fall
Norwood,Theresa Y	Senior Lecturer	Family & Consumer Sci-Wayne	5957.16	992.86	REH	Fall
Osterfeld,Candice A	Assistant Lecturer	Business & Office Tech-Wayne	2066.91	688.97	HIR	Fall
Palermo,Richard V	Senior Lecturer	Biology-Wayne	5475.60	912.60	REH	Fall
Palermo,Richard V	Senior Lecturer	Business & Office Tech-Wayne	2737.80	912.60	HIR	Fall
Parker,Richard G	Senior Lecturer	Developmental Programs-Wayne	8046.80	1005.85	REH	Fall
Pearce-Keating,Leslie A	Assistant Lecturer	Developmental Programs-Wayne	2877.08	719.27	REH	Fall
Petry,Cynthia C	Associate Lecturer	Art-Wayne	3761.68	940.42	REH	Fall
Pfaff,Ellen M	Assistant Lecturer	GS: Eff Oral Comm-Wayne	9561.00	796.75	REH	Fall
Playl,Lauren A	Senior Lecturer	Biology-Wayne	9031.50	1003.50	REH	Fall
Popio,Kathryn L	Senior Lecturer	Developmental Programs-Wayne	7750.00	968.75	REH	Fall
Questel,Gloria A	Assistant Lecturer	Sociology-Wayne	6064.32	758.04	REH	Fall
Questel,Gloria A	Assistant Lecturer	Sociology-Wayne	3032.16	758.04	REH	Fall
Reinthal,William A	Senior Lecturer	Geology-Wayne	3650.40	912.60	REH	Fall
Robertson,James	Senior Lecturer	Developmental Programs-Wayne	3670.96	917.74	REH	Fall
Robinson,Karla S	Senior Lecturer	GS: Eff Oral Comm-Wayne	8708.67	967.63	REH	Fall
Rogge,Betty J	Senior Lecturer	Educational Foundations-Wayne	2805.54	935.18	REH	Fall
Rogge,Betty J	Senior Lecturer	Educational Foundations-Wayne	5611.08	935.18	REH	Fall
Runeric,Ronald A	Senior Lecturer	Geography-Wayne	2978.76	992.92	REH	Fall
Runeric,Ronald A	Senior Lecturer	Geography-Wayne	2978.76	992.92	REH	Fall
Shaw,Eric M	Senior Lecturer	Physics-Wayne	992.18	992.18	REH	Fall
Shaw,Eric M	Senior Lecturer	Chemistry-Wayne	7441.35	992.18	REH	Fall
Siffert,Karen B	Senior Lecturer	Mathematics-Wayne	7933.60	991.70	REH	Fall
Siffert,Karen B	Senior Lecturer	Developmental Programs-Wayne	3966.80	991.70	REH	Fall
Simmons,Pamela K	Assistant Lecturer	Accounting-Wayne	2157.81	719.27	REH	Fall
Smith,Forrest*	Senior Lecturer	Associate Studies-Wayne	7810.25	1115.75	REH	Fall
Smith,Forrest*	Senior Lecturer	Associate Studies-Wayne	4463.00	1115.75	REH	Fall
Speicher,David S	Assistant Lecturer	Sport Sci & Well Educ Wayne	723.83	723.83	REH	Fall
Stephan,Kay E	Senior Lecturer	Associate Studies-Wayne	3453.96	1151.32	REH	Fall
Stultz,Steven	Associate Lecturer	English-Wayne	2363.07	787.69	REH	Fall

* Regular retiree
 **ERIP retiree

PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2011, FALL 2011
(Summer 5/16/11-8/14/11, Fall 8/22/11-12/11/11)

Name	Title	Department	Amount	Term Rate	Action	Term
WAYNE COLLEGE(cont)						
Suppan,Sheryl M	Assistant Lecturer	Business & Office Tech-Wayne	3745.80	749.16	REH	Fall
Suppan,Sheryl M	Assistant Lecturer	Biology-Wayne	4494.96	749.16	REH	Fall
Tabor,Tamas D	Assistant Lecturer	Philosophy-Wayne	2128.92	709.64	REH	Fall
Tabor,Tamas D	Assistant Lecturer	Philosophy-Wayne	2128.92	709.64	HIR	Fall
Tavallali,Lisa M	Assistant Lecturer	Busn Management Tech - Wayne	4688.94	781.49	REH	Fall
Taylor,Patricia R	Senior Lecturer	Biology-Wayne	2664.24	888.08	REH	Fall
Teckman,Thomas E	Assistant Lecturer	English-Wayne	2755.88	688.97	HIR	Fall
Tecters,Brian E	Assistant Lecturer	Business & Office Tech-Wayne	2190.27	730.09	HIR	Fall
Terakedis,Kyle B	Assistant Lecturer	Mathematics-Wayne	2926.76	731.69	REH	Fall
Thompson,Rodney Lec	Associate Lecturer	Physics-Wayne	3939.75	787.95	REH	Fall
Thompson,Rodney Lec	Associate Lecturer	Physics-Wayne	3939.75	787.95	REH	Fall
Tohill,Mary F	Senior Lecturer	English-Wayne	12759.96	1063.33	REH	Fall
Triola,Amy Joy P	Assistant Lecturer	English-Wayne	9038.76	753.23	REH	Fall
Vander Ark,Georgia	Senior Lecturer	Business & Office Tech-Wayne	2003.52	1001.76	REH	Fall
Vander Ark,Georgia	Senior Lecturer	Business & Office Tech-Wayne	5760.12	1001.76	REH	Fall
Vansickle,Kenneth R	Associate Lecturer	Business & Office Tech-Wayne	5753.88	958.98	REH	Fall
Vansickle,Kenneth R	Associate Lecturer	Economics-Wayne	2876.94	958.98	REH	Fall
Warrick,John David*	Senior Lecturer	Developmental Programs-Wayne	4291.16	1072.79	REH	Fall
Warrick,John David*	Senior Lecturer	Mathematics-Wayne	4291.16	1072.79	REH	Fall
Warrick,John David*	Senior Lecturer	Developmental Programs-Wayne	4291.16	1072.79	REH	Fall
Weaver,Linda M	Associate Lecturer	English-Wayne	6580.64	822.58	REH	Fall
Weckesser,Thomas S	Assistant Lecturer	Sport Sci & Well Educ Wayne	734.96	734.96	REH	Fall
Weckesser,Thomas S	Assistant Lecturer	Sport Sci & Well Educ Wayne	1469.92	734.96	REH	Fall
Weyls,John M.	Associate Lecturer	Philosophy-Wayne	5520.78	920.13	REH	Fall
Whitehead,Rebecca E	Associate Lecturer	Modern Languages-Wayne	6489.00	927.00	REH	Fall
Williams,Eric Scott	Senior Lecturer	History-Wayne	8000.24	1000.03	REH	Fall
Woods,Mark E	Assistant Lecturer	Sociology-Wayne	2911.04	727.76	REH	Fall
Woods,Mark E	Assistant Lecturer	Associate Studies-Wayne	1455.52	727.76	REH	Fall
Yoder,Randyll K	Senior Lecturer	GS: Eff Oral Comm-Wayne	3300.00	1100.00	HIR	Fall
Zabka,Joseph A	Assistant Lecturer	Mathematics-Wayne	5985.12	748.14	REH	Fall
Zaccardelli,William	Senior Lecturer	Biology-Wayne	2660.13	886.71	HIR	Fall
Zehnder,Priscilla	Senior Lecturer	Business & Office Tech-Wayne	6012.36	1002.06	REH	Fall
Zickefoose,Ronald L	Assistant Lecturer	Business & Office Tech-Wayne	2066.91	688.97	REH	Fall

* Regular retiree
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EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
OFFICE OF THE PRESIDENT*								
Acklin,Cynthia Y	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Alexander,Bonnie L	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Bartoe,Kimberly S	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Bauer,Patricia L	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Beach,Curtis C	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Beacham,Pamela L	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	10.00	HIR	TMP
Bost,Marcus E	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Boyer,Diana L	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Boyer,Richard D	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Bradley,Dave S	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Brodie-White,Jeanne M	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Brusko,Jill E	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	12.00	HIR	TMP
Brusko,Joseph E	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	10.00	HIR	TMP
Bukowski,Larissa I	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Cafarelli,Gerald D	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	10.00	HIR	TMP
Calvin,Timothy L	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Campanelli,Anthony T	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Cappelucci,Dana L	Adjunct Athletic Assistant	Athletics Office	CP	8/22/2011	8/22/2012	0.00	HIR	TMP
Crosby,Clarence E	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	REH	TMP
Darrow,Cindy L	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Davis,Dianne L	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Day,Charles	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Day,Marylou	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Dettling,Dylan T	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Donatelli,Ellen E	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Drapp,Laureen	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Ehrhardt,Jason W	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Ekers,Ken W	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	10.00	HIR	TMP
Everson,Linda M	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	10.00	HIR	TMP
Fiocca,Kelsey N	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	10.00	HIR	TMP
Franck,Martin J	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	10.00	HIR	TMP
Gardiner,Steve R	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Gattozzi,Dominic G	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Genovese,Amanda	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	10.00	HIR	TMP
Hackley,Jakeb T	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	10.00	HIR	TMP
Hardesty III,Richard K	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Hardesty Jr,Richard K	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Hartz,William G	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Haydu,Robert P	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.00	REH	TMP
Heffeman,Timothy M	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Herbert,Alan A	Events Assistant	Athletics Office	STA	9/2/2011	9/2/2011	1150.00	REH	IXP
Hillman,Rebecca D	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Huber,Jacob M	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Huber,Martha E	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Huber,Michael D	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Hume,Curt W	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Jones,Thomas G	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
King,Roy L	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	10.00	HIR	TMP
Korpita,Joshua P	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Kraynak,James	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Lancianese,Carol A	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Lesiak,Patricia A	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Loe,Cynthia H	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP

* Regular retiree
** ERIP retiree

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
OFFICE OF THE PRESIDENT (Cont.)								
May,David E	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	10.00	HIR	TMP
May,James A	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	10.00	HIR	TMP
McBrian,Ann L	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
McBrian,Eric B	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Menhom,Carla J	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Minnich,Melissa Rac	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	10.00	HIR	TMP
Minrovic,Cindy K	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Minrovic,Michael F	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Moyer,Jeffrey Dale	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Mullins,Karen A	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	10.00	HIR	TMP
Musser,Jack	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Myers,Lori Lee M	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Paolucci,Thomas E	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Paperone,Charles NMN	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Parks,Paul C	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	10.00	HIR	TMP
Patterson,Gregory R	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Patterson,Sally A	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Perusek,Catherine A	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Perusek,James W	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Piskac,Carla J	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Piskac,Otto	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Poling,Stormi K	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	10.00	HIR	TMP
Rank,William S	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Richmond,Deborah	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Richmond,Russell T	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Richmond,Thomas R	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Scalf,Carol E	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Scalf,Kelley A	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Schadle,Fabian K	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	10.00	HIR	TMP
Schadle,Mary	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	10.00	REH	TMP
Schmidt,Bonita L	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Schnee,Edward T	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Scully,Elisabeth S	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Sims-Roush,William R	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Smith,Betty Jean	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Smith,Shawn E	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Spade,Gene A	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Spieth,Larry L	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Stankiewicz,Carol L	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Stankiewicz,Kenneth J	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Stankiewicz,Mark A	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/29/2012	8.50	HIR	TMP
Stimac,Ruth M	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Stump,Andrew M	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Stuver,Janet L	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	10.00	HIR	TMP
Thomas,Joseph	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Thompson Jr,Donald D	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	10.00	HIR	TMP
Toy,Joyce E	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Toy,Theodore C	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Tyson,Garland D	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	REH	TMP
Underwood,Richard M	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Vilk,Thomas J	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Vossberg,Jeanann M	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP

* Regular retiree

** ERIP retiree

10/26/11NON

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
OFFICE OF THE PRESIDENT (Cont.)								
Wenk,Elizabeth J	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Wenk,Howard R	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Williams,Kathleen J	Athletics' Events Asst	Athletics Office	STA	8/15/2011	6/30/2012	8.50	HIR	TMP
Zampelli,Vincent	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	10.00	HIR	TMP
Zartman,Adam J	Athletics' Events Asst	Athletics Office	STA	8/27/2011	6/30/2012	8.50	HIR	TMP
Zeber,Julia L	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
Ziga,John S	Athletics' Events Asst	Athletics Office	STA	8/29/2011	6/30/2012	8.50	HIR	TMP
OFFICE OF ACADEMIC AFFAIRS								
Fortner,Dale R	Lecturer	Medina County Univ Center	FAC	9/17/2011	10/15/2011	900.00	HIR	TMP
Frankforter,Robert	Adjunct Asst Prof	Military Science & Leadership	FAC	10/1/2011	6/30/2013	0.00	HIR	TMP
Sgambellone,Anthony J	Rcsearch Asst	Institutional Rcsearch	STA	8/29/2011	5/31/2012	20.00	HIR	TMP
Skilskyj,Shannon E	Lecturer	Medina County Univ Center	FAC	9/11/2011	11/12/2011	3600.00	HIR	TMP
VICE PRESIDENT FOR FINANCE & ADMINISTRATION/CFO								
Aylward,Sandra M	Office Asst - Dining Srvc	University Dining Services	STA	9/6/2011	9/15/2011	8.97	HIR	REG
Kugler,Heather M	Team Coor Dining Svcs-PT	University Dining Services	STA	9/12/2011		10.00	HIR	REG
VICE PRESIDENT FOR TALENT DEVELOPMENT & HUMAN RESOURCES								
Cash,Judi A	Office Assistant	Human Resources	STA	9/24/2011	12/2/2011	10.43	REA	REM
Hujik,Katherine A	Office Assistant	Human Resources	STA	9/17/2011	10/28/2011	11.28	REA	TMP
Miller,Casey F	Office Assistant	Human Resources	STA	9/24/2011	12/2/2011	12.23	REA	REA
BUCHTEL COLLEGE OF ARTS & SCIENCES								
Gessel,Robert	College Lecturer	Theoretical & Applied Math	FAC	7/31/2011	7/31/2011	120.00	REH	1XP
Guo,Aiping	Visiting Scholar	English	STA	9/2/2011	9/1/2012	0.00	HIR	TMP
Johnson,Dawn M	Asst Prof	Psychology	FAC	7/28/2011	7/28/2011	500.00	REH	1XP
Leeper,Thomas C	Asst Prof	Chemistry	FAC	7/31/2011	7/31/2011	120.00	HIR	1XP
Madonia,Gregory J	Research Asst	Economics	STA	9/21/2011	8/31/2012	12.50	HIR	TMP
Martin,Brittany D	Office Assistant	Public Adm'n & Urban Studics	STA	10/4/2011	12/31/2011	10.00	HIR	TMP
Mitchell,Randall J	Professor	Biology	FAC	7/31/2011	7/31/2011	1000.00	REH	1XP
Monnier,Lucas	Intern	Modern Languages	STA	8/22/2011	5/5/2012	720.00	HIR	TMP
Monnier,Lucas	Special Lecturer	Modern Languages	FAC	8/1/2011	8/31/2011	2500.00	HIR	TMP
Moore,Franisco B	Assoc Prof	Biology	FAC	7/31/2011	7/31/2011	120.00	HIR	1XP
Ott,Donald W	Profssor	Biology	FAC	7/31/2011	7/31/2011	120.00	REH	1XP
Perry,David S	Coord (Acad)	Chemistry	FAC	8/22/2011	5/5/2012	4500.00	HIR	ADM
Reevcs,John N	Senior Instructor	Anthropology & Classical St	FAC	7/31/2011	7/31/2011	120.00	HIR	1XP
Richards,Peggy L	Senior Lecturer	English	FAC	8/15/2011	8/21/2011	800.00	REH	TMP
Takyi,Baffour K	Professor	Sociology	FAC	7/28/2011	7/28/2011	500.00	HIR	1XP
Trail,Brian W	Associate Lecturer	Anthropology & Classical St	FAC	8/22/2011	12/3/2011	3585.00	REH	TMP
Twagirayezu,Sylvestre	Adjunct Asst Prof	Chemistry	FAC	8/22/2011	8/19/2012	0.00	HIR	TMP
Wang,Liqiu	Adjunct Professor	Chemistry	FAC	9/7/2011	12/31/2011	0.00	HIR	TMP
Wesdemiotis,Chrys	Distinguished Professor	Chemistry	FAC	7/28/2011	7/28/2011	500.00	REH	1XP
Youngs,Wiley J	Dist. Professor-Summer	Chemistry	FAC	7/1/2011	7/31/2011	9353.00	REH	TMP
Ziegler,Christopher J	Assoc Prof	Chemistry	FAC	7/31/2011	7/31/2011	120.00	REH	1XP
COLLEGE OF BUSINESS ADMINISTRATION								
Thomas,Andrew Robert	Asst Prof	Marketing	FAC	9/16/2011	9/16/2011	2000.00	REH	1XP
COLLEGE OF CREATIVE & PROFESSIONAL ARTS								
Black,MaryAnn	Lecturer	Dance Institute	FAC	8/22/2011	12/10/2011	1685.70	REH	TMP
Blatch-Geib,Inda R	Associate Lecturer	Dance, Theatre & Arts Adm	FAC	8/22/2011	11/5/2011	3700.00	REH	TMP
Blue,Christopher	Art Model	Art	STA	8/22/2011	7/8/2012	15.55	REH	TMP
Bullock,Margaret	Production Asst - Costume	Dance, Theatre & Arts Adm	STA	9/27/2011	6/30/2012	9.29	HIR	TMP
Conzaman,Shauna	Lecturer-Summer	Dance Institute	FAC	8/22/2011	12/10/2011	1383.80	REH	TMP

* Regular retiree
** ERIP retiree

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
COLLEGE OF CREATIVE & PROFESSIONAL ARTS (Cont.)								
DelPrince, Leslie	Lecturer	Dance Institute	FAC	8/22/2011	12/10/2011	1338.54	REH	TMP
Eichman, Kay E	Lecturer	Dance Institute	FAC	8/22/2011	12/10/2011	3298.06	REH	TMP
Finn, Mary Kay	Lecturer	Dance Institute	FAC	8/22/2011	12/10/2011	2231.30	REH	TMP
Geib, Chialla J	Art Model	Art	STA	8/22/2011	7/8/2012	8.95	REH	TMP
Griffith, Cyndde	Production Asst - Costume	Dance, Theatre & Arts Adm	STA	9/29/2011	6/30/2012	9.29	HIR	TMP
Henderson, Lisa A	Lecturer	Dance Institute	FAC	8/22/2011	12/10/2011	1845.76	REH	TMP
Hermstein, Patricia L	Lecturer	Dance Institute	FAC	8/22/2011	12/10/2011	1133.00	REH	TMP
Huntsman, Wendy L	Art Model	Art	STA	8/22/2011	7/8/2012	11.40	REH	TMP
Irwin, James F	Art Model	Art	STA	8/22/2011	7/8/2012	9.00	REH	TMP
Koontz, Tara L	Art Model	Art	STA	8/22/2011	7/8/2012	10.00	REH	TMP
Musselman-Tobasko, Kathryn	Production Asst - Costume	Dance, Theatre & Arts Adm	STA	9/27/2011	6/30/2012	9.29	HIR	TMP
Musselman-Tobasko, Kathryn	Asst to Costume Designer	Dance, Theatre & Arts Adm	STA	10/3/2011	6/30/2012	11.22	HIR	TMP
Petty, Allison T	Art Model	Art	STA	8/22/2011	7/8/2012	9.30	REH	TMP
Powell, Timothy W	Musician	Music	CP	8/22/2011	12/11/2011	1648.00	REH	TMP
Reilly-Howe, Pauline P	Lecturer	Dance Institute	FAC	8/22/2011	12/10/2011	2972.08	REH	TMP
Schmidt, B.	Art Model	Art	STA	8/22/2011	7/8/2012	11.40	REH	TMP
Schullo, Julie M	Lecturer	Dance Institute	FAC	8/22/2011	12/10/2011	3611.86	REH	TMP
Sterle, Catherine I	Asst to Costume Designer	Dance, Theatre & Arts Adm	STA	10/3/2011	6/30/2012	11.22	REH	TMP
Sterle, Catherine I	Production Asst - Costume	Dance, Theatre & Arts Adm	STA	9/27/2011	6/30/2012	9.29	HIR	TMP
Tricca, Mary E	Professor-Summer	Communications	FAC	6/1/2011	8/31/2011	5370.00	REH	TMP
Winters, Tracie L	Art Model	Art	STA	8/22/2011	7/8/2012	9.85	REH	TMP
COLLEGE OF EDUCATION								
Baltrinic, Barbara L	Student Teaching Liaison	Education Dean's Office	CP	8/31/2011	8/31/2011	2160.00	HIR	IXP
Daviso III, Alfred W	Asst Prof	Curr & Instr Studies	FAC	9/30/2011	9/30/2011	500.00	REH	IXP
	Assoc Prof-Summer	Curr & Instr Studies	FAC	6/20/2011	8/13/2011	4200.00	HIR	TMP
Flynn, Marianne	Substitute Teacher	Ctr, Child Development	STA	8/21/2011	6/20/2012	9.00	HIR	TMP
Juvancic-Heltzel, Judith A	Asst Prof	Sport Science & Well Educ	FAC	7/28/2011	7/28/2011	500.00	HIR	IXP
Juvancic-Heltzel, Judith A	Asst Prof	Sport Science & Well Educ	FAC	9/30/2011	9/30/2011	500.00	REH	IXP
Kalinowski, Kristen B	Project/Grant Consultant	H K Barker Ctr for Econ Educ	STA	11/29/2011	11/29/2011	2000.00	REH	IXP
Koskey, Kristin L	Asst Prof	Educ Found & Leadership	FAC	9/30/2011	9/30/2011	500.00	HIR	IXP
Martin, Leisa A	Asst Prof	Curr & Instr Studies	FAC	9/30/2011	9/30/2011	500.00	HIR	IXP
Milam, Jennifer L	Asst Prof	Curr & Instr Studies	FAC	9/30/2011	9/30/2011	500.00	HIR	IXP
Moore Gardner, Megan	Asst Prof	Educ Found & Leadership	FAC	9/30/2011	9/30/2011	500.00	HIR	IXP
Sangganjanavanich, Varunee	Asst Prof	Counseling	FAC	9/30/2011	9/30/2011	500.00	HIR	IXP
Shaub, Debra M	Events Assistant	H K Barker Ctr for Econ Educ	STA	12/15/2011	12/15/2011	1000.00	REH	IXP
Wilson, Erica E	Enrollment Svcs Assoc	Education Dean's Office	STA	9/7/2011	11/3/2011	11.28	HIR	TMP
COLLEGE OF ENGINEERING								
Abbas, Ala R	Assoc Prof-Summer	Civil Engineering	FAC	8/1/2011	8/31/2011	4173.47	HIR	TMP
George, Richard	Adjunct Asst Prof	Biomedical Engineering	FAC	9/1/2011	6/30/2013	0.00	HIR	TMP
Hariharan, Subramaniya	Professor-Summer	Electrical & Computer Engr	FAC	6/1/2011	7/31/2011	12210.00	REH	TMP
Husain, Iqbal	Professor-Summer	Electrical & Computer Engr	FAC	6/1/2011	6/30/2011	11777.00	REH	TMP
Kim, Kil-Hee	Adjunct Professor	Civil Engineering	FAC	9/1/2011	8/31/2012	0.00	HIR	TMP
Kirdponpattara, Suchata	Visiting Research Scholar	Chem & Biomolecular Engr	STA	9/12/2011	8/15/2012	0.00	HIR	TMP
Lee, Hyang-Beom	Research Scholar	Electrical & Computer Engr	STA	9/1/2011	8/31/2012	0.00	HIR	TMP
Li, Jing Jing	Research Asst	Mechanical Engineering	STA	9/14/2011	8/31/2012	0.00	HIR	TMP
Wong, Shing-Chung Josh	Assoc Prof	Mechanical Engineering	FAC	7/28/2011	7/28/2011	500.00	REH	IXP
COLLEGE OF HEALTH SCIENCE & HUMAN SERVICES								
Bracewell, Heather L	Clinical Dietitian	Family & Cons Sciences	CP	6/30/2011	6/30/2011	570.00	HIR	IXP
Lynn, James M *	Fiscal Administrator	Hlth Sci & Hum Svcs Dean's Of	FAC	8/1/2011	5/31/2012	45000.00	HIR	TMP

* Regular retiree
 ** ERIP retiree

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
SCHOOL OF LAW								
Hightower,Kani Harvey	Special Lecturer	Law - Instruction	FAC	8/22/2011	12/10/2011	2781.00	REH	PRC
Shaub,Nonna J	Special Lecturer	Law - Instruction	FAC	8/22/2011	12/10/2011	2500.00	REH	TMP
COLLEGE OF NURSING								
Dowd,Therese M *	Senior Lecturer	Nursing - Instruction	FAC	8/1/2011	8/31/2011	1150.00	REH	TMP
Kendra,Mary Agnes	Assoc Prof	Nursing - Instruction	FAC	8/1/2011	8/31/2011	1150.00	REH	TMP
COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING								
Gardner,Joseph A	Research Asst	Institute, Polymer Science	STA	8/13/2011	11/13/2011	18.00	REA	TMP
Hurley,John E	Research Asst	Institute, Polymer Science	STA	8/22/2011	4/28/2012	0.00	HIR	TMP
Koser,Gerald F *	Tech Module Developer-PSPE	Polymers Dean's Office	CP	8/15/2011	12/31/2011	12403.00	REH	TMP
Lemmo,Stephanie A	Research Asst	Institute, Polymer Science	STA	9/1/2011	5/5/2012	0.00	PAY	OTH
Lemmo,Stephanie A	Research Asst	Institute, Polymer Science	STA	9/1/2011	5/5/2012	0.00	REA	TMP
Na,Bing	Research Scholar	Institute, Polymer Science	STA	9/1/2011	8/31/2012	0.00	HIR	TMP
Peri,Someswara R	Research Asst	Institute, Polymer Science	STA	9/1/2011	10/31/2011	21.15	REA	TMP
Rich,Mark A	Storekeeper	Institute, Polymer Science	STA	9/26/2011		11.28	HIR	REG
Shasti,Mark	Research Asst	Institute, Polymer Science	STA	9/2/2011	5/6/2012	0.00	PAY	OTH
Thomas,Paris M	Research Asst	Institute, Polymer Science	STA	8/22/2011	5/5/2012	7.45	HIR	TMP
Yang,Julianne T	Research Asst	Institute, Polymer Science	STA	9/12/2011	5/5/2012	0.00	DTA	STC
Yang,Julianne T	Research Asst	Institute, Polymer Science	STA	9/12/2011	5/5/2012	0.00	REA	TMP
SUMMIT COLLEGE								
Anderson,Robert	Lecturer	Summit College Dean's Office	FAC	8/15/2011	8/27/2011	420.00	REH	TMP
Barth,Bryon C	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	5/2/2011	5/14/2011	103.50	HIR	TMP
Davis,Shannon M	Lecturer	Summit College Dean's Office	FAC	8/15/2011	8/20/2011	150.00	REH	TMP
Devies,Ron	Lecturer	Summit College Dean's Office	FAC	8/8/2011	8/27/2011	700.00	REH	TMP
English,Kevin	Lecturer	Summit College Dean's Office	FAC	8/22/2011	8/27/2011	200.00	REH	TMP
Fuenning,Charles R	Medical Director	Allied Health Technology	CP	9/1/2011	9/31/2012	4500.00	REA	TMP
Gerber,Todd D	Lecturer	Workforce Dev & Cont Educ	FAC	9/5/2011	9/24/2011	1100.00	REH	TMP
Giannini,Paola A	Lecturer	Workforce Dev & Cont Educ	FAC	9/11/2011	12/10/2011	682.50	REH	TMP
Hower,Walter H	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	5/9/2011	6/11/2011	2160.00	REH	TMP
Jones,Garimah	Medical Director	Allied Health Technology	CP	9/1/2011	8/31/2012	2050.00	REA	TMP
Kiehl,James G	Lecturer	Summit College Dean's Office	FAC	8/8/2011	8/20/2011	200.00	REH	TMP
Koscick,Lisa	Lecturer-Summer	Trng Ctr, Fire & Haz Mtrls	FAC	8/1/2011	8/6/2011	120.00	REH	TMP
Kraft,Lori A	Assoc Prof	Engineering & Science Tech	FAC	12/10/2011	12/10/2011	1500.00	HIR	1XP
Lindsey,John	Lecturer	Summit College Dean's Office	FAC	8/8/2011	8/27/2011	780.00	REH	TMP
Martin,Robert D	Lecturer	Workforce Dev & Cont Educ	FAC	9/18/2011	11/12/2011	2160.00	REH	TMP
Michalec,Ronald A	Lecturer	Summit College Dean's Office	FAC	8/22/2011	8/27/2011	50.00	REH	TMP
Ott,Danielle E	Lecturer-Summer	Trng Ctr, Fire & Haz Mtrls	FAC	8/15/2011	8/20/2011	120.00	REH	TMP
Portis Jr,James C	Assistant Lecturer	Developmental Programs	FAC	8/22/2011	12/10/2011	1500.00	HIR	TMP
Rivers,Randy L	Lecturer	Summit College Dean's Office	FAC	8/8/2011	8/13/2011	125.00	REH	TMP
Sferro,Palma U	Lecturer	Workforce Dev & Cont Educ	FAC	9/11/2011	12/17/2011	682.50	REH	TMP
Spangler,Robert	Lecturer-Summer	Workforce Dev & Cont Educ	FAC	8/7/2011	8/20/2011	960.00	REH	TMP
Tompkins,Joan M	Lecturer	Workforce Dev & Cont Educ	FAC	8/21/2011	1/28/2012	2200.00	HIR	TMP
Van Pelt,David	Lecturer	Summit College Dean's Office	FAC	8/8/2011	8/27/2011	682.00	REH	TMP
White,Christopher M	Lecturer	Summit College Dean's Office	FAC	8/8/2011	8/20/2011	250.00	REH	TMP
Williams,Glenn G	Lecturer	Workforce Dev & Cont Educ	FAC	8/21/2011	1/28/2012	2540.00	REH	TMP
WAYNE COLLEGE								
Dal Pra,Michael A	Lecturer	Work Dev & Cont Ed, Wayne	FAC	8/28/2011	12/17/2011	5400.00	HIR	TMP
Dominik,Erich G	Lecturer	Work Dev & Cont Ed, Wayne	FAC	8/31/2011	8/31/2011	180.00	REH	TMP
Dreher,Christine D	Lecturer	Developmental Programs-Wayne	FAC	9/7/2011	9/7/2011	180.00	REH	TMP
Dreher,Christine D	Lecturer	Work Dev & Cont Ed, Wayne	FAC	9/7/2011	9/7/2011	180.00	REH	1XP
Kellner,Jessica A	Wom Bsktball Coach, ORCC	Wayne College	CP	10/1/2011	2/29/2012	5355.00	REH	TMP

* Regular retiree
** ERIP retiree

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
WAYNE COLLEGE (Cont.)								
Lorson,John C	Lecturer	Work Dev & Cont Ed, Wayne	FAC	9/5/2011	10/22/2011	500.00	REH	TMP
Markley,Larry D	Lecturer	Work Dev & Cont Ed, Wayne	FAC	8/22/2011	12/3/2011	2100.00	REH	TMP
Rufener,Patrick S	Men's Bsktball Coach, ORCC	Wayne College Dean's Office	CP	10/1/2011	2/29/2012	5610.00	REH	TMP
Rufener,Patrick S	Coor Intramural Sports-WC	Student Services Adm-Wayne	CP	9/1/2011	4/30/2012	2000.00	HIR	TMP
Welch,Cheryl A	Lecturer	Work Dev & Cont Ed, Wayne	FAC	8/1/2011	8/17/2011	1260.00	REH	TMP

* Regular retiree
 ** ERIP retiree

GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
OFFICE OF THE PRESIDENT								
Futch,Matthew D	GAI	Athletics Office	8/22/2011	5/4/2012	324.32	B	HIR	TMP
Goerke,Jessica L	GAI	Athletics Office	8/22/2011	5/4/2012	324.32	B	REH	TMP
Guzzardo,Ayla N	GAI	Athletics Office	6/20/2011	7/2/2011	500.00	B	REH	SPL
Paez,Enrique Javier	GAI	Athletics Office	8/22/2011	5/4/2012	324.32	B	HIR	TMP
Sharp,Matthew B	GAA	Athletics Office	8/22/2011	5/4/2012	324.32	B	HIR	TMP
Torkelson,Dawn L	GAI	Athletics Office	9/11/2011	9/11/2011	150.00	D	REH	SPL
Walters,John R	GAI	Athletics Office	7/18/2011	7/30/2011	800.00	B	REH	SPL
OFFICE OF ACADEMIC AFFAIRS								
Adams,Melinda R	GAA	Admissions	8/22/2011	8/16/2012	420.00	B	HIR	TMP
Meduri,Sandhya	GAR	Office of Academic Affairs	8/22/2011	5/30/2012	595.00	B	REH	TMP
VICE PRESIDENT FOR STUDENT AFFAIRS								
Myers III,Vaughn L	GAA	Student Rec & Wellness Svcs	8/22/2011	5/3/2012	462.16	B	HIR	TMP
Plakas,Alyssa C	GAA	International Programs	8/29/2011	8/10/2012	350.00	B	HIR	TMP
Yates,Mackenzie R	GAA	Student Rec & Wellness Svcs	8/22/2011	6/29/2012	461.53	B	HIR	TMP
VICE PRESIDENT FOR FINANCE & ADMINISTRATION/CFO								
Wongprasert,Anusom	GAA	University Dining Services	8/22/2011	12/9/2011	204.00	B	HIR	TMP
VICE PRESIDENT FOR RESEARCH & DEAN OF GRADUATE SCHOOL								
Moran,Colleen C	GAR	Graduate School	8/29/2011	6/29/2012	406.15	B	HIR	TMP
Stoila,MaryAnn R	GAR	Graduate School	11/7/2011	6/29/2012	406.15	B	HIR	TMP
BUCHTEL COLLEGE OF ARTS & SCIENCES								
Ault,Ryan C	GAT	Physics	8/22/2011	6/29/2012	554.61	B	HIR	TMP
Barsa,Andrew J	GAR	Psychology	8/22/2011	8/22/2011	80.75	D	HIR	SPL
Benedetti,Alison A	GAR	Psychology	8/22/2011	8/22/2011	93.50	D	REH	SPL
Bernhardt,Abigail L	GAR	History	8/22/2011	5/4/2012	644.05	B	REH	TMP
Carpenter,Jacqueline E	GAR	Psychology	8/22/2011	8/22/2011	59.50	D	REH	SPL
Coleman,Brandon W	GAI	Geography & Planning	8/22/2011	5/4/2012	345.94	B	HIR	TMP
Detoro,Kristen E	GAR	Public Admin & Urban Studies	8/22/2011	5/4/2012	334.05	B	HIR	TMP
Enami,Ali	GAI	Economics	8/22/2011	5/4/2012	267.24	B	HIR	TMP
Fiagbedzi,Christian D	GAI	Economics	8/22/2011	5/4/2012	267.24	B	HIR	TMP
Gerevics,Rebecca A	GAR	Biology	8/22/2011	5/4/2012	786.48	B	HIR	TMP
Hall-Hiles,Natalie A	GAR	History	8/22/2011	5/4/2012	658.53	B	REH	TMP
Han,Xiaoming	GAI	Modern Languages	8/22/2011	5/4/2012	475.68	B	HIR	TMP
Jackson,Jennifer D	GAR	Public Admin & Urban Studies	9/6/2011	5/4/2012	591.96	B	HIR	TMP
Koya,Bharath	GAI	Physics	8/22/2011	12/9/2011	554.61	B	HIR	TMP
Kucukdalyan,Gulcin	GAT	Physics	8/22/2011	6/29/2012	554.61	B	REH	TMP
Lesuer,William M	GAI	Sociology	8/22/2011	5/4/2012	695.95	B	HIR	TMP
Long,Jennifer A	GAR	Public Admin & Urban Studies	8/22/2011	5/4/2012	334.05	B	HIR	TMP
Low,Kelly J.	GAR	Public Admin & Urban Studies	8/22/2011	8/10/2012	552.50	B	REH	TMP
Lu,Shan	GAR	Biology	8/22/2011	8/20/2012	801.52	B	REH	TMP
Marando,Karen A	GAR	Psychology	8/22/2011	8/22/2011	131.75	D	REH	IXP
Miranda,Megan L	GAA	A&S Dean's Office	8/22/2011	5/4/2012	584.59	B	HIR	TMP
Moran,Christina M	GAR	Psychology	8/22/2011	8/22/2011	85.00	D	REH	SPL
Panapitiya,Gihan U	GAI	Physics	8/22/2011	6/29/2012	554.61	B	HIR	TMP
Preston,Andrew S	GAT	History	8/22/2011	5/4/2012	594.59	B	HIR	TMP
Prokop,Jeremy W	GAR	Biology	7/18/2011	7/30/2011	1000.00	B	REH	SPL
Sheriff,Mohammed M	GAI	Geography & Planning	8/22/2011	5/4/2012	345.94	B	HIR	TMP
Smith,Michael D	GAI	Geography & Planning	8/22/2011	5/4/2012	345.94	B	HIR	TMP
Walker,Tia	GAF	Chemistry	8/22/2011	12/9/2011	50.00	B	REH	SPL

GAA Grad Adm Asst
 GAF Grad Fellowship
 GAI Grad Instructional Support
 GAR Grad Research Asst
 GAT Grad Teaching Asst

10/26/11GRAD

GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
COLLEGE OF BUSINESS ADMINISTRATION								
Aebi, Maureen A	GAI	CBA Undergraduate Studies	8/22/2011	5/11/2012	394.74	B	HIR	TMP
Djuric, Vanja	GAI	Marketing	8/22/2011	5/4/2012	334.06	B	HIR	TMP
Ferrara, Kate M	GAR	Finance	8/22/2011	12/9/2011	193.13	B	HIR	TMP
Kwong, Emily	GAI	CBA Undergraduate Studies	8/22/2011	5/11/2012	394.74	B	HIR	TMP
Popa, Juliana	GAI	Accountancy	8/22/2011	5/4/2012	334.06	B	HIR	TMP
Reifsnnyder, Juliana M	GAI	Finance	8/22/2011	12/9/2011	193.13	B	HIR	TMP
Reifsnnyder, Juliana M	GAI	Accountancy	8/22/2011	5/4/2012	167.03	B	HIR	TMP
Shengelya, Andreeana	GAI	CBA Undergraduate Studies	8/22/2011	5/11/2012	394.74	B	HIR	TMP
Timmaraju, Arpitha	GAI	CBA Undergraduate Studies	8/22/2011	12/9/2011	386.25	B	HIR	TMP
Wilkins, Willette Sarah	GAI	Management	8/22/2011	5/4/2012	334.06	B	HIR	TMP
Woodard, Yan Zhou	GAI	Accountancy	8/22/2011	5/4/2012	167.03	B	HIR	TMP
Xu, Shuai	GAI	Accountancy	8/22/2011	5/4/2012	167.03	B	HIR	TMP
COLLEGE OF CREATIVE & PROFESSIONAL ARTS								
Barrios, Chelsea M	GAT	Music	8/22/2011	5/4/2012	189.19	B	HIR	TMP
Blakeslee, Samuel L	GAT	Music	8/22/2011	5/4/2012	189.19	B	HIR	TMP
Castro, Daniel F	GAT	Music	8/22/2011	5/4/2012	189.19	B	HIR	TMP
Compton, Matthew D	GAT	Music	8/22/2011	5/4/2012	189.19	B	HIR	TMP
Deshong, Dillon C	GAA	Communication	8/4/2011	8/17/2011	315.00	B	HIR	SPL
Dluzniewski, Eric J	GAT	Music	8/22/2011	5/4/2012	189.19	B	HIR	TMP
Dolan, Matthew R	GAT	Music	8/22/2011	5/4/2012	378.38	B	HIR	TMP
Guarino, Thomas P	GAT	Music	8/22/2011	5/4/2012	189.19	B	HIR	TMP
Guarino, Thomas P	GAT	Music	1/9/2012	5/4/2012	189.19	B	REH	TMP
Heap, Sarah E	GAT	Music	8/22/2011	5/4/2012	189.19	B	HIR	TMP
Kreutzfeldt, Hannah L	GAT	Music	8/22/2011	5/4/2012	189.19	B	HIR	TMP
Shimpo, Kimberly L	GAT	Music	8/22/2011	5/4/2012	189.19	B	REH	TMP
Winland, Isaac D	GAT	Music	8/22/2011	5/4/2012	189.19	B	HIR	TMP
Wittenbrook, Katie H	GAT	Music	8/22/2011	5/4/2012	378.38	B	HIR	TMP
COLLEGE OF EDUCATION								
Bardun, Elliott L	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP
Bowers, Pamela G	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP
Burns, Larry B	GAI	Curr & Instr Studies	9/6/2011	5/4/2012	417.56	B	HIR	TMP
Colosimo, Leanna Sue	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP
Conry, Sara J	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP
Dunge, Duane A	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP
Foster, Jessica E	GAR	Counseling	8/22/2011	5/4/2012	421.62	B	HIR	TMP
Huang, Yao-Min	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP
Johnson, Kelly E	GAT	Sport Science & Wellness Educ	8/22/2011	5/4/2012	417.56	B	HIR	TMP
Kimbrell, Megan T	GAR	Counseling	8/22/2011	5/4/2012	584.59	B	REH	TMP
Light, Derek A	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP
Little, Jillian R	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP
Maroon, Richard J	GAT	Counseling	8/22/2011	5/4/2012	292.29	B	REH	TMP
McCorele, Lindsay A	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP
Metcalfe, William E	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP
Moore, Kaleigh C	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP
Ostrowski, Chad A	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP
Roberts, Shawn Patricia	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP
Rouse, Sara E	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP
Smith, Karen A	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP
Starks, Sanchez T	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP
Stoll, Heather L	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP
Voytek, Virginia A	GAR	Curr & Instr Studies	8/22/2011	5/4/2012	417.56	B	REH	TMP
White II, Kevin E	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP
Widman, Rachel E	GAF	Curr & Instr Studies	8/22/2011	8/22/2011	15000.00	D	REH	IXP

GAA Grad Adm Asst
GAF Grad Fellowship
GAI Grad Instructional Support
GAR Grad Research Asst
GAT Grad Teaching Asst

GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
COLLEGE OF ENGINEERING								
Abbasi,Elham	GAI	Chemical & Biomolecular Engr	8/22/2011	5/11/2012	423.50	B	HIR	TMP
Ahmadi,Rouhollah	GAI	Civil Engineering	8/22/2011	5/4/2012	519.23	B	HIR	TMP
Alhasan,Ahmad A	GAI	Civil Engineering	8/22/2011	6/29/2012	519.23	B	HIR	TMP
Appleby,Matthew P	GAR	Mechanical Engineering	8/22/2011	8/13/2012	778.21	B	REH	TMP
Athawale,Samita Siddharth	GAR	Mechanical Engineering	8/29/2011	8/29/2011	2000.00	D	HIR	SPL
Bhandari,Sarita	GAR	Electrical & Computer Engr	8/1/2011	12/9/2011	594.59	B	REH	TMP
Bolla,Vinod	GAR	Civil Engineering	8/22/2011	5/4/2012	519.23	B	HIR	TMP
Brantner,Justin S	GAR	Civil Engineering	8/15/2011	8/27/2011	1000.00	B	HIR	SPL
Coffman,Anthony M	GAI	Chemical & Biomolecular Engr	8/11/2011	8/11/2011	500.00	D	HIR	SPL
Cordill,Aaron J	GAI	Civil Engineering	8/22/2011	12/9/2011	519.23	B	REH	TMP
Deshpande,Aditi	GAI	Biomedical Engineering	8/29/2011	5/4/2012	515.00	B	HIR	TMP
Feng,Hao	GAR	Mechanical Engineering	8/22/2011	12/9/2011	512.50	B	HIR	TMP
Gandomi,Amirhossein	GAI	Civil Engineering	8/22/2011	12/9/2011	519.23	B	HIR	TMP
Godbole,Chinmay M	GAR	Mechanical Engineering	8/22/2011	12/9/2011	200.00	B	REH	TMP
Griffith,Michael C	GAR	Civil Engineering	8/22/2011	12/9/2011	520.00	B	HIR	TMP
Guarendi,Andrew N	GAR	Mechanical Engineering	8/22/2011	8/12/2012	515.00	B	JED	OTH
Guo,Lin	GAI	Civil Engineering	8/22/2011	6/29/2012	519.23	B	HIR	TMP
Isenberg,Mathew T	GAR	Chemical & Biomolecular Engr	5/1/2011	6/29/2012	1567.30	B	JED	OTH
Jnawali,Shashwat	GAR	Electrical & Computer Engr	9/12/2011	9/24/2011	1500.00	B	REH	IXP
Kafaekivi,Mchdei	GAI	Civil Engineering	8/22/2011	6/29/2012	519.23	B	HIR	TMP
Kandukuri,Yudhveer	GAR	Civil Engineering	8/22/2011	12/9/2011	519.23	B	REH	TMP
Kannan,Manigandan	GAR	Mechanical Engineering	8/23/2011	7/22/2012	570.00	B	REH	TMP
Kennedy,Marla J	GAI	Civil Engineering	8/22/2011	12/9/2011	519.23	B	HIR	TMP
Kent,Benjamin A	GAR	Mechanical Engineering	8/12/2011	6/29/2012	633.84	B	REH	TMP
Li,Di	GAR	Mechanical Engineering	8/29/2011	8/29/2011	1500.00	D	HIR	SPL
Mangin,Steven F	GAI	Civil Engineering	8/22/2011	12/9/2011	638.46	B	REH	TMP
Mantha,Satya Nymisha	GAR	Mechanical Engineering	8/22/2011	2/24/2012	600.00	B	REH	TMP
Miday,Zachary S	GAR	Mechanical Engineering	8/22/2011	12/2/2011	515.00	B	REH	TMP
Mothukuri,Srivaitaran	GAR	Civil Engineering	8/22/2011	12/9/2011	260.00	B	HIR	TMP
Namburi,Krishna Mohan	GAI	Electrical & Computer Engr	8/22/2011	12/9/2011	594.59	B	REH	TMP
Narayan,Chaya	GAI	Electrical & Computer Engr	8/22/2011	5/4/2012	702.70	B	REH	TMP
Palle,Sreeshailam	GAI	Electrical & Computer Engr	8/22/2011	12/30/2011	576.92	B	REH	TMP
Park,Namku	GAI	Chemical & Biomolecular Engr	8/22/2011	6/29/2012	615.38	B	HIR	TMP
Pierson,Kristopher C	GAR	Mechanical Engineering	8/22/2011	8/20/2012	711.00	B	HIR	TMP
Shaffer,Nicholas Martin	GAR	Mechanical Engineering	8/22/2011	6/29/2012	222.22	B	REH	SPL
Sodunke,Oluoyomi	GAI	Chemical & Biomolecular Engr	8/22/2011	6/29/2012	615.38	B	HIR	TMP
Tran,Tuyen X	GAR	Electrical & Computer Engr	8/22/2011	6/29/2012	550.00	B	HIR	TMP
Vo,Thomas V	GAR	Electrical & Computer Engr	8/22/2011	3/30/2012	730.77	B	PAY	OTH
Vo,Thomas V	GAR	Electrical & Computer Engr	8/22/2011	3/30/2012	1187.50	B	REH	TMP
Wimalagunarathne,Randee	GAR	Electrical & Computer Engr	8/22/2011	6/29/2012	500.00	B	REH	TMP
Wu,Haiyan	GAI	Chemical & Biomolecular Engr	8/22/2011	6/29/2012	653.84	B	HIR	TMP
York,Spencer L	GAT	Biomedical Engineering	8/22/2011	5/4/2012	515.00	B	HIR	TMP
Yu,Xiang	GAI	Chemical & Biomolecular Engr	8/25/2011	8/25/2011	2000.00	D	REH	SPL
Zemba,Michael J	GAT	Electrical & Computer Engr	8/22/2011	5/4/2012	594.59	B	HIR	TMP
COLLEGE OF HEALTH SCIENCES & HUMAN SERVICES								
Ciccarone,Torie C	GAR	Speech-Lang Path & Audiology	8/22/2011	5/4/2012	237.83	B	HIR	TMP
Harper,Tiffany A	GAT	Speech-Lang Path & Audiology	1/9/2012	5/4/2012	147.05	B	REH	TMP
Kitil,Mahider Mosissa	GAR	Speech-Lang Path & Audiology	8/22/2011	5/4/2012	612.43	B	HIR	TMP
SCHOOL OF LAW								
Dostlovich,Serife F	GAA	Law Dean's Office	8/22/2011	5/4/2012	324.32	B	HIR	TMP

GAA Grad Adm Asst
GAF Grad Fellowship
GAI Grad Instructional Support
GAR Grad Research Asst
GAT Grad Teaching Asst

10/26/11GRAD

GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING								
Agapov,Rebecca Lynn	GAR	Polymer Science	8/22/2011	3/11/2012	846.15	B	REH	TMP
Buddhiranon,Sasiwimon	GAR	Polymer Engineering	10/1/2011	12/30/2011	450.00	B	JED	OTH
Buddhiranon,Sasiwimon	GAR	Polymer Engineering	10/1/2011	12/30/2011	450.00	B	REH	TMP
Cao,Yuanmei	GAR	Polymer Engineering	8/22/2011	5/9/2012	300.00	B	REH	TMP
Chang,Teng	GAR	Polymer Engineering	10/1/2011	8/18/2012	846.15	B	JED	OTH
Chang,Teng	GAR	Polymer Engineering	10/1/2011	8/18/2012	846.15	B	REH	TMP
Dong,Xuehui	GAR	Polymer Science	9/1/2011	10/23/2011	846.15	B	REH	TMP
Drum,Jason E	GAR	Polymer Engineering	9/14/2011	9/14/2011	180.00	D	REH	SPL
Emami,Fatemesadat	GAR	Polymer Engineering	10/1/2011	5/30/2012	953.66	B	REH	TMP
Hsieh,I-Fan	GAR	Polymer Science	9/1/2011	10/23/2011	846.15	B	REH	TMP
Hsu,Chih-Hao	GAR	Polymer Science	9/1/2011	10/23/2011	846.15	B	REH	TMP
Huang,Keyuan	GAR	Polymer Engineering	9/1/2011	12/10/2011	846.15	B	JED	OTH
Huang,Mingjun	GAR	Polymer Science	9/1/2011	10/23/2011	846.15	B	REH	TMP
Lang,Ryan J	GAR	Polymer Engineering	8/22/2011	8/22/2011	500.00	D	HIR	SPL
Li,Yiwen	GAR	Polymer Science	9/1/2011	10/23/2011	846.15	B	REH	TMP
Liu,Boxi	GAR	Polymer Science	8/22/2011	12/10/2011	769.23	B	REH	TMP
Liu,Hao	GAR	Polymer Science	9/1/2011	10/23/2011	846.15	B	REH	TMP
Liu,Hua	GAR	Polymer Engineering	8/15/2011	3/10/2012	769.23	B	REH	TMP
McClellan,Phillip E	GAR	Polymer Science	8/22/2011	6/29/2012	846.15	B	REH	TMP
Qu,Cheng	GAR	Polymer Engineering	9/14/2011	9/14/2011	75.00	D	REH	SPL
Ren,He	GAR	Polymer Science	8/22/2011	6/15/2012	846.15	B	REH	TMP
Sun,Hao-Jan	GAR	Polymer Science	9/1/2011	10/23/2011	846.15	B	REH	TMP
Sun,Hao-Jan	GAR	Polymer Science	8/1/2011	8/15/2011	100.00	B	REH	SPL
Sutter,Thomas M	GAR	Polymer Engineering	9/14/2011	9/14/2011	60.00	D	HIR	SPL
Vorontsov,Sergey	GAR	Polymer Engineering	9/14/2011	9/14/2011	714.00	D	REH	SPL
Xin,Yu	GAR	Polymer Science	8/29/2011	10/8/2011	150.00	B	REH	IXP
Xin,Yu	GAR	Polymer Science	9/26/2011	10/8/2011	150.00	B	REH	IXP
Yu,Xinfei	GAR	Polymer Science	9/1/2011	10/23/2011	846.15	B	REH	TMP
Yuan,Hongyi	GAR	Polymer Engineering	8/22/2011	8/20/2012	949.47	B	JED	OTH
Yuc,Kan	GAR	Polymer Science	8/22/2011	1/7/2012	846.15	B	REH	TMP
Zhang,Wei	GAR	Polymer Science	8/22/2011	6/29/2012	846.15	B	HIR	TMP

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10/26/11GRAD

THE UNIVERSITY OF AKRON

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

GRADE	JOB CODE	JOB TITLE	FLSA	REMOVE	EFFECTIVE
123	22124	Treasury Mgr Sr	Exempt		8/2/2011
118	22510	Catering & Hotel Group Sales Coord	Exempt		8/9/2011
120	23711	Asst Law Librarian-Tech Srvs	Exempt		9/1/2011
122	24103	Dir Employment Srvs	Exempt		9/1/2011
122	24201	Assoc Dir, EEO/AA	Exempt		9/1/2011
999	27553	Promotion Mgr-The Buchtelite	Non-Exempt		8/8/2011
121	27555	Assoc Dir RLH-Housing Srvs	Exempt		8/1/2011
118	27804	Dir Ticket Operations	Exempt		8/25/2011
120	27824	Dir Marketing & Promotions	Exempt		8/15/2011
888	28420	Sr Laboratory Technician	Non-Exempt		8/5/2011
121	28521	NMR Electronic Spec-MRC	Exempt		8/23/2011
999	29277	Coord Intramural Sports-WC	Exempt		8/19/2011
999	29280	Adjunct Athletic Asst	Non-Exempt		8/22/2011
999	29276	Athletics' Events Asst	Non-Exempt		7/1/2011
999	29278	Game Asst	Non-Exempt		7/1/2011
999	29279	Camp Worker	Non-Exempt		7/1/2011

The University of Akron
IATSE 2011-12 Rates of Compensation

Name	Title	Dept	FT/PT	Job Func	2010-11 Contr Rate	2011-12 Proposed Contr Rate	Comp Freq
Jones, Adrienne N	Production Asst - Costume	Dance, Theatre & Arts Admin	Part-Time	Staff	9.02	9.29	Hourly
Rinella, Elena I	Production Asst - Costume	Dance, Theatre & Arts Admin	Part-Time	Staff	9.02	9.29	Hourly
Strickland, Kendra N	Production Asst - Costume	Dance, Theatre & Arts Admin	Part-Time	Staff	9.02	9.29	Hourly
Clark, Donald L	Production Asst - Technical	Dance, Theatre & Arts Admin	Part-Time	Staff	9.84	10.14	Hourly
Smerglia, Lane T	Production Asst - Technical	Dance, Theatre & Arts Admin	Part-Time	Staff	9.84	10.14	Hourly
Strickland, Kimberly D	Production Asst - Costume	Dance, Theatre & Arts Admin	Part-Time	Staff	9.84	10.14	Hourly
Summy, Julie A	Production Asst - Technical	Dance, Theatre & Arts Admin	Part-Time	Staff	10.08	10.38	Hourly
Snyder, Mark Robert	Production Asst - Costume	Dance, Theatre & Arts Admin	Part-Time	Staff	10.37	10.68	Hourly
Ryel, Patrick S	Production Asst - Technical	Dance, Theatre & Arts Admin	Part-Time	Staff	11.20	11.54	Hourly
Sauber, Rachael A	Production Asst - Technical	Dance, Theatre & Arts Admin	Part-Time	Staff	11.20	11.54	Hourly

The University of Akron
CWA Bargaining Unit 2011-12 Rates of Compensation

Name	Title	Dept	FT/PT	Job Funct	2010-11 Rate	2011-12 Proposed Rate (3% Increase)	Comp Freq
Acoff, Phillip M	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.68	13.06	Hourly
Alexander, Michael C	Water Treatment Specialist	Physical Facilities	Full-Time	Staff	14.21	14.64	Hourly
Anatra, Jim A	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.32	13.72	Hourly
Anderson, Anthony M	Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	12.68	13.06	Hourly
Ange, Edward D	Groundskeeper	Physical Facilities	Full-Time	Staff	15.17	15.63	Hourly
Ankrom, Jonah J	Asst Bldg Services Worker	Physical Facilities	Full-Time	Staff	11.79	12.14	Hourly
Armstrong, Diane	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.72	13.10	Hourly
Bajcar, Joyce M	Asst Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	11.79	12.14	Hourly
Banaag, Alfredo L	Maintenance Repair Worker	Physical Facilities	Full-Time	Staff	16.25	16.74	Hourly
Barker, Peggy K	Bldg Services Worker Certified	Residence Life & Housing Off	Full-Time	Staff	13.31	13.71	Hourly
Beban, Shawn A	Master Electrician Crt	Physical Facilities	Full-Time	Staff	19.69	20.28	Hourly
Beckett, Brian D	Master HVAC Tech	Physical Facilities	Full-Time	Staff	18.71	19.27	Hourly
Bell Jr, Alfred D	Asst Bldg Services Worker	Physical Facilities	Full-Time	Staff	11.79	12.14	Hourly
Bell, Bruce L	Catering Assistant	University Dining Services	Full-Time	Staff	12.13	12.49	Hourly
Bennett, Debra	Food Service Worker	University Dining Services	Full-Time	Staff	12.13	12.49	Hourly
Bertka, Gloria A	Bldg Services Worker	Physical Facilities	Full-Time	Staff	13.01	13.40	Hourly
Betts Jr, David	Master Bldg Svcs Wkr Certified	Physical Facilities	Full-Time	Staff	15.01	15.46	Hourly
Billingsley, Barbara	Bldg Services Worker Certified	Residence Life & Housing Off	Full-Time	Staff	13.28	13.68	Hourly
Bixby, Ann M	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.70	13.08	Hourly
Bland, Jeffrey S	Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	12.68	13.06	Hourly
Bochkor, James G	Maintenance Repair Worker Cert	Student Rec & Wellness Svcs	Full-Time	Staff	17.26	17.78	Hourly
Brake, Douglas P	Asst Bldg Services Worker	Physical Facilities	Full-Time	Staff	11.79	12.14	Hourly
Branham, Cynthia L	Master Bldg Svcs Wkr Certified	Physical Facilities	Full-Time	Staff	14.71	15.15	Hourly
Bushner, Norman L	Laborer	Physical Facilities	Full-Time	Staff	12.89	13.28	Hourly
Buterbaugh, Ronald W	Master Painter Crt	Physical Facilities	Full-Time	Staff	18.41	18.96	Hourly
Calhoun Jr, Steven A	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.61	14.02	Hourly
Calhoun Sr, Steven A	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.60	14.01	Hourly
Campbell Jr, Robert M	Master HVAC Tech Crt	Residence Life & Housing Off	Full-Time	Staff	19.83	20.42	Hourly
Campbell, Charles	Master Bldg Svcs Wkr Certified	Physical Facilities	Full-Time	Staff	14.79	15.23	Hourly
Campbell, Theodore J	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.68	13.06	Hourly
Caranna, Jeffrey V	Cook	University Dining Services	Full-Time	Staff	12.89	13.28	Hourly
Carpenter, Steven E	Maintenance Repair Worker	Residence Life & Housing Off	Full-Time	Staff	15.71	16.18	Hourly
Casey, Jeffrey W	Carpenter	Physical Facilities	Full-Time	Staff	16.12	16.60	Hourly
Cloyd, Juanda K	Master Bldg Svcs Wkr Certified	Student Life	Full-Time	Staff	14.70	15.14	Hourly
Conley, Nicole R	Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	12.68	13.06	Hourly
Contos, Nikki A	Master Bldg Services Worker	Physical Facilities	Full-Time	Staff	13.96	14.38	Hourly
Coontz, Joseph C	Maintenance Repair Worker	Residence Life & Housing Off	Full-Time	Staff	15.71	16.18	Hourly
Cooper, Woodrow M	Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	12.68	13.06	Hourly
Copeland, Eric S	Asst Bldg Services Worker	Physical Facilities	Full-Time	Staff	11.79	12.14	Hourly
Copeland, Scott E	Bldg Services Worker	Student Life	Full-Time	Staff	12.68	13.06	Hourly
Corder, Brian K	Asst Groundskeeper	Physical Facilities	Full-Time	Staff	13.96	14.38	Hourly
Cory, Jackie	Master Bldg Svcs Wkr Certified	Residence Life & Housing Off	Full-Time	Staff	14.68	15.12	Hourly
Crawford Jr, Bobbie L	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.28	13.68	Hourly
Crawford, Ralph F	Master Bldg Svcs Wkr Certified	Physical Facilities	Full-Time	Staff	16.64	17.14	Hourly
Cross, Rocky L	Master Carpenter Crt	Physical Facilities	Full-Time	Staff	19.94	20.54	Hourly
Cutlip, Mark L	Maintenance Repair Worker	Physical Facilities	Full-Time	Staff	16.12	16.60	Hourly
Cutting, Patricia A	Master Bldg Svcs Wkr Certified	Residence Life & Housing Off	Full-Time	Staff	14.68	15.12	Hourly
Dees, Doris Grace	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.28	13.68	Hourly
Denham, Arthur L	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.28	13.68	Hourly
Dieringer, John T	Master Horticulturist Cert	Physical Facilities	Full-Time	Staff	21.81	22.46	Hourly
Dinger, Joshua D	HVAC Technician	Physical Facilities	Full-Time	Staff	16.12	16.60	Hourly
Dove Sr, Reginald Charles	Bldg Services Worker Certified	Student Rec & Wellness Svcs	Full-Time	Staff	13.30	13.70	Hourly
Drummond, Betty A	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.31	13.71	Hourly
Dyer, Delbert W	Laborer	Physical Facilities	Full-Time	Staff	13.28	13.68	Hourly
Eddleman, Rick L	Master Bldg Svcs Wkr Certified	Physical Facilities	Full-Time	Staff	15.01	15.46	Hourly
Elliott, Daniel V	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	15.47	15.93	Hourly
Ellis, David D	Master Painter Crt	Physical Facilities	Full-Time	Staff	18.78	19.34	Hourly

The University of Akron
CWA Bargaining Unit 2011-12 Rates of Compensation

Name	Title	Dept	FT/PT	Job Funct	2010-11 Rate	2011-12 Proposed Rate (3% Increase)	Comp Freq
Facemire,Paul	Master Electrician Crt	Physical Facilities	Full-Time	Staff	19.69	20.28	Hourly
Farrell,Walter E	Master Carpenter Crt	Physical Facilities	Full-Time	Staff	19.69	20.28	Hourly
Farwell,Joseph	Master Mechanic	Physical Facilities	Full-Time	Staff	18.41	18.96	Hourly
Ferrara,Ovidio Dante	Asst Groundskeeper	Physical Facilities	Full-Time	Staff	13.96	14.38	Hourly
Firth,James V	Bldg Services Worker	Student Life	Full-Time	Staff	12.68	13.06	Hourly
Ford,Derrick K	Maintenance Repair Worker	Physical Facilities	Full-Time	Staff	16.12	16.60	Hourly
Forshey,Jay E	Stationary Engineer 2	Physical Facilities	Full-Time	Staff	19.94	20.54	Hourly
Fox,Forrest F	Asst Plumber	Physical Facilities	Full-Time	Staff	14.68	15.12	Hourly
Fullum,Anthony R	Maintenance Repair Worker	Residence Life & Housing Off	Full-Time	Staff	15.71	16.18	Hourly
Garrett,Mark C	Locksmith	University Police Department	Full-Time	Staff	15.71	16.18	Hourly
Garver,Danah L	Asst Bldg Services Worker	Physical Facilities	Full-Time	Staff	11.79	12.14	Hourly
Gauer,Mark Evan	Asst Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	11.79	12.14	Hourly
Gesquiere,Robert F	Master Painter Crt	Physical Facilities	Full-Time	Staff	18.76	19.32	Hourly
Gibson,Curtis J	Master Electrician	Physical Facilities	Full-Time	Staff	17.69	18.22	Hourly
Gingo,Billie J	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.61	14.02	Hourly
Grant Jr,Isiah	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.61	14.02	Hourly
Grant,Dale M	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.70	13.08	Hourly
Gray,Dorland	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.70	13.08	Hourly
Greathouse,Jennifer C	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.68	13.06	Hourly
Green,Johnnie A	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.89	14.31	Hourly
Griffin,Sarah M	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.31	13.71	Hourly
Grimsley,James G	Maintenance Repair Worker	Residence Life & Housing Off	Full-Time	Staff	15.71	16.18	Hourly
Grinder,Dennis W	Master Painter Crt	Physical Facilities	Full-Time	Staff	19.05	19.62	Hourly
Grossholz,Ben A	Master HVAC Tech Crt	Physical Facilities	Full-Time	Staff	19.94	20.54	Hourly
Grund,Clifford E	Master HVAC Tech	Physical Facilities	Full-Time	Staff	19.72	20.31	Hourly
Hackathorn,Edward R	Stationary Engineer 2	Physical Facilities	Full-Time	Staff	19.94	20.54	Hourly
Hall,Theron A	Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	13.28	13.68	Hourly
Hancock Jr,Charles L	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.28	13.68	Hourly
Hannay,Annamarie	Asst Bldg Services Worker	Physical Facilities	Full-Time	Staff	11.79	12.14	Hourly
Harmon,Jerome C	Maintenance Repair Worker	Residence Life & Housing Off	Full-Time	Staff	15.71	16.18	Hourly
Harr,Diana L	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.28	13.68	Hourly
Harr,James A	Cook	University Dining Services	Full-Time	Staff	12.89	13.28	Hourly
Harris,Betty J	Bldg Services Worker Certified	Residence Life & Housing Off	Full-Time	Staff	13.31	13.71	Hourly
Harris,Jeanetta L	Asst Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	11.79	12.14	Hourly
Harris,Marcel W	Master Cook Certified	University Dining Services	Full-Time	Staff	14.34	14.77	Hourly
Harris,Tracey Lamont	Master Bldg Srvs Wkr Certified	Student Life	Full-Time	Staff	14.68	15.12	Hourly
Hawkins,Jon S	Maintenance Repair Worker	Physical Facilities	Full-Time	Staff	15.71	16.18	Hourly
Hetson,Gary A	Laborer	Physical Facilities	Full-Time	Staff	13.28	13.68	Hourly
Holl,Daniel M	Asst Bldg Services Worker	Physical Facilities	Full-Time	Staff	11.79	12.14	Hourly
Holland,Kristin Marie	Master Bldg Srvs Wkr Certified	Physical Facilities	Full-Time	Staff	14.76	15.20	Hourly
Hollis,Durrell L	Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	12.70	13.08	Hourly
Hollis,Joron E	Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	12.68	13.06	Hourly
Holmes,David E	Master Electrician Crt	Physical Facilities	Full-Time	Staff	19.83	20.42	Hourly
Holmes,Kenneth J	Master Plumber Certified	Physical Facilities	Full-Time	Staff	19.94	20.54	Hourly
Homan,Theresa M	Master Bldg Srvs Wkr Certified	Student Rec & Wellness Srvs	Full-Time	Staff	14.68	15.12	Hourly
Horn,Michael G	Locksmith	University Police Department	Full-Time	Staff	17.29	17.81	Hourly
Howard,Timothy S	Electrician	Physical Facilities	Full-Time	Staff	16.62	17.12	Hourly
Howley,Larry R	Master Maint Repair Worker	Residence Life & Housing Off	Full-Time	Staff	17.14	17.65	Hourly
Hudak,Kevin L	Stationary Engineer 2	Physical Facilities	Full-Time	Staff	19.83	20.42	Hourly
Hull,Jennifer L	Master Bldg Srvs Wkr Certified	Residence Life & Housing Off	Full-Time	Staff	14.71	15.15	Hourly
Hull,Robert W	Master Maint Repair Worker	Residence Life & Housing Off	Full-Time	Staff	18.41	18.96	Hourly
Hull,Tracy D	Master Bldg Srvs Wkr Certified	Residence Life & Housing Off	Full-Time	Staff	14.76	15.20	Hourly
Hunt,David W	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.60	14.01	Hourly
Hunter,Cedric Truman	Master Bldg Srvs Wkr Certified	Physical Facilities	Full-Time	Staff	15.17	15.63	Hourly
Husk,Shannon R	Master Bldg Srvs Wkr Certified	Physical Facilities	Full-Time	Staff	14.68	15.12	Hourly
Jagodzinski,Vincent J	Asst Groundskeeper	Physical Facilities	Full-Time	Staff	13.96	14.38	Hourly
James,Jermaine D	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.68	13.06	Hourly

The University of Akron
CWA Bargaining Unit 2011-12 Rates of Compensation

Name	Title	Dept	FT/PT	Job Funct	2010-11 Rate	2011-12 Proposed Rate (3% Increase)	Comp Freq
Jerels, Judith	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.60	14.01	Hourly
Johnson, Kenneth R	Groundskeeper	Physical Facilities	Full-Time	Staff	14.68	15.12	Hourly
Jones, Anthony C	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.30	13.70	Hourly
Jones, David E	Bldg Services Worker Certified	Student Life	Full-Time	Staff	13.31	13.71	Hourly
Kaman, Robert S	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.70	13.08	Hourly
Kantorowski, Paul	Locksmith	University Police Department	Full-Time	Staff	17.14	17.65	Hourly
Karr, Kenneth E	Maintenance Repair Worker	Residence Life & Housing Off	Full-Time	Staff	15.71	16.18	Hourly
Karson, Michael J	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.68	13.06	Hourly
Kelly, Alton J	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.31	13.71	Hourly
Kelly, Dennis D	Painter	Physical Facilities	Full-Time	Staff	19.51	20.10	Hourly
Kelly, Ruth A	Bldg Services Worker Certified	Student Rec & Wellness Svcs	Full-Time	Staff	13.35	13.75	Hourly
Keyes, Melvin	Master Bldg Svcs Wkr Certified	Physical Facilities	Full-Time	Staff	15.00	15.45	Hourly
Kline, Mark S	Bldg Services Worker	Physical Facilities	Full-Time	Staff	13.05	13.44	Hourly
Knight, Anthony D	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.79	13.17	Hourly
Knox, Dale Le'Aire	Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	12.70	13.08	Hourly
Knuckles, LaShawn D	Storekeeper	University Dining Services	Full-Time	Staff	14.21	14.64	Hourly
Knuckles, Michael K	Cook	University Dining Services	Full-Time	Staff	13.30	13.70	Hourly
Koch, David A	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.68	13.06	Hourly
Koontz, James A	Maintenance Repair Worker	Residence Life & Housing Off	Full-Time	Staff	15.71	16.18	Hourly
Langrell, James M	Bldg Services Worker Certified	Residence Life & Housing Off	Full-Time	Staff	13.28	13.68	Hourly
Laplant Jr, James J	Asst Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	11.79	12.14	Hourly
Latson, Martin L	Asst Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	11.79	12.14	Hourly
Lee III, Robert R	Asst Bldg Services Worker	Physical Facilities	Full-Time	Staff	11.79	12.14	Hourly
Lee, Kenneth Richard	Master Carpenter Crt	Physical Facilities	Full-Time	Staff	19.83	20.42	Hourly
Lenke, Jason W	Mechanic	Physical Facilities	Full-Time	Staff	16.18	16.67	Hourly
Letzler, Raymond K	Painter	Physical Facilities	Full-Time	Staff	16.16	16.64	Hourly
Lewis, Detrus L	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.76	14.17	Hourly
Lipscomb, Roy E	Master HVAC Tech Crt	Physical Facilities	Full-Time	Staff	20.13	20.73	Hourly
Lopez, Patricia	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.68	13.06	Hourly
Lundy, Sterling W	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.30	13.70	Hourly
Mahusky, John W	Maintenance Repair Worker	Physical Facilities	Full-Time	Staff	16.12	16.60	Hourly
Makowski, Adam Owen	Maintenance Repair Worker Cert	Physical Facilities	Full-Time	Staff	17.48	18.00	Hourly
Maldonado, German L	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.31	13.71	Hourly
Manos, Darlene	Laborer	Physical Facilities	Full-Time	Staff	12.89	13.28	Hourly
Maple, Tony D	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.68	13.06	Hourly
Marina, Victoria	Cook	University Dining Services	Full-Time	Staff	13.30	13.70	Hourly
Markle, Deborah B	Bldg Services Worker	Student Rec & Wellness Svcs	Full-Time	Staff	12.68	13.06	Hourly
Martin, Daniel Wilson	Maintenance Repair Worker	Physical Facilities	Full-Time	Staff	17.14	17.65	Hourly
Martinez, Susana	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.68	13.06	Hourly
Martorana, Joseph E	Asst Groundskeeper	Physical Facilities	Full-Time	Staff	14.09	14.51	Hourly
Matchett, Amanda A	Cook	University Dining Services	Full-Time	Staff	12.89	13.28	Hourly
McCray Jr, Raymond B	Master Plumber	Residence Life & Housing Off	Full-Time	Staff	18.38	18.93	Hourly
McGinnis, Donald L	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.31	13.71	Hourly
McGrady, Darryl	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.61	14.02	Hourly
McNulty, Linda M	Master Food Service Worker	University Dining Services	Full-Time	Staff	13.05	13.44	Hourly
Meier, Matthew S	Master Groundskeeper Certified	Physical Facilities	Full-Time	Staff	16.21	16.70	Hourly
Mellinger, Krystal D	Asst Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	11.79	12.14	Hourly
Menold, Terrence A	HVAC Technician	Physical Facilities	Full-Time	Staff	16.12	16.60	Hourly
Meredith, Rachel N	Master Bldg Svcs Wkr Certified	Residence Life & Housing Off	Full-Time	Staff	14.68	15.12	Hourly
Miller, Davis R	Master Plumber Certified	Physical Facilities	Full-Time	Staff	20.20	20.81	Hourly
Miller, Edward W	Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	12.68	13.06	Hourly
Miller, Jack L	Master Carpenter Crt	Physical Facilities	Full-Time	Staff	19.83	20.42	Hourly
Miller, Teresa L	Asst Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	11.79	12.14	Hourly
Mlsanko, James E	Storekeeper	Physical Facilities	Full-Time	Staff	14.73	15.17	Hourly
Mizer, Jeremy	Master HVAC Tech Crt	Residence Life & Housing Off	Full-Time	Staff	19.69	20.28	Hourly
Moody, Michelle M	Master Bldg Svcs Wkr Certified	Residence Life & Housing Off	Full-Time	Staff	14.68	15.12	Hourly
Moore, Sheila B	Bldg Services Worker Certified	Residence Life & Housing Off	Full-Time	Staff	13.71	14.12	Hourly

The University of Akron
CWA Bargaining Unit 2011-12 Rates of Compensation

Name	Title	Dept	FT/PT	Job Funct	2010-11 Rate	2011-12 Proposed Rate (3% Increase)	Comp Freq
Moorer Sr, Carry T	Bldg Services Worker	Student Rec & Wellness Svcs	Full-Time	Staff	12.68	13.06	Hourly
Moritz, Timothy L	Master Groundskeeper	Physical Facilities	Full-Time	Staff	15.84	16.32	Hourly
Morris, John H	Master Locksmith	University Police Department	Full-Time	Staff	19.99	20.59	Hourly
Moses, Len E	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.31	13.71	Hourly
Murph, Rodney L	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.31	13.71	Hourly
Murray, Michael K	Master Plumber Certified	Physical Facilities	Full-Time	Staff	19.94	20.54	Hourly
Myers, Carl	Master Plumber Certified	Physical Facilities	Full-Time	Staff	19.73	20.32	Hourly
Nelson, Chad L	Mover	Physical Facilities	Full-Time	Staff	13.96	14.38	Hourly
Nelson, De Wayne L	Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	12.68	13.06	Hourly
Nobles, Warren	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.70	13.08	Hourly
Oaks, Hiram E	Locksmith	University Police Department	Full-Time	Staff	15.71	16.18	Hourly
Ohlson, Robert J	Laborer	Physical Facilities	Full-Time	Staff	12.89	13.28	Hourly
Olis, Cheryl A	Asst Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	11.79	12.14	Hourly
O'Neil, Darnell J	Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	12.70	13.08	Hourly
O'Neil, Lamont D	Maintenance Rpr Wkr, Residence	Residence Life & Housing Off	Full-Time	Staff	16.15	16.63	Hourly
Orellana, Patricia	Asst Bldg Services Worker	Physical Facilities	Full-Time	Staff	11.79	12.14	Hourly
Pacheco, Miguel A	Bldg Services Worker	Student Rec & Wellness Svcs	Full-Time	Staff	12.68	13.06	Hourly
Page, Ronald E	Asst Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	11.79	12.14	Hourly
Palmer, Frederick Lamarr	Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	12.68	13.06	Hourly
Palmer, Jerone L	Master Bldg Svcs Wkr Certified	Physical Facilities	Full-Time	Staff	14.68	15.12	Hourly
Palmeri, William D	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.28	13.68	Hourly
Pangburn, William J	Master Electrician Crt	Physical Facilities	Full-Time	Staff	19.87	20.47	Hourly
Parrish, Clark D	Master Painter Crt	Physical Facilities	Full-Time	Staff	18.46	19.01	Hourly
Passarelli, Bonita F	Food Service Worker	University Dining Services	Full-Time	Staff	12.13	12.49	Hourly
Peck, Timothy H	Asst Bldg Services Worker	Physical Facilities	Full-Time	Staff	11.79	12.14	Hourly
Pinto, Donald L	Bldg Services Worker	Physical Facilities	Full-Time	Staff	14.58	15.02	Hourly
Pollitt, Jeffrey C	Groundskeeper	Physical Facilities	Full-Time	Staff	14.68	15.12	Hourly
Poteete, Dwain Lamar	Head Bartender/Server	University Dining Services	Full-Time	Staff	11.93	12.29	Hourly
Priester, Ocie L	Bldg Services Worker Certified	Residence Life & Housing Off	Full-Time	Staff	13.35	13.75	Hourly
Prosser, Warren	Groundskeeper	Physical Facilities	Full-Time	Staff	14.68	15.12	Hourly
Pruett, Olga I	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.77	14.18	Hourly
Ramsey, Eric	Master Maint Repair Worker	Residence Life & Housing Off	Full-Time	Staff	17.26	17.78	Hourly
Randall, David J	Maintenance Repair Worker	Physical Facilities	Full-Time	Staff	16.62	17.12	Hourly
Reece, Jason R	Asst Bldg Services Worker	Physical Facilities	Full-Time	Staff	11.79	12.14	Hourly
Reed, Thomas M	Master Carpenter Crt	Physical Facilities	Full-Time	Staff	19.78	20.37	Hourly
Resch, Aaron A	Energy Management Tech	Physical Facilities	Full-Time	Staff	18.38	18.93	Hourly
Reynolds, Denise L	Bldg Services Worker Certified	Residence Life & Housing Off	Full-Time	Staff	13.28	13.68	Hourly
Rick, Thomas J	Maintenance Repair Worker Cert	Physical Facilities	Full-Time	Staff	17.17	17.69	Hourly
Robertson, Gary A	Master Carpenter Crt	Physical Facilities	Full-Time	Staff	20.21	20.82	Hourly
Robertson, Kimberly D	Cook	University Dining Services	Full-Time	Staff	13.35	13.75	Hourly
Rochon, Julie E	Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	12.68	13.06	Hourly
Rosenal, Carolyn Sue	Bldg Services Worker Certified	Residence Life & Housing Off	Full-Time	Staff	13.28	13.68	Hourly
Ryan, James P	Bldg Services Worker	Student Life	Full-Time	Staff	12.79	13.17	Hourly
Sadler, Shasta L	Maintenance Repair Worker	Physical Facilities	Full-Time	Staff	16.62	17.12	Hourly
Salzhammer, Brandon R	Maintenance Repair Worker	Physical Facilities	Full-Time	Staff	16.25	16.74	Hourly
Samples, Richard E	Asst Plumber	Physical Facilities	Full-Time	Staff	16.12	16.60	Hourly
Sandifer, Jeffrey A	Bldg Services Worker	Physical Facilities	Full-Time	Staff	13.18	13.58	Hourly
Scattone, Charles R	Master Locksmith	University Police Department	Full-Time	Staff	19.72	20.31	Hourly
Scholl, Jamie B	Master Electrician Crt	Physical Facilities	Full-Time	Staff	20.21	20.82	Hourly
Seelye, Thomas E	Integrated Electronic Tech	Physical Facilities	Full-Time	Staff	19.78	20.37	Hourly
Shoemaker, Daniel H	Master HVAC Tech Crt	Physical Facilities	Full-Time	Staff	19.94	20.54	Hourly
Siegle, Dennis D	Bldg Services Worker Certified	Student Life	Full-Time	Staff	13.31	13.71	Hourly
Simmons, Steve R	Master HVAC Tech Crt	Physical Facilities	Full-Time	Staff	20.19	20.80	Hourly
Sims, Bradley S	Maintenance Repair Worker	Residence Life & Housing Off	Full-Time	Staff	15.71	16.18	Hourly
Smiley, Tara Lee	Groundskeeper Certified	Physical Facilities	Full-Time	Staff	15.49	15.95	Hourly
Smith, Adam E	Mover	Physical Facilities	Full-Time	Staff	13.99	14.41	Hourly
Smith, Andrea L	Laborer	Physical Facilities	Full-Time	Staff	12.89	13.28	Hourly

The University of Akron
CWA Bargaining Unit 2011-12 Rates of Compensation

Name	Title	Dept	FT/PT	Job Funct	2010-11 Rate	2011-12 Proposed Rate (3% Increase)	Comp Freq
Smith,David A	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.76	14.17	Hourly
Smith,Joanne	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.68	13.06	Hourly
Smith,John J	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.64	14.05	Hourly
Smith,Julie A	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.71	13.09	Hourly
Smith,Richard A	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.60	14.01	Hourly
Smith,Timothy R	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.68	13.06	Hourly
Sollers,Olga I	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.28	13.68	Hourly
Stallings,Irene C	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.35	13.75	Hourly
Starcher,William L	Master Bldg Svcs Wkr Certified	Residence Life & Housing Off	Full-Time	Staff	15.01	15.46	Hourly
Starr,Richard D	Master Bldg Svcs Wkr Certified	Physical Facilities	Full-Time	Staff	14.68	15.12	Hourly
Stemple,Clinton R	Groundskeeper	Physical Facilities	Full-Time	Staff	14.68	15.12	Hourly
Storey,Janet	Asst Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	11.79	12.14	Hourly
Stratton,Arthur E	Master Painter Crt	Physical Facilities	Full-Time	Staff	18.90	19.47	Hourly
Tapley,Eddie	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.31	13.71	Hourly
Terrell,Timothy N	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.68	13.06	Hourly
Tholt,Rudolph L	Stationary Engineer 2	Physical Facilities	Full-Time	Staff	20.83	21.45	Hourly
Thompson,Gregory A	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.60	14.01	Hourly
Todd,John A	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.70	13.08	Hourly
Tompkins,George M	Master Bldg Services Worker	Physical Facilities	Full-Time	Staff	13.53	13.94	Hourly
Trusky Jr,Victor F	Laborer	Physical Facilities	Full-Time	Staff	13.28	13.68	Hourly
Turk,Harold	Master Maint Repair Worker	Physical Facilities	Full-Time	Staff	18.89	19.46	Hourly
Turman Jr,Augusta L	Maintenance Repair Worker Cert	Physical Facilities	Full-Time	Staff	17.43	17.95	Hourly
Underwood,Shawn L	Asst Bldg Services Worker	Physical Facilities	Full-Time	Staff	11.79	12.14	Hourly
Vanatta Jr,Danny K	Master Bldg Services Worker	Physical Facilities	Full-Time	Staff	13.96	14.38	Hourly
Vansise,Richard Michael	Maintenance Repair Worker	Physical Facilities	Full-Time	Staff	16.24	16.73	Hourly
Vargo,Daniel Paul	Mover	Physical Facilities	Full-Time	Staff	14.09	14.51	Hourly
Vega,Victoria L	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.68	13.06	Hourly
Verde,Shawn R	Laborer	Physical Facilities	Full-Time	Staff	13.28	13.68	Hourly
Votaw,Darcy A	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.68	13.06	Hourly
Wallace,Kevin M	Asst Bldg Services Worker	Physical Facilities	Full-Time	Staff	11.79	12.14	Hourly
Walters,William P	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.60	14.01	Hourly
Walton,Micah R	Stationary Engineer 2	Physical Facilities	Full-Time	Staff	17.69	18.22	Hourly
Wandel,Christopher H	Maintenance Repair Worker	Physical Facilities	Full-Time	Staff	16.12	16.60	Hourly
Warner,Michael	Master Bldg Svcs Wkr Certified	Physical Facilities	Full-Time	Staff	15.17	15.63	Hourly
Warren,Nancy A	Master Cook Certified	University Dining Services	Full-Time	Staff	14.45	14.88	Hourly
Webster,Richard E	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.65	14.06	Hourly
Weigand,Charles C	Master Mover	Physical Facilities	Full-Time	Staff	15.17	15.63	Hourly
Weiman,Stephen L	Asst Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	11.79	12.14	Hourly
West III,William M	Maintenance Repair Worker Cert	Physical Facilities	Full-Time	Staff	17.64	18.17	Hourly
Westfall,Jason W	Master Electrician	Physical Facilities	Full-Time	Staff	18.38	18.93	Hourly
Wheeler,Darren	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.35	13.75	Hourly
Whipple,Mary K	Head Server	University Dining Services	Full-Time	Staff	12.30	12.67	Hourly
Whitacre,Donald J	Bldg Services Worker Certified	Student Rec & Wellness Svcs	Full-Time	Staff	13.35	13.75	Hourly
Whitestine,Christopher J	Master Bldg Svcs Wkr Certified	Physical Facilities	Full-Time	Staff	14.71	15.15	Hourly
Wight,Spencer A	Maintenance Repair Worker	Residence Life & Housing Off	Full-Time	Staff	15.71	16.18	Hourly
Williams,Gail D	Bldg Services Worker	Physical Facilities	Full-Time	Staff	12.68	13.06	Hourly
Williams,Lloyd Alexander	Maintenance Repair Worker	Student Rec & Wellness Svcs	Full-Time	Staff	16.12	16.60	Hourly
Wilson,Angela M	Bldg Services Worker Certified	Residence Life & Housing Off	Full-Time	Staff	13.31	13.71	Hourly
Wilson,James L	Bldg Services Worker Certified	Physical Facilities	Full-Time	Staff	13.60	14.01	Hourly
Wilson,Tanika Nicole	Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	12.68	13.06	Hourly
Wood,Alesia	Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	12.73	13.11	Hourly
Wright,Roger D	Bldg Services Worker	Residence Life & Housing Off	Full-Time	Staff	12.68	13.06	Hourly
Zoya,John M	Master HVAC Tech Crt	Physical Facilities	Full-Time	Staff	19.69	20.28	Hourly

The University of Akron
FOP Bargaining Unit 2011-12 Rates of Compensation

Name	Title	Dept	FT/PT	Job Func	2010-11 Rate	2011-12 Proposed Rate (3% Increase)	Comp Freq
Adams,Johanna Dawn	Police Officer II	University Police Department	Full-Time	Staff	26.19	26.98	Hourly
Barath,William A	Police Officer II	University Police Department	Full-Time	Staff	26.19	26.98	Hourly
Burnette,Aaron M	Police Officer II	University Police Department	Full-Time	Staff	27.72	28.55	Hourly
Butusov,Mark A	Police Officer II	University Police Department	Full-Time	Staff	26.19	26.98	Hourly
Carroll Jr,John T	Police Officer II	University Police - Wayne	Full-Time	Staff	27.72	28.55	Hourly
Carroll Jr,John T	Police Officer II	University Police Department	Part-Time	Staff	27.72	28.55	Hourly
Coleman,Alan D	Police Officer II	University Police Department	Full-Time	Staff	26.19	26.98	Hourly
Gedeon,Thomas A	Police Officer II	University Police Department	Full-Time	Staff	25.43	26.19	Hourly
Gilbride,James P	Police Officer II	University Police Department	Full-Time	Staff	26.19	26.98	Hourly
Gray,Nicholas	Police Officer II	University Police Department	Full-Time	Staff	26.95	27.76	Hourly
Helmick,Pamela J	Police Officer II	University Police Department	Full-Time	Staff	26.95	27.76	Hourly
Hough,Todd Robert	Police Officer II	University Police Department	Full-Time	Staff	26.19	26.98	Hourly
Jackson,Kerry A	Police Officer II	University Police Department	Full-Time	Staff	26.95	27.76	Hourly
Jones,Brian J	Police Officer II	University Police Department	Full-Time	Staff	27.72	28.55	Hourly
Kabellar,Kevin L	Police Officer II	University Police Department	Full-Time	Staff	26.95	27.76	Hourly
Kouri,Lawrence J	Police Officer II	University Police Department	Full-Time	Staff	26.95	27.76	Hourly
Krantz,Jodi A	Police Officer II	University Police Department	Full-Time	Staff	26.19	26.98	Hourly
Lohrum,Benjamin D	Police Officer II	University Police Department	Full-Time	Staff	26.19	26.98	Hourly
Mayes,Ralph T	Police Officer II	University Police Department	Full-Time	Staff	26.19	26.98	Hourly
McKinley,Jamie L	Police Officer II	University Police Department	Full-Time	Staff	26.19	26.98	Hourly
Moore,Brian	Police Officer II	University Police Department	Full-Time	Staff	27.72	28.55	Hourly
Renner,Brian W	Police Officer II	University Police Department	Full-Time	Staff	26.19	26.98	Hourly
Samaco,Jeffery M	Police Officer II	University Police Department	Full-Time	Staff	26.19	26.98	Hourly
Shannon,Thomas A	Police Officer II	University Police Department	Full-Time	Staff	27.72	28.55	Hourly
Stephanoff,Ronald	Police Officer II	University Police Department	Full-Time	Staff	26.19	26.98	Hourly
Wayner,Thomas D	Police Officer II	University Police Department	Full-Time	Staff	27.72	28.55	Hourly
Westbrook,Gregory S	Police Officer II	University Police Department	Full-Time	Staff	26.19	26.98	Hourly
Wright,Curtis C	Police Officer II	University Police Department	Full-Time	Staff	26.19	26.98	Hourly

THE UNIVERSITY OF AKRON

RESOLUTION 10- -11

Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Luis M. Proenza, dated October 26, 2011, as attached, which includes but is not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

Ted A. Mallo, Secretary
Board of Trustees

October 26, 2011



DATE: October 5, 2011

TO: Dr. W. Michael Sherman
Senior Vice President, Provost and Chief Operating Officer

FROM: Becky J. Hoover *BH*
Vice President, Talent Development and Human Resources

SUBJECT: Amendment to The University of Akron Alternative Retirement Plan and The University of Akron 403(b) Retirement Plan

General Information

The Administration seeks the Board of Trustees' authorization to amend both The University of Akron Alternative Retirement Plan (the "ARP Plan") document and The University of Akron 403(b) Plan (the "403(b) Plan") (collectively the "Plans") documents in order to bring the Plans into compliance with the Heroes Earnings Assistance and Relief Tax Act of 2008 ("HEART"); the Pension Protection Act of 2006 ("PPA"); and the Worker, Retiree, and Employer Recovery Act of 2008 ("WRERA").

The Ohio Attorney General's office has contracted with outside legal counsel to provide compliance, advice and assistance to Ohio higher education institutions. Legal counsel at the University is working with the Columbus office of Schottenstein, Zox & Dunn Co., LPA in connection with the ARP and the 403(b) Plan.

Specific Changes

The amendments resulted in changes to the ARP Plan and 403(b) Plan documents. These amendments are required by the IRS to be included in the ARP Plan and 403(b) Plan documents to comply with HEART, PPA and WRERA.

Under the HEART Act, certain benefits may be provided to employees who are in the military. These benefits may include that:

- If a participant dies while performing qualified military service, the ARP Plan and the 403(b) Plan must provide that the deceased participant's beneficiaries are entitled to any survivor benefits that are contingent upon termination of employment on account of death.
- If a participant dies or becomes disabled while performing qualified military service, the ARP Plan and the 403(b) Plan may provide that the period of qualified military service will be counted for purposes of benefit accruals or contributions and vesting.
- If the College pays military differential wage payments to participants, the ARP Plan and 403(b) Plan must include military differential wage payments in the definition of compensation used for Internal Revenue Code ("Code") Section 415 and other Code requirements, but not necessarily plan allocation purposes.

Under PPA, the ARP Plan and the 403(b) Plans have both been amended to provide that:

- Nonspouse beneficiaries are permitted to make direct rollovers into an IRA that is treated as an inherited IRA.
- Participants may elect a qualified optional survivor annuity if they waive the qualified joint and survivor type of benefit, to the extent the ARP Plan or 403(b) Plan provides a qualified joint and survivor type of benefit.
- The rollover notice period, the participant's consent to distribution notice period, and the notice period under the joint and survivor annuity rules may be increased from the 90-day maximum period to 180 days.
- A court order does not fail to be a Qualified Domestic Relations Order (QDRO) merely because of the time it was issued, or because it modified a prior court order or QDRO.

Under WRERA, participants and beneficiaries were permitted to elect between receiving and not receiving required minimum distributions at age 70-1/2 for the 2009 plan year.

Additionally, in the Board resolution for adopting the above amendments to comply with applicable law, the Board will also authorize an officer of the University to adopt future technical amendments to the ARP Plan and the 403(b) Plan upon prior written notification by the Vice President and General Counsel to the President and Chief Financial Officer without the necessity of a resolution of the Board.

Timetable & Action Required

Board of Trustees to pass the following resolution to: (1) amend The University of Akron Alternative Retirement Plan, effective as stated in the amendment, (2) amend The University of Akron 403(b) Plan, effective as stated in the amendment, and (3) provide for a more efficient procedure for adopting future Internal Revenue Service and other required technical amendments to the Plans.

cc: Ted A. Mallo
David J. Cummins

**First Amendment to
The University of Akron
Alternative Retirement Plan (the "Plan")**

Pursuant to the authority of Section 8.3 of the Plan, the University of Akron (the "Employer") hereby amends the Plan as follows with respect to (1) the Heroes Earnings Assistance and Relief Tax Act of 2008; (2) the Pension Protection Act of 2006; and (3) the Worker, Retiree, and Employer Recovery Act of 2008 effective as stated herein:

Part I: Amendments with respect to the Heroes Earnings Assistance and Relief Tax Act of 2008:

1. The Plan shall be amended, effective as stated herein, by the addition of the following paragraph to the end of Section 9.2:

"In the case of a death occurring on or after January 1, 2007, if a Participant dies while performing qualified military service (as defined in Code Section 414(u)), the Participant's Beneficiary is entitled to any additional benefits (other than benefit accruals relating to the period of qualified military service) provided under the Plan as if the Participant had resumed employment and then terminated employment on account of death. Moreover, the Plan will credit the Participant's qualified military service as service for vesting purposes, as though the Participant had resumed employment under USERRA immediately prior to the Participant's death.

If the Employer elects, then for benefit accrual purposes, the Plan treats an individual who dies or becomes disabled on or after January 1, 2007 (as defined under the terms of the Plan) while performing qualified military service with respect to the Employer as if the individual had resumed employment in accordance with the individual's reemployment rights under USERRA, on the day preceding death or disability (as the case may be) and terminated employment on the actual date of death or disability.

If the Employer elects, the Plan will determine the amount of employee contributions and the amount of elective deferrals of an individual treated as reemployed for purposes of applying Code Section 414(u)(8)(C) on the basis of the individual's average actual employee contributions or elective deferrals for the lesser of: (i) the 12-month period of service with the Employer immediately prior to qualified military service; or (ii) the actual length of continuous service with the Employer.

If the Employer elects, for years beginning after December 31, 2008: (i) an individual receiving a differential wage payment as defined by Code Section 3401(h)(2), is treated as an employee of the Employer making the payment, (ii)

the differential wage payment is treated as compensation for purposes of Code Section 415(c)(3) and Treasury Reg. Section 1.415(c)-2 (e.g., for purposes of Code Section 415, and (iii) the Plan is not treated as failing to meet the requirements of any provisions described in Code Section 414(u)(1)(C) (or corresponding Plan provisions), by reason of any contribution or benefit which is based on the differential wage payment. Differential wage payments, if applicable, (as described herein) will also be considered compensation for all Plan purposes.”

Part II: Amendments with respect to the Pension Protection Act of 2006:

1. Section 7.3(e)(1) of the Plan shall be amended, effective as stated herein, by the addition of the following paragraphs to its end:

“For any distribution notice issued in Plan Years beginning after December 31, 2006, any reference to the 90-day maximum notice prior to distribution in applying the notice requirements of Code Section 402(f) (the rollover notice), Code Section 411(a)(11) (Participant’s consent to distribution), and Code Section 417 (notice under the joint and survivor annuity rules) may become 180 days.

For any distribution notice issued in Plan Years beginning after December 31, 2006, the description of a Participant’s right, if any, to defer receipt of a distribution also will describe the consequences of failing to defer receipt of the distribution. For notices issued before the 90th day after the issuance of Treasury Regulations (unless further Revenue Service guidance otherwise requires), the notice will include a description indicating the investment options available under the Plan (including fees) that will be available if the Participant defers distribution.”

2. Section 7.3(f) shall be added to the Plan, effective for Plan Years beginning after December 31, 2007, as follows:

“(f) Effective with respect to Plan Years beginning after December 31, 2007, a Participant who elects to waive the qualified joint and survivor annuity form of benefit, if offered under the Plan in Section 1.15, is entitled to elect the “qualified optional survivor annuity” at any time during the applicable election period. Furthermore, the written explanation of the joint and survivor annuity shall explain the terms and conditions of the “qualified optional survivor annuity.”

For purposes of Section 7.3(f), the term “qualified optional survivor annuity” means an annuity:

- (i) For the life of the Participant with a survivor annuity for the life of the spouse which is equal to the “applicable percentage” of the amount of the annuity which is payable during the joint lives of the Participant and the spouse, and

- (ii) Which is the actuarial equivalent of a single annuity for the life of the Participant.

Such term also includes any annuity in a form having the effect of an annuity described in the preceding sentence.

For purposes of this Section 7.3(f), the “applicable percentage” is based on the survivor annuity percentage (i.e., the percentage which the survivor annuity under the Plan’s qualified joint and survivor annuity bears to the annuity payable during the joint lives of the participant and the spouse). If the survivor annuity percentage is less than 75 percent, then the “applicable percentage” is 75 percent; otherwise, the “applicable percentage” is 50 percent.”

3. Section 7.4 of the Plan shall be amended in its entirety, effective for distributions made after December 31, 2009, as follows:

“Section 7.4 Distribution After Death of Participant

(a) In the event of the death of a Participant after distribution of the Participant’s vested Account has begun, but prior to completion of such payments, the full amount of such unpaid vested Account shall continue to be paid in the form of the previously established installments except that the Beneficiary may request that the remaining account be paid in a lump sum.

In the event of the death of the Participant prior to the start of any payment of his Account, distribution shall be made in the form and at the time or times selected by the Beneficiary pursuant to Section 7.1 and 7.2 and Article X as applicable.

(b) For distributions after December 31, 2009, a non-spouse Beneficiary who is a “designated beneficiary” under Code Section 401(a)(9)(E) and the Regulations thereunder, by a direct trustee-to-trustee transfer (“direct rollover”), may roll over all or any portion of his or her distribution to an individual retirement account the Beneficiary establishes for purposes of receiving the distribution. In order to be able to roll over the distribution, the distribution otherwise must satisfy the definition of an eligible rollover distribution.

Although a non-spouse Beneficiary may roll over directly a distribution as provided in Section 7.4(b), any distribution made prior to January 1, 2010 is not subject to the direct rollover requirements of Code Section 401(a)(31) (including Code Section 401(a)(31)(B), the notice requirements of Code Section 402(f) or the mandatory withholding requirements of Code Section 3405(c)). If a non-spouse Beneficiary receives a distribution from the Plan, the distribution is not eligible for a “60-day” rollover.

If the Participant's named Beneficiary is a trust, the Plan may make a direct rollover to an individual retirement account on behalf of the trust, provided the trust satisfies the requirements to be a designated beneficiary within the meaning of Code Section 401(a)(9)(E).

A non-spouse Beneficiary may not roll over an amount which is a required minimum distribution, as determined under applicable Treasury Regulations and other Revenue Service guidance. If the Participant dies before his or her required beginning date and the non-spouse Beneficiary rolls over to an IRA the maximum amount eligible for rollover, the Beneficiary may elect to use either the 5-year rule or the life expectancy rule, pursuant to Treas. Reg. Section 1.401(a)(9)-3, A-4(c), in determining the requirement minimum distributions from the IRA that receives the non-spouse Beneficiary's distribution."

4. The Plan shall be amended, effective April 6, 2007, by the addition of the following paragraph to the end of Section 7.8:

"Effective April 6, 2007, a domestic relations order that otherwise satisfies the requirements for a Qualified Domestic Relations Order will not fail to be a Qualified Domestic Relations Order: (i) solely because the order is issued after, or revises, another domestic relations order or Qualified Domestic Relations Order; or (ii) solely because of the time at which the order is issued, including issuance after the annuity starting date or after the Participant's death. A domestic relations order described in this paragraph is subject to the same requirements and protections that apply to Qualified Domestic Relations Orders."

Part III: Amendments with respect to the Worker, Retiree, and Employer Recovery Act of 2008:

1. Section 10.7 shall be added, effective as stated herein, to the Plan as follows:

10.7 Waiver of Required Minimum Distributions.

Notwithstanding Article X of the Plan, a Participant or Beneficiary who would have been required to receive required minimum distributions for 2009 but for the enactment of Code Section 401(a)(9)(H) ("2009 RMDs"), and who would have satisfied that requirement by receiving distributions that are (1) equal to the 2009 RMDs, or (2) one or more payments in a series of substantially equal distributions (that include the 2009 RMDs) made at least annually and expected to last for the life (or life expectancy) of the Participant, the joint lives (or joint life expectancy) of the Participant and the Participant's designated Beneficiary, or for a period of at least 10 years ("Extended 2009 RMDs"), will receive those distributions for 2009 unless the Participant or Beneficiary chooses not to receive such distributions. Participants and Beneficiaries described in the preceding

sentence will be given the opportunity to elect to stop receiving the distributions described in the preceding sentence.”

The remainder of the Plan remains unchanged.

IN WITNESS WHEREOF, the Employer hereby adopts this Amendment to the Plan, this ____ day of _____, 2011.

THE UNIVERSITY OF AKRON

By: _____

Name Printed: Ted A. Mallo
Vice President and General Counsel

**Second
Amendment to the
The University of Akron
403(b) Plan (the "Plan")**

Pursuant to the authority of Section 8.2 of the Plan, The University of Akron (the "Employer") hereby amends the Plan as follows with respect to: (1) the Heroes Earnings Assistance and Relief Tax Act of 2008; (2) the Pension Protection Act of 2006; and (3) the Worker, Retiree, and Employer Recovery Act of 2008 effective as stated herein:

Part I: Amendments with respect to the Heroes Earnings Assistance and Relief Tax Act of 2008:

1. The Plan shall be amended, effective as stated herein, by the addition of the following paragraph to the end of Section 3.7:

"In the case of a death occurring on or after January 1, 2007, if a Participant dies while performing qualified military service (as defined in Code Section 414(u)), the Participant's Beneficiary is entitled to any additional benefits (other than benefit accruals relating to the period of qualified military service) provided under the Plan as if the Participant had resumed employment and then terminated employment on account of death. Moreover, the Plan will credit the Participant's qualified military service as service for vesting purposes, as though the Participant had resumed employment under USERRA immediately prior to the Participant's death.

If the Employer elects, then for benefit accrual purposes, the Plan treats an individual who dies or becomes disabled on or after January 1, 2007 (as defined under the terms of the Plan) while performing qualified military service with respect to the Employer as if the individual had resumed employment in accordance with the individual's reemployment rights under USERRA, on the day preceding death or disability (as the case may be) and terminated employment on the actual date of death or disability.

If the Employer elects, the Plan will determine the amount of employee contributions and the amount of elective deferrals of an individual treated as reemployed for purposes of applying Code Section 414(u)(8)(C) on the basis of the individual's average actual employee contributions or elective deferrals for the lesser of: (i) the 12-month period of service with the Employer immediately prior to qualified military service; or (ii) the actual length of continuous service with the Employer.

If the Employer elects, for years beginning after December 31, 2008: (i) an individual receiving a differential wage payment as defined by Code Section 3401(h)(2), is treated as an employee of the Employer making the payment, (ii)

the differential wage payment is treated as compensation for purposes of Code Section 415(c)(3) and Treasury Reg. Section 1.415(c)-2 (e.g., for purposes of Code Section 415, and (iii) the Plan is not treated as failing to meet the requirements of any provisions described in Code Section 414(u)(1)(C) (or corresponding Plan provisions), by reason of any contribution or benefit which is based on the differential wage payment. Differential wage payments, if applicable, (as described herein) will also be considered compensation for all Plan purposes.”

Part II: Amendments with respect to the Pension Protection Act of 2006:

1. Section 5.1 of the Plan shall be amended, effective as stated herein, in its entirety as follows:

“5.1 **Benefit Distributions At Severance from Employment or Other Distribution Event.**

- (a) Effective for Plan Years beginning after December 31, 2008, except as permitted under Section 3.6 (relating to excess Elective Deferrals), Section 5.3 (relating to withdrawals of amounts rolled over into the Plan), Section 5.4 (relating to hardship), or Section 8.3 (relating to termination of the Plan), distributions from a Participant’s Account may not be made earlier than the earliest of the date on which the Participant has a Severance from Employment, dies, becomes Disabled, or attains age 59½. Distributions shall otherwise be made in accordance with the terms of the Individual Agreements. Notwithstanding the foregoing, Elective Deferrals made to an Annuity Contract and corresponding earnings as of December 31, 1988 are “grandfathered” and withdrawal restrictions do not apply to the extent that such amounts can be appropriately identified by the Vendor.
- (b) Participant Distribution Notification. For any distribution notice issued in Plan Years beginning after December 31, 2006, any reference to the 90-day maximum notice prior to distribution in applying the notice requirements of Code Section 402(f) (the rollover notice), Code Section 411(a)(11) (Participant’s consent to distribution), and Code Section 417 (notice under the joint and survivor annuity rules) may become 180 days.

For any distribution notice issued in Plan Years beginning after December 31, 2006, the description of a Participant’s right, if any, to defer receipt of a distribution also will describe the consequences of failing to defer receipt of the distribution. For notices issued before the 90th day after the issuance of Treasury Regulations (unless further Revenue Service guidance otherwise requires), the notice will include a description indicating the investment options available under the Plan (including fees) that will be available if the Participant defers distribution.

- (c) **Qualified Optional Survivor Annuity.** Effective with respect to Plan Years beginning after December 31, 2007, a Participant who elects to waive the qualified joint and survivor annuity form of benefit is entitled to elect the “qualified optional survivor annuity” at any time during the applicable election period. Furthermore, the written explanation of the joint and survivor annuity shall explain the terms and conditions of the “qualified optional survivor annuity.

For purposes of Section 5.1(c), the term “qualified optional survivor annuity” means an annuity:

- (i) For the life of the Participant with a survivor annuity for the life of the spouse which is equal to the “applicable percentage” of the amount of the annuity which is payable during the joint lives of the Participant and the spouse, and
- (ii) Which is the actuarial equivalent of a single annuity for the life of the Participant.

Such term also includes any annuity in a form having the effect of an annuity described in the preceding sentence.

For purposes of this Section 5.1(c), the “applicable percentage” is based on the survivor annuity percentage (i.e., the percentage which the survivor annuity under the Plan’s qualified joint and survivor annuity bears to the annuity payable during the joint lives of the participant and the spouse). If the survivor annuity percentage is less than 75 percent, then the “applicable percentage” is 75 percent; otherwise, the “applicable percentage” is 50 percent.”

2. Section 6.1(d) shall be added to the Plan, effective as stated herein, as follows:

- (d) **Direct Rollover of Non-Spousal Distribution.** For distributions after December 31, 2009, a non-spouse Beneficiary who is a “designated beneficiary” under Code Section 401(a)(9)(E) and the Regulations thereunder, by a direct trustee-to-trustee transfer (“direct rollover”), may roll over all or any portion of his or her distribution to an individual retirement account the Beneficiary establishes for purposes of receiving the distribution. In order to be able to roll over the distribution, the distribution otherwise must satisfy the definition of an eligible rollover distribution.

Although a non-spouse Beneficiary may roll over directly a distribution as provided in Section 7.4(b), any distribution made prior to January 1, 2010 is not subject to the direct rollover requirements of Code Section 401(a)(31) (including Code Section 401(a)(31)(B), the notice requirements

of Code Section 402(f) or the mandatory withholding requirements of Code Section 3405(c)). If a non-spouse Beneficiary receives a distribution from the Plan, the distribution is not eligible for a “60-day” rollover.

If the Participant’s named Beneficiary is a trust, the Plan may make a direct rollover to an individual retirement account on behalf of the trust, provided the trust satisfies the requirements to be a designated beneficiary within the meaning of Code Section 401(a)(9)(E).

A non-spouse Beneficiary may not roll over an amount which is a required minimum distribution, as determined under applicable Treasury Regulations and other Revenue Service guidance. If the Participant dies before his or her required beginning date and the non-spouse Beneficiary rolls over to an IRA the maximum amount eligible for rollover, the Beneficiary may elect to use either the 5-year rule or the life expectancy rule, pursuant to Treas. Reg. Section 1.401(a)(9)-3, A-4(c), in determining the requirement minimum distributions from the IRA that receives the non-spouse Beneficiary’s distribution.”

3. The Plan shall be amended, effective April 6, 2007, by the addition of the following paragraph to the end of Section 9.2:

“Effective April 6, 2007, a domestic relations order that otherwise satisfies the requirements for a Qualified Domestic Relations Order will not fail to be a Qualified Domestic Relations Order: (i) solely because the order is issued after, or revises, another domestic relations order or Qualified Domestic Relations Order; or (ii) solely because of the time at which the order is issued, including issuance after the annuity starting date or after the Participant’s death. A domestic relations order described in this paragraph is subject to the same requirements and protections that apply to Qualified Domestic Relations Orders.”

Part III: Amendments with respect to the Worker, Retiree, and Employer Recovery Act of 2008:

1. Section 5.2 of the Plan shall be amended, effective as stated herein, by the addition of the following paragraph to the end of Section 5.2:

“Waiver of Required Minimum Distributions. Notwithstanding Article X of the Plan, a Participant or Beneficiary who would have been required to receive required minimum distributions for 2009 but for the enactment of Code Section 401(a)(9)(H) (“2009 RMDs”), and who would have satisfied that requirement by receiving distributions that are (1) equal to the 2009 RMDs, or (2) one or more payments in a series of substantially equal distributions (that include the 2009 RMDs) made at least annually and expected to last for the life (or life expectancy) of the Participant, the joint lives (or joint life expectancy) of the Participant and the Participant’s designated Beneficiary, or for a period of at least 10 years

("Extended 2009 RMDs"), will receive those distributions for 2009 unless the Participant or Beneficiary chooses not to receive such distributions. Participants and Beneficiaries described in the preceding sentence will be given the opportunity to elect to stop receiving the distributions described in the preceding sentence."

The remainder of the Plan remains unchanged.

IN WITNESS WHEREOF, the Employer hereby adopts this Amendment to the Plan, this _____ day of _____, 2011.

THE UNIVERSITY OF AKRON

By: _____

Name Printed: Ted A. Mallo
Vice President and General Counsel

THE UNIVERSITY OF AKRON

Resolution No. 10 - - 11

**A RESOLUTION PERTAINING TO ADOPTION OF THE FIRST AMENDMENT TO
THE UNIVERSITY OF AKRON ALTERNATIVE RETIREMENT PLAN AND
THE SECOND AMENDMENT TO THE UNIVERSITY OF AKRON
403(B) RETIREMENT PLAN**

Pertaining to authorizing the adoption of the amendments to The University of Akron Alternative Retirement Plan and the 403(b) Plan to conform with the Heroes Earnings Assistance and Relief Tax Act of 2008 ("HEART"); the Pension Protection Act of 2006 ("PPA"); and the Worker, Retiree, and Employer Recovery Act of 2008 ("WRERA") and authorization for adopting future amendments to the Plans.

WHEREAS, The University of Akron sponsors the Alternative Retirement Plan (the "ARP Plan"); and

WHEREAS, The University of Akron sponsors the 403(b) Plan (the "403(b) Plan"); and

WHEREAS, the Board of Trustees has the ability to amend, from time to time, the ARP Plan and the 403(b) Plan; and

WHEREAS, the University desires to amend the ARP Plan and the 403(b) Plan to bring the ARP Plan and 403(b) Plan into compliance with current Internal Revenue Service ("IRS") rules for the Plans, including compliance with tax law changes for HEART, PPA and WRERA.

NOW, THEREFORE, BE IT HEREBY RESOLVED by the Board of Trustees of the University that:

Section 1. Amendments. The Amendments to the ARP Plan and the 403(b) Plan are hereby adopted effective as stated therein.

Section 2. Execution. The Administration is hereby authorized to execute the Amendments to the ARP Plan and the 403(b) Plan and any other instruments, documents, or conveyances necessary to effectuate the Amendments to the ARP Plan and the 403(b) Plan.

Section 3. Authority for Further Technical Amendment. If, in the future, further amendments to the ARP Plan document or to the 403(b) Plan document (or to any other ancillary documents for the ARP Plan or the 403(b) Plan), of a technical nature become necessary in order to either: (1) secure or maintain compliance with federal tax laws; or (2) conform to amendments of the governing provisions of the Ohio Revised Code, then the Vice President and General Counsel, upon prior written notification to the President and Chief Financial Officer, is hereby authorized to take such actions and execute such documents as are necessary to effectuate such amendments and ancillary documents, without further review or resolution by the Board.

Section 4. Conforming Changes. The Administration in carrying out this Resolution, is hereby authorized and empowered to make any necessary changes to the Amendments to the ARP Plan and the 403(b) Plan as may be required to ensure compliance with the applicable and effective provisions of HEART, PPA and WRERA, and any related rules and regulations, currently in effect or as hereinafter amended, and to take such further action as may be necessary or available to implement this Resolution without further ratification or action by the Trustees.

Section 5. Open Meetings. The Board of Trustees find and determine that all formal actions of the Board relating to the enactment of this Resolution were taken in an open meeting of the Board , and that all deliberations of the Board and of any of its committees that resulted in those formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Date

Ted A. Mallo
Secretary
Board of Trustees



October 6, 2011

TO: Dr. Mike Sherman
Senior Vice President, Provost and Chief Operating Officer

FROM: David J. Cummins ~~D.J.C.~~
Vice President for Finance & Administration/CFO

SUBJECT: Purchases for More than \$350,000

The following purchase for more than \$350,000 is recommended for approval by the Board of Trustees at its meeting on October 26, 2011.

- 1. Employee Insurance – Life and Accidental Death and Dismemberment:** Human Resources/Benefits Administration is proposing an award to the Minnesota Life Insurance Company (via the IUC-PG) for the University’s life and AD&D insurance programs. The rate offered by Minnesota Life Insurance Company is lower than the University’s current rate, is guaranteed for three years, and should be more stable because of the greater volume represented through the IUC-PG.

The purchase of life and AD&D insurance from the Minnesota Life Insurance Company is acceptable to Human Resources/Benefits Administration, the Office of General Counsel, and the Department of Purchasing.

I recommend that an award be made to the Minnesota Life Insurance Company according to the rate structure provided in the following table, renewable for three years, in the amount of \$734,362 per year (the total will vary depending on the amount of coverage selected) and request your approval and that of the Board of Trustees at its meeting on October 26, 2011.

2011 Life Insurance Rates (Current)	2012 Life Insurance Rates (Proposed)
\$0.24 per \$1,000	\$0.235 per \$1,000
2011 AD&D Insurance Rates (Current)	2012 AD&D Insurance Rates (Proposed)
\$0.018 per \$1,000	\$0.018 per \$1,000

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

2011 Dependent life Insurance Rates (Current)	2012 Dependent Life Insurance Rates (Proposed)
Option 1 (\$5,000 Spouse / \$2,500 Child): \$1.38 per mo.	Option 1 (\$5,000 Spouse / \$2,500 Child): \$1.38 per mo.
Option 2 (\$10,000 Spouse / \$5,000): \$2.75 per mo.	Option 2 (\$10,000 Spouse / \$5,000): \$2.75 per mo.

2011 Net Life and AD&D Cost	2012 Net Life and AD&D Cost
\$748,875.28	\$734,362.19

THE UNIVERSITY OF AKRON

Resolution No. 10 - - 11

Pertaining to Purchases of More Than \$350,000

BE IT RESOLVED, that the recommendations of the Finance, Fiscal Policy, and Investment Committee on October 26, 2011, be approved:

Award to Minnesota Life Insurance Company a contract for life and AD&D insurance, renewable for three years, in the amount of \$734,362 per year (the total will vary depending on the amount of coverage selected).

Ted A. Mallo, Secretary
Board of Trustees

October 26, 2011



DATE: October 6, 2011

TO: Dr. Mike Sherman
Senior Vice President and Provost/C.O.O.

FROM: John A. LaGuardia
Vice President of Public Affairs and Development

SUBJECT: Board Agenda Items for October 26, 2011

Three action items will be presented by the Finance and Administration Committee for the consideration of the Board of Trustees at its October 26, 2011 meeting. In addition to the Cumulative Gift and Grant Income Report for August 2011, which is submitted for review and approval, I am recommending two individuals for honorary degrees. The Finance and Administration Committee also will provide a brief "information-only" report on Alumni Association activities.

CUMULATIVE GIFT AND GRANT INCOME REPORTS

For August 2011, total giving of \$4.5 million, 8 percent less than the \$4.9 million received for August 2010 and 23 percent more than the five-year average of \$3.5 million. The number of gifts decreased, from 2,080 for August 2010 to 1,930 gifts for this fiscal year to date.

AWARDING OF HONORARY DEGREES

MR. JAMES D. OELSCHLAGER

MRS. MARGARET F. DONOVAN

Office of the Vice President of Public Affairs and Development
Akron, OH 44325-4719
330-972-5328 • 330-972-5335 Fax

REPORT TO THE UNIVERSITY OF AKRON BOARD OF TRUSTEES

Department of Development
October 26, 2011

The University of Akron recorded total giving of \$4,583,409 for August 2011. That total compares to \$4,951,251 for August 2010 (a decrease of 8 percent) and a year-to-date average of \$3,503,444 for the previous five years (an increase of 23 percent). During August 2011, 1,930 gifts were received, as compared with 2,080 for the same period in the last fiscal year (a decrease of 7 percent).

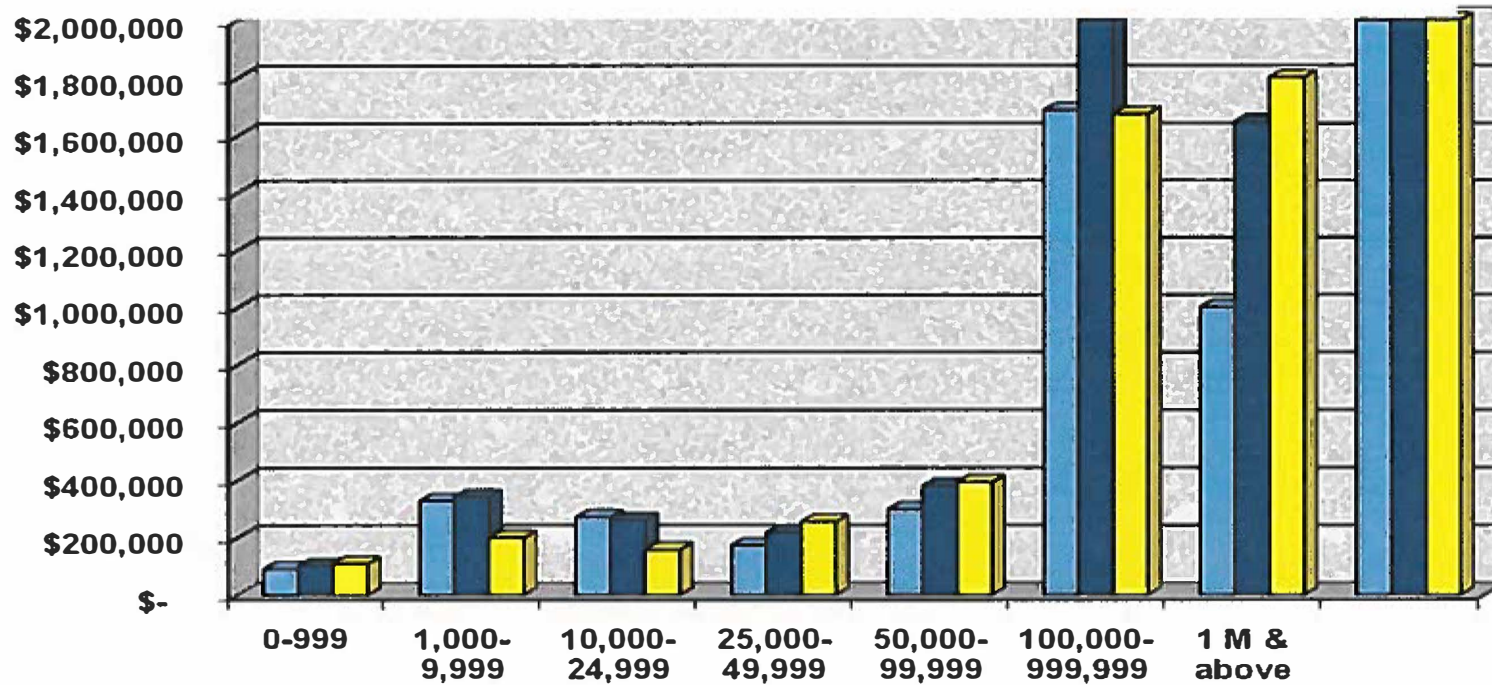
Comparable Year-to-Date Totals for August 2011

Fiscal Year	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012
Total Giving	\$2,382,176	\$3,114,359	\$3,221,617	\$3,847,817	\$4,951,251	\$4,583,409
Total Gifts	1,301	1,455	2,216	2,263	2,080	1,930

Note: Totals reflected in this report include only in-hand gifts; pledges are not included.

The University of Akron
Cumulative Gift and Grant Income Report
Comparison July 1 - July 31 - FY 2009-2010, FY 2010-2011, FY 2011-2012

Exhibit 1

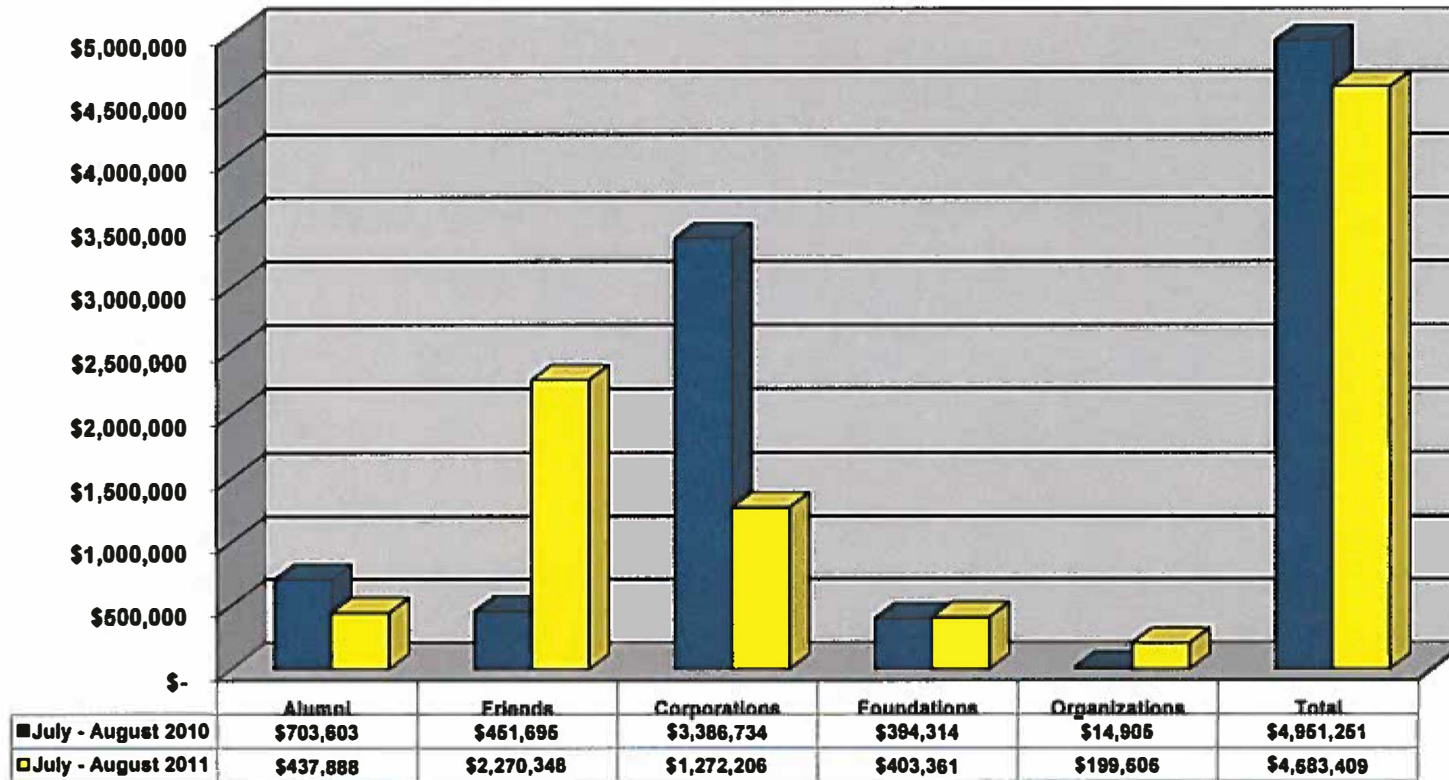


									TOTAL
July - August	\$90,710	\$327,552	\$271,003	\$173,050	\$298,000	\$1,687,502	\$1,100,000		\$3,847,817
2009	2,094	134	17	5	4	8	1		2,263
July - August	\$102,691	\$342,873	\$260,547	\$217,620	\$380,273	\$1,999,704	\$1,647,543		\$4,951,251
2010	1,906	133	20	7	6	7	1		2,080
July- August	\$108,376	\$198,599	\$156,635	\$253,942	\$392,255	\$1,673,602	\$1,800,000		\$4,583,409
2011	1,802	96	11	7	6	7	1		1,930

Note: Totals reflected in this report include only in-hand cash gifts; pledges are not included.

**The University of Akron
Cumulative Gifts Income Report
Comparison July 1 - August 31 -- FY2010-2011, FY2011-2012**

Exhibit 2



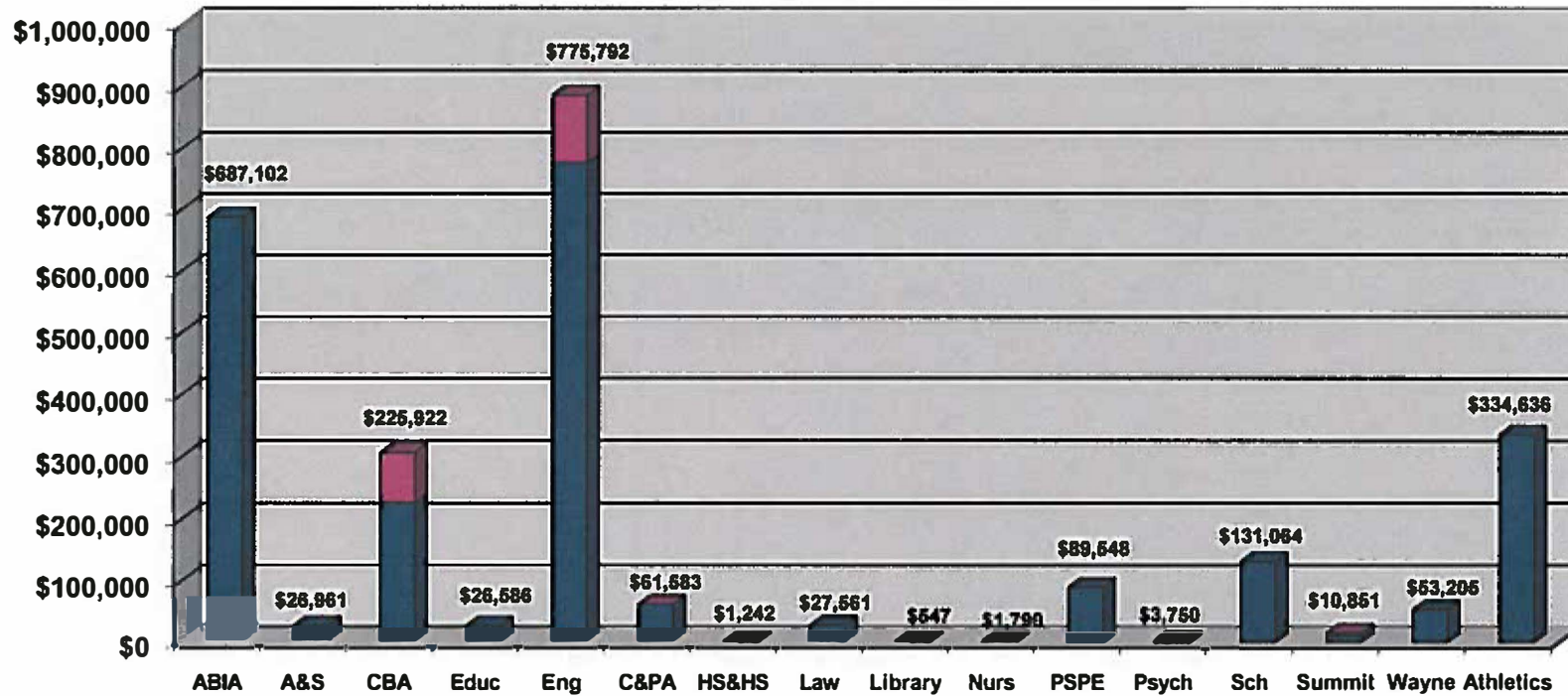
Alumni: graduates and former students of UA
Friends: individuals who are not alumni
Corporations: private, for-profit entities

Foundations: non-profit entities whose sole purpose is charitable work
Organizations: all other entities; neither corporation or foundation

Note: Totals reflected in this report include only in-hand gifts; pledges are not included

The University of Akron
Program Centered Private Support
Fiscal Year 2011 - 2012
July 1, 2011 - August 31, 2011

Exhibit 3



ABIA: Austen BioInnovation Institute of Akron
A&S: Buchtel College of Arts and Sciences
CBA: College of Business Administration
Educ: College of Education
Eng: College of Engineering

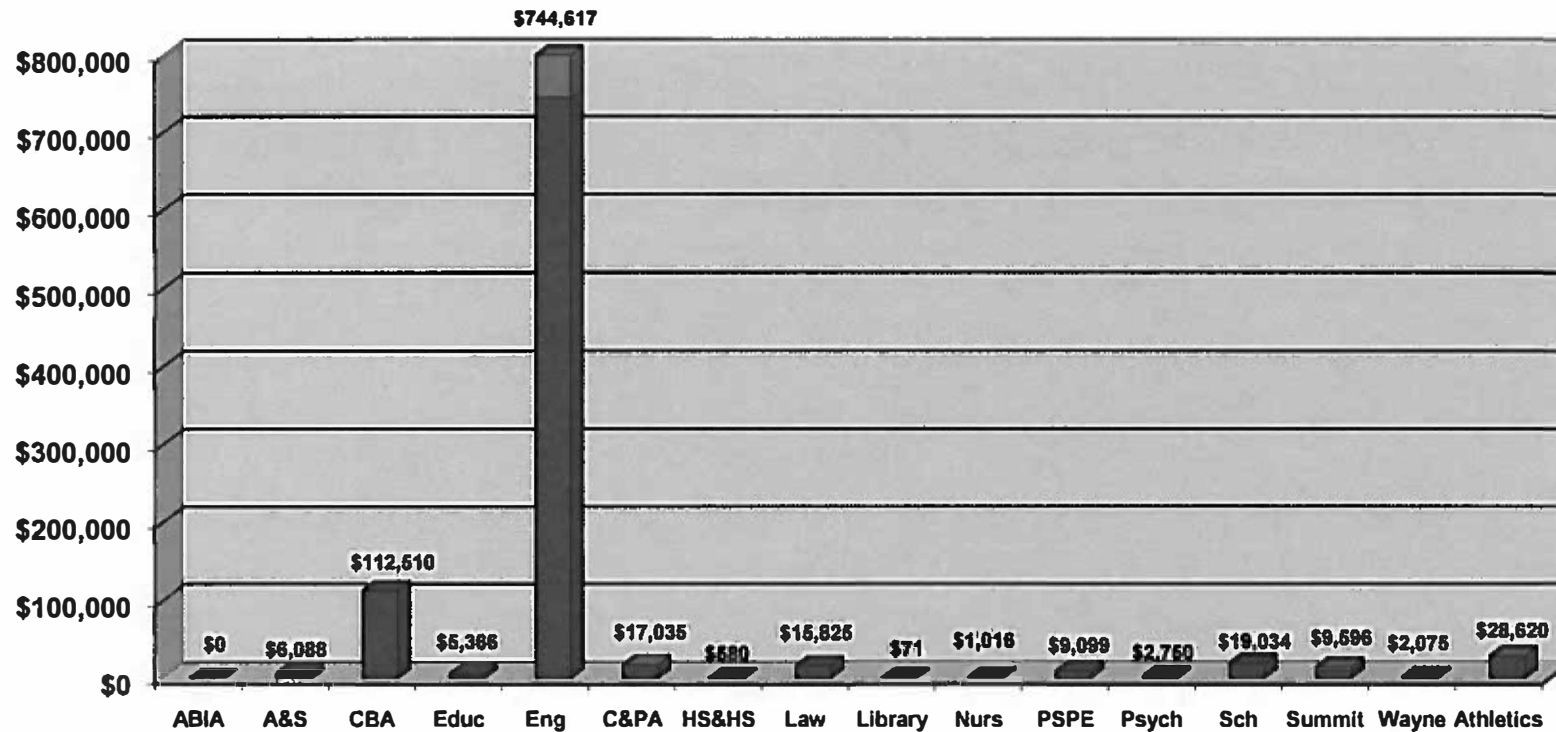
C&PA: Creative and Professional Arts
HS&HS: Health Sciences and Human Services
Law: School of Law
Library: University Libraries
Nurs: College of Nursing

PSPE: College of Polymer Science and Polymer Engineering
Psych: Psychology Archives
Sch: General Scholarships
Summit: Summit College
Wayne: Wayne College
Athletics: Zips Athletics Scholarship Fund (Z-Fund)

Note: Totals reflected in this report include only in-hand cash gifts; pledges are not included. Burgundy indicates Gift-in-Kind contributions.

The University of Akron
Program Centered Private Support
Fiscal Year 2011 - 2012
August 1, 2011 - August 31, 2011

Exhibit 4



ABIA: Austen Biolnnovation Institute of Akron
A&S: Buchtel College of Arts and Sciences
CBA: College of Business Administration
Educ: College of Education
Eng: College of Engineering

C&PA: Creative and Professional Arts
HS&HS: Health Sciences and Human Services
Law: School of Law
Library: University Libraries
Nurs: College of Nursing

PSPE: College of Polymer Science and Polymer Engineering
Psych: Psychology Archives
Sch: General Scholarships
Summit: Summit College
Wayne: Wayne College
Athletics: Zips Athletics Scholarship Fund (Z-Fund)

Note: Totals reflected in this report include only in-hand cash gifts; pledges are not included. Burgundy indicates Gift-in-Kind contributions.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -11

Pertaining to Gift and Grant Income Reports
August 2011

BE IT RESOLVED that the recommendation of the Finance and Administration Committee on October 26, 2011, pertaining to the Gift and Grant Income Reports for August 2011, be approved.

Ted A. Mallo, Secretary
Board of Trustees

October 26, 2011

THE UNIVERSITY OF AKRON

Resolution No. 10- - 11

Mr. James D. Oelschlager

WHEREAS, Mr. James D. Oelschlager is an outstanding community leader whose vision has impacted the region's educational and health care systems; is the founder and CEO of the independent equity investment company, Oak Associates, Ltd.; and has a national reputation for excellence developed through more than 40 years of investment experience ; and

WHEREAS, for more than 20 years, Mr. Oelschlager has supported healthcare initiatives in the Akron area, including— Summit County United Way; Summa Health System; Akron Children's Hospital; the non-profit Oak Clinic in Green, which he co-founded to offer services to multiple sclerosis patients; the Oak Adoptive Health Center, which he established to educate families involved in domestic, international and special needs adoptions; and the National Multiple Sclerosis Society; and

WHEREAS, Mr. Oelschlager has been a valued benefactor of The University of Akron for two decades, donating more than \$16.5 million to fund— the Oak Challenge, which provides students with funding to build and invest portfolios; The Oelschlager Leadership Awards, four scholarships that have benefited more than 685 students; and The Oelschlager Summer Leadership Institute, a seven-day, on-campus experience for promising rising seniors who often are the first in their families to attend college and benefitting more than 475 students from at least 100 high schools during the past 10 years; and

WHEREAS, in 2010, Mr. Oelschlager provided scholarship funds to provide a lifeline to students with immediate needs that might otherwise force them to withdraw from college due to financial circumstances, enabling nearly 70 students to be offered support for Spring Semester 2011; and

WHEREAS, the Jim and Vanita Oelschlager Native American Collection, gifted to the University in 2010, consists of approximately 800 rare Native American-made items, which provide invaluable hands-on learning experiences to students in the University's School of Art and its Department of Classical Studies, Anthropology and Archaeology; Now, Therefore,

BE IT RESOLVED that an honorary Doctor of Humane Letters degree be awarded to Mr. James D. Oelschlager, in appreciation and recognition of his noteworthy achievements, valued leadership and outstanding service to his community and the University.

Ted A. Mallo
Secretary
Board of Trustees

October 26, 2011

THE UNIVERSITY OF AKRON

Resolution No. 10- - 11

Mrs. Margaret F. Donovan

WHEREAS, Mrs. Margaret F. Donovan, whose lifetime belief in the power of education resulted in her historic and far-sighted support of The University of Akron, giving more than \$1.8 million to advance science and engineering and to strengthen the participation of women in those and other vital professions; and

WHEREAS, in 1996, Mrs. Donovan, along with her children and friends, established The Robert E. Donovan Scholarship for women pursuing degrees in engineering, law or business in honor of the memory of her husband, Robert, who was president and CEO of ABB, Incorporated, and who passed away in a plane crash during a humanitarian trip to Croatia; and

WHEREAS, Mrs. Donovan, true to her vision of expanding opportunity, established the Margaret F. Donovan Chair for Women in Engineering, the first chair of its kind in the United States; and

WHEREAS, Mrs. Donovan was recognized by the American Committee for the Weizmann Institute of Science in New York for her groundbreaking dedication to advancing women in engineering; and

WHEREAS, Mrs. Donovan has served on The University of Akron Foundation Board of Directors, the College of Engineering's Advancement Council and the Women in Engineering Advisory Council, receiving a Distinguished Engineering Alumni Award from the University in 2003; and

WHEREAS, Mrs. Donovan has contributed the lead gift to the University's College of Engineering for the Student Design Center; Now, Therefore,

BE IT RESOLVED that an honorary Doctor of Humane Letters degree be awarded to Mrs. Margaret F. Donovan, in appreciation and recognition of her tremendous vision, commitment and support for expanding professional opportunities for women, advancing innovation in engineering and ensuring continued student success at The University of Akron.

Ted A. Mallo
Secretary
Board of Trustees

October 26, 2011

Alumni Relations Strategy Report to The University of Akron Board of Trustees, 2011

College-Centered Alumni Boards

- The College of Nursing Alumni Board hosted the 2011 College of Nursing Distinguished Alumni Award Dinner on October 12 at InfoCision Stadium – Summa Field. The 2011 honorees were:

Pamela J. Baker '82

Director of Nursing, Critical & Neonatal Services
Akron Children's Hospital

Robert Elshaw '96

Clinical Applications Coordinator
Department of Veterans Affairs
Louis Stokes Cleveland VA Medical Center

Deanna Harris '92

Flight Nurse Specialist
Cleveland Metro Life Flight

Geraldine Radcliffe '77

Retired
The North Canton Medical Foundation, American Heart Association

Dean's Award Recipient

E. Elaine Wilson

Retired
Child Guidance and Family Solutions

Alumni Events

- The National Alumni Board hosted a special session with author Jeannette Walls on October 12 as part of her visit and public lecture at the University.
- To kick-off Homecoming Week, the Alumni Association hosted a Washington, D.C. area alumni gathering at Clyde's of Gallery Place on October 4. There are approximately 2,400 alumni in a 60-mile radius of Washington, D.C.

The general purpose of this event was networking and with the help of alumnus Kathy Dodd '01, the University hosted 100 alumni and spouses. Kathy is the Marketing and Communications Manager at Georgetown University's School of Continuing Studies.

This was a very successful event, and the Office will continue to host an annual, maybe more, reception. All guests received Homecoming crowns to celebrate UA!

Alumni Relations Strategy Report to The University of Akron Board of Trustees, 2011

- The Alumni Association hosted a reception in Lakewood for area alumni on the occasion of the ribbon cutting on September 22. The University has approximately 2,000 alumni in the greater Lakewood area – 250 alumni, friends and community leaders attended the ribbon cutting and approximately 50 were hosted at Deagan’s restaurant later that evening.
- UA Homecoming Week boasted activities that included the Zips football game, soccer game, a 5K run, comedy, arts, a UA scavenger hunt for families, and more.

Student – Alumni Continuum

- The Alumni Association hosted a table at Family Weekend, Friday and Saturday, September 23 & 24 with special gifts for Legacy families.
- Hosting a welcome table at both October and November Visitation Days is planned by the Office of Admissions, with the purpose to welcome alumni and potential students.



**FY 2011-12 Priority Budget Issues
September 2011**

CURRENT

GENERAL FUND

• **Revenues:**

- Year-to-date total revenues fell short of the budget estimate by \$4.4 million, or 2.4%.
- Accumulated summer and fall student credit hours are reported at an increase of 1.4% overall. This was short of the 3.5% projected increase and is comprised of a 1.5% growth in undergraduate, 8.2% increase in law, and a slight decrease of 0.8% in graduate credit hours. If this trend continues into spring term, it is anticipated that overall net loss in tuition and general fee revenues may be as much as \$5 to \$6 million for the year.
- Revenue from the non-resident surcharge is trending greater than budgeted as year-to-date revenue indicates a 12.2% increase. Increases of 17.5% in undergraduate and 13.3% in graduate are partially offset by an 11.3% reduction in law.
- Enrollment growth appears to be slowing throughout the state. In addition, some areas of credit hour decline at UA can be traced to curricular improvements while others require further investigation.

• **Expenses:**

- Year-to-date total expenditures exceeded the budget estimate by \$0.7 million, or 0.7%.
- To date, payroll expenditures are \$1.1 million, or 3.5%, greater than the budget estimate. This is due in part to the implementation of the FY 12 salary increase for staff occurring earlier than last year and increases in part-time faculty spending for summer and fall terms. Fringe benefit expenses were below estimate by \$2.3 million, or 13.7%. This continues a trend of benefit costs tracking below estimate for several months. Nonetheless, it should be noted that this is still the first year of the new self-insured health plan, which makes comparisons to prior periods difficult.

- Scholarships, including graduate assistant fee remissions, are \$2.3 million, or 10.4%, greater than the budget estimate. This is in part due to the increase being experienced in non-resident surcharge revenue. In some cases those fees are waived which raises the cost of fee remissions.
- Spending in most other non-personnel areas is slightly below budget estimate for the first quarter.
- **Other:**
 - Deans and vice presidents continue to work with the division of Finance and Administration to pinpoint the current year budget reductions. This process is fully interactive and considers the potential negative impact of reductions on revenues as well as student success.
 - The University's health benefits consultant is projecting an increase in total health benefits costs of 6.8% for calendar year 2013. This includes an increase of 8% for health insurance. In turn, employee payroll deductions will be increased 8% in January 2013 so that the share of this cost covered by employees remains constant.

AUXILIARIES

FY13 Outlook

Year-to-date combined Auxiliary revenues were \$25.1 million; combined expenditures were \$29.4 million. Most of this variance for the first quarter was anticipated in the budget projections. The actual variance differs from the original projections by \$0.4 million. Much of the variance is related to Athletics and EJ Thomas Performing Arts Hall.

WAYNE CAMPUS

Summary

Year-to-date total revenues fell short of the budget estimate by \$0.5 million, or 6.9%. However, year-to-date expenditures are also below estimate by \$0.4 million, or 9.6%. The variances are attributed to enrollment being below the budget estimate.

FUTURE

FY13 Outlook

As the current year budget is finalized, preparations will begin for the planning of FY13.

	SEPTEMBER				Annual Budget FY12
	Actual FY11	Actual FY12	Budget FY12	Variance	
REVENUES					
Tuition/Gen Svc Fees (gross)	\$ 130,277	\$ 135,435	\$ 139,601	\$ (4,166)	\$ 245,241
Other Fees	13,312	13,597	13,906	(309)	25,877
Total Tuition and Fees	\$ 143,590	\$ 149,032	\$ 153,507	\$ (4,475)	\$ 271,118
State Share of Instruction	\$ 26,626	\$ 22,570	\$ 22,423	\$ 147	\$ 89,692
Inc. from Investments/Endowment:	\$ 551	\$ 395	\$ 607	\$ (213)	\$ 2,429
Departmental Sales/Svc Revenues	4,612	4,678	4,446	231	14,249
Indirect Cost Revenue	1,156	1,147	1,049	98	4,426
Miscellaneous	104	63	263	(200)	1,050
Total Other Revenue	\$ 6,424	\$ 6,282	\$ 6,365	\$ (83)	\$ 22,154
Total Revenue	\$ 176,639	\$ 177,884	\$ 182,295	\$ (4,411)	\$ 382,964
Transfers-in	\$ 858	\$ 3,939	\$ 3,939	\$ -	\$ 8,400
Total Current Resources	\$ 177,496	\$ 181,823	\$ 186,233	\$ (4,411)	\$ 391,364

	SEPTEMBER				Annual Budget FY12
	Actual FY11	Actual FY12	Budget FY12	Variance	
EXPENDITURES					
Total payroll	\$ 31,974	\$ 33,612	\$ 32,477	\$ (1,135)	\$ 163,605
Fringe Benefits	13,896	14,429	16,716	2,287	59,730
Total Compensation	\$ 45,871	\$ 48,041	\$ 49,194	\$ 1,152	\$ 223,335
Nonpersonnel operating	\$ 15,385	\$ 18,462	\$ 18,939	\$ 477	\$ 57,465
Scholarships	20,813	24,314	22,025	(2,289)	39,321
Dedicated fee operations	3,468	3,694	3,761	67	12,808
Utilities	1,412	1,698	1,585	(113)	9,000
Reallocations TBD	-	-	-	-	(3,000)
Total nonpersonnel	\$ 41,078	\$ 48,169	\$ 46,310	\$ (1,859)	\$ 115,595
Aux. Support (incl. debt svc.)	\$ 4,597	\$ 6,617	\$ 6,617	\$ -	\$ 36,900
Set-aside for Law bldg	98	202	202	-	807
Debt service (excl. aux.)	1,261	1,791	1,791	-	9,328
Budget stabilization fund	-	-	-	-	3,000
Other	269	581	581	-	2,400
Total transfers out	\$ 6,224	\$ 9,190	\$ 9,190	\$ -	\$ 52,434
Total expenditures	\$ 93,173	\$ 105,400	\$ 104,694	\$ (707)	\$ 391,364
Net Surplus/Deficit	\$ 84,323	\$ 76,422	\$ 81,539	\$ (5,117)	\$ 0

THE UNIVERSITY OF AKRON
DEPARTMENT OF PURCHASING

THE FOLLOWING CONTRACTS, ALL OF WHICH WERE ENTERED INTO FOLLOWING UNIVERSITY POLICY, WERE MADE SUBSEQUENT TO THE LAST MEETING OF THE BOARD OF TRUSTEES. THESE CONTRACTS HAVE A VALUE BETWEEN \$25,000.00 AND \$350,000.00.

THIS LIST OF AUGUST CONTRACTS IS SUBMITTED FOR THE BOARD'S INFORMATION.

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
1. Affiliated Computer Serv. A4723002/42018 (042018)	B1257584	08-AUG-2011	Computerized Billing and Accounting Services National Defense/Direct	\$68,500.00
2. Arizona State University A1210004/10000 (201807)	0000073588	23-AUG-2011	Variable Angle Spectroscopic Ellipsometer Goettler Start-Up	\$98,818.77
3. Audio Visual Innovations A4708059/10000 (200799)	0000073218	09-AUG-2011	Lakewood Satellite Equipment and Installation Rev Sharing - Acad Affairs	\$152,991.15
4. Audio Visual Innovations A4708059/10000 (200799)	0000073425	09-AUG-2011	AVI-SPI Equipment for Lakewood Project Rev Sharing - Acad Affairs	\$60,847.32
5. Bath Township A0322005/10000 (201109)	0000073773	25-AUG-2011	Lease for Biology Field Station Property Bath Nature Preserve	\$27,000.00
6. Biolin Scientific Inc. A3704000/32311 (532311)	0000073557	19-AUG-2011	Q-Sense Systems with Electrochemical Cells ABIA-Ak Functional Mat Ctr-B	\$190,301.63
7. Brian Bros Painting & Restor. A4802000/72183 (772183)	0000073707	23-AUG-2011	General Trades - Buchtel Hall Exterior Buchtel Hall Exterior Renovations	\$292,000.00
8. Cardinal Environmental Serv. A4758003/10000 (200370)	0000073710	26-AUG-2011	Cleaning of Acid Tanks Hazardous Materials Management	\$36,137.50

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
9. Cardinal Maintenance Roof. A4801004/10000 (205010)	0000073475	15-AUG-2011	Roof Repair Services at Martin Center Contract Maintenance	\$45,650.00
10. Cavanaugh Building Corp. A4802000/72065 (772065)	0000073521	12-AUG-2011	General Trades - Campus Implementation Coleman Common-Outdoor Living	\$205,800.00
11. Ctr. for Marktng & Opinion A0387000/33577 (533577)	0000073744	26-AUG-2011	Fall 2011 Buckeye Poll (Nov. 2011 Election) OBR/UUP - Bliss Institute	\$33,000.00
12. Conti Corporation A4802000/72133 (772133)	0000073535	12-AUG-2011	Plumbing Trades for Soccer Stadium Soccer Stadium (B08)	\$168,746.00
13. DST Inc. A8640004/20700 (309201)	B1212077	01-AUG-2011	Blanket PO for Advertising Services- EJ Thomas PAH Promoted Productions	\$37,000.00
14. DSV Builders Inc. A4802000/72179 (772179)	0000073590	15-AUG-2011	General Trades – Off Campus Student Services Stu Union- Off Campus Stu Svs	\$120,000.00
15. Dial Electric Ltd. A4802000/72179 (772179)	0000073594	15-AUG-2011	Electrical -Off-Campus Student Svs Build out Stu Union- Off Campus Stu Svs	\$44,950.00
16. Direct Digital Graphics Inc. A4742001/10825 (309825)	0000073407	04-AUG-2011	Blanket PO to Cover Printing Services Printing Services	\$35,000.00
17. Eagle B Leasing Co LTD W4700016/11000 (213002)	MY12-13719	23-AUG-2011	Lease - Baker Building, Millersburg, OH HCHC Operations	\$26,780.00
18. Enlight Advisors LLC A4713029/10000 (200319)	0000073512	12-AUG-2011	Professional Serv. Creating the Academ.Roadmap Campus Consultants	\$42,250.00

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
19. Evans Insurance Agency Inc. A7600006/20400 (305004)	0000073507	11-AUG-2011	Sports Accident Policy Athletic Sports Medicine	\$40,672.00
20. Graybar Electric Inc. A4749003/20900 (309603)	B1263013	18-AUG-2011	Blanket PO for Copper Material Telecom Infrastructure Expansion	\$30,000.00
21. Innovative Interfaces Inc. A4201014/10000 (204029)	0000072995	18-AUG-2011	Millennium/Sierra Application Server Info Tech Fee - Univ Libraries	\$82,475.00
22. JumpForward A7600001/20400 (305001)	0000073679	23-AUG-2011	Recruiting Solutions & Compliance Toolbox Athletic Administration	\$27,320.00
23. Lakefront Lines Inc. A7600013/20400 (305201)	0000073321	15-AUG-2011	Bus Transportation -Football Team Season Travel Football	\$51,705.00
24. MathWorks Inc. A4751002/10000 (200701)	0000073821	31-AUG-2011	Mathworks Licenses Student Info Tech Fee	\$32,390.00
25. Micromeritics Instrument A1210022/10000 (207912)	0000073534	19-AUG-2011	TirStar II 3020 Automatic Physisorption Analyzer Start-Up Funds - Weiss	\$34,610.00
26. Millcraft Paper Co Inc. A4742001/10825 (309825)	B1251746	03-AUG-2011	Blanket PO for Paper Stock & Printing Supplies Printing Services	\$55,000.00
27. Mixdesign Inc. A6200002/20207 (302902)	0000073344	03-AUG-2011	Brand Rollout for a University Burger Restaurant Exchange Street Starbucks	\$25,000.00
28. NJ Loving Apartments Ltd. A0387000/33577 (533577)	MY12-68912	26-AUG-2011	Renewal of Lease for 10 Interns in Columbus OBR/UUP - Bliss Institute	\$45,960.00

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
29. One Vision Solutions A4708059/10000 (200799)	0000073748	26-AUG-2011	Codian Port Key Upgrade Rev Sharing - Academic Affairs	\$28,152.00
30. Panopto Inc. A4752001/10000 (200265)	0000073236	03-AUG-2011	Panopto License and Support Renewal 9/11-8/12 Academic Software	\$33,660.00
31. Ports Petroleum Co. Inc. /10000 (013105)	0000073049	15-AUG-2011	8500 Gallons of 87% Octane Unleaded Gasoline Inventory-Gasoline	\$25,627.50
32. Roscor A0835003/10000 (207041)	0000073563	15-AUG-2011	Avid Replacement Server Info Tech Fee-Communication	\$25,305.00
33. SHI International Corp. A4751002/10000 (200701)	0000073410	09-AUG-2011	250 Citrix XenDesktop Licenses for Windows Student Info Tech Fee	\$35,022.50
34. Sarcom Inc. A4751003/10000 (200703)	0000073312	05-AUG-2011	3 Year SmartNet Contract for Cisco Maintenance Tech Fees	\$224,696.07
35. ScottMadden Inc. A4751000/32341 (532341)	0000073316	15-AUG-2011	Shared Service Model between UA and LCC OBR/Lumina Fdn-UA/LCCC Share	\$50,000.00
36. Speelman Electric Inc. A4802000/72065 (772065)	0000073517	12-AUG-2011	Electrical Trades - Campus Implementation Coleman Common-Outdoor Living	\$42,800.00
37. Swan Motion Pictures Inc. A4602000/90922 (990922) A6600021/20300 (303007)	B1273391	08-AUG-2011	Blanket PO for Movies for the Student Union Student Development-Office Student Union Programming	\$34,000.00
38. Synergy LLC A4802000/72179 (772179)	0000073593	15-AUG-2011	Plumbing, Fire Protection & HVAC Trades Student Union- Off Campus Stu Services	\$27,290.00

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
39. Tech Center Inc. A6100015/20204 (309501) A6100038/20200 (302805) A6720001/20201 (303801)	B1257445	08-AUG-2011	Blanket PO for Temporary Employment Services Martin University Center Quaker Station Catering University Catering	\$145,000.00
40. Thompson Electric Inc. A4802000/72133 (772133)	0000073694	23-AUG-2011	Electrical Trades - Soccer Stadium Soccer Stadium (B08)	\$218,650.00
41. Total Marketing Resources A0530030/10926 (309926)	B1269475	03-AUG-2011	Printing, Shipping, Warehousing for e-Reads Literacy Services	\$150,000.00
42. Treasurer State of Ohio A4757001/10000 (200270)	B1211443	03-AUG-2011	Blanket PO for FBI and BCI Fingerprints University Police Department	\$140,000.00
43. TriMark SS Kemp A6100007/20200 (302709) A6100015/20204 (309501) A6100025/20205 (303810) A6100026/20200 (302720) A6100033/20200 (302800) A6100034/20205 (302801) A6100038/20200 (302805) A6720001/20201 (303801) A6723004/20201 (303808)	B1259969	08-AUG-2011	Blanket PO for Misc. Supplies Summit Bistro Martin University Center Zee's Exchange Street Dining Services Contingency Trackside Grill Quaker Square Convenience St Quaker Station Catering University Catering Union Market Place	\$88,600.00
44. Xerox Corporation A4742001/10825 (309825)	0000073399	04-AUG-2011	Blanket PO for Click Charges on a Xerox Copier Printing Services	\$25,000.00
45. dotCMS A4752001/10000 (200265)	0000073203	11-AUG-2011	Software Service and Support Agreement Academic Software	\$59,850.00

<u>VENDOR</u>	<u>PURCHASE ORDER</u>		<u>DESCRIPTION</u>	
<u>DEPT/FUND</u>	<u>NUMBER</u>	<u>DATE</u>	<u>DEPARTMENT</u>	<u>AMOUNT</u>
46. eInstruction A4752001/10000 (200265)	0000073701	25-AUG-2011	eInstruction License Renewal Academic Software	\$25,000.00
47. iParq A8610001/20600 (308101)	0000073625	26-AUG-2011	Blanket PO for Parking Management System Campus Parking Services	\$70,000.00

THE UNIVERSITY OF AKRON
DEPARTMENT OF PURCHASING

THE FOLLOWING CONTRACTS, ALL OF WHICH WERE ENTERED INTO FOLLOWING UNIVERSITY POLICY, WERE MADE SUBSEQUENT TO THE LAST MEETING OF THE BOARD OF TRUSTEES. THESE CONTRACTS HAVE A VALUE BETWEEN \$25,000.00 AND \$350,000.00.

THIS LIST OF **SEPTEMBER** CONTRACTS IS SUBMITTED FOR THE BOARD'S INFORMATION.

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
1. ABM Janitorial A4801013/10000 (205021)	B1221520	23-SEP-2011	Blanket PO for Janitorial Services Contract Building Services	\$138,885.57
2. ABM Janitorial A8640001/20700 (309001)	B1221796	07-SEP-2011	Blanket PO for Janitorial Services Performing Arts Hall-Admin	\$38,700.00
3. ABM Janitorial A6100002/20200 (302701)	B1257433	22-SEP-2011	Blanket PO for Janitorial Services Robertson Dining Hall	\$38,100.00
4. American Merchandising /10000 (013105)	0000074007	26-SEP-2011	8,501 Gallons of Unleaded Gasoline Inv-Gasoline	\$27,865.43
5. Arnold Architect. Strategies A4065001/10849 (309849)	0000073524	15-SEP-2011	Architectural Serv. Training Village Edwin Shaw Center for Fire & Hazmat Res	\$28,000.00
6. Cadence Design Systems Inc. A0630000/32488 (532488)	0000074050	15-SEP-2011	License for Integrated Circuit Design Cleveland St U/ODOD(WCSSE-Ca	\$114,512.00
7. Clear Channel Airports A4773001/10000 (200550)	0000074257	29-SEP-2011	5th Year of a 5 Year Advertising Contract University Advertising	\$72,420.00
8. Clear Channel Outdoor A4773001/10000 (200550)	0000073620	15-SEP-2011	17 Weeks of Full Network Advertising University Advertising	\$92,820.00

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
9. Collective Genius LLC A4704001/10000 (200105)	0000073933	22-SEP-2011	Consulting Services Relating to UA's Brand Special Purpose Fund	\$75,000.00
10. Desire2Learn Inc. A4752001/10000 (200265)	0000074243	26-SEP-2011	Annual Maintenance for Springboard Software Academic Software	\$174,300.00
11. Forney Inc. A0358040/10000 (207913)	0000073500	07-SEP-2011	FX-300 Auto Axial Compression Testing Machine Start-Up Funds – Griffith	\$29,954.84
12. Higher One Payments Inc. A4752001/10000 (200265)	0000074237	26-SEP-2011	Software Subscription for Bursar's Cashier Syst. Academic Software	\$30,063.20
13. Higher One Payment Inc. A4730002/10863 (309863)	0000073905	02-SEP-2011	Software Subscription for Bursar's Cashier Syst. Installment Payment Plan	\$67,888.00
14. Home Team Marketing LLC A4773001/10000 (200550)	0000073621	08-SEP-2011	High School Marketing for Fall and Winter University Advertising	\$131,616.00
15. Innovation Associates Inc. A4704001/10000 (200105)	0000068327	08-SEP-2011	Promote R&D, Tech Transfer and Econ. Develop. Special Purpose Fund	\$211,679.49
16. JEOL USA Inc. A3704001/10000 (204330) A3704004/10000 (204333)	0000073903	02-SEP-2011	Preventable Maintenance and Serv. Agreement Institute of Polymer Science IPS - Microscopes	\$58,707.22
17. Logos Communications Sys. A4751002/10000 (200701)	0000074076	16-SEP-2011	Cisco Equipment for Bierce Library Student Info Tech Fee	\$71,194.00
18. Midwest Offset A4602000/90115 (990115)	MY12-57605	19-SEP-2011	Blanket PO for Newspaper Printing Service Buchtelite	\$30,999.70

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
19. Montrose Ford North A4801030/10000 (205070)	0000074200	29-SEP-2011	2012 Ford Flex Vehicle Special Services	\$29,976.80
20. North American Commun. A4749002/20900 (309602)	0000074084	27-SEP-2011	Avaya Software Support for One Year PBX System Maintenance	\$78,360.00
21. Optimum IT Management A4752003/10000 (200269)	0000073963	28-SEP-2011	Consulting Services PeopleSoft Upgrade	\$43,125.00
22. Oracle America Inc. A4751002/10000 (200701)	0000073919	06-SEP-2011	Hosting Serv. for Enterprise Perform. Software Student Info Tech Fee	\$298,815.00
23. Populous A7600000/39655 (639655)	0000074289	29-SEP-2011	Feasibility Study - James A. Rhodes Arena Athletic Administration Rest.	\$49,500.00
24. Pritt Entertainment Group A7600042/20400 (305024) A7601002/20400 (305103) A7602001/20400 (305006)	0000073205	28-SEP-2011	Video Production and Crew for Athletics TV Spots Game Management Athletic Print & New Media Athletic Marketing & Promotion	\$25,510.00
25. PV Measurements Inc. A1210023/10000 (207956)	0000074244	26-SEP-2011	Solar Cell Quantum Efficiency Measurement Syst. Start-Up Funds- Gong	\$43,028.35
26. Sarcom Inc. A4751002/10000 (200701)	0000074081	19-SEP-2011	Cisco Network for Lakewood Student Info Tech Fee	\$32,946.00

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
27. Securitas Security Services A4713031/10000 (200206) A5100043/20125 (301401) A6100033/20200 (302800) A6100034/20205 (302801) A6100038/20200 (302805) A8300001/10918 (309918)	B1257649	06-SEP-2011	Blanket PO for Safekeeping Services QS Tenant Lease Operating Quaker Square Residence Hall Trackside Grill Quaker Square Convenience St Quaker Station Catering Quaker Square Inn	\$59,000.00
28. Speelman Electric Inc. A4723000/72799 (772799)	0000074222	23-SEP-2011	Electrical- ASB Standby Generator State Project Local Control	\$271,900.00
29. Steinway Hall - Akron Inc. A0840000/38843 (638843)	0000073530	26-SEP-2011	Six Boston UP-132 Upright Pianos Steinway Piano Campaign	\$78,000.00
30. Towers Watson Delaware Inc. A4721006/10000 (200350)	0000073869	06-SEP-2011	Blanket PO for Benefits Consulting Services Fringe Benefit Control	\$200,000.00




Approved for Board of
Trustees

Luis M. Proenza

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

TO: Dr. Mike Sherman, Sr. V.P. & Provost & CQO

FROM: Ted Curtis, AIA, NCARB 
Vice President, Capital Planning and Facilities Management

DATE: October 6, 2011

SUBJECT: Summary of Agenda Items

The following is a summary of Agenda Items to be considered by the Board of Trustees on October 26, 2011.

1. Status Report on Projects and Planning Issues – Section A




Approved for Board of
Trustees

Luis M. Proenza

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

TO: Dr. Mike Sherman, Sr. V.P. & Provost & CCO

FROM: Ted Curtis, AIA, NCARB 
Vice President, Capital Planning and Facilities Management

DATE: October 6, 2011

SUBJECT: Vice President
Capital Planning and Facilities Management Items for the Board Report



















The report contains the following items:





- A. Status of Projects and Planning Issues**
- B. Informational Items**
- C. State Capital Request Prioritization (2011-2016)**
- D. Construction Status of Selected Projects**
- E. Change Order Report**
- F. Summary of Contingency Funds**

PROJECT NAME	PROJECT NUMBER	IMAGE	DESCRIPTION		STATUS
Administrative Services Building Phase III	UAK07007		Renovate vacant space to relocate the DEPARTMENT OF INSTITUTIONAL MARKETING from the Broadway Building; renovate exterior walls and roof. <u>Construction schedule: 09/2010 through 11/2011.</u>		Interior renovation complete. Institutional Marketing Department moved 02/14/2011. 3-story roof complete. East Elevation tuck pointing and power washing delayed due to First Energy power lines. Construction 85% complete.
Administrative Services Building Standby Generator	UAK090051		Install emergency generator and associated equipment with capacity to maintain financial operations of the university during power failures. <u>Construction schedule: 11/2011 through 2/2012.</u>		Pre-construction meeting 09/2011. Construction 0% complete.
Auburn Science Student Design Center	100015		Renovate space for Engineering Design Activities.		Construction 100% complete. Closeout in progress.
Auburn West Tower Rehabilitation, Phase I, II and III	250-2004-123		Renovate existing parking deck for BIOLOGY; relocate BIOLOGY from West Tower; abate hazardous materials and renovate West Tower for BIOLOGY and ENGINEERING. <u>Construction schedule: 01/2007 through 01/2012.</u>		Phase I & II construction 100% complete. Phase III construction 30% complete. Overall construction 80% complete.
Bierce Library Caulking	UAK090005		Replace deteriorated sealants in building envelope. <u>Construction schedule: to be determined.</u>		Project delayed. Pending funding.
Bierce Library Learning Commons Coffee Shop	110020		Renovation on first floor for a coffee shop.		Construction 100% complete. Punch list and closeout in progress.
Bierce Library Learning Commons Phase I	UAK090001		Phase 1A: Renovate upper levels to make space for Learning Commons. Phase 1B: Renovate first floor to provide technology rich information environment for student success and security improvements.		Construction 100% complete. Punch list and closeout in progress.
Broadway Building Demolition	UAK090010		Demolish building after INSTITUTIONAL MARKETING relocates to the Administrative Services Building. <u>Demolition schedule: Fall 2011.</u>		Asbestos abatement estimate \$148,000.
Buchtel Hall Exterior Renovations	110027		Exterior renovations to Buchtel Hall. <u>Construction schedule: 09/2011 through 11/2011.</u>		Construction 35% complete.
Buckingham Building Suite 111 & 113 Renovation	110031		Renovation of 1,350 sf on the first floor for a student study area for the College of Business.		Construction 100% complete. Closeout in progress.




















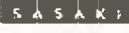


Project pending recommendation of Campus Guide Plan Update.
 Project delayed or over budget.
 Project in budget and on schedule.
 Project scheduled for construction.





**THE UNIVERSITY OF AKRON
CAPITAL PLANNING AND FACILITIES MANAGEMENT
STATUS OF PROJECTS AND PLANNING ISSUES
(As of October 06, 2011)**

Campus Guide Plan Update	110025		In September of 1999, Sasaki Associates completed the Campus Development Guide Plan (CDGP) for The University of Akron. Since that time, the university has relied on that document to guide capital improvements through the Landscape for Learning. The dramatic change in academic programs, campus life and physical environment during that time oblige an update to the CDGP for the future development of campus.		Update in progress.
Campus Implementation	UAK090014		Phase I improvements to campus walks, lighting and additional site amenities. Specific scope is affected by site development of other projects. <u>Construction schedule: to be determined.</u>		Construction 0% complete. Programming and scope in progress.
Carroll Street Renovations	UAK090007		Redesign street east of Buckeye Street to the Student Union cul-de-sac and include pedestrian friendly features. <u>Construction schedule: to be determined.</u>		Construction 0% complete.
Center for the History of Psychology	06017		Phase I renovation of Roadway Building for the Archives of the History of American Psychology.		Construction 100% complete. Closeout complete.
College of Arts & Sciences Renovations	090011		Series of small interior renovations to better support the administration of student services. <u>Construction schedule: additional phases to be determined.</u>		Phase I and II construction complete.
College of Education	UAK090023		Construction of 58,000 sf academic building including classrooms, labs, administrative offices and support areas. <u>Construction schedule: to be determined.</u>		Construction 0% complete. Programming on hold.
Demolition of Acquired Properties	01004		Hazardous material abatement and demolition of recently acquired real estate. <u>Demolition schedule: determined by closing dates and hazardous material content.</u>		Project ongoing. 233 Spicer Street asbestos abated. City of Akron to schedule demolition.
EJ Thomas Deferred Maintenance	100017		Phase I: Replace flex wood wall covering and restore walls of the Grand Tier Lobby. Phases II & III: Renovation and repairs to address aging safety controls and equipment, electrical, HVAC and building envelope leaks.		Construction 100% complete. Punch list and closeout in progress.
Electric Metering Program	090027		Meter buildings.		Construction 100% complete. Closeout in progress.





















 Project pending recommendation of Campus Guide Plan Update.
 Project delayed or over budget.
 Project in budget and on schedule.
 Project substantially complete.





THE UNIVERSITY OF AKRON
 CAPITAL PLANNING AND FACILITIES MANAGEMENT
 STATUS OF PROJECTS AND PLANNING ISSUES
 (As of October 06, 2011)

Energy Efficient Hoods Phase I	UAK090013		Current funding is for a study to prioritize replacement of inefficient chemical fume hoods on campus. Goodyear Polymer, Knight Chemistry and Olson Research have been identified as primary focus for this study. <u>Construction schedule; to be determined.</u>		Construction 0% complete.
Fir Hill Exterior Renovation and Roof Replacement	UAK090012		Repair existing retaining wall and railing; replace roof.		Construction 100% complete. Closeout in progress.
Grant Street Student Housing Phase IA	110022		533 bed residence hall on north end of townhouse site. <u>Construction schedule: 05/16/2011 through 08/2012.</u>		Building shell and Mechanical, Electrical and Plumbing rough-ins in progress. <i>Construction 28% complete.</i>
Guzzetta Fire Suppression System	UAK090004		Add sprinkler system to original Guzzetta to complete fire suppression system. Currently it has horn/strobe alarm and stand pipe only.		Construction 100% complete. Closeout in progress.
InfoCision Stadium - Veteran's Lounge Build-out	110017		Build out approximately 925 sf of the non-developed 10,000 sf area on the third floor of InfoCision Stadium for the Veteran's Lounge.		Construction 100% complete. Punch list and closeout in progress.
Intercollegiate Soccer Stadium Improvements Phases I, II, III	100013		Phase III grandstand expansion, restrooms & concessions construction. <u>Construction schedule: 07/11/11 through 10/2011.</u>		Phase I and II construction 100% complete. <i>Grandstand expansion and Restrooms & Concessions complete. Gates 50% complete. Overall construction 90% complete.</i>
FAR Basketball Team Facility Improvements	110013		<u>Construction schedule: 05/2011 through 07/2011.</u>		Construction 100% complete. Closeout in progress.
James A. Rhodes Arena Feasibility Study	110028		Study for improved sight lines, revisions to seating configuration, improved concessions, novelty and ticketing as well as team and offices facilities. <u>Schedule: completion 10/2011.</u>		<i>Kick-off meetings 09/28/2011 & 09/29/2011.</i>
Lakewood Bailey Building	110032		Purchase of furniture for the new Lakewood Branch.		<i>Construction substantially complete. Punch list and closeout in progress.</i>
Law School New Building	100008		New building for the Law School located west of computer center. <u>Construction schedule: project on hold.</u>		Construction 0% complete. Project on hold. RFP in progress for Public/Private Development.
Memorial Hall Demolition	100019		Hazardous materials abatement and demolition of Memorial Hall.		Completion contractor (Bennett Construction) notice to proceed 05/31/2011. <i>Construction 100% complete. Punch list and closeout in progress.</i>

-  Project pending recommendation of Campus Guide Plan Update.
-  Project delayed or over budget.
-  Project in budget and on schedule.
-  Project substantially complete.

**THE UNIVERSITY OF AKRON
CAPITAL PLANNING AND FACILITIES MANAGEMENT
STATUS OF PROJECTS AND PLANNING ISSUES
(As of October 06, 2011)**

Multiplex Football Stadium Team Shop	100025		"Vanilla Box" improvements of building shell for merchandise sales.		Construction 100% complete. Closeout complete.
Multiplex Student Housing	080008		After completion and occupancy of the 450 bed Spicer Residence Hall, build out of the first floor north wing (17 additional beds) was approved.		Construction 100% complete. Closeout in progress.
Parking Deck Repairs 2011	110016		Repairs to the ASB, EJ THOMAS, EAST CAMPUS, EXCHANGE STREET, NORTH CAMPUS, ROBERTSON, SCHIRANK and WEST CAMPUS PARKING DECKS. Construction schedule: 05/2011 through 10/2011.		Construction 90% complete.
Parking Lots 9 and 10 Resurfacing	110033		Resurface parking lots 9 and 10.		Construction 100% complete. Closeout 100% complete.
Police Dispatch Security Renovations	100023		Renovations to accommodate Edwards Fire Alarm System and future security monitors. Construction schedule: 06/2010 through 11/2011.		Construction 90% complete.
Quaker Square Inn Hotel Renovation	100014		Renovate 65 guest rooms including finishes and furnishings. Construction schedule: project on hold pending results of financial feasibility studies.		Construction 0% complete. Project on hold.
South Campus Parking Deck	080009		1,324 space parking deck.		Construction 100% complete. Closeout in progress.
Student Union Off-Campus Student Services Build Out	110024		Renovate 2,590 sf in the old Planet Underground to house Off-Campus Student Services. Construction schedule: 08/2011 through 11/2011.		Notice to proceed 08/29/2011. Construction 50% complete.
Wayne Flat Roof Improvements	110018		Renewal of existing polyurethane foam insulated roof system. Includes selective tectum decking replacement.		Construction 100% complete. Closeout complete.
Wolf Ledges Engineering Building	UAK100002		New Research Building located south of Buckingham Hall. Construction schedule: 04/2011 through 05/2012 with partial occupancy 12/2011.		Construction 45% complete.

 Project pending recommendation of Campus Guide Plan Update.
 Project delayed or over budget.
 Project in budget and on schedule.
 Project substantially complete.

INFORMATIONAL ITEMS OCTOBER 26, 20111. **Administrative Services Building Standby Generator Project No UAK090051**

- Bids on 09/13/2011
- Description – Install emergency generator and associated equipment with capacity to maintain financial operations of the university during power failures.
- Funded – State Basic Renovation Funds

Construction Budget	Recommended Award	Difference from Budget	% Diff. from Budget
\$360,000	\$271,900	-\$88,100	-24.5%

2. **Student Union Off-Campus Student Services Build-Out FF&E Project No 110024**

- Bids on 10/04/2011
- Description – Furniture and equipment to furnish 2,590 square feet of space currently being renovated on the first floor of the Student Union to house the department of Off-Campus Student Services department.
- Funded – Local Funds

Construction Budget	Recommended Award	Difference from Budget	% Diff. from Budget
\$58,500.00	\$43,791.84	-\$14,708.16	-25.1%

3. **Wolf Ledges Engineering Building – December 2011**
4. **Grant Street Residence Hall – August 2012**
5. **Coleman Common – November 2011**
6. **Memorial Hall Site – Complete**
7. **E.J. Thomas Deferred Maintenance – November 4, 2011**

The University of Akron

Capital Projects 2011-2016

Main Campus	State Funding	Local/Other Funding	Total
First Biennium Projects 2011-2012			
Academic Facility Enhancement Initiative	\$ 11,512,773	\$ -	\$ 11,512,773
Sub-Total First Biennium	\$ 11,512,773	\$ -	\$ 11,512,773
Second Biennium Projects 2013-2014			
Academic Facility Enhancement Initiative	\$ 12,213,900	\$ -	\$ 12,213,900
Sub-Total Second Biennium	\$ 12,213,900	\$ -	\$ 12,213,900
Third Biennium Projects 2015-2016			
Academic Facility Enhancement Initiative	\$ 12,957,727	\$ -	\$ 12,957,727
Sub-Total Third Biennium	\$ 12,957,727	\$ -	\$ 12,957,727
Wayne Campus			
First Biennium Projects 2011-2012			
Enhance Campus Vehicular Circulation	\$ 591,504	\$ 150,000	\$ 741,504
Sub-Total First Biennium	\$ 591,504	\$ 150,000	\$ 741,504
Second Biennium Projects 2013-2014			
Maintenance Building	\$ 627,526	\$ -	\$ 627,526
Sub-Total Second Biennium	\$ 627,526	\$ -	\$ 627,526
Third Biennium Projects 2015-2016			
Building "M" Planning	\$ 665,742	\$ -	\$ 665,742
Sub-Total Third Biennium	\$ 665,742	\$ -	\$ 665,742
Total (Capital Projects)	\$ 38,569,172	\$ 150,000	\$ 38,719,172

Capital Planning and Facilities Management November 19, 2010

CONSTRUCTION STATUS OF SELECTED PROJECTS

- Page 1** **Auburn West Tower Rehabilitation, Phase I, II and III – Fifth Floor Interior and Fifth Floor Hallway**
- Page 2** **Coleman Common Phase II – View looking East and View looking West**
- Page 3** **Grant Street Student Housing Phase IA – West Elevation and East Elevation**
- Page 4** **Intercollegiate Soccer Stadium Improvements Phase I, II & III – Concession Stand and Gate and Concession Stand**
- Page 5-6** **Wolf Ledges Engineering Building –Aerial West Elevation, Aerial East Elevation, East Elevation and South Elevation**

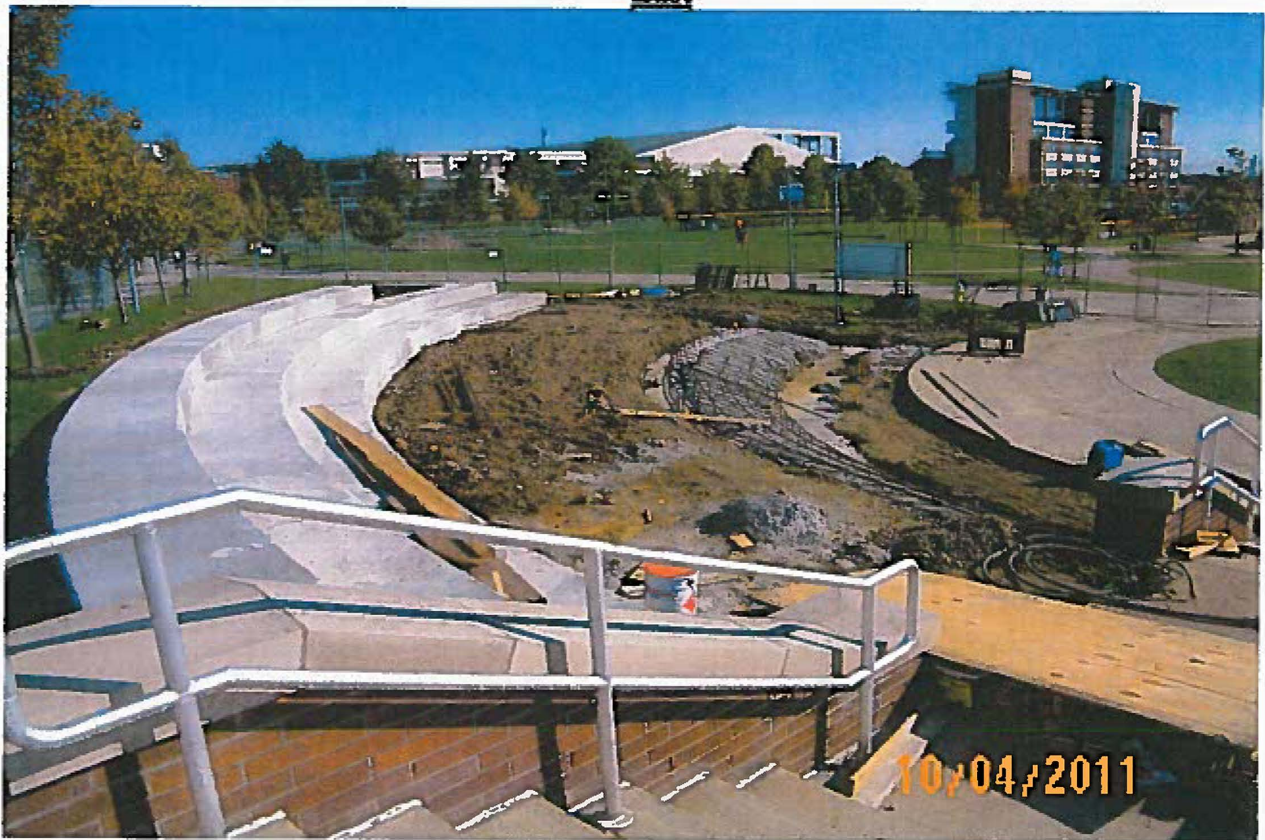
Auburn West Tower Rehabilitation, Phase I, II and III (Project# 250-2004-123) – Fifth Floor Interior



Auburn West Tower Rehabilitation, Phase I, II and III (Project# 250-2004-123) – Fifth Floor Hallway



Campus Implementation – Coleman Common Phase II (Project# 04013) – View looking East



Campus Implementation – Coleman Common Phase II (Project# 04013) – View looking West



Grant Street Student Housing Phase IA (Project# 110022) – West Elevation



Grant Street Student Housing Phase IA (Project# 110022) – East Elevation



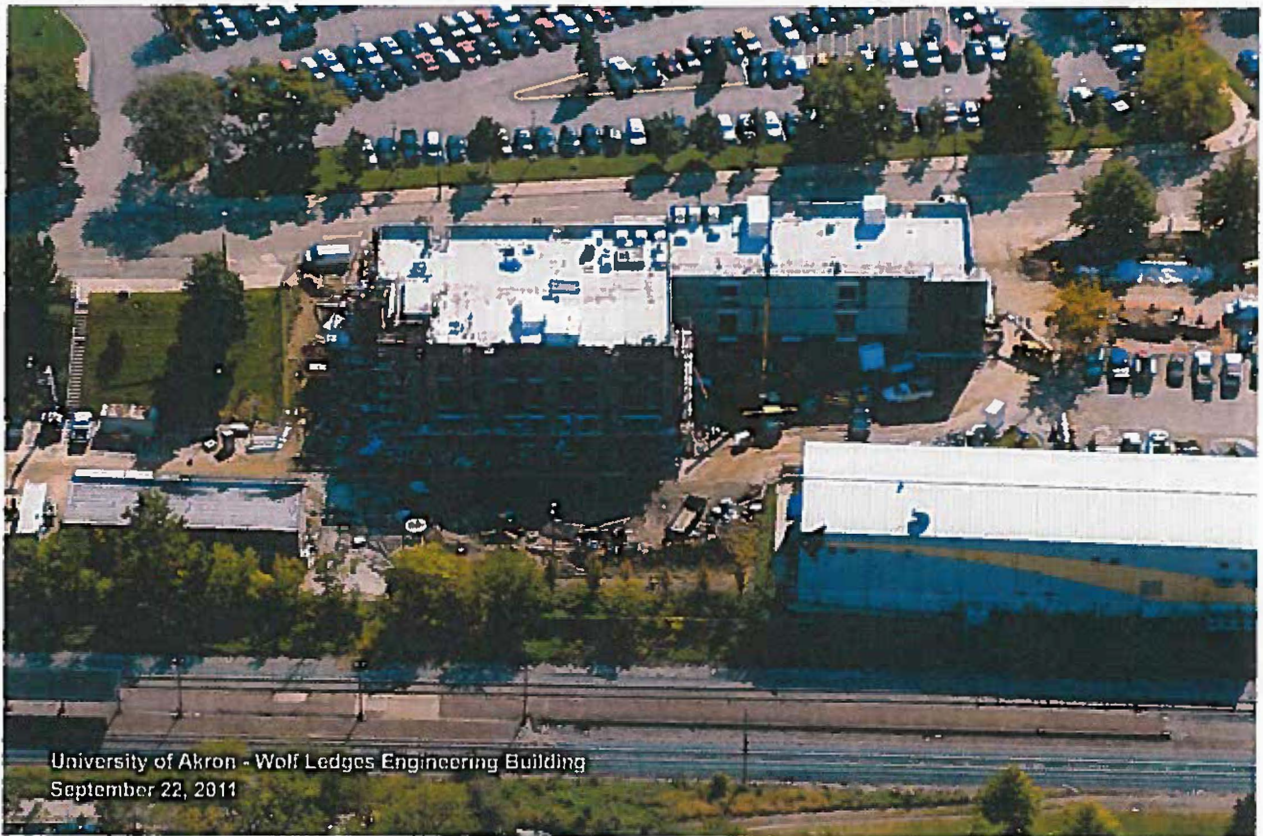
**Intercollegiate Soccer Stadium Improvements Phases I, II, III (Project# 100013) –
Concession Stand and Gate**



**Intercollegiate Soccer Stadium Improvements Phases I, II, III (Project# 100013) –
Concession Stand**



Wolf Ledges Engineering Building (Project# UAK100002) – Aerial West Elevation



Wolf Ledges Engineering Building (Project# UAK100002) – Aerial East Elevation



Wolf Ledges Engineering Building (Project# UAK100002) – East Elevation



Wolf Ledges Engineering Building (Project# UAK100002) – West Elevation



CHANGE ORDER REPORT AS OF OCTOBER 6, 2011

The following change orders were processed subsequent to the last meeting of the Board of Trustees:

AUBURN SCIENCE STUDENT DESIGN CENTER (PROJECT# 100015)

Seese/Sveda Construction Co.			
006-02	Rework and allowance of rock anchors.		17,777.10
			<u>17,777.10</u>

BIERCE LIBRARY LEARNING COMMONS (PROJECT# UAK090001)

Coastal Quality Construction, Inc.			
005-01B	Change contract completion date from 7/23/2011 to 8/28/2011.		9,772.12
009-01B	Replace specified fabric.		508.31
			<u>10,280.43</u>

EJ THOMAS DEFERRED MAINTENANCE (PROJECT# 100017)

Suburban Maintenance & Construction			
004-01	Modify termination detail at the Glass Entry System.		24,720.86
M&M Electrical Contractor			
009-04	Install new light poles.		5,427.68
010-04	Reinstall conduit under the new concrete slab.		1,262.64
			<u>31,411.18</u>

INTERCOLLEGIATE SOCCER STADIUM IMPROVEMENTS PHASE III (PROJECT# 100013)

Cavanaugh Building Corporation			
075-05	Southeast and Northeast Monumental Gates.		99,932.81
077-05	Additional excavation, backfill, and material to tie north side restroom foundations into existing grandstands.		5,085.57
078-05	Additional masonry, lintels and access doors associated with revised floor plans.		6,587.05
079-05	Revisions to sidewalk grades and addition of bulk heads.		6,150.90
			<u>117,756.33</u>

JAR BASKETBALL TEAM FACILITY IMPROVEMENTS (PROJECT# 110013)

DSV Builders, Inc.			
006-01	Replace fabricated steel upper cabinet doors with maple and glass doors.		2,891.70
008-01	Revised glass thickness for upper cabinets.		189.57
Speelman Electric, Inc.			
005-04	Communication wire pulls from Team Rooms to existing locker rooms for connectivity.		297.65
007-04	Relocate track lighting rough-in locations.		593.24
			<u>3,972.16</u>

PARKING LOT 9 & 10 RESURFACING (PROJECT# 110033)

Cardinal Asphalt Company, Inc.			
001-01	Underdrain and undercuts in Lot 10 and curb and curb cuts in Lot 9.		15,340.00
			<u>15,340.00</u>

SOUTH CAMPUS PARKING DECK (PROJECT# 080009)

FB&S Masonry, Inc.			
063B-202	Delete previously processed change order.		(15,205.61)
			<u>(15,205.61)</u>

WAYNE FLAT ROOF IMPROVEMENTS (PROJECT# 110018)

West Roofing Systems, Inc.			
001-01	2,970 additional saturated foam insulation to be removed and replaced.		8,910.00
			<u>8,910.00</u>

WOLF LEDGES ENGINEERING BUILDING (PROJECT# UAK100002)

Akron Concrete Corporation			
014-03	Step footer down to allow installation of acid waste tank in CAVES.		643.35
015-03	Remove rock to allow installation of sump pump in elevator pit.		500.84
Prout Boiler Heating & Welding, Inc.			
012-11	Install compressor room HVAC system.		0.00
J.W. Didado Electric, Inc.			
018-12	Complete the electric changes required to power CU-1.		650.02
019-12	Ground Dyno in CAVES.		1,747.04
020-12	Premium time for masonry work.		157.15
			<u>3,698.40</u>

Total All Change Orders

193,939.99

Summary of Contingency Funds for Projects listed on the Board of Trustees Report as of October 8, 2011

PROJECT NUMBER	PROJECT NAME	ORIGINAL BUDGET	ACTUAL BUDGET	STATE FUND	LOCAL FUND	BOND FUND	DRUG FEE	EXEMPT SALES	CHARTER	LAO FEE	NOR LOCAL ADJ	NOR ABT	CONSTRUCTION CONTRACT	FY 10-11 BUDGET	RECORDED CONTINGENCY	CONTINGENCY USED TO DATE CHANGE ORDERS	CONTINGENCY USED TO DATE MISC CHARGES	REMAINING CONTINGENCY	% CONTINGENCY USED TO DATE	% PROJECT COMPLETION
10A02002	Administrative Services Building Phase III	\$ 1,244,336	\$ 1,244,336	\$ 1,244,336																
10A020021	Administrative Services Building Renovation	\$ 520,200	\$ 520,200	\$ 520,200																
100913	Admission Services Building Phase I	\$ 1,899,000	\$ 1,899,000		\$ 1,899,000															
200-2004-123	Admission Services Building Renovation	\$ 12,272,817	\$ 26,843,232	\$ 12,267,979	\$ 391,739	\$ 2,818,339	\$ 1,425,759	\$ 1,224,220	\$ 355,020	\$ 776,171	\$ 149,428	\$ 16,895,364	\$ 851,220	\$ 2,877,415	\$ 2,244,676	\$ 1,264,146	\$ 91,268	\$ 32,471	83.4%	94.0%
10A020023	Business Library Building	\$ 789,000																		
110929	Business Library Learning Commons Coffee Shop	\$ 309,000	\$ 309,000		\$ 309,000															
10A020024	Business Library Learning Commons Phase I	\$ 1,205,000	\$ 1,590,000	\$ 2,275,000	\$ 300,000															
10A020025	Business Library Learning Commons Phase II	\$ 399,000																		
110927	Business Library Learning Commons	\$ 472,500	\$ 472,500		\$ 472,500															
110931	Business Library Learning Commons	\$ 35,500	\$ 35,500		\$ 35,500															
110933	Business Library Learning Commons	\$ 440,500	\$ 440,500		\$ 440,500															
10A020026	Business Library Learning Commons	\$ 1,457,847	\$ 1,457,847	\$ 1,457,847																
10A020027	Business Library Learning Commons	\$ 124,000	\$ 124,000	\$ 124,000																
090417	Center for the History of Psychology	\$ 1,768,000	\$ 1,811,876		\$ 1,775,885	\$ 28,200	\$ 325,291	\$ 44,800												
090511	Center for the History of Psychology	\$ 573,000	\$ 573,000		\$ 573,000															
10A020028	College of Education	\$ 12,291,844	\$ 15,076,872	\$ 2,785,028			\$ 6,272,478	\$ 858,134	\$ 1,177,825	\$ 111,144										
100912	College of Education	\$ 2,300,000	\$ 2,300,000				\$ 2,300,000	\$ 150,000	\$ 9,219	\$ 25,618										
090927	College of Education	\$ 700,000	\$ 700,000		\$ 700,000															
10A020029	College of Education	\$ 490,000	\$ 490,000	\$ 490,000																
10A020030	College of Education	\$ 190,000	\$ 190,000	\$ 190,000																
110932	College of Education	\$ 241,967	\$ 241,967		\$ 241,967															
10A020031	College of Education	\$ 470,000	\$ 470,000	\$ 470,000																
110915	College of Education	\$ 184,111	\$ 184,111		\$ 184,111															
110913	College of Education	\$ 1,706,889	\$ 1,802,851		\$ 1,706,889	\$ 205,232	\$ 275,000	\$ 18,299												
110911	College of Education	\$ 112,000	\$ 112,000		\$ 112,000															
110923	College of Education	\$ 36,200	\$ 36,200		\$ 36,200															
110925	College of Education	\$ 168,800	\$ 168,800		\$ 168,800															
100906	College of Education	\$ 23,000,000					\$ 304,000	\$ 43,070	\$ 123,078											
100919	College of Education	\$ 525,000	\$ 1,134,000		\$ 525,000	\$ 1,134,000	\$ 52,200													
110922	College of Education	\$ 249,000	\$ 249,000		\$ 249,000															
090908	College of Education	\$ 32,200,000	\$ 26,724,277			\$ 26,724,277	\$ 1,532,000	\$ 1,778,000	\$ 973,311											
110916	College of Education	\$ 1,201,840	\$ 1,621,140		\$ 1,201,840															
110914	College of Education	\$ 276,000	\$ 276,000		\$ 276,000															
100912	College of Education	\$ 118,000	\$ 118,000		\$ 118,000															
100914	College of Education	\$ 630,000	\$ 630,000		\$ 630,000															
090920	College of Education	\$ 24,000,000	\$ 24,000,000			\$ 24,000,000	\$ 1,183,250	\$ 1,436,820	\$ 923,299											
110918	College of Education	\$ 456,312	\$ 456,312		\$ 456,312															
110919	College of Education	\$ 76,000	\$ 76,000		\$ 76,000															
10A020032	College of Education	\$ 4,000,000	\$ 3,997,878	\$ 294,211	\$ 3,997,878	\$ 3,997,878	\$ 206,000	\$ 128,000												
Grand Total		\$ 173,637,262	\$ 173,755,649	\$ 24,000,451	\$ 88,863,213	\$ 78,972,510	\$ 9,299,794	\$ 147,418	\$ 3,862,084	\$ 271,762	\$ 181,670	\$ 101,122,814	\$ 5,222,634	\$ 3,333,983	\$ 12,389,736	\$ 6,611,370	\$ 1,878,120	\$ 1,683,130	36.1%	77.1%

Report of the Sr. Vice President, Provost and Chief Operating Officer

Presentation

1

*Research Services and Sponsored Programs
Summary of Activity Report for September 2011

Presiding:

Judge Jane Bond

October 26, 2011

For Information Only:

2

Information Technology Report

3

Student Engagement and Success Report



CONSENT AGENDA:
Item 1



Office of the Senior Vice President, Provost and Chief Operating Officer
Akron, OH 44325-4703

October 17, 2011

TO: President Luis Proenza

FROM: Dr. William M. (Mike) Sherman
Senior Vice President, Provost and Chief Operating Officer

SUBJECT: Summary of the Academic Issues & Student Success Committee Agenda for the
October 26, 2011 Board of Trustees Meeting

Report of the Sr. Vice President, Provost and Chief Operating Officer

Presentation

1. *Approval of the Office of Research Services Summary of Activity Report for September 2011

As the public research university for Northeast Ohio, The University of Akron continues to garner resources for funded research and other sponsored programs. Attached is the report submitted by Dr. George Newkome, Vice President for Research and Dean, Graduate School. The Office of Research Services and Sponsored Programs and The University of Akron Research Foundation have provided the Summary of Activity report for September 2011. This summary report is provided to you for approval by the Board of Trustees at the October 26, 2011 meeting.

**2. Information Technology Services Projects Report
(Vice President of Information Technology, C.I.O.)**

I submit for your review and for information only the current Information Technology Services Projects report prepared by Jim Sage, Vice President of Information Technology, C.I.O. This report is a combined update of all current IT projects as they relate to Information Technology across campus. VP Sage has summarized these activities based on the principles of *Vision 2020: The Academic Roadmap*. In addition VP Sage has provided the ITS Department Scorecard for August 2011.

**3. Student Engagement and Success Report
(Vice President of Student Engagement and Success)**

I submit for your review and for information only an update on the programs and activities in the division of Student Affairs prepared by Dr. Charles Fey, Vice President of Student Engagement and Success. This update provides a summary of activities initiated or completed in this division to date, which includes enrollment management, campus life and student life. Vice President Fey has summarized these activities based on the principles of *Vision 2020: The Academic Roadmap*.

***CONSENT AGENDA:**
Item 1



Optimizing Student Academic Success: Accountability to Students, State and Ourselves

The University of Akron is poised to optimize student success by enhancing the ways in which we prepare students for academic and career success.

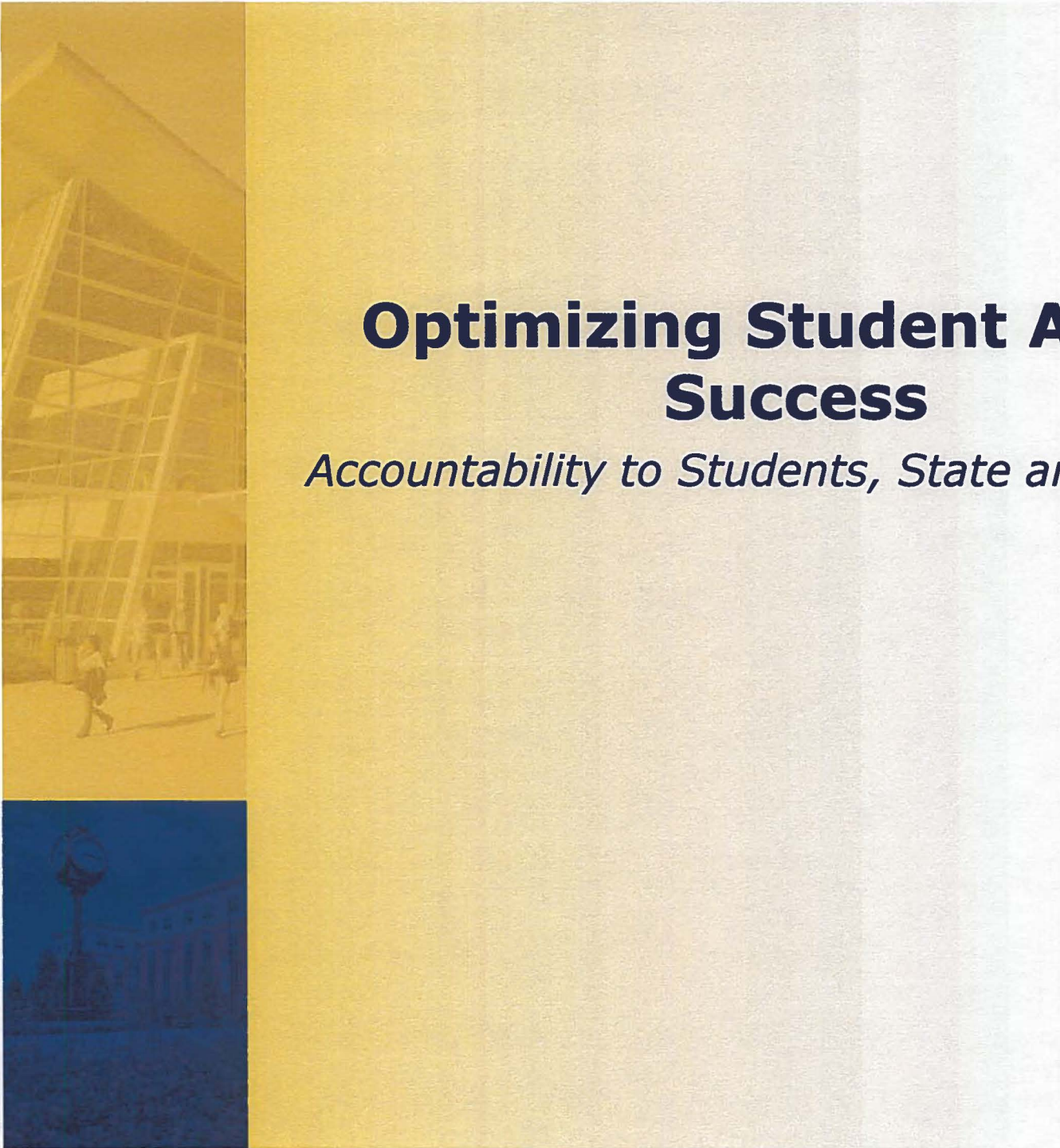
Ohio students, on average, are somewhat better prepared for college coursework than their peers, as indicated by math and English ACT scores in the 2011 ACT Profile report. There is work to be done though, as 20 percent of Ohio students having taken the ACT, are not prepared for college level coursework and an additional 30 percent of Ohio students require intensive academic support.

The disparity in college preparedness leads us to identify students in one of three academic preparedness levels: *college ready*, *emergent*, or *preparatory*. By addressing student preparedness levels with specific programs and policies, we will best be able to guide current students and university applicants on a trajectory that will optimize their academic and professional success.

College ready students may directly pursue a bachelor's degree, with direct admission into majors and enhanced and accelerated learning opportunities. Emergent students, or students who need some early academic guidance, may pursue a pathway that includes intensive support and career guidance while providing associate degree opportunities leading to bachelor degree programs. To best serve the needs of the third group, preparatory students, we will partner with sister institutions who are best suited to serve their needs while guaranteeing transfer based on associate degree completion and GPA performance. Career-oriented programs will also be a choice for students for entry or re-entry into the workforce. The State has recommended this pathway for preparatory students, which helps support our efforts to provide access to education for all students.

UA's ultimate responsibility is to have a transformative impact on society through a remarkable educational experience. Our ability to do so lays at the intersection of meeting student, state and university responsibilities. We must provide an affordable educational experience that streamlines pathways to graduation and careers. We must operate efficiently and effectively while increasing percentages of degree attainment to positively impact our regional and state economy. We must create an optimal Akron Experience by targeting our resources to meet student needs, assure academic excellence in our programs and provide pathways to inclusive excellence.

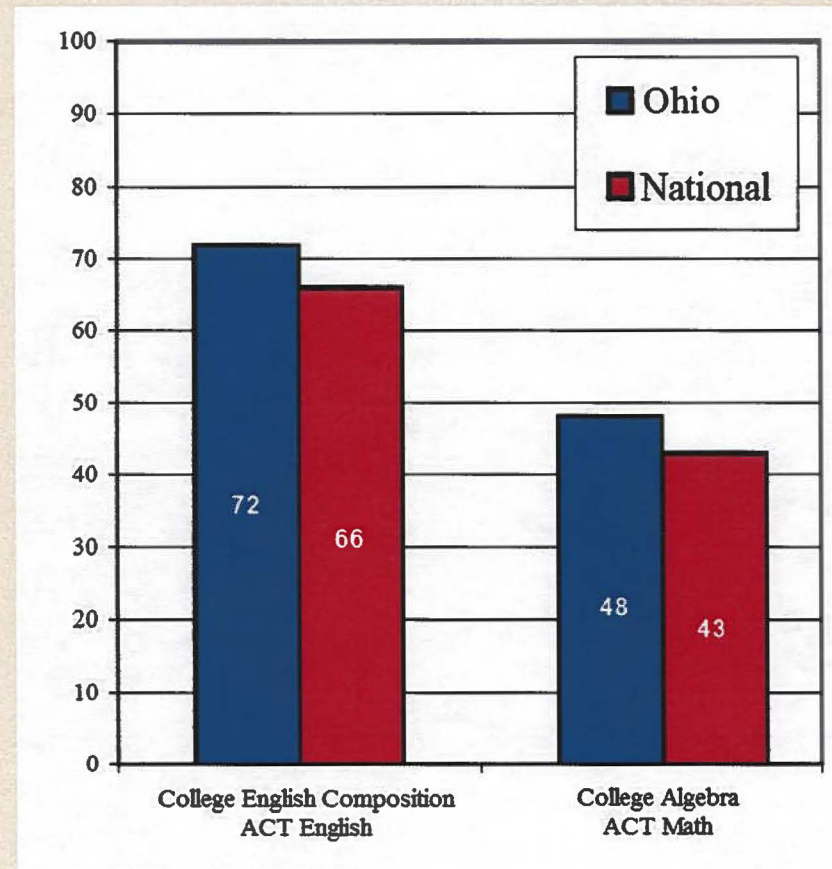
Our vision for The University of Akron calls us to create a better common future for students and society by leveraging our region's unique strengths, fostering economic and social vitality, and pursuing innovative solutions to major challenges.



Optimizing Student Academic Success

Accountability to Students, State and Ourselves

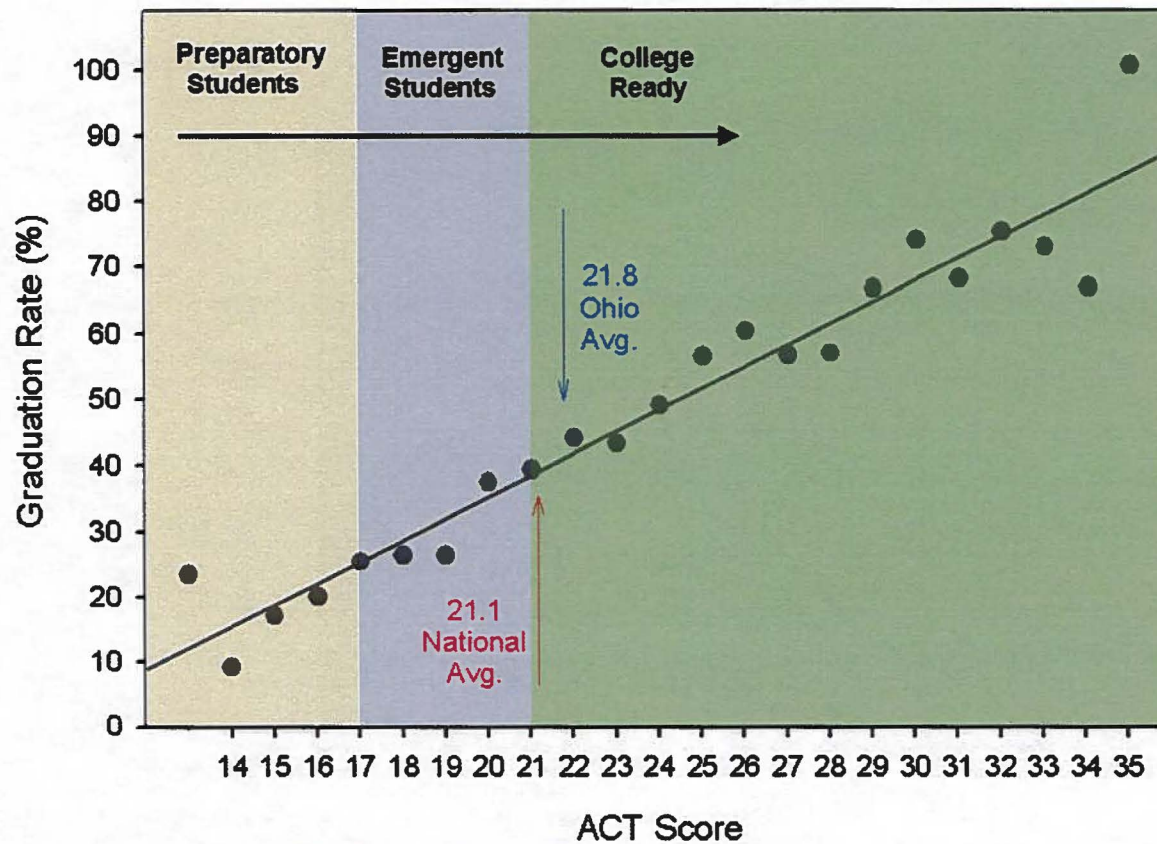
Ohio vs. National % College Readiness*



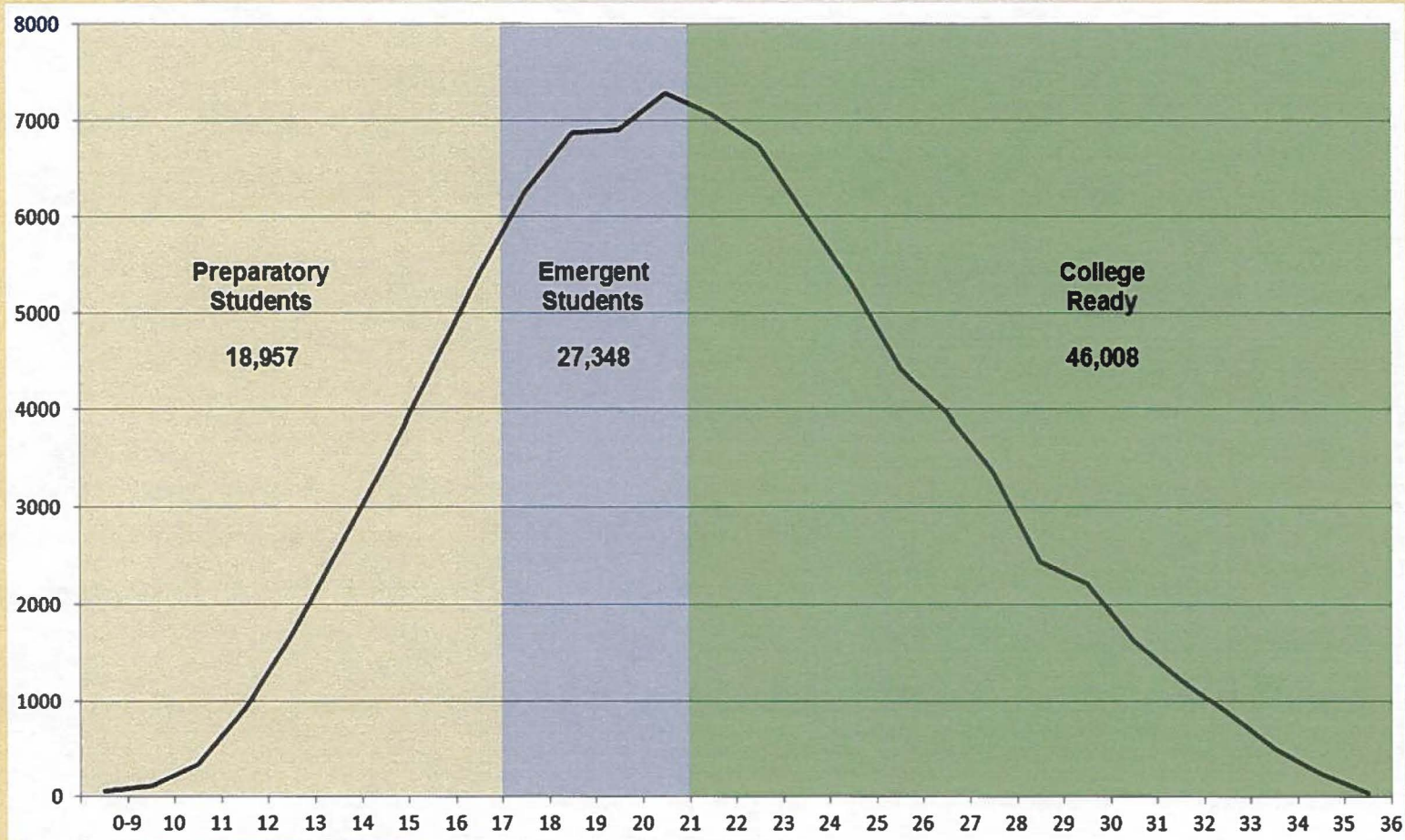
***Source: 2011 ACT Profile report; A benchmark “college-readiness” score is the minimum score needed on an ACT subject-area test to indicate a 50% chance of obtaining a B or higher or about a 75% chance of obtaining a C or higher in the corresponding credit-bearing college course.**

Preparation and Likelihood of Graduation

UA Average 6-Year Graduation Rates vs. ACT Score



Ohio ACT Profile Report: Graduating Class 2011

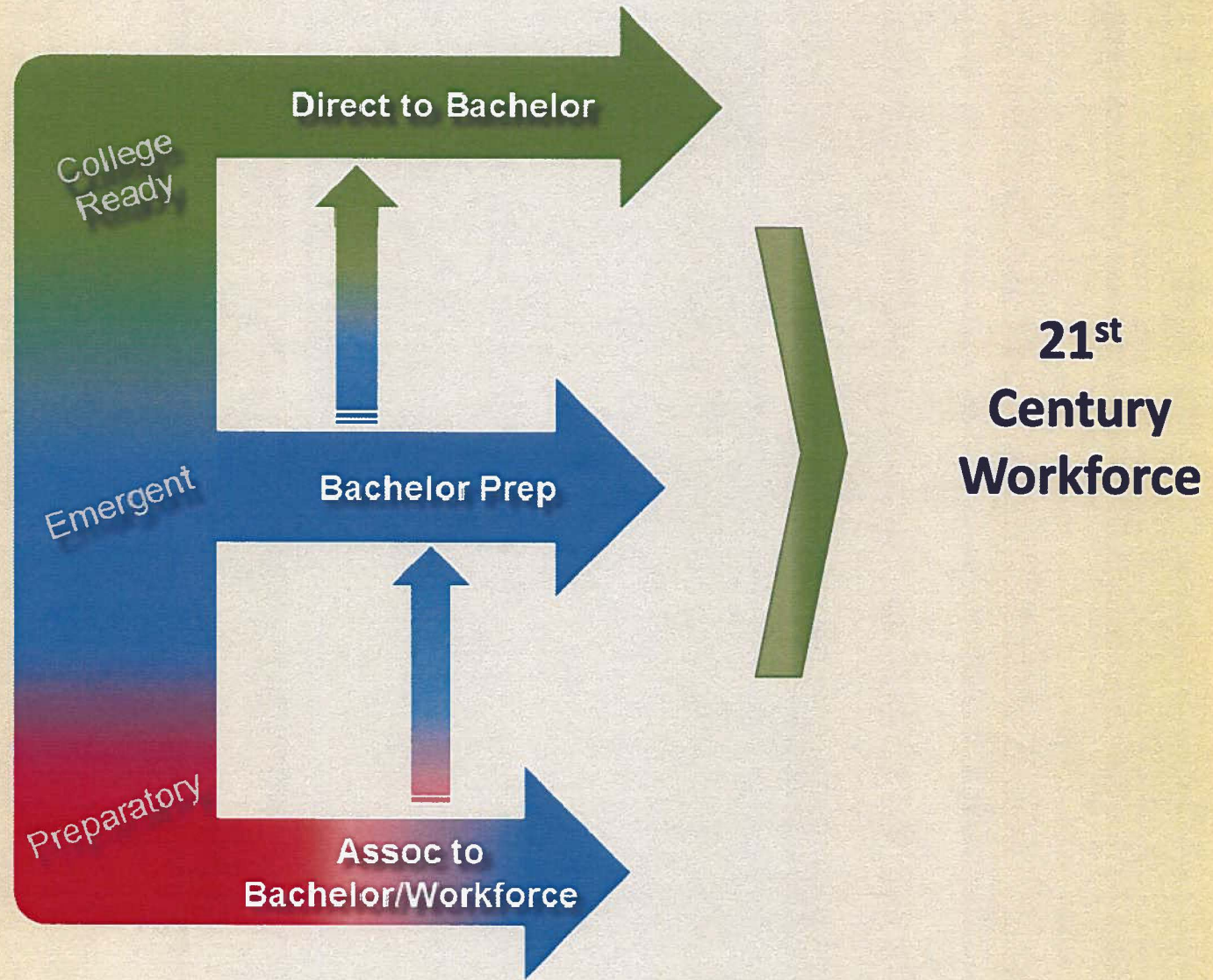


20% Preparatory

30% Emergent

50% College Ready

Inclusive Pathways to Success



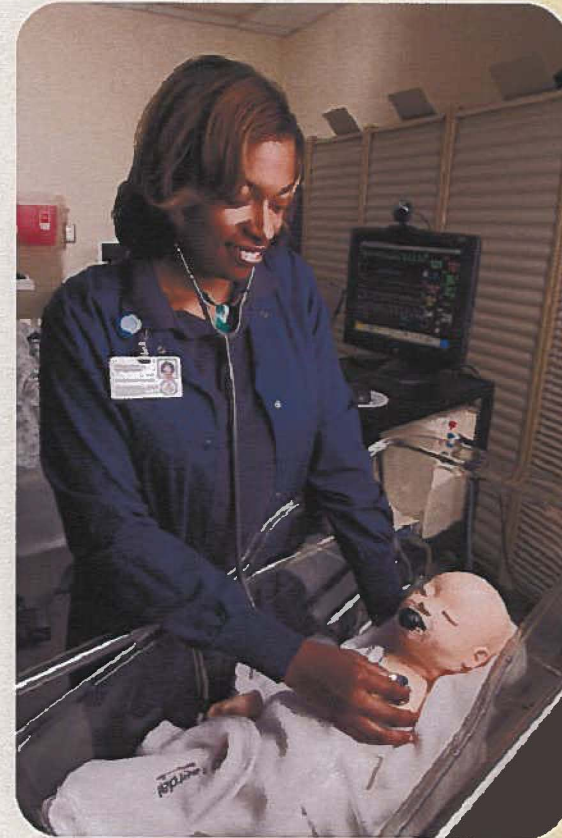
Pathway to Success: College Ready

- Admit directly into majors
- Optimize success by early engagement with faculty and major
- Advising for undecided students
- Enhance learning opportunities (interdisciplinary focus; service learning; undergraduate research; global engagement; co-op)
- Accelerated-degree opportunities



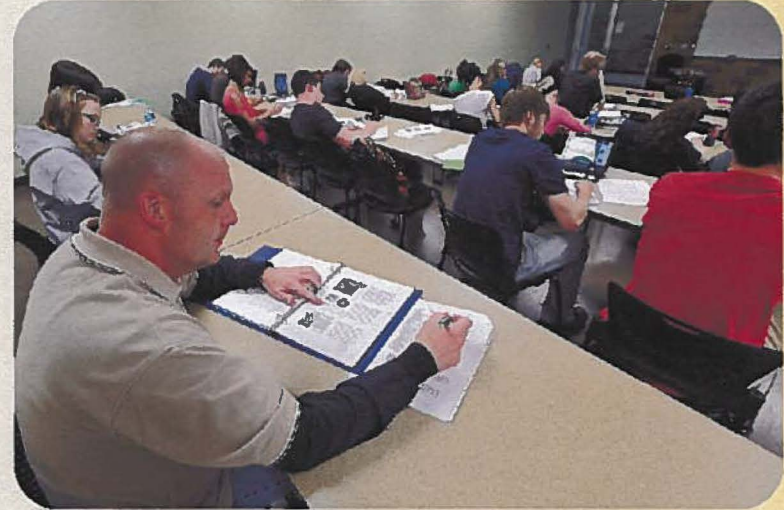
Pathway to Success: Emergent Students

- Admit to UA as pre-major
- Optimize success with intensive support for major-readiness
- Streamline pathways to major
- Provide academic and career guidance



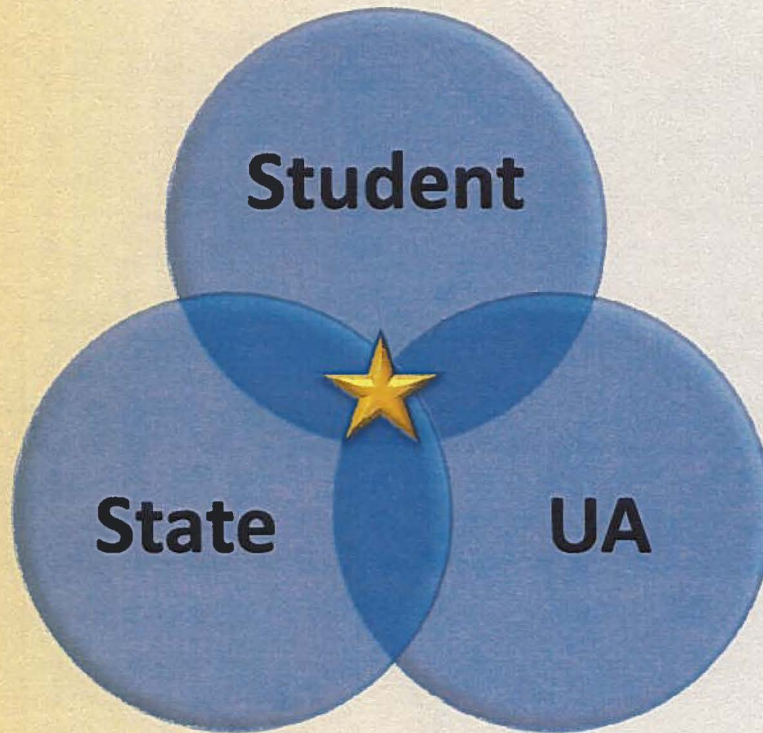
Pathway to Success: Preparatory Students

- Partner with sister institutions best suited to serving needs
- Guaranteed acceptance based on Associate Degree completion and GPA performance
- Follows State recommendation
- Lower tuition resulting in lower debt
- Career-oriented programs help students enter/re-enter workforce

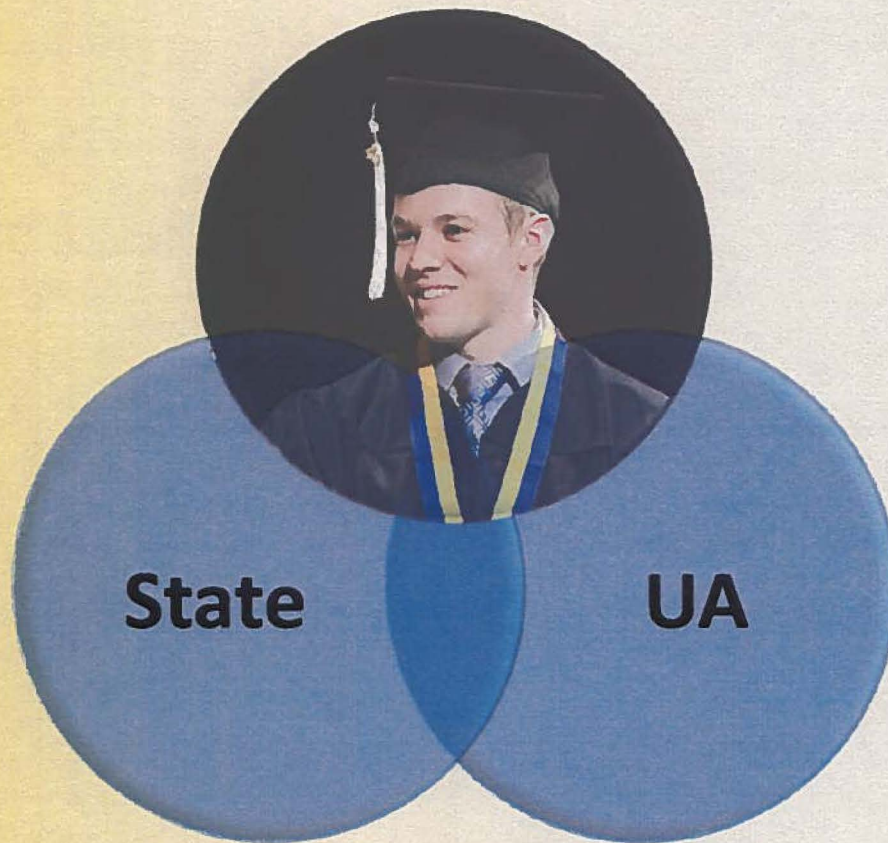


Fulfilling Our Responsibilities

We will have a **transformative impact** on society through a remarkable educational experience.

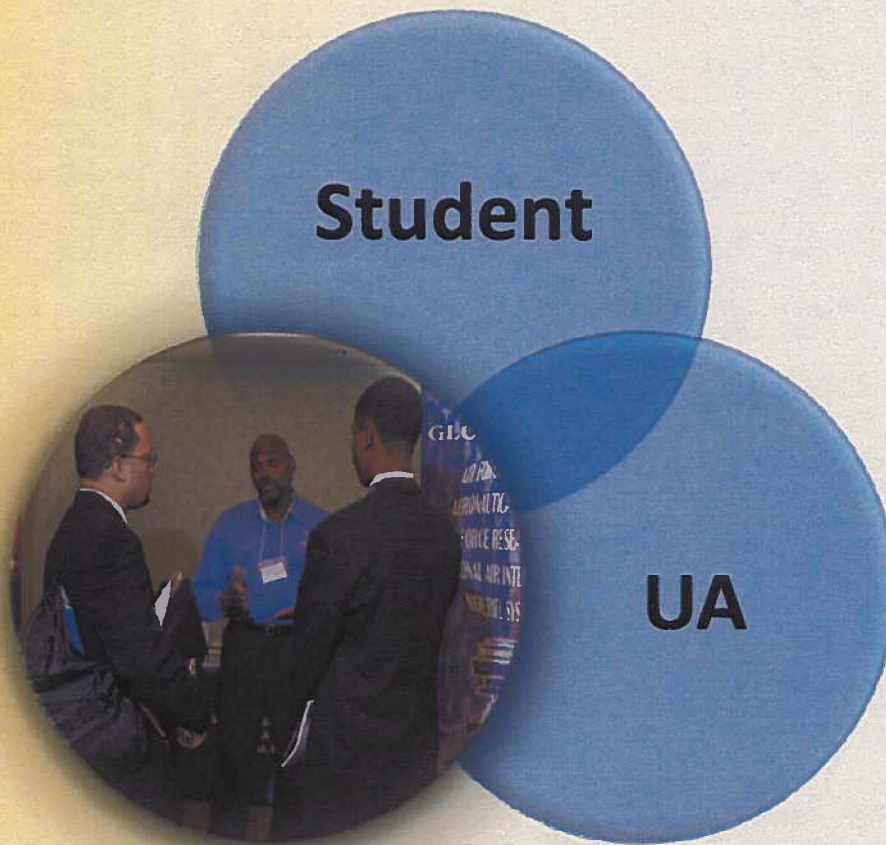


Our Responsibility to our Students



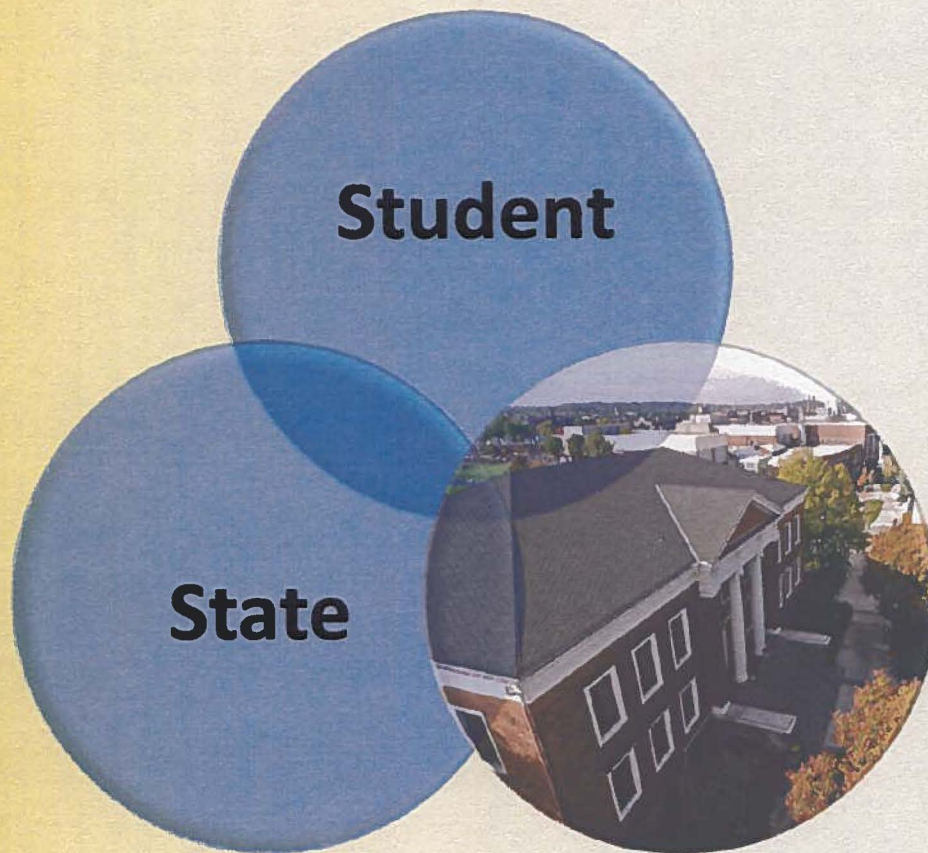
- Greater opportunity to succeed at lower cost per credit hour
- Services designed to meet their particular needs
- Enrollment in programs geographically accessible and appropriate to their success
- Faster pathways to graduation and jobs

Our Responsibility to our State



- Efficiency: Lower costs of degree attainment
- Effectiveness: Better-prepared workforce, more quickly
- Higher percentages of degree attainment
- Positive economic impact with employable workers

Our Responsibility to our University



- Maximize human potential by targeting resources to student needs
- Assure academic excellence for global competitiveness
- Provide pathways to inclusive excellence by meeting diverse student needs
- **Transformative impact on society through a remarkable educational experience**

Living our Vision



...we shall create a better common future for students and society by leveraging our region's unique strengths, fostering economic and social vitality, and pursuing innovative solutions to major challenges



Office of the Senior Vice President, Provost and Chief Operating Officer
Akron, OH 44325-4703

October 6, 2011

MEMORANDUM

TO: President Luis M. Proenza

FROM: Dr. William M. (Mike) Sherman
Senior Vice President, Provost and Chief Operating Officer

RE: Office of Research Services
Summary of Activity for September 2011

As the public research university for Northeast Ohio, The University of Akron continues to garner resources for funded research and other sponsored programs. Attached is the report submitted by Dr. George Newkome, Vice President for Research and Dean, Graduate School. The Office of Research Services and Sponsored Programs and The University of Akron Research Foundation have provided the Summary of Activity report for September 2011.

This summary report is provided to you for approval by the Board of Trustees at the October 26, 2011 meeting.



September 2011

Office of Research and Sponsored Programs (ORSSP): pp. 2-5
Office of Technology Transfer (OTT): p. 6
University of Akron Research Foundation (UARF): p. 7

SUMMARY

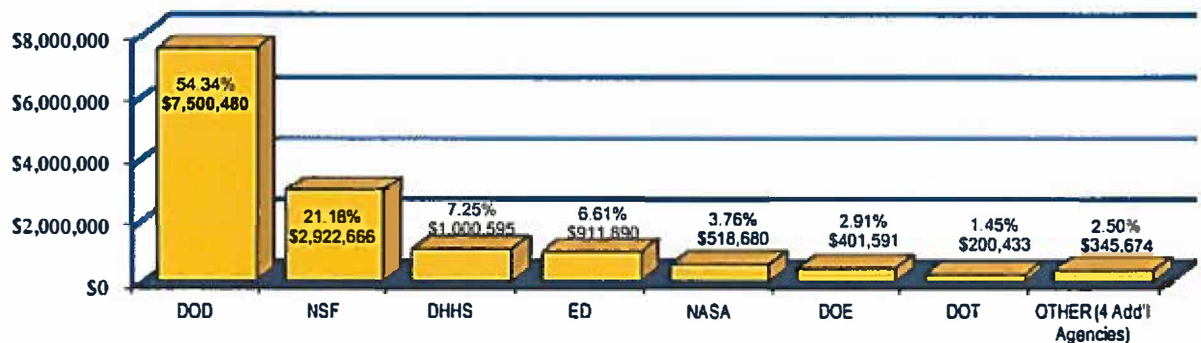
July 1, 2011 through September 30, 2011

UA & UARF Research and Sponsored Programs	AWARDS	<i>Dollars</i>	\$25,967,828	51.0% toward goal of \$50,902,802
		<i>Numbers</i>	160	32.6% toward goal of 491
	PROPOSALS	<i>Dollars</i>	\$48,656,624	24.4% toward goal of \$199,412,933
		<i>Numbers</i>	184	28.8% toward goal of 640

FEDERAL AWARDS	<i>Dollars</i>	\$13,802,009	87.4% toward goal of \$15,786,610
	<i>Numbers</i>	50	39.1% toward goal of 128
FEDERAL PROPOSALS	<i>Dollars</i>	\$34,141,501	25.2% toward goal of \$135,353,084
	<i>Numbers</i>	74	31.9% toward goal of 232

UA & UARF
Federal
Research

2010-2011 Federal Awards ~ By Sponsor



License Revenue	<i>Dollars</i>	\$112,500	40.4% toward goal of \$278,648
	<i>Numbers</i>	3	25.0% toward goal of 12

Technology Transfer	DISCLOSURES OF INVENTION	9	11.0% toward goal of 82
	NEW U.S. PATENTS FILED	2	4.2% toward goal of 48
	U.S. PATENTS ISSUED	0	0.0% toward goal of 10

Research and Sponsored Programs Activity By College

<u>Awards</u>	Current Period		2011-2012		2010-2011		2010-2011	
	September 2011		July-September		July-September		Fiscal Year Totals	
	Count	Amount	Count	Amount	Count	Amount	Count	Amount
Arts & Sciences	10	\$892,173	44	\$1,902,447	37	\$2,047,160	119	\$4,688,617
Business Admin	0	\$0	3	\$30,152	1	\$22,614	14	\$226,465
Creative & Professional Arts	0	\$0	1	\$17,750	0	\$0	0	\$0
Education	1	\$10,000	7	\$128,008	7	\$2,649,115	21	\$4,240,306
Engineering	9	\$7,490,430	36	\$9,107,509	26	\$2,929,448	125	\$9,257,191
Health Sciences & Human Svcs	2	\$102,100	18	\$345,443	19	\$328,596	34	\$1,027,434
Nursing	0	\$0	3	\$62,178	4	\$18,290	13	\$520,356
Poly Sci & Poly Engr	11	\$785,404	37	\$13,089,810	20	\$1,450,441	117	\$11,114,459
Honors	0	\$0	0	\$0	0	\$0	0	\$0
Law	0	\$0	0	\$0	0	\$0	3	\$54,000
Summit College	1	\$432,558	1	\$432,558	3	\$310,657	7	\$859,959
University College	0	\$0	0	\$0	0	\$0	0	\$0
Wayne College	0	\$0	1	\$2,598	0	\$0	3	\$77,450
Other University Units	6	\$383,249	9	\$849,375	15	\$771,912	34	\$3,142,344
Total Awards*	40	\$10,095,914	160	\$25,967,828	132	\$10,528,233	490	\$35,208,581
UARF included in UA totals	8	\$73,111	27	\$286,248	20	\$313,717	98	\$1,744,853
UARF ONLY**	0	\$0	0	\$0	0	\$0	1	\$14,748,247
UARF Total Awards	8	\$73,111	27	\$286,248	20	\$313,717	99	\$16,493,100
State Appropriations				\$0				\$945,974
Grand Total	40	\$10,095,914	160	\$25,967,828	132	\$10,528,233	491	\$50,902,802

<u>Proposals</u>	Current Period		2011-2012		2010-2011		2010-2011	
	September 2011		July-September		July-September		Fiscal Year Totals	
	Count	Amount	Count	Amount	Count	Amount	Count	Amount
Arts & Sciences	7	\$378,277	49	\$9,744,159	34	\$4,454,491	132	\$22,902,376
Business Admin	0	\$0	3	\$30,152	1	\$22,614	12	\$618,320
Creative & Professional Arts	0	\$0	1	\$22,000	0	\$0	2	\$369,726
Education	0	\$0	6	\$146,427	6	\$41,227,663	27	\$45,358,607
Engineering	27	\$11,795,971	67	\$21,802,612	40	\$14,663,437	215	\$60,579,838
Health Sciences & Human Svcs	2	\$102,100	17	\$344,443	17	\$299,423	25	\$4,846,192
Nursing	0	\$0	1	\$5,700	5	\$913,002	15	\$1,172,947
Poly Sci & Poly Engr	8	\$567,648	29	\$14,716,602	30	\$9,623,818	180	\$42,175,999
Honors	0	\$0	0	\$0	0	\$0	0	\$0
Law	0	\$0	0	\$0	0	\$0	1	\$10,000
Summit College	0	\$0	3	\$1,027,957	1	\$499,992	4	\$1,015,637
University College	0	\$0	0	\$0	1	\$5,000	1	\$5,000
Wayne College	0	\$0	0	\$0	0	\$0	3	\$55,198
Other University Units	5	\$444,879	8	\$816,572	9	\$564,137	22	\$5,554,846
Total Proposals*	49	\$13,288,875	184	\$48,656,624	144	\$72,273,577	639	\$184,664,686
UARF included in UA totals	8	\$73,111	27	\$289,248	19	\$393,265	102	\$2,766,080
UARF ONLY**	0	\$0	0	\$0	0	\$0	1	\$14,748,247
UARF Total Proposals	8	\$73,111	27	\$289,248	19	\$393,265	103	\$17,514,327
Grand Total	49	\$13,288,875	184	\$48,656,624	144	\$72,273,577	640	\$199,412,933

*Includes projects co-reported with UARF and with the Department of Development.

**UARF ONLY statistics are adjusted to reflect UARF to UA subcontracts.

The cumulative data contained in this report may differ from the monthly reports provided to the UA Board of Trustees due to database adjustments.

Research and Sponsored Programs Activity By College

<u>Expenditures</u>	Current Period September 2011 Amount	2011-2012 July-September Amount	2010-2011 July-September Amount	2010-2011 Fiscal Year Totals
Arts & Sciences	\$278,211	\$1,371,353		
Business Admin	\$7,257	\$14,596		
Creative & Professional Arts	\$6,217	\$29,375		
Education	\$580,198	\$933,922	Information	Information
Engineering	\$1,049,542	\$3,891,248	not yet	not yet
Health Sciences & Human Svcs	\$61,959	\$194,571	available.	available.
Nursing	\$66,600	\$166,413		
Poly Sci & Poly Engr	\$1,461,805	\$3,654,250		
Honors	\$0	\$0		
Law	\$3,493	\$11,047		
Summit College	\$46,622	\$114,045		
Wayne College	\$1,089	\$2,889		
Other University Units	\$443,730	\$1,558,132		
Total Expenditures	\$4,006,723	\$11,941,841		

This chart contains externally sponsored program expenditure data provided by the UA Controller's Office. Data reported to external entities (e.g., NSF, AUTM) is reported using different criteria.

Research and Sponsored Programs Award Detail

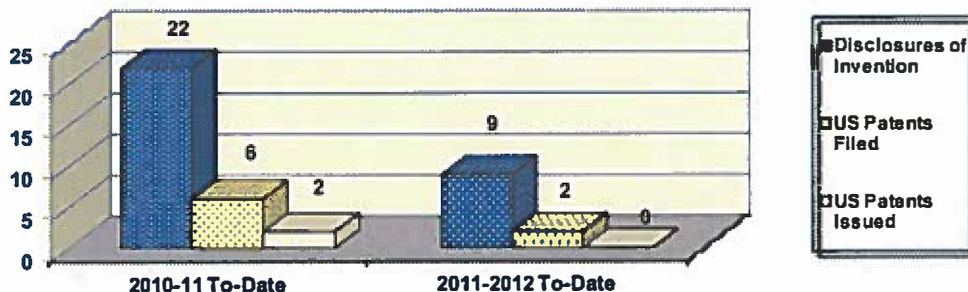
PI's Department Co-PI(s) Dept's (Italics)	Sponsor	Project Title	Principal Investigator/ Co-PI(s) (Italics)	% Credit	Total Award
BUCHTEL COLLEGE OF ARTS AND SCIENCES					
Biology	U.S. Fish and Wildlife Service	<i>Natural History of Geomyces in Cave Environments: Phylogeny, Ecosystem Activities, Natural and Anthropomorphic Transport</i>	Barton, Hazel A.	100%	\$244,016
Biology	National Heart, Lung and Blood Institute through Walsh University	<i>Relaxin: A Novel HRT for Prevention of Cardiac Disease</i>	Ramirez, Rolando Juan Jose	100%	\$173,213
Biology			Ely, Daniel L.	0%	
Chemistry	National Heart, Lung and Blood Institute	<i>Cys-LT Signaling in Proliferation, Cytokine Production and PGD2 Generation of MCs</i>	Parachuri, Sailaja	100%	\$248,847
Chemistry	Department of Energy	<i>Dynamics of Large Amplitude Motion in Energized Molecules</i>	Perry, David S.	100%	\$135,000
Chemistry	National Institute of Diabetes and Digestive and Kidney Diseases through Washington University in St. Louis	<i>Adhesin-Based Nanotherapeutics in Urinary Tract Infection</i>	Youngs, Wiley J.	100%	\$43,998
Chemistry			Panzner, Matthew J.	0%	
Geography and Planning	Davey Resource Group	<i>Student Internship</i>	Hannon, Marlene E.	100%	\$14,070
Geography and Planning	Stark County Regional Planning Commission	<i>Student Internship</i>	Hannon, Marlene E.	100%	\$5,125
Institute of Health and Social Policy	Akron Metropolitan Housing Authority	<i>Evaluation Services for AMHA Early Childhood Initiative (ECI)</i>	Leahy, Peter J.	100%	\$16,000
Public Administration & Urban Studies	Summit County General Health District	<i>Student Internship</i>	Tausig, Mark B.	100%	\$11,904
COLLEGE OF EDUCATION					
Educational Foundations and Leadership	National Council on Economic Education	<i>School-Based Student Activity: Reality Check</i>	Carr, Fred M.	100%	\$10,000
Educational Foundations and Leadership			Beese, Jane A.	0%	
COLLEGE OF ENGINEERING					
Biomedical Engineering	IMALUX	<i>Community Industrial Assistantship</i>	Sheffer, Daniel B.	100%	\$8,442
Graduate School			Tausig, Mark B.	0%	
Chemical and Biomolecular Engineering	PolyOne *	<i>SPEADMD Estimation of Polymer Properties</i>	Elliott, J. Richard	100%	\$37,572
Chemical and Biomolecular Engineering	Multiple Corporate Sponsors *	<i>Testing</i>	Puskas, Judit	100%	\$2,310
Civil Engineering	Multiple Corporate Sponsors *	<i>Testing</i>	Miller, Christopher	100%	\$2,920
Civil Engineering	Federal Highway Administration through Ohio Department of Transportation	<i>Snow Removal Wastewater Disposal Alternatives</i>	Schneider, William H.	50%	\$91,635
Civil Engineering			Miller, Christopher	50%	
Civil Engineering	Federal Highway Administration through Ohio Department of Transportation	<i>Examination of Factors Associated in Motorcycle Crashes in Work Zones</i>	Schneider, William H.	100%	\$38,050
Civil Engineering	U.S. Department of Transportation through Ohio Department of Public Safety	<i>Comprehensive Statistically Based Motorcycle Safety Plan Analysis, Education and Enforcement for the State of Ohio</i>	Schneider, William H.	100%	\$70,748
Engineering Dean's Office	U.S. Army Corps of Engineers' Engineering Research and Development Center - CERL #	<i>National Center for Education and Research on Corrosion and Materials Performance: Enhancing and Sustaining Technical Support for Office of Corrosion Policy and Oversight</i>	Haritos, George K.	100%	\$7,230,253
Civil Engineering			Louscher, Susan M.	0%	
Civil Engineering			Mahajan, Ajay	0%	
Civil Engineering			Payer, Joe H.	0%	
Engineering Dean's Office	Ohio Space Grant Consortium	<i>Ohio Space Grant Consortium Student Scholarship Stipends</i>	Menzemer, Craig C.	100%	\$8,500

Research and Sponsored Programs Award Detail

PI's Department <i>Co-PI(s) Dept's (Italics)</i>	Sponsor	Project Title	Principal Investigator/ <i>Co-PI(s) (Italics)</i>	% Credit	Total Award
COLLEGE OF HEALTH SCIENCES AND HUMAN SERVICES					
Family & Consumer Sciences	GAR Foundation through Austen BioInnovation Institute in Akron	<i>Personalized Educational and Experimental Modules for Diabetes Management</i>	Taylor, Evelyn	100%	\$100
Speech-Language Pathology and Audiology	Ohio Master's Network Initiatives in Education	<i>OMNIE Intern and Long Distance Programs</i>	Gillette, Yvonne M.	50%	\$102,000
<i>Speech-Language Pathology and Audiology</i>			<i>DePompei, Roberta A.</i>	50%	
COLLEGE OF POLYMER SCIENCE AND POLYMER ENGINEERING					
Institute of Polymer Engineering	Sika Technology	<i>Molecular Modeling for Construction Chemicals</i>	Heinz, Hendrik	100%	\$25,000
Institute of Polymer Engineering	Multiple Corporate Sponsors *	<i>Testing</i>	Holtman, Mark	100%	\$2,325
Institute of Polymer Engineering	Multiple Corporate Sponsors *	<i>Testing</i>	Souceck, Mark	100%	\$4,000
Institute of Polymer Engineering	Multiple Corporate Sponsors *	<i>Testing</i>	Weiss, Robert	100%	\$1,200
Institute of Polymer Science Graduate School	Lubrizol Advanced Materials, Inc.	<i>Community Industrial Assistantship</i>	Becker, Matthew L. <i>Tausig, Mark B.</i>	100% 0%	\$25,125
Institute of Polymer Science	National Science Foundation	<i>Surface-Directed Differentiation of Human Mesenchymal Stem Cells on Orthogonal Peptide Concentration Gradient Surfaces</i>	Becker, Matthew L.	60%	\$140,000
<i>Institute of Polymer Science</i>			<i>Landis, William J.</i>	40%	
Institute of Polymer Science	Air Force Office of Scientific Research through the University of Nebraska	<i>Advanced Single-Polymer Nanofiber-Reinforced Composite Towards Next Generation Ultralight Superstrong/Tough Structural Material</i>	Cheng, Stephen Z.	100%	\$124,970
Institute of Polymer Science	Ohio Coal Development Office through Ohio University	<i>Coal-Based Fuel Cell</i>	Chuang, Steven S.	100%	\$80,000
Institute of Polymer Science	Multiple Corporate Sponsors *	<i>Testing</i>	Sciple, Robert	100%	\$17,344
Institute of Polymer Science	National Science Foundation	<i>Chain Trajectory of Semicrystalline Polymers in Bulk and Single Crystals by Solid-State NMR</i>	Miyoshi, Toshikazu	100%	\$360,000
Institute of Polymer Science	Multiple Corporate Sponsors *	<i>Testing</i>	Wang, Bojie	100%	\$5,440
SUMMIT COLLEGE					
Summit College Dean's Office	Ohio Department of Education	<i>Tech Prep/Program of Study (POS) Service Center</i>	Herold, Kelly M.	100%	\$432,558
OTHER UNIVERSITY UNITS					
Office of Academic Affairs	National Institute of Standards and Technology	<i>Post-Doctoral Research Fellowship for Natalia Farkas</i>	Ramsier, Rex D.	100%	\$82,760
Academic Achievement Programs	U.S. Department of Education	<i>Upward Bound Math and Science Competition</i>	Curry, Coleen	100%	\$287,826
<i>Academic Achievement Programs</i>			<i>Yesalo, John P.</i>	0%	
Career Center	Sark County Sheriff's Office	<i>Student Internship</i>	Kutick, Michael J.	100%	\$1,833
Career Center	Sark County Sheriff's Office	<i>Student Internship</i>	Kutick, Michael J.	100%	\$10,830

* University of Akron Research Foundation Award

Collaborative Research



Disclosures of Invention

(September 2011: 3)

Disclosure Number	Title	Inventor(s)
936	<i>Silver Based Gels for Antimicrobial Applications</i>	Thomas Leeper, Matthew Panzner, and Wiley Youngs
937	<i>High Temperature Shape Memory Polymer I</i>	Robert Weiss and Mitra Yoonessi
938	<i>High Temperature Shape Memory Polymer II</i>	Robert Weiss

New Patents Filed

(September 2011: 1)

Disclosure Number	Application Type	Patent Title	Inventor(s)
934	Provisional	<i>Interactive Educational System</i>	Yang Yun, Yingcai Xiao, and Philip Allen

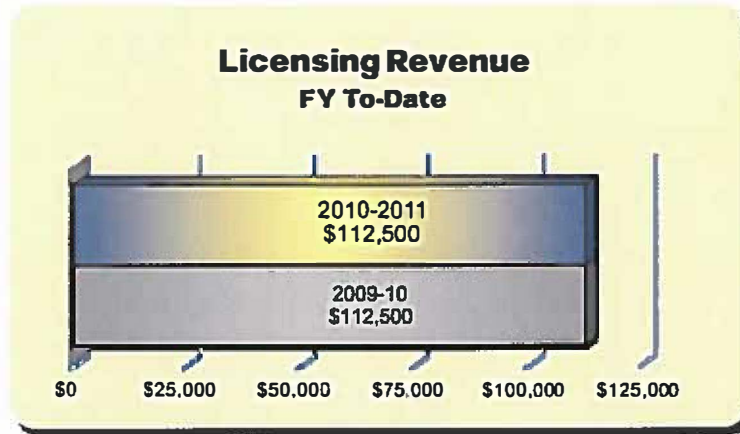
Patents Issued

(September 2011: 0)

U.S. Patent No.	Issue Date	Patent Title	Inventor(s)
<i>No new patents were issued to The University of Akron during September 2011.</i>			

**LICENSING
 REVENUE**

For the month of:
 September 2011: \$0
 September 2010: \$12,500



RESEARCH AGREEMENT ACTIVITY

In August 2011, The Timken Company, The University of Akron and the University of Akron Research Foundation entered into a master collaborative agreement relating to cooperative projects in surface engineering and lubrication.

In August 2011, Triangle Tyre Co., Ltd., The University of Akron and the University of Akron Research Foundation entered into a master collaborative agreement relating to cooperative projects in rubber and tire research and development.

LICENSE ACTIVITY

UARF participated in various activities which fostered the development of new relationships and agreements. However, this activity did not result in the execution of any new license or license option agreements during September 2011.

AWARDS

PI's Department Co-PI(s) Dept's (Italics)	Sponsor	Project Title	Principal Investigator/ Co-PI(s) (Italics)	% Credit	Total Award
COLLEGE OF ENGINEERING					
Chemical and Biomolecular Engineering	PolyOne	SPEADMD Estimation of Polymer Properties	Elliott, J. Richard	100%	\$37,572
Chemical and Biomolecular Engineering	Multiple Corporate Sponsors	Testing	Puskas, Judit	100%	\$2,310
Civil Engineering	Multiple Corporate Sponsors	Testing	Miller, Christopher	100%	\$2,920
COLLEGE OF POLYMER SCIENCE AND POLYMER ENGINEERING					
Institute of Polymer Engineering	Multiple Corporate Sponsors	Testing	Holtman, Mark	100%	\$2,325
Institute of Polymer Engineering	Multiple Corporate Sponsors	Testing	Soucek, Mark	100%	\$3,000
Institute of Polymer Engineering	Multiple Corporate Sponsors	Testing	Weiss, Robert	100%	\$1,200
Institute of Polymer Science	Multiple Corporate Sponsors	Testing	Seiple, Robert	100%	\$17,344
Institute of Polymer Science	Multiple Corporate Sponsors	Testing	Wang, Bojie	100%	\$5,440

THE UNIVERSITY OF AKRON

RESOLUTION 10- -11

Pertaining to the Acceptance of the Office of Research Summary of Activity Report for
September 2011

BE IT RESOLVED, that the recommendation presented by the Academic Issues
& Student Success Committee on October 26, 2011, pertaining to the acceptance of
the Office of Research Summary of Activity Report for September 2011, be
approved.

Ted A. Mallo, Secretary
Board of Trustees

October 26, 2011



To: W. Michael Sherman, Sr. Vice President, Provost & COO
FM: Jim Sage, Vice President, Information Technology, & CIO
Subject: Highlights: Information Technology Report to the Board of Trustees
Date: October 6, 2011

Student Success

- Campus-wide Innovation Golden Ideas enables collaboration and innovation at UA.
- Lab Virtualization Creation of a hosted, virtualized computer lab on the Internet.

Global Relevance

- Shared Services Akron continues work with PeopleSoft at Lorain. Collaboration discussions are being held with Stark State and Lorain regarding sharing administrative services.
- Faculty Laptop Refresh Timeline for distributing new laptops.

Distinction

- Online (eLearning) Learning Expansion of online offerings to underserved markets.
- Time & Labor/Absence Management New applications will streamline time reporting and absence tracking.

Engagement

- Governance and Project Management New process and tools improve IT effectiveness.

Community

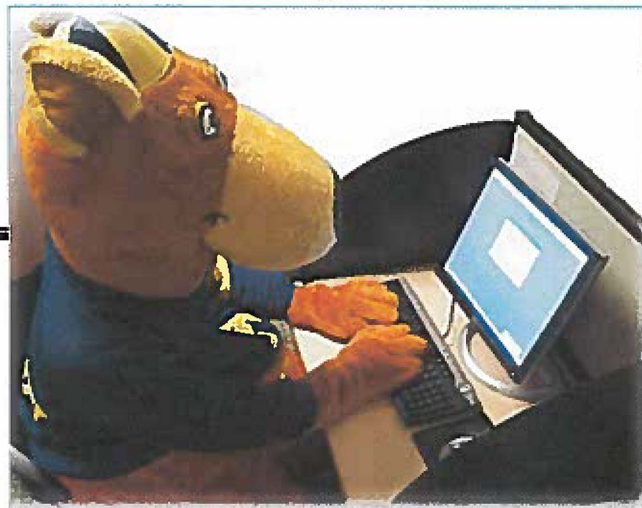
- e-Recruiting Online Recruiting Solutions will streamline and expedite hiring process.
- Software-as-a-Service Investigation into next generation of computer applications.
- Contributor Relations New technologies intended to support and improve investor relations.

Integrated Planning

- Campus-wide Scheduling Scheduling system will help make on-campus events more transparent and will increase classroom utilization.

Information Technology Services

Report to the Board of Trustees
October 26, 2011



Information Technology Services

October 26, 2011

(Prepared October 6, 2011)

STUDENT SUCCESS	Commitment to Excellence
<ul style="list-style-type: none"><li data-bbox="89 394 568 464">• Campus-wide Innovation: Golden Ideas  	<p data-bbox="662 394 1534 464">After a successful summer campaign, the Golden Ideas team is now engaged in developing a fall initiative.</p> <p data-bbox="662 489 1555 596">Thanks to the guidance of the recently formed steering committee, the project team plans to focus the next campaign on campus events with an emphasis on increasing student involvement.</p> <p data-bbox="662 621 1534 806">An earlier plan was to run a total of four campaigns throughout the Fall semester. However, this approach was reevaluated by the steering committee and the project team. A slimmed down effort that focused on only one or two campaigns was deemed more appropriate.</p> <p data-bbox="662 831 1534 974">Other uses for Golden Ideas are also being evaluated by the committee and the project team. For example, the software may serve as a University suggestion box, or it could be used as a survey tool.</p> <p data-bbox="662 999 1518 1184">The Golden Ideas/Spigit Steering Committee includes Charlie Fey, Tom Wistrick, Bill Kraus and Jim Sage. This group will guide the direction and progress of Golden Ideas. Through the leadership of this committee, proper support will be provided for future campaigns to harness and develop the ideas.</p>

• Lab Virtualization



Creating a virtual computer lab on the internet will provide an “always on” environment to benefit the University’s students and faculty.

The virtual lab will provide access to the software and tools necessary to accomplish the University’s academic mission of education, teaching, and research from any location.

In the first phase of lab virtualization, a third party will provide internet-based applications that students wouldn’t normally have access to without going to a physical computer lab.

Project milestones/timeline:

- The RFP has been issued and responses have been reviewed.
- The committee has rated the five vendors that applied and is conducting interviews with the top two vendors. Vendor selection should occur by early October 2011.
- Phase I: Create a student computer lab of 250 hosted virtual desktops.
- Software licensing has been procured for Minitab and SAS. Additional licensing is being pursued for SPSS and Autodesk.

To assist with the providing an “always on” remote hosted computer environment for UA’s engineering students, ITS acquired student licensing for Matlab. Through ZipLine, students can download and install the Matlab software on their own personal computers.

GLOBAL RELEVANCE

Develop Dynamic and Globally Relevant Programs

- Shared Service: Supporting PeopleSoft at LCCC



Support of Lorain County Community College (LCCC) PeopleSoft environment for student, financial, and human capital management applications continues.

UA assisted LCCC in bringing its PeopleSoft environment to a steady state by September 30. This included bringing the conversion of their legacy application and implementation of critical business process to a completion, reducing the number of consultants to an everyday working level, and implementing project management practices for managing projects.

The project met its target and a steady state was achieved on September 30.

• Shared Service: Innovation Alliance



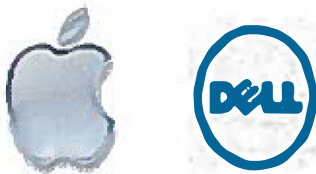
Meetings are being held with Lorain County Community College (LCCC), Stark State College, and The University of Akron (UA) to determine ways to collaborate on administrative services in an effort to reduce costs to the participating organizations.

The group met on August 31 to discuss opportunities to collaborate. Many suggestions were discussed, but it was determined that a better understanding of shared service was needed in order to develop common objectives. On October 4, a workshop among the organizations was facilitated by ScottMadden Inc. to educate the group on shared service concepts, develop a common definition of shared services, discuss strategies for determining the best opportunities, and create a plan for getting there. Members of the Ohio Board of Regents (BOR) were asked to participate in the workshop.

In addition, a meeting was held on September 23 with LCCC, UA, and members of the BOR to seek grant opportunities for funding shared services. Members of BOR were educated on what has taken place to-date and what opportunities are being considered.

There was optimism on the part of the BOR for chances at obtaining additional grant money.

• Faculty Laptop Refresh



Following approval of the Laptop Refresh recommendation by the Board of Trustees at its September meeting, the committee began the process of acquiring the new technology.

University Deans identified the faculty members in their respective colleges who will receive the computers. Faculty members, in turn, selected the technology they preferred.

Developed with input from faculty members, the basic configuration of the new technology will be offered at no cost to departments. This configuration will meet the computing needs of most of the faculty.

The goal is to replace all full-time faculty laptops by the end of the 2011 calendar year, though delivery of the technology will be driven by the faculty-members schedule.


A tentative timeline follows:

- Oct. 10: Receive first shipment (estimate)
- Oct. 17: Begin deployment to faculty
- Oct. 17: Refurbish old laptops
- Nov. 14: Begin redeployment of used laptops to part-time faculty

Complete deployment of new and refurbished equipment will be based on technology and faculty availability.

DISTINCTION	Facilitate Faculty Development and Success by Expanding Clusters of Interdisciplinary Teaching and Research
<ul style="list-style-type: none"> • Online (eLearning) Learning 	<p>Members of the eLearning Strategy & Implementation Committee served on the scoring team for the RFP to choose a vendor for the eLearning project.</p> <p>The team members independently and unanimously selected Pearson Learning Solutions. They provide comprehensive support for accessibility from help desk to course design. They also provide 24/7/365 support for faculty and students by phone, email and chat.</p> <p>The Committee is in the process of negotiating the terms and conditions of the contract. We propose a campus announcement on October 28 with the first programs online in January 2012.</p>
<ul style="list-style-type: none"> • Time and Labor/Absence Management 	<p>The Time & Labor/Absence Management project hit an unfortunate speed bump near the end of August. The Ciber consultant leading the project was placed on disability leave and a replacement is slow in coming. Ciber continues to search for replacement candidates and a condensed bid was reposted publicly.</p> <p>Despite the interruption, basic configuration of Absence Management rules for exempt employees was started and research on time collection devices is underway.</p>
ENGAGEMENT	Build and Sustain Vital Relationships and Partnerships
<ul style="list-style-type: none"> • Governance and Project Management 	<p>Initial training for those involved or interested in becoming a project manager has been completed. The Project Management Office has hosted brown bag sessions to provide an overview of the project management process and associated tools.</p> <p>As new projects are initiated, they are using the new process and tools. Later this year, audits will be completed to determine the level of compliance with the process. The new project management process will help to improve the selection, prioritization, and implementation of all IT projects.</p>

COMMUNITY	Promote Vibrant and Engaging Environments and Facilities
<ul style="list-style-type: none"> Recruiting Solutions: e-Recruiting 	<p>The transition to the online recruiting process is now scheduled to occur in January.</p> <p>An adjustment in the implementation date was deemed necessary as project resources were required to complete other initiatives.</p> <p>As the go-live date approaches, Human Resources (HR) will notify the University and outline a schedule for posting positions. HR plans to take down the current online site in January to make the transition to the new system. An exact date for this shut down will be communicated once the definitive dates are established.</p> <p>Training on the new system is scheduled to begin in December. Training will focus on specific areas of the new software. Training dates will be provided in the near future. Also, an overview of the entire process will be provided by HR, which will offer two demos of the system later this year.</p>
<ul style="list-style-type: none"> Software-as-a-Service (SaaS) Investigation for Human Capital Management 	<p>Due to significant increases in the cost of owning PeopleSoft applications and the underlying aging technology, an investigation is underway for a new class of application software called Software-as-a-Service (SaaS). SaaS offers the opportunity for significant savings by offering a service for which the vendor provides technology assets such as hardware and software that can be accessed over the Internet rather than onsite installation and operation. This concept creates the opportunity for rapid adoption of shared services over the existing platform.</p> <p>An investigation is being conducted into the Workday Human Capital Management product as a replacement for PeopleSoft. Human Capital Management includes Human Resources, Benefits, and Payroll. The service provides a class of applications that were designed around services and business processes rather than technology. It offers an opportunity to reevaluate existing business processes, add the latest workflow technology, and standardize them for use in multiple institutions.</p> <p>A business case is being developed to determine whether the benefits of moving to a SaaS-based application is compelling. Information is being gathered on the cost-to-implement versus the cost-to-remain in the PeopleSoft environment. This includes cost savings, cost avoidance, and opportunity. A fit/gap is being conducted to determine whether all current business processes will be supported with the new application. Further investigation into the Workday's ability to deliver and its financial stability are being examined.</p>

<ul style="list-style-type: none"> Contributor Relations 	<p>ITS continues to work with the Office of Development to investigate new technologies to support donor relations. The objective is to overcome software limitations to enable greater interaction with alumni and friends of the University.</p> <p>It has been determined that PeopleSoft Contributor Relations, which has not added functionality over the past three years, continues to lose its customer base and has failed to meet the competitive demands required by UA. A number of products were reviewed including Blackbaud Razor's Edge, which was found to provide fuller and richer functionality than what is currently available through PeopleSoft. One final product review will take place for MyAgilon on October 5.</p> <p>Work on the business case for acquiring and implementing a new application is in process. It will be accompanied by a proposal with recommendations based on the assessment findings.</p>
<p>INTEGRATED PLANNING</p>	<p>Achieve Measurable Success</p>
<ul style="list-style-type: none"> Campus-wide Scheduling: Series 25 	<p>The Office of University Scheduling has completed the final system configurations on the campus-wide scheduling system. On Monday, October 3, a soft-launch of the system occurred enabling Event Scheduling to go live. Meetings are planned with Academic Deans and Chairs to discuss and demonstrate the new system. Training became available to academic schedulers in October to meet the Spring 2012 launch for processing academic space and scheduling for non-academic use.</p> 
<ul style="list-style-type: none"> ITS Metrics 	<p>The most current ITS metrics available at the time of this report are attached. If a line item does not have a target, the metric is intended to indicate the amount of work or activity being delivered. Lines with targets indicate levels of performance we strive to achieve.</p>

ITS DEPARTMENT SCORECARD -- AUGUST 2011

DAILY SERVICES PROVIDED		AUGUST TARGET	AUGUST	JULY	JUNE
Support Center (Help Desk)					
Number Support Center calls	*1	N/A	9754	5835	5993
Average Speed of Answer			2m6s	1m15s	1m12s
1 st Call Resolution Rate	*2	>64.8%	87%	92%	88%
Number of tickets opened by HD		N/A	10957	5201	5107
Total tickets opened		N/A	11040	7210	6473
Calls closed within four hours		N/A	8902	6155	5332
Calls closed first day		N/A	9619	6626	5669
Calls over one week old		N/A	139	91	175
Support Center abandoned calls		<2%	32%(3124)	17%(724)	19%(900)
# of Users serviced at walk-in centers		N/A	3558	1639	733
# of Laptops checked out at walk-in centers	*3	N/A	1435	523	679
Central Servers (Data Center)					
Data Center uptime percent (% of posted hours)		100%	100%	100%	100%
Mainframe uptime percent (% of posted hours)		99.9%	N/A	N/A	100%
Unix/Linux server uptime percent (% of posted hours)		99.9%	100%	100%	100%
Windows/Apple Server uptime percent (% of posted hours)		99.9%	100%	100%	100%
Web Server www.uakron.edu uptime percent		99.9%	100%	100%	99.48%
Total number of virtual/physical servers on platform		N/A	428 / 223	426 / 219	416 / 215
Total number of data center outages		0	0	0	0
Voice System Performance (phones, voice mail, cable TV)					
Voice Enterprise System		100%	100%	99%	100%
Voice Mail		100%	95%	100%	100%
ZIP-TV (Campus cable TV)		100%	100%	100%	100%
Messaging & Network					
Total email accounts (UANet IDs)		N/A	227661	225994	224700
Total active email accounts (UANet IDs)		N/A	50880	48255	45056
Total forwarded email accounts (forwarded off campus)		N/A	127	123	120
Total emails processed (originates internally + originates externally and accepted)		N/A	9749021	7713945	8067437
Total emails filtered (originates externally and either tagged spam/virus or rejected)		N/A	500	415	288
Percent of emails filtered (percent of total mail originating externally either tagged or rejected)		N/A	0.01%	0.01%	0.01%
Email uptime percent (weighted by percent users affected)		99.50%	100%	100%	100%
Total active network nodes		N/A	18,317	12,019	12,029
Data network uptime		100%	100%	100%	100%
Wireless network uptime		100%	100%	100%	100%
Total number of reported network outages		0	0	0	0
Web					
Total Web page views		N/A	3,264,997	2,168,706	2,192,617
Total unique Web visitors		N/A	308,954	214,021	229,700
Total ZipLine (portal) logins		N/A	302,645	474,636	446,887
Total ZipLine (portal) unique logins		N/A	33,422	35,513	33,557
Printing					
Total print jobs processed		N/A	N/A	0	57

DAILY SERVICES PROVIDED		AUGUST TARGET	AUGUST	JULY	JUNE
Training					
Total attending and completing class		100	231	116	133
Contact hours for classes		45	83.75	62.25	71.5
One-on-one training sessions		N/A	N/A	N/A	N/A
Application support – one-to-one assistance (tickets)		N/A	7	4	5
Number of visits to online tutorials		1,000	590 Atomic learning tutorials	455 Atomic Learning tutorials	423 Atomic Learning tutorials
Critical Application Data					
Administrative logins PeopleSoft		N/A	276,108	137,427	126,086
Administrative users PeopleSoft		N/A	956	888	878
Logins to PeopleSoft self-service via ZipLine (students, faculty, staff)		N/A	442,452	212,257	193,850
Number of PeopleSoft users via ZipLine (students, faculty, staff)		N/A	36,106	30,335	28,340
NT Process Scheduler statistics	*4	N/A			
App Engine			2,907	2,700	2,994
Crystal			4,000	2,791	3,567
COBOL			3,170	1,785	2,253
PSJob			3,544	3,305	3,706
RoboFTP Script			188	165	150
SQR			15,637	13,747	15,132
XML Publisher		N/A	14	14	14
Admissions applications loaded: Grad		N/A	307	256	259
Admissions applications loaded: Law		N/A	24	53	57
Admissions applications loaded: Undergrad		N/A	1,226	1,008	1,096
Self-service enrollment requests (by students)		N/A	54,152	41,051	40,218
Self-service enrollment requests unique users (students)		N/A	9,916	6,916	6,965
Administrative enrollment/maintenance requests (by staff)		N/A	27,734	15,013	16,243
Administrative enrollment/maintenance requests unique students		N/A	8,992	5,111	5,379
Transcripts produced		N/A	18,962	11,503	15,718
Enrollment verifications produced		N/A	2,431	1,512	1,660
Grades posted		N/A	8,224	8,549	8,242
Student financial transactions, unique students		N/A	31,092	23,386	27,396
Student financial transactions	*5	N/A	420,715	142,431	285,125
Charge (18,267 students)		N/A	227,413	110,253	260,324
Financial Aid (20,492 students)		N/A	73,713	4,279	3,997
Payment (17,523 students)		N/A	101,128	25,189	17,638
Refund (12,609 students)		N/A	16,273	2,200	2,620
Waiver (1,846 students)		N/A	2,188	510	546
Financial aid ISIRs loaded	*6	N/A	6,203	5,564	5,270
Financial aid ISIRs loaded, unique students		N/A	4,286	4,198	4,255
Financial aid award transactions		N/A	27,987	24,730	64,037
Financial aid award transactions unique students		N/A	9,378	9,465	17,282
Financial aid disbursements		N/A	56,643	2,917	2,376
Financial aid disbursements unique students		N/A	20,492	2,074	1,467
University-Enterprise Managed Computers					
Total Windows desktops clients		N/A	4600	3357	3773
Total Windows laptops clients		N/A	2146	2168	2230
Total Apple clients		N/A	472	468	468
Total Managed Clients		N/A	7218	5993	6471

DAILY SERVICES PROVIDED		AUGUST TARGET	AUGUST	JULY	JUNE
Lab Computers (count & utilization)					
Windows Laptops (ITS managed)		N/A	612	612	612
Students Checkout		N/A	390	390	390
Mobile Teaching		N/A	182	182	182
Special Use		N/A	40	40	40
Total Logins		N/A	1845	634	4915
Total Unique Users		N/A	461	207	1078
Windows Desktops (ITS managed)		N/A	796	796	796
ITS General Purpose		N/A	129	129	129
Departmental		N/A	667	667	667
Total Logins		N/A	20323	1160	7699
Total Unique Users		N/A	6699	496	2024
Kiosk Stations		N/A	132	132	132
Main Campus		N/A	124	124	124
MCUC		N/A	8	8	8
Total Kiosk Logins		N/A	21075	672	5543
Total Kiosk Unique Users		N/A	8542	451	2326
Apple Labs		N/A	197	197	197
Departmental Laptops		N/A	27	27	27
Departmental Desktops		N/A	170	170	170
Total Logins		N/A	1484	47	1350
Total Unique Users		N/A	610	31	317
Distance Learning/Audio Visual/Academic Technology					
Number of DL class sessions	*8	N/A	935	260	298
Number of Springboard active course sections		N/A	3,695	977	834
Number of Springboard unique active users		N/A	28,697	11,626	11,777
Number of unique instructors using clickers		N/A	39	11	6
Number of course sections using clickers		N/A	59	14	8
Number of students (all sections) using clickers		N/A	3820	391	173
Number of Audio Visual equipment deliveries		N/A	1463	518	471
Department & Administration					
Total ITS headcount at end of month		N/A	259	212	214
Full-time		N/A	131	126	124
Part-time		N/A	4	4	4
Consultant		N/A	1	1	1
Approved openings		N/A	3	2	3
On leave		N/A	1	0	0
Student		N/A	123	81	85
Total "Ask the VP" questions		N/A	N/A	N/A	N/A
Total department hours accrued for vacation		N/A	23772	25315	26043
Total department reported vacation		N/A	1617	2150	1944
Total department reported sick time		N/A	769	692	520

Footnotes

- *1. There are 10 days with no phone reports
- *2. Industry standard for the first call resolution rate is 65.8%, for Higher Education 58.8%, industry target is 70.9%. Cost savings to the institution for first call resolution is about \$150 per call. Outsourced Support Desks FCR is 66.3%. ** HDI best practices survey 2007.
- *3. Laptop Check-out centers included in report Student Union
- *4. Process Scheduler Stats are cleared weekly.
- *5. Total is higher than unique users because individual students may have had more than one transaction.
- *6. FAFSA applications for financial aid.
- *7. ITS managed clients logged in to the University network in the last 30 days.
- *8. Includes UA on-campus rooms and Medina County classrooms. This includes both distance and local use.



Division of **Student Engagement**
and **Success**

October 26, 2011

Vision 2020

Student Success

Global Relevance

Distinction

Engagement

Community

Integrated Planning



To: W. Michael Sherman, Sr. Vice President, Provost and C.O.O.
From: Charles J. Fey, Vice President for Student Engagement and Success
Subject: Student Engagement and Success Report to the Board of Trustees
Date: October 26, 2011

This update provides a brief summary of accomplishments in the Division of Student Engagement and Success since the previous Board of Trustees report of September 21, 2011.

We devote the major portion of this report to our student outreach and present case studies to demonstrate that work.

Student Success

Academic Achievement Programs

Upward Bound Math and Science graduated its first class of high school seniors who participated under the new curriculum designed to enhance ACT and college placement scores in math and science. Preliminary analysis shows a positive effect.

- ACT scores range from 18-32 increasing the average ACT from a 21 to a 23.
- The Average GPA for the graduating class of 2011 was a 3.2.

Counseling Center

- Counseling Center intern Kim Langrehr attended the American Psychological Association Convention in Washington, D.C. where she conducted a poster presentation, "Racial Distinctions in the Psychosocial History of Incarcerated Youth." Kim won the national 2011 Distinguished Student Research Award – APA Division 45 – Society for the Psychological Study of Ethnic Minority Issues
- Tiffany Porter, psychology intern was an American Psychological Graduate Student Ambassador at the American Psychological Association Convention.

Student Life - Student Organization Leadership Training

- Representatives from more than 80 percent of the 250 registered student organizations participated in one of three leadership training opportunities offered prior to start of fall semester.

Off-Campus Student Services "Parade of Homes"

- OCSS sponsored a "Parade of Homes" with new students from International Programs. This new program allowed the students to view various off-campus housing options that are reachable by the Roo Express.

Distinction

Career Center

- Joe Protopapa, associate director, earned the 2011 High Five Award for his work as a member of the Midwest Association of Colleges and Employers (MWACE). The High



Five Award is recognition of exemplary work done for the Association that encompasses the six core attributes of gratitude (teamwork, leadership, resourcefulness, innovation, attitude, and focus).

Community

Student Life

Student Engagement Activities

- Engaged more than 10,700 students from August 18-August 31
- Offered a wide variety of programs to introduce students to campus resources and student organizations.

Highlighted programs include Roo Fest (a student organization fair), Zips Programming Network festival and concert, National Pan-Hellenic Council ice breaker, and Convocation.

Off-Campus Student Services

Zipnic 2011!

- The UA Neighborhood Rally took place on September 7 from 6 to 8 p.m. at Buchtel Field offering area residents free hot dogs, kid's crafts, music and community organizations. Many UA Athletes were there to interact with the families. Special this year was a proclamation from the mayor of Akron for Newt Engle, former University of Akron Police Department assistant chief of police who retired after 35 years of service to UA. Approximately 385 community members and students attend the event!



The Division of Student Engagement and Success provides leadership and service to the community for emergency management, crisis intervention and for evaluation of community members who may pose harm to themselves or the community in general. The division effects this mission through membership in the CEMP (Campus Emergency Management Planning) team; leadership of and membership in the EOG (Emergency Operations Group); leadership of and membership in the CARE team (Crisis Assessment Referral and Evaluation Team), membership in the Safety Task Force; Leadership of and membership in the USSC (University-wide Safety and Security Committee);

Case Study #1 CARE Team

Crisis Assessment Referral and Evaluation Team

The CARE Team exists to:

1. Address significant student behavioral concerns that may negatively impact the campus learning environment.
2. Address student behavior that may pose harm to the health, welfare, and safety of members of the University community or to the health, welfare and safety of the individuals exhibiting such behaviors.

Work of the CARE Team

- Formally in existence since Fall 2009, the CARE Team has worked with 159 students

	Fall 2009-	Spring 2010	Fall 2010-	Spring 2011	Fall 2011 as of Sept. 27, 2011
Students	32	22	27	42	36

	FY 2010	FY 2011	FY 2012 As of Sept. 27
Students	54	69	36

- Creates a framework for the identification, evaluation and action related to students in crisis and others impacted.
- CARE Team is activated when the typical resources are not appropriate or adequate to address the issue and/or when student’s behavior is a threat to self and others.

*Number of Students by Incident Type	
Death of a Student	9



Mental Health (e.g., psychological issues; attempts or threats of suicide, emotional distress, post-traumatic stress)	38
Medical (severe medical situations, e.g. anorexia, bulimia,	6
Other Concerns (Witness or victim of crime/accident, etc.)	43
Odd, unusual or concerning behavior	9

*Totals represent FY 2011 and FY 2012 – Incidents not similarly categorized in FY2010



- Coordinate interventions, services (Case Examples)

Date	Sample Incidents	Action
2011	Death of an international student	<ul style="list-style-type: none"> • Stacey Moore and staff from the Office of International Programs (OIP) worked with relevant Embassy. • CARE Team met with former student to discuss how to move forward and address the deceased student's peers and friends in a culturally sensitive manner. • UAPD acted as liaison with other law enforcement agencies • E. Green, Director, Off-Campus Student Services (OCSS) reached out to roommates on behalf of the CARE Team. • Residence Life and Housing reached out to affected students. • The Counseling Center provided counseling services to students and faculty.
2010	Death of a domestic student	<ul style="list-style-type: none"> • CARE Team navigated situation with faculty, Counseling Center, and others for roommates who found the student. • Off-Campus Student Services staff consistently provided outreach to roommates and family.
2011	Students injured off-campus	<ul style="list-style-type: none"> • Denine Rocco met with family at hospital. • OCSS reached out to students and families and acted as liaison with relevant Summit County offices. • CARE Team arranged medical withdrawal for one victim. • D. Rocco worked with relevant university offices to facilitate the other student's return. • Worked with Student Employment and Financial Aid to preserve student's employment and financial aid status.

- Database management of significant incidents related to mental health, physical health and other crisis related or behavioral concerns which do not reach the level of violations of the Code of Student Conduct
- Outreach and education to campus community
- Personal outreach with individual students, their families, and their care providers



Who CAREs?

Core Team

- Associate VP and Dean of Students, Denine M. Rocco (Chair)
- Assistant VP, SEAS, Dr. Stacey J. Moore (Co-Chair)
- Director, Student Judicial Affairs, Melissa Alford-Snyder
- Director, Counseling Center, Dr. Juanita K. Martin
- Director, Office of Accessibility, Kristie M. Williams
- Univ. of Akron Police Dept., Cpt. Alan L. Grad and Lt. Bryan D. Taylor
- Assistant VP and Assoc. General Counsel, John J. Reilly (Legal adviser to Team)

Others as necessary including:

- Residence Life and Housing
- Student Health Services
- Office of Multicultural Development
- Off-Campus Student Services
- Department of Student Life /Greek Life
- Academic colleges

The CARE Team supports the work of the Campus Emergency Management Planning (CEMP) Team and contributes to the creation and implementation of policies and procedures that balance the needs of the student and the mission of the University including but not limited to:

- Code of Student Conduct
- Sexual Misconduct Policy
- Admissions Criminal Background Policy
- Residence Hall Policies
- Classroom and Learning Environment Expectations



Case Study #2: Off-Campus Student Services Victim Assistance Program

Off Campus Student Services (OCSS)

Off-Campus Student Services was created in 2010 by expanding the services and offerings of the previous program, Commuter Central – a service of the Student Union. The President's office determined that we needed to do more to support our students who were living near campus or commuting from their homes or apartments. This office expanded rapidly and began to create exciting and innovative programs and services to address issues facing our students. These programs and services help students locate housing, find roommates and get answers to questions related to off-campus living. They also provide valuable information about safety and creating and maintaining a vibrant community. One aspect of its services is to assist students who have been victims of crime.

Off-Campus student services contacted 469 students last fiscal year who were victims of a crime. The department has worked closely with the University and city of Akron police departments since July, 2010, to set up information sharing that allows timely identification of student victims in the University Park neighborhoods and downtown Akron. This allow OCSS to reach out to students, parents, and landlords to help everyone recover as quickly as possible and minimize the stress that can compound after an incident by connecting the students and their families to on- and off-campus mental health services, expediting repairs, providing a home security audit after a residential burglary, advocating with faculty on behalf of students who have been injured or missing class, and providing referrals to the CARE team as needed.

Burglaries, aggravated burglaries, and attempted breaking and entering accounted for more than 260 of the 364 incidents last year. Burglaries often impact three to five students per incident and accounted for the vast majority of the property crime victims. OCSS also has partnered with Victim Assistance Program (VAP) of Akron to provide community canvassing and house calls when the crimes are violent and have a broader impact on the neighborhood. VAP also is able to serve as a court advocate and help students deal with the stress of being a witness and by staying in touch with OCSS, the University is able to provide counseling for the students and work with faculty to make accommodations as necessary.

Victim Assistance Program: Fall 2010, off-campus students who live within walking distance of campus reported their major concern to be safety; while those living farther reported their major concern to be gas prices (UA MAP-Works survey, 2010). Given that a) more than 10,000 students (estimated) live in the direct perimeter of the University and b) that Off-Campus Student Services, among other important work, is primarily concerned with the quality of off-campus students' living experiences, the work of OCSS is and must be intertwined with campus and community-wide safety issues and strategic planning.



One aspect of the role that OCSS plays in student safety is the Victim Assistance Program. OCSS staff work closely with the UAPD and the Akron Police force to reach out to, intervene with and provide case management to every University of Akron student who is the victim of any type of crime near or around campus.

OCSS coordinates with Victim Assistance Program (VAP) of Akron for helping students 24/7 and providing both on- and off-campus referrals that can include home visitations, court advocacy, and case management for victims of sexual assault. The partnership has allowed for quicker identification of students in need and a more complete referral program. VAP also has provided support for off-campus outreach and canvassing with UA after significant incidents in the neighborhoods and we now have a standard protocol in place for both organizations.

OCSS helps victims of significant stress navigate the resources that are available to them both on and off campus. They also provide follow up long after the initial impact of the event as cases are often complex and may require long term mental health support and a personal advocate. Below are a few examples demonstrating the wide range of issues and complexity that can be involved.

Date	Incident	Action
2011	Sexual assault of student	<ul style="list-style-type: none"> • UAPD responded to a sexual assault of female student off campus. • Victim Assistance Program (VAP) of Akron had advocate at hospital and met with student and her parents the night of the incident. • Eric Green, director OCSS, contacted the student's parents the next day and coordinated with VAP to see that student was connected to mental health counseling. • Eric Green contacted student's on-campus employer at request of parents to inform them she would be taking some time off. • Eric Green outreached to the two roommates and their families and provided referral services. • VAP was contacted and asked to do a home visit with all roommates at their apartment. • The students informed OCSS of a security concern at their apartment and OCSS contact the landlord to inquire about the status of the repair. • UAPD conducted a home security audit of the apartment and provided the students with a report for their landlord.
2010	Off-campus house fire	<ul style="list-style-type: none"> • Zak Steiner, assistant director, OCSS arrived on scene while fire department and UAPD were still present. He met with two tenants,



		<p>the landlord, and Chief Paul Callahan.</p> <ul style="list-style-type: none"> • The students called Zak Steiner later that day and two temporary rooms were secured by the dean of students for the weekend. • Eric Green, director, OCSS met the landlord on site to review the progress of the insurance claim and scheduled repairs. Once it was determined that temporary housing was needed for a month the Office of International Programs helped process a request for emergency funds. • Zak Steiner worked with the Director of Material Services and Central Stores to secure a bed frame, night stand, desk and chairs to replace furniture lost in the fire. UAPD CHOP Unit helped OCSS deliver the furniture. The Chapel was able to secure a replacement mattress. • The student attended a landlord tenant legal clinic sponsored by OCSS and UA School of Law, and was referred to Legal Aid for assistance
2011	Student victims of off-campus crime.	<ul style="list-style-type: none"> • Off-Campus Student Services (OCSS) reached out to both student victims. • OCSS also contacted Victim Assistance Program and they reached out to students. • Denise Montanari, assistant director OCSS, met with the injured student and his parents in her office. Referral information was given for all the services UA provides, including the Counseling Center. • Per the parents' request OCSS contacted their son's professors. Dr. Stacey Moore was informed of the request. • OCSS called Health Services that agreed to dress and clean the wound. • UAPD and APD found persons of interest and OCSS contacted VAP who provided an advocate to walk them thru the process of being a witness. • OCSS stayed in contact with the parent's and advised them on options to minimize the impact on the student's GPA and enrollment status.



Victim Assistance Data (Please note that the number of victims and crimes also reflects data from off-campus incidents.)

- July 2011-current

Off-Campus Student Services	
Student Victims Contacted YEAR TO DATE	
July, 2011 through June, 2012	
Month	Victims
July, 2011	16
August, 2011	32
September, 2011	
October, 2011	
November, 2011	
December, 2011	
January, 2012	
February, 2012	
March, 2012	
April, 2012	
May, 2012	
June, 2012	
Total Victims Contacted	48

Types of Crime

Jul-11	
Types of Crime	# of Crimes
Burglary	8
Aggravated Burglary	
Attempted Burglary	
Theft	3
Robbery	1
Aggravated Robbery	
Murder	
Sexual Imposition	
Breaking and Entering	
Discharging Firearms	
Harassment	
Criminal Damaging	1



Assault/Felonious Assault	1
Menacing	
Miscellaneous Campus Reports	
Collision with Pedestrian	
Sexual Assault	1
Total Crimes	15

Types of Crime

11-Aug	
Types of Crime	# of Crimes
Burglary	10
Aggravated Burglary	
Attempted Burglary	
Theft	2
Robbery	3
Aggravated Robbery	3
Murder	
Sexual Imposition	
Breaking and Entering	
Discharging Firearms	
Harassment	
Criminal Damaging	
Assault/Felonious Assault	3
Menacing/Aggravated Menacing	1
Miscellaneous Campus Reports	
Collision with Pedestrian	
Auto Theft	1
Robbery/Assault	1
Total Crimes	24
Off-Campus Student Services	
July, 2010 through June, 2011	
Month	Victims
July, 2010	25



August, 2010	34
September, 2010	45
October, 2010	64
November, 2010	39
December, 2010	55
January, 2011	27
February, 2011	22
March, 2011	54
April, 2011	44
May, 2011	33
June, 2011	27
Total Victims Contacted	469

Types of Crime	
July, 2010 through June, 2011	
Types of Crime	# of Crimes
Burglary	244
Aggravated Burglary	11
Attempted Burglary	4
Breaking and Entering	1
Theft	46
Robbery	10
Aggravated Robbery	17
Murder	1
Sexual Imposition	2
Discharging Firearms	1
Harassment	1
Criminal Damaging	11
Assault/Felonious Assault	2
Menacing	1
Miscellaneous Campus Reports	9
Collision with Pedestrian	3
Total Crimes	364



Case Study #3: The SEAS Professional Internship

The Division of Student Engagement and Success instituted a professional internship in 2010 as a means of providing professionals aspiring to senior leadership in student affairs with opportunities to work in the vice president's office on a project of importance to the division and of interest to the aspirant. This was an inaugural project undertaken to determine how to improve retention and persistence at the University and to understand how a particular service can impact a student's academic progress.

2010-2011: The Role of Counseling Centers in Student Retention

The SEAS professional internship:

1. Offered to full-time contract professionals in the Division, the core of the professional internship is meaningful project work. The professional intern collaborates with the Vice-President for Student Engagement and Success to develop and implement a chosen project proposal.
2. The internship project is meant to benefit the intern's professional development and should be expected to take 8-10 hours per week of dedicated work. This work is expected to be above and beyond the intern's regular work position. If the intern has particular interests, projects can usually be identified or sought out to satisfy these interests. Every attempt is made to identify projects that will benefit both The University of Akron and the intern, with an emphasis on a well-rounded, meaningful project foundation.

2010-2011 Professional Internship: Dr.'s Donna McDonald and Eric Hayden, Counseling Center

- University counseling centers serve a fundamental role in student retention and in the overall mission of higher education. Through the provision of counseling intervention services, counseling centers promote both personal development and academic achievement by helping students overcome problems that interfere with academic success. Moreover, counseling centers provide outreach and consultation services to aid in the development of academic and stress management skills and help faculty and staff interact with students in distress.
- **Internship Objectives:**
 - Review existing retention-based literature
 - Examine our current services with emphasis on our outreach and consultation services
 - Determine what will best enhance retention
 - Review and revise current outreach services



- Develop methods that would lead to increased consultation with other Student Engagement and Success departments around the issue of student retention
- Focus attention on the retention needs of underserved and diverse populations
- **Context and Literature Review:**
 - Demands for counseling center services are increasing and reflect national trends. College counseling centers and research all are reporting an increase in the seriousness and prevalence of mental health difficulties (Gallager, 2003; Mowbray et al., 2006; Pledge, Lapan, Heppner, Kivlighan, and Roehlke, 1998). Moreover, on the National College Health Assessment, students reported mental health and stress-related symptoms interfering with their academic performance at high rates. Ninety-four percent reported feeling overwhelmed by all they had to do and 45 percent felt so depressed that it was difficult to function (ACHA, 2009).
 - At The University of Akron Counseling Center, the demands for services also have increased without an increase in personnel or resources. The number of students seen for psychotherapy has increased 20 percent over the past three years and the number of sessions has increased by 15.8 percent. Our psycho-educational programs have increased by 13 percent with attendance increasing by 6.4 percent (Counseling Center Annual Report, 2010). We have a wait list for services that has begun in the middle of each fall semester and for the past three years; our wait list has extended into the beginning of summer semester.
 - Research supports the important role counseling centers and psychotherapy play in student retention. Academic and social involvement, academic and career preparedness, and socio-emotional issues (such as stress) all impact retention (Eisenberg, Goldberstein & Hunt, 2009; Lee, Olson, Locke, Michelson & Odes, 2009). In fact, some studies have found that socio-emotional adjustment better predicts college persistence rates than academic difficulties (Gerdes & Mallinckrodt, 1994; Bray, Braxton & Sullivan, 1999).
 - Students in counseling also have a higher retention rate than those who have not attended counseling (Eisenberg et al., 2009; Illovsy, 1997; Lee et al., 2009; Sharkin, 2004; Turner and Berry, 2000; Wilson, Mason, and Ewing, 1997). Eisenberg et al., (2009) found that depression was a significant predictor of lower GPA and a higher probability of leaving college. Wilson, Mason & Ewing (1997) found that counseled students enjoyed a 14 percent retention advantage over their non-counseled peers. Turner and Berry (2000) made annual comparisons of retention rates between counseled and non-counseled students over a 6-year period. Students who received counseling had a significantly higher retention rate than the general student population. Lee et al., (2009) used a sample of 10,009 college freshman and transfer students and also concluded that counseling was significantly associated with student retention.
 - In addition, vocational/life planning and academic support, such as the psycho-educational workshops conducted by the Counseling Center, aids retention and academic success. Research has concluded that students who



participate in academic skills workshops will acquire learning skills, make needed changes and achieve successful outcomes (Illovksy, 1997; Laanan, 2007; Budney & Paul, 2003). Promoting career development is also found to aid retention in various populations (Getzel, 2008; Hossler, et al., 2009).

- **University of Akron Counseling Center – Initial Data**
 - The Counseling Center collects assessment information through client intake paperwork, satisfaction surveys and the Counseling Center Assessment of Psychological Symptoms (CCAPS) instrument. The CCAPS has eight subscales related to psychological symptoms of distress and was specifically designed to be used in university counseling centers.
 - During the internship, Dr.'s McDonald and Hayden examined demographic data to determine if diverse and traditionally underserved populations were accessing our services. Specifically, we wanted to know if our Counseling Center population reflected that of the University.
 - Numbers from 7/1/2010 – present show that students from many diverse groups access our services in slightly higher percentages than the university population (see Table below). For example, 17.6 percent of Counseling Center clients reported being African-American while the University reports that 13.2 percent of students are African-American.
 - Data pertaining to academics:
 - At the end of counseling, therapists reported that 46 percent of students worked on academic issues either as a specific problem or in conjunction with personal issues (data from 2005 until the present).
 - 13 percent of students reported being on academic probation at intake (data from 7/01/2010-present; N=838)
 - From the Client Satisfaction Survey Spring 2011 (N=120):
 - 70 percent report improvements in self-management skills (e.g. stress or time management)
 - 98 percent report counseling helped them stay in college
 - From the 2010-2011 Psycho-Education Outreach Assessment Form (N=1179)
 - 38 percent agreed that they learned strategies that helped them improve academics and stay in school
 - 58 percent strongly agreed to above statement
 - From CCAPS data (N=85) – (began collecting Fall 2010)
 - Academic distress score lowered from .73 to .11 standard score over the course of therapy.
- **Internship Progress and Future Plans**
 - Exploration of the Use of Technology in Counseling Centers
 - The Center for Transforming Student Services (CENTSS)-approved website is already designed to be interactive and contains useful psycho-educational information on issues such as mental health, the transition to college, stress, substance abuse, and careers, as well as information for specific populations, such as veterans.



- Future: Use this resource for enhanced consultation and outreach by making many of the Center's psycho-educational workshops and trainings web accessible.
- Promote a caring campus community
 - Conduct additional workshops for faculty, staff and students. The Center has redesigned the "How to Refer Distressed Students" presentation and has devised both a long version (about 45 minutes) and a short ten minute presentation to meet the varied needs of the campus community.
 - The Center is creating a version of the distressed student presentation that can be accessed through the Center's website. The video will feature Dr. Hayden as host and include slides. The video will be divided into two parts. Part I will include national statistics around the prevalence of mental health problems among college students, followed by a description of the students and typical problems we see at the Counseling Center, and conclude with a description of our services. Part II will feature information on behavioral markers (overt and covert signs) of distressed students and how faculty, staff, and students can respond appropriately and make a sensitive referral to the Counseling Center. To facilitate learning of these crucial helping skills, student and faculty/staff actors will act out two vignettes.
- Training of Office of Multicultural Development Peer Mentors
 - Center staff will train the peer mentors using the "How to refer Distressed Students" materials and to act as consultants as the peer mentors develop psycho-educational workshops.
- The work of the internship will continue with the assistance of the vice president's office to both fully understand the role of counseling centers in retention and student success and to put that understanding into action.

Division of Student Engagement and Success

Monthly Data

AUXILIARIES													
Residence Life and Housing	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11
# active contracts	3,279	3,228	3,176	3,158	2,883	2,797	2,766	2,728	2,721	3,586	3,662	3,416	3,178
# students residing on-campus	3,279	3,228	3,176	3,158	2,883	2,797	2,766	2,728	2,721	N/A	N/A	3,222	3,157
% occupancy of halls	103%	101.64%	100.00%	99.43%	91%	88%	87%	86%	86%	N/A	N/A	104.27%	102.20%
# entering students residing on-campus	2,184	2,169	2,169	2,086	1,848	1,794	1,776	1,741	1,736	2,416	2,514	2,244	2,120
% entering students to total population	67%	67%	68%	66%	64%	64%	64%	64%	64%	67%	69%	70%	67%
# students on waitlist	0	0	0	0	0	0	0	0	0	247	432	192	0
# disciplinary cases	78	174	260	306	348	400	496	598	621	N/A	N/A	10	119
# programs offered	145	292	575	673	770	944	1002	1129	1155	N/A	N/A	22	191
# attendance at programs	17,436	21,020	29,845	34,016	36,145	40,458	42,105	44,801	46,881	N/A	N/A	9,501	17,582
Student Life	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11
# reservations	629	722	606	231	446	627	627	659	282	294	235	334	378
# guests in meeting rooms	12,601	585	12,553	4,769	9,499	12,933	12,009	14,617	5,531	4413	4381	6964	11508
# guests in theatre	5,823	8,433	5,336	1,425	3,910	8,598	5,863	7,497	1,860	3449	2225	4196	7748
# guests in ballroom	5,193	12,856	8,967	2,112	4,497	8,669	10,326	7,049	6,850	8474	3917	6263	6556
# guests in game room	N/A	16,169	18,650	7,236	15,994	11,702	14,005	15,924	4,717	9419	3278	N/A	N/A
# programming attendance												12,833	11,990
# visitors to Student Union	242,600	231,793	163,288	78,068	184,832	328,341	312,980	149,028	140,141	143,174	100,209	310,484	280,544
Revenue generated	\$11,085	\$11,486	\$3,266	\$2,960	\$4,715	\$6,538	\$7,338	\$7,944	\$32,194	\$14,685	\$5,267	\$8,213	\$12,655
Total revenue	N/A	\$161,479	\$114,375	\$111,294	\$125,250	\$385,675	\$241,602	\$100,998	\$105,620	N/A	N/A	N/A	N/A
						Includes annual commissions from vendors							
Student Recreation & Wellness	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11
Active Programs/Special Projects	386	663	658	144	464	310	473	423	135	240	246	286	541
Programs/Special Projects Attendance	11,401	15,361	11,731	4,514	9,740	31,790	18,388	13,885	2,244	5,722	9,952	3,525	10,356
Climbing Wall Use	1,270	864	582	219	800	547	728	632	233	248	164	929	1,200
Student & Member Swipe-ins for SRWC & ONAT	58,723	54,645	50,433	22,988	60,918	58,676	58,603	56,127	20,720	31,274	21,872	44,030	59,383
Visitors to SRWC & ONAT (Traffic Counters)	76,839	71,730	68,694	38,539	91,342	101,996	91,332	92,869	30,335	42,440	38,225	59,480	77,782

Division of Student Engagement and Success

Monthly Data

GRANT FUNDED													
Academic Achievement Programs	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11
Participants Served	1,174	1,174	1,174	1,016	1,089	1,157	1,169	1,150	1,136	1,160	983	983	1128
Participants participating in test prep, tutoring & enrichment activities	402	617	588	368	308	360	428	435	404	168	249	164	165
Undergraduate students served - Strive Towards Excellence Program	46	46	46	46	36	32	32	32	32	32	9	1	31
Undergraduate-student study hours	1,325	1,256	1,201	166	664	803	866	879	0	0	0	0	
STUDENT SUCCESS AND RETENTION SERVICES													
Career Center	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11
# student appointments/walk-ins	289	320	292	204	227	245	437	414	323	219	209	330	275
# employers interviewing on-campus	5	25	3	0	0	5	7	3	0	0	0	0	10
# students interviewed	59	356	25	0	0	47	47	8	0	0	0	0	155
# students in co-op/internship	64	67	67	67	135	137	137	137	118	145	142	139	62
# student employment						2566	2818	2522	1341	1434	1430	1447	2245
# program attendance						933	684	491	128	475	188	27	587
# student contacts						1513	2125	1861	3472	1585	1053	775	4217
# employers recruiting on campus						96	64	14	0	0	2	0	0
# jobs posted						165	274	262	272	186	312	302	256
# active jobs						1506	1728	2002	717	504	531	505	737
# students utilizing e-resources						325	957	620	3012	880	647	808	3181
Counseling Center	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11
# counseling & psychotherapy sessions	698	932	911	405	576	827	691	776	465	484	262	451	828
# clients	431	567	537	244	343	466	402	594	261	380	157	309	528
# emergency appointments	38	52	42	10	9	9	15	21	13	9	3	10	26
# psycho-educational outreach programs	28	33	41	5	7	27	33	33	11	21	10	13	27
# people attending psycho-educational outreach programs	1,354	1,060	1,100	38	240	567	823	530	286	748	246	710	544
# tests	492	917	600	829	693	626	629	935	372	958	641	178	581
# people who took tests	492	917	533	829	693	626	629	935	372	958	641	178	581
Off-Campus Student Services	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11
# of programs/special projects	4	5	5	1	3	4	4	4	2	1	0	7	4
# people attending programs/special projects	331	728	618	163	270	274	760	218	35	300	0	351	367

Division of Student Engagement and Success

Monthly Data

Office of Accessibility	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11
# enrolled students being served	1,097	1,119	1,135	1,145	1,176	1,197	1,058	1,052	1,078	1,088	1,112	1,175	1,210
# new students registered	41	20	14	11	24	16	8	18	39	15	19	55	37
# total appointments	168	143	126	40	132	97	105	119	92	40	37	151	170
# students receiving alternative text	132	136	136	136	91	98	98	99	104	26	28	78	121
# books/materials produced in alternative format	125	129	129	129	119	136	136	136	24	0	8	24	124
# tests administered/proctored	83	98	79	86	21	79	68	56	73	12	4	4	88
% attendance in Adaptive Study Strategies Program	92	93	89	91	90	92	100	100	0	0	0	100	79
Office of International Programs	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11
International Exchange Agreement	26	26	26	26	26	26	26	26	26	26	26	26	26
Undergraduate Applications Received	57	63	47	62	62	61	78	72	48	42	38	70	55
Undergraduate Students Admitted	15	27	30	12	15	13	28	20	42	24	6	0	12
Students/Faculty/Scholars/Guests Front Desk Contacts	689	529	579	468	814	458	469	550	637	485	486	1340	628
Students Attending Special Events	991	319	1,164	104	573	620	446	63	96	152	101	540	1,159
Visa Documents Issued	1,249	1,284	211	250	219	1,143	235	225	327	245	169	286	817
Employment / internship documents Processed	162	91	50	57	173	91	114	141	97	107	68	285	172
Immigration Status Appointments	75	78	87	59	94	46	88	87	106	114	82	106	91
Advising appointments/ academic, admissions, study abroad	157	106	184	108	273	150	107	143	159	124	77	303	173
Student Health Services	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11
Student Visits	1,673	1,555	1,200	521	1,179	1,152	1,173	1,256	671	682	609	1,015	1,729
Mental Health Medical Consults	67	42	65	40	37	36	52	48	44	34	29	26	41
Influenza-like Illnesses Treated	2	6	13	1	20	31	7	16	2	0	0	0	0
Student Judicial Affairs	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11
# students referred	70	67	83	23	20	27	75	77	35	15	17	36	90
# violations referred to SJA	90	107	138	34	29	42	112	136	64	35	34	56	159
# student/faculty education presentations	10	15	9	5	15	6	6	7	2	7	7	17	22
# student/faculty in attendance at education presentations	789	875	246	211	1,055	286	65	222	225	254	418	1320	701
# UA community sponsored events attended	3	3	2	4	1	2	3	5	2	1	2	3	2

Presiding:
Roland H. Bauer
October 26, 2011

1	*Approval of New University Rule 3359-1-10, Advisory Trustees
2	*Approval of Revisions to Rule 3359-2-02, Organization of Instruction
3	*Approval to Rescind Rule 3359-20-02, Organization of the University
4	*Approval to Rescind Rule 3359-20-03, The Faculty: General Personnel Policies
5	Approval of Updates to Rule 3359-9-02, General Academic and Administrative Personnel Matters
6	*Approval of Updates to Rule 3359-20-03.4, Concluding University Employment
7	*Approval of Revisions to Rule 3359-43-01, Constitution
*	CONSENT AGENDA: Items 1, 2, 3, 4, 6, 7



October 18, 2011

TO: Dr. William M. (Mike) Sherman
Senior Vice President and Provost and Chief Operating Officer

FROM: M. Celeste Cook *MCC*
Associate Vice President and Deputy General Counsel

RE: Summary of Agenda Items for the October 26, 2011
Meeting of the Board of Trustees

At the Rules Committee meeting on October 17, it was recommended that one new Rule be approved, two Rules be rescinded, and revisions to several Rules be considered for approval by the Board of Trustees at its regular meeting on October 26, 2011.

1. **O.A.C. 3359-1-10 Advisory Trustees**

This new Rule results from discussion at the September 21 meeting of the Board of Trustees pertaining to establishing the position of a National Trustee. The Rules Committee and Strategic Issues Committee jointly recommend the position be titled "Advisory Trustee" unless/until a better name can be identified.

2. **O.A.C. 3359-2-02 Organization of Instruction**

The revisions to this Rule reflect the naming of the new health college that includes a School of Nursing as well as the extant schools of the College of Health Sciences and Human Services.

3. **O.A.C. 3359-20-02 Organization of the University**

In keeping with the Administration's desire to streamline our rules and in an effort to avoid redundancy or inconsistency, it is recommended that this Rule be rescinded, as each provision in the Rule is either covered by the Collective Bargaining Agreement with Akron-AAUP or by language addressed in other University rules.

4. **O.A.C. 3359-20-03 The Faculty: General Personnel Policies**

This Rule is also being rescinded, as each provision in this Rule is either covered by the Collective Bargaining Agreement with Akron-AAUP, is being transferred to another rule (3359-9-02), or is addressed in other University rules.

5. **O.A.C. 3359-9-02 General Academic and Administrative Personnel Matters**

The applicable provisions from Rule 3359-20-03 that is being rescinded are consolidated into this Rule in a continuing effort to streamline the rules.

Office of the Vice President and General Counsel

Akron, OH 44325-4706
330-972-7830 • 330-384-2611 Fax

Dr. William M. (Mike) Sherman

October 18, 2011

Page 2

6. **O.A.C. 3359-20-03.4 Concluding University Employment**

This Rule is being updated to remove language covered by the Collective Bargaining Agreement with Akron-AAUP or provisions addressed in other University rules, in an effort to avoid redundancy and/or inconsistency.

7. **O.A.C. 3359-43-01 Constitution**

This Rule is being revised to change the name of the Associated Student Government to Undergraduate Student Government. In addition, the changes in the Constitution have been made to satisfy the changing needs in the organization. In order to balance powers between the three branches, the organizational structure and duties of the branch heads have been modified. Many of the removed items will be placed into the Bylaws of the organization, which provide additional flexibility. All of the modifications have been approved by the representative committees and then voted and approved by ASG.

Please let me know if you have any questions.

kab

Enclosures

c: Paul A. Herold

3359-1-10 Advisory trustees.

- (A) The university of Akron board of trustees establishes the position of advisory trustee, who shall be an officer of the institution pursuant to R.C. 3359.02. The purpose for this position is to permit the university to take advantage of the talents, resources and experiences of individuals who may or may not be residents of the state of Ohio.
- (B) Advisory trustees will be selected and removed by a majority vote of the university of Akron board of trustees. The chairperson of the board will prepare a formal letter of appointment with notification to the chancellor and governor of Ohio.
- (1) Selection criteria for advisory trustees include, but are not limited to:
- (a) success in chosen field or business;
 - (b) state or national prominence;
 - (c) ability to serve as an advocate for higher education; and
 - (d) ability and willingness to offer counsel to the board and president;
 - (e) demonstrated support of the university of Akron.
- (2) Advisory trustees will be required to:
- (a) abide by all Ohio ethics laws applicable to voting members of the board;
 - (b) exercise all duties and responsibilities consistent with the fiduciary duties that attach generally to trustees under common law and Ohio's corporate laws; and
 - (c) abide by all university rules applicable to board members.
- (C) Advisory trustees will be non-compensated advisors to the board of trustees and president. Travel and reasonable and necessary expenses for advisory trustees will be reimbursed consistent with the policy for voting members of the board of trustees.
- (D) Advisory trustees will have no voting privileges at any regular, special or committee meetings of the board of trustees, nor shall they be counted for purposes of quorum. Advisory trustees are not eligible to become board officers or serve as committee chairs, but will otherwise participate in all

board activities, including committee membership. Advisory trustees shall be entitled to attend executive sessions, unless excused therefrom by the chairperson of the board of trustees.

(E) A maximum of three advisory trustee positions are authorized, each serving a three year term. Advisory trustees are eligible for appointment to no more than two consecutive terms totaling no more than six years.

Effective:

Certification:

Ted A. Mallo
Secretary
Board of Trustees

Prom. Under: 111.15

Stat. Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates:

THE UNIVERSITY OF AKRON

RESOLUTION 10 - - 11

**Pertaining to University Rule 3359-1-10
Advisory Trustees**

BE IT RESOLVED, that the recommendation presented by the Committee on Rules concerning the approval of a new Rule 3359-1-10 Advisory Trustees, be approved.

**Ted A. Mallo
Secretary
Board of Trustees**

October 26, 2011

3359-2-02 Organization of instruction.

(A) University organization.

(1) The university of Akron is a state university operating under the laws of the state of Ohio. It comprises the following colleges and schools of instruction:

(a) University college.

(b) Summit college.

(c) Buchtel college of arts and sciences.

(d) College of engineering.

(e) College of education.

(f) College of business administration.

~~(g) College of nursing.~~

~~(h)~~(g) School of law.

~~(j)~~(h) College of polymer science and polymer engineering.

~~(j)~~(i) Graduate school.

~~(k)~~(j) Wayne college.

~~(l)~~(k) Honors college.

~~(m) College of health sciences and human services.~~

(l) College of health professions.

(2) Additional colleges, schools, or departments may be established, altered, or abolished by the board upon recommendation of the president.

- (3) From time to time, temporary units of administration or programs may be established, altered, or abolished by the board upon recommendation of the president. The operations of such units and employment of personnel within such units shall be temporary, with primary funding therefore provided from external sources, including without limitation the salaries and benefits of employees in such units, costs of equipment, services and supplies, and other ancillary costs of operation. In addition to funding from external sources, the university may provide such units with "in-kind" support in the form of space or other university resources as recommended by the president and approved by the board.

Such units and employees shall be subject to all applicable state and federal laws and all university rules as set forth in 3359 of the Administrative Code in the same manner as regular university units and employees, including but not limited to applicable provisions of Ohio's ethics laws affecting public employees.

Subject to the prior approval of the president, such units shall be authorized to engage volunteers or others in activities on behalf of the unit and the university of Akron. In addition to the volunteer protection laws of Ohio (sections 2305.38, 2305.381, 5502.30, 2305.234, 2305.23, and 2305.231 of the Revised Code) the university may also provide insurance coverage against loss or liability that arises or is claimed to have arisen from acts or omissions while acting with the scope of their employment or official responsibilities or while engaged in activities at the request or direction, or for the benefit of the university of Akron or said unit.

(B) University faculty, contract professionals.

- (1) The university faculty shall consist of the president of the university, who shall be its presiding officer, the vice presidents, the deans, all persons giving instruction for college credit in the university, librarians, and such members of the administrative staff and contract professionals as may be appointed thereto by the board upon recommendation of the president. Voting power

within the academic units shall be defined by the rules and bylaws of those units except when defined by university wide rules and bylaws.

- (2) Contract professionals, designated as either instructional professional staff, or administrative professional staff, are full-time professional personnel of the university to whom the board, on recommendation of the administration, grants recognition and benefits.

(C) College faculties.

- (1) Each degree-granting college shall be governed, subject to the rules of the board and the faculty senate, by a faculty consisting of the president of the university, the senior vice president and provost and chief operating officer, its dean, and its full-time distinguished professors, professors, associate professors, assistant professors, instructors, and college lecturers.
- (2) The functions of the faculty of a college shall be to prepare and recommend to the faculty senate curricula and courses for the college, changes in departmental or school organization, requirements for admission to and graduation from the college, and candidates for degrees and certificates. The faculty shall encourage the improvement of teaching and scholarship. The faculty shall meet at stated times or upon the call of the president or dean.
- (3) Colleges may from time to time retain auxiliary faculty as part-time faculty members with the rank of assistant lecturer, associate lecturer, senior lecturer, or special lecturer. Further, they may also retain auxiliary faculty with the titles of adjunct faculty or visiting faculty.

(D) Graduate faculty.

- (1) The graduate faculty shall consist of the president of the university, the senior vice president and provost and chief operating officer, the vice president for research and dean of the graduate school, and the assistant/associate dean of the graduate school, deans of colleges offering graduate programs, the chairs of departments or

schools offering graduate programs, distinguished professors, and other faculty members holding graduate faculty status as determined according to the bylaws of the graduate faculty.

- (2) The graduate faculty shall meet at regular or special meetings on call of the president or vice president for research and dean of the graduate school or on petition of at least ten members.
 - (3) The graduate faculty shall encourage and contribute to the advancement of knowledge through instruction and research of highest quality, and foster a spirit of inquiry and a high value on scholarship throughout the university. Among its duties are to: develop curricula leading to appropriate graduate degrees; participate in research, publication, and professional societies; recruit, encourage, and supervise superior students in their graduate education; conduct graduate classes and seminars that stimulate creativity, independent thought, and scholarly attitudes and performance; serve on supporting committees, as needed; supervise student research, and direct theses and dissertations; help develop a graduate library appropriate to a sound graduate program; elect the members of the graduate council (the executive committee of the graduate faculty), and if elected to the council serve in the best interests of the graduate faculty and the graduate school; advise in the selection of the dean of the graduate school.
- (E) Departmental/school staff (~~school staff, where appropriate, in the Buchtel college of arts and sciences and business administration~~).

The departmental/school staff is composed of all faculty members teaching subjects of instruction allocated to the department/school. The chair/director of the department/school who is appointed by the board upon recommendation of the dean of the college, senior vice president and provost and chief operating officer, and president, and holds office at the discretion of the president, shall be the administrative head of the department/school. The functions of the departmental/school staff shall be to prepare and recommend to the college or department/school curricula for the department/school, any changes in the curricula or courses, requirements for admission, and standards of academic achievement for graduation from the college or department/school; to prepare an annual strategic planning update; and to encourage the improvement of teaching

and scholarship within the department/_~~or~~_school in accordance with the rules of the board of trustees.

Effective: ~~May 22, 2011~~

Certification: _____
Ted A. Mallo
Secretary
Board of Trustees

Prom. Under: 111.15

Statutory Auth.: Ch. 3345.31

Rule Amp.: Ch. 3359.01

Prior Effective Dates: 11/4/77, 11/27/79, 1/30/87, 12/22/89, 7/20/90,
11/16/90, 5/22/91, 9/21/95, 4/28/97, 11/24/01, 9/20/02,
6/25/07, 1/19/09, 7/5/10, 5/22/11

THE UNIVERSITY OF AKRON

RESOLUTION 10 - - 11

**Pertaining to Revisions to University Rule 3359-2-02
Organization of Instruction**

BE IT RESOLVED, that the recommendation presented by the Committee on Rules concerning the approval of the revisions to University Rule 3359-2-02 pertaining to the naming of the new health college, be approved.

**Ted A. Mallo
Secretary
Board of Trustees**

October 26, 2011

TO BE RESCINDED

3359-20-02 Organization of the university.

- (A) The board of trustees (from the bylaws and regulations of the board of trustees as amended).
 - (1) Number of members; appointments; vacancies. See paragraph (A) of rule 3359-1-01 of the Administrative Code.
 - (2) Powers. See paragraph (B) of rule 3359-1-01 of the Administrative Code.
 - (3) The board shall formulate university policy; but under its general supervision, it shall leave the execution of these policies to the president and the administrative and faculty agents as provided in the bylaws and regulations.
 - (4) The names of those currently serving on the board are listed in the annual general bulletin of the university of Akron.

- (B) The officers of academic administration.
 - (1) The president of the university. (Refer to rule 3359-01-05 of the Administrative Code.)
 - (2) The senior vice president, provost, and chief operating officer. (Refer to rule 3359-02-01 of the Administrative Code.)
 - (a) The senior vice president and provost and chief operating officer is selected as follows:
 - (i) A search committee shall be appointed by the president who shall also appoint the chair of the committee. No committee member shall be a candidate for the position.

 - (a) In recognition of the legitimate concerns and interests of bargaining unit faculty, when the university selects either a senior vice president and provost and chief operating officer or president, the bargaining unit shall

participate in that selection through a subcommittee composed of bargaining unit faculty only, as set forth in the collective bargaining unit between the university of Akron and the American association of university professors, the university of Akron chapter, which became effective in 2005.

- (ii) This committee shall establish its own rules and procedures. The committee shall receive from the administration salary range and requirements for the position before commencing the search.
 - (ii) The search committee shall carry out an extensive search soliciting nominations from the members of the university community and appropriate sources outside the university.
 - (iii) The search committee shall recommend a list of three candidates to the president.
 - (iv) The president may select one candidate from this list for approval by the board. If no candidate on the list is acceptable or available, the president shall request that the search committee submit another list of three candidates.
- (b) The senior vice president and provost and chief operating officer is an ex-officio member of each faculty and department or school. The senior vice president and provost and chief operating officer coordinates the academic offerings of the various colleges and departments, the academic research activities of the institution and the activities of the university libraries, assists in selecting and appointing faculty and staff, recommends promotion, tenure, salary, and dismissal of faculty members, and assists in preparing the annual budget.
- (c) The senior vice president and provost and chief operating officer oversees, the research centers and institutes, and

performs such other duties as may be assigned by the president.

- (d) The senior vice president and provost and chief operating officer submits an annual report to the president concerning the activities, problems, and needs of the operations under the senior vice president and provost and chief operating officer's jurisdiction.
- (3) The deans of degree-granting colleges and schools.
- (a) The deans of degree-granting colleges and schools are appointed by the board upon recommendation of the president through the senior vice president and provost and chief operating officer. They hold office at the discretion of the president, are responsible to the president through the senior vice president and provost and chief operating officer, and are selected as follows:
 - (i) A search committee shall be appointed by the senior vice president and provost and chief operating officer.
 - (ii) The senior vice president and provost and chief operating officer shall meet with the chairs and college academic administrators to assess strengths and areas of concern for the college.
 - (iii) Chairs and academic administrators shall submit to the senior vice president and provost and chief operating officer a recommended list of at least five potential college representatives to serve on the search committee.
 - (iv) College bargaining unit faculty shall submit to the senior vice president and provost and chief operating officer a recommended list of at least five elected bargaining unit faculty member representatives to serve on the search committee.

- (v) The senior vice president and provost and chief operating officer will appoint a search committee, chaired by a dean, that will include at least two from the list recommended by the chairs and at least two from the list of elected bargaining unit faculty. Other college, university, and/or community members will be appointed to represent the wide range of individual expertise in the college or department, including but not limited to varying lengths of tenure with the university, excellence in teaching, research, and service especially in collaboration with other campus units and community partners, diversity of gender and ethnicity, and administrative and faculty roles.
 - (vi) The search committee shall evaluate the candidates and provide their evaluation and recommendation to the senior vice president and provost and chief operating officer.
 - (vii) If the recommended candidate or candidates are not acceptable or available, the search committee may recommend another candidate or candidates. If the search committee does not recommend a candidate who is available or acceptable to the senior vice president and provost and chief operating officer, the search shall be closed and the search process repeated.
- (b) The deans are the administrative heads of their respective colleges and schools. Each dean is charged with the general supervision of the interests of the college or school, in accordance with the policies and rules established by its faculty, the board, and the president.
 - (c) Deans recommend the appointment, salary, tenure, promotion, and dismissal of their faculty members after consultations with the appropriate department chairs; promote the general welfare of their faculties and students; supervise the curricula, courses, and methods of instruction, and work to improve them; direct the attention of their

faculties to trends and changes in educational thought and practice; develop and formulate policies for the improvement of their colleges for consideration of the faculty senate and their faculties; counsel with students; act upon student transfers to their colleges; supervise the registration of their students; administer the rules and regulations established for the academic progress, promotion, and discipline of their students; coordinate work on the graduate level in their colleges with the dean of the graduate school; approve the schedule of courses and examinations as prepared by the registrar; transmit to the senior vice president and provost and chief operating officer the budgetary recommendations of their colleges as developed in conference with the department chairs; take reasonable precautions for safekeeping all instructional supplies and equipment of their colleges; call meetings of their faculties from time to time to transact college business; appoint members of such standing and special committees of their faculties as may be established or authorized; administer policies, rules, and regulations as instructed by their faculties;

- (d) Submit to the senior vice president and provost and chief operating officer at least fifteen working days in advance of each meeting of the board such recommendations concerning their colleges as they may desire for board action; submit an annual report to the president concerning the activities, problems, and needs of their colleges; prepare, in consultation with their faculty, an annual strategic planning update which shall be submitted to the senior vice president and provost and chief operating officer; and perform such other duties as may be assigned to them by the senior vice president and provost and chief operating officer.
- (4) Department chairs and directors of schools (hereinafter referred to as department chairs).
- (a) Department chairs are appointed by the board upon recommendation of the dean of the college, the senior vice president and provost and chief operating officer, and the

president; chairs shall be appointed for a term recommended by the president; they hold office at the discretion of the president; are responsible to the deans of their colleges; and are the representatives and academic leaders of the departmental faculty. They are the administrative heads of their respective departments, or schools (hereinafter referred to as departments) and are charged with the general supervision of all departmental interests in accordance with policies established by the board, the president, their dean, their faculty, and the faculty senate. Both the administration and the faculty will bear in mind the management responsibilities of department chairs as well as the importance of department chairs seeking to build departments strong in teaching, scholarship, research, and service, and which are committed to the mission of the university

- (b) Department chairs and directors are selected by the appropriate dean, who, after consulting with the faculty within the department and the senior vice president and provost and chief operating officer, recommends the candidate for approval by the president and board. If the dean or president considers appointment of someone not on the university faculty, that candidate, at the dean's invitation, usually visits the university and is interviewed by members of the department concerned and chairs of related departments so that the candidate's acceptability may be determined.
- (c) When a vacancy occurs in an academic administrative appointment of department chair or school director, the dean shall confer with the senior vice president and provost and chief operating officer about the need for an interim appointment of a current employee because of timing and available resources to launch a search either nationally or internally for the next appointee to the position. No search process nor waiver is necessary in these circumstances; it is sufficient to make the availability of the position public along with any requirements for the interim appointee's qualifications and experience. The senior vice president and Provost and the dean will then construct a process that obtains the advice and conferral of the appropriate bargaining unit faculty, staff, and

contract professionals.

- (d) A search committee shall be utilized regarding the permanent appointment of department chairs; department chairs are selected and shall hold office as follows:
 - (i) The search committee shall be appointed by the dean of the college. The dean shall appoint at least two committee members from a pool of bargaining unit faculty elected by the department, and the bargaining unit faculty, whether elected or appointed, shall constitute a majority of the committee. Other members shall be appointed to represent the wide range of individual expertise in the college or department, including but not limited to varying lengths of tenure with the University, excellence in teaching, research, and service especially in collaboration with other campus units and community partners, diversity of gender and ethnicity, and administrative and faculty roles.
 - (ii) The search committee shall evaluate the candidates and provide their evaluation and recommendation to the dean. The evaluation process shall include the opportunity for individual bargaining unit faculty to make an anonymous (to the extent permitted by law) written qualitative and summary evaluation of each candidate. The committee's recommendation shall include a summary of the individual bargaining unit faculty's evaluations. Whenever possible, the search committee should recommend multiple candidates.
- (e) In consultation with the faculty of the department and with the concurrence of the dean, the chair will establish annual goals. The dean shall assess annually the performance of the chair measured against those goals and the standards set forth herein, and shall report the results of that assessment to the chair.
- (f) As the department's representative and its academic leader,

the chair articulates and implements university, college, and departmental policy and goals, and communicates on behalf of the department within the college and, in consultation with the dean, within the university. The chair consults with the departmental faculty and meets regularly with them to shape the department's policies and goals. In consultation with the faculty and the dean, and in accordance with the appropriate guidelines established by the department and college concerned, the chair makes recommendations on appointments, reappointments, promotions, tenure, salaries, and leaves of absence for faculty members in accordance with the procedures outlined in rule 3359-20-03 of the Administrative Code. In making recommendations for dismissal, the chair shall follow the procedures outlined in paragraph (A)(3) of rule 3359-20-034 of the Administrative Code. The chair works with student affairs to register students within the department and, in discussion with the faculty, arranges teaching schedules and curricular developments so as to ensure quality of instruction. The chair coordinates the process by which the department recommends books, journals, and other materials for purchase by the library. In consultation with the college and consistent with university policies, the chair coordinates the use of departmental laboratories and other facilities. The chair recommends to the dean those persons to be hired as part-time faculty in the department and supervises the non-teaching departmental staff.

(5) Vice president for research and dean of the graduate school.

(a) The vice president for research and dean of the graduate school heads the graduate school. The vice president for research and dean is appointed by the board upon recommendation of the president, holds office at the discretion of the president, and is responsible to the president.

(b) The vice president for research and dean of the graduate school encourages the several colleges to develop programs of graduate study; is responsible with the deans of the

degree-granting colleges for maintaining a satisfactory standard of instruction at the graduate level; identifies those faculty members who qualify for teaching graduate courses; administers admission procedures, the prerequisites for graduate study, and the requirements for a graduate degree; and supervises the registration and counseling of each graduate student. In addition, the vice president for research and dean encourages the various colleges to purchase necessary books for the university libraries; administers the final graduate examinations; and administers the graduate assistantship and fellowship programs.

- (c) The vice president for research and dean convenes and serves as chair of the graduate council. The vice president for research and dean submits an annual report to the president concerning the activities, problems, and needs of the school, and performs such other duties as may be assigned by the president.
- (6) Dean of the university college.
- (a) The dean of the university college is appointed by the board upon recommendation of the president and holds office at the discretion of the president. The dean is responsible to the president through the senior vice president and provost and chief operating officer.
 - (b) The dean administers the university college and its students in accordance with policies and rules established by the board, the president, and the faculty senate, and directs and promotes the programs of general education, developmental programs, academic advising services, and other duties as assigned.
 - (c) The dean submits an annual report to the senior vice president and provost and chief operating officer concerning the activities, problems, and needs of the college, and performs such other duties as may be assigned by the president or the senior vice president and provost and chief operating officer.

- (7) The dean of university libraries.
- (a) The dean of university libraries is appointed by the board upon recommendation of the president, holds office at the discretion of the president, and is responsible to the president through the senior vice president and provost and chief operating officer and is selected as follows:
- (i) A search committee shall be appointed by the senior vice president and provost and chief operating officer.
 - (ii) The senior vice president and provost and chief operating officer shall meet with the chairs and college academic administrators to assess strengths and areas of concern for the college.
 - (iii) Chairs and academic administrators shall submit to the senior vice president and provost and chief operating officer a recommended list of at least five potential college representatives to serve on the search committee.
 - (iv) College bargaining unit faculty shall submit to the senior vice president and provost and chief operating officer a recommended list of at least five elected bargaining unit faculty member representatives to serve on the search committee.
 - (v) The senior vice president and provost and chief operating officer shall appoint a search committee, chaired by a dean, that will include at least two from the list recommended by the chairs and at least two from the list of elected bargaining unit faculty. Other college, university, and/or community members will be appointed to represent the wide range of individual expertise in the college or department, including but not limited to varying lengths of tenure with the university, excellence in teaching, research, and service especially in

collaboration with other campus units and community partners, diversity of gender and ethnicity, and administrative and faculty roles.

- (vi) The search committee shall recommend a candidate or candidates to the senior vice president and provost and chief operating officer.
 - (vii) If the recommended candidate or candidates are not acceptable or available, the search committee may recommend another candidate or candidates. If the search committee does not recommend a candidate who is available or acceptable to the senior vice president and provost and chief operating officer, the search shall be closed and the search process repeated.
- (b) The dean of university libraries is administrative head of the university libraries and is charged with the general supervision thereof, has responsibility for the direction of audio-visual services, and other duties. The dean allocates available funds for university libraries' use among the colleges and departments; recommends to the president appointments to, and dismissals from, the staff; purchases, classifies, catalogs, and prepares for circulation all books, periodicals, and other materials; takes reasonable precautions for the preservation and safeguarding of all books, periodicals, documents, equipment, and other property. The dean budgets and renders an account of the funds allocated to the libraries; supervises the selection, in consultation with the faculty, of the books, periodicals, and other materials to be purchased by the libraries; keeps such records of the use of the libraries as will be helpful in measuring its effectiveness; prepares, in consultation with university libraries faculty and staff, an annual strategic planning update; and offers students and faculty such formal and informal aids in the use of the libraries as occasion requires or warrants.
- (c) The dean of university libraries submits to the president an annual report concerning the activities, conditions, and

needs of the university libraries.

(8) Other administrative officers.

Other administrative officers and assistants as are needed to carry on effectively the work of the university, including such areas as minority affairs, affirmative action/equal employment opportunity, ROTC, special programs, public services, research centers, etc., may be appointed by the board upon recommendation of the president, who shall define their duties and responsibilities.

(C) Organization of academic supervision and instruction.

(1) Colleges and schools, and departments. The university of Akron is a state university operating under the laws of the state of Ohio. It is comprised of the following:

- (a) The university college admits all freshman students, except for those students academically qualified to directly enter a degree-granting college, Summit college and the Wayne college, and provides academic advising and administrative services. University college students take courses in general studies and in preparatory disciplines established by the various degree-granting colleges, as indicated in pertinent sections of the general bulletin.
- (b) The degree-granting colleges are the Buchtel college of arts and sciences; the college of engineering; the college of education; the college of business administration; the college of creative and professional arts; the college of health sciences and human services; the college of nursing; the school of law; the college of polymer science and polymer engineering; the community and technical college; and the Wayne college, which is a branch campus at Orrville offering two-year credit programs.
- (c) In addition, there are the graduate school, the university libraries, research institutes and centers, and various community services. Descriptions of the objectives and organization of these various colleges and departments may be found in the general bulletin.

- (2) The university faculty, contract professionals.
 - (a) The university faculty consists of the president of the university, who is its presiding officer, the vice presidents, the deans, all persons giving instruction for college credit in the university, and such members of the administrative staff and contract professionals as may be assigned thereto by the board upon recommendation of the president. The university faculty meets at the beginning of each academic year and at such other times as may seem desirable. Voting rights are confined to full-time administrative officers, distinguished professors, professors, associate professors, assistant professors, and instructors.
 - (b) Contract professionals are non-teaching professional personnel of the university to whom the board, on recommendation of the administration, grants recognition and benefits.
- (3) The faculty senate.
 - (a) Duties. See rule 3359-10-02 of the Administrative Code.
 - (b) Membership. See rule 3359-10-02 of the Administrative Code.
- (4) Administrative committee.

Administrative committee of the university, which reports directly to the president, is the committee on residence status. In addition, the president may appoint such other committees as are deemed necessary for the administration of the university.
- (5) College faculties.

Each college is governed by a faculty consisting of the president of the university, the senior vice president and provost and chief operating officer, the dean, and its full-time distinguished professors, professors, associate professors, assistant professors, and instructors. Each faculty meets upon the call of the dean.

Meetings are attended by all faculty members holding faculty rank and administrative staff teaching subjects of instruction offered for credit by the respective colleges.

(6) Graduate faculty.

- (a) Graduate faculty consists of the president of the university, the senior vice president and provost and chief operating officer, the dean and the associate/assistant dean of the graduate school, deans of colleges offering graduate programs, chairs of departments and schools offering graduate programs, distinguished professors, and other full-time faculty members holding a professorial rank as determined according to the bylaws of the graduate faculty.
- (b) The graduate faculty meets at regular or special meetings as called by the president or dean of the graduate school or on petition of at least ten members.
- (c) The graduate faculty encourages and contributes to the advancement of knowledge through instruction and research of the highest quality, fosters a spirit of inquiry, and places a high value on scholarship throughout the university. Among its duties are to: develop curriculum leading to appropriate graduate degrees; participate in research, publication, and professional societies; recruit, encourage, and supervise students in their graduate education; conduct graduate classes and seminars that stimulate creativity, independent thought, and scholarly attitudes and performance; serve on supporting committees, as needed; supervise student research and direct theses and dissertations; help develop a graduate library appropriate to a sound graduate program; elect the members of the graduate council (the executive committee of the graduate faculty); if elected to the council, serve in the best interests of the graduate faculty and the graduate school; and participate in the selection of the dean of the graduate school.

(7) Graduate council.

The graduate council consists of fourteen elected regular faculty members, one elected graduate student, and the dean of the graduate school. It includes representation from the Buchtel college of arts and sciences, the college of engineering, the college of education, the college of business administration, the college of fine and applied arts, the college of nursing, and the college of polymer science and polymer engineering. The dean of the graduate school serves as chair. The graduate council serves as the executive committee of the graduate faculty in initiating and legislating matters of academic policy and procedures of the graduate school and in the examination of proposed graduate programs and course offerings.

(8) Departmental staff.

The departmental staff is composed of all faculty members teaching subjects of instruction allocated to the department. The departmental staff prepares and recommends to the college, department or school curricular changes, requirements for admission, and desired standards for academic achievement in the college or department and in the school. The departmental staff encourages the improvement of teaching and scholarship within the department and recommends to the college faculty candidates for degrees.

Effective: July 5, 2010

Certification:

 Ted A. Mallo
 Secretary
 Board of Trustees

Prom. under: 111.15
 Rule amp.: 3359.01
 Statutory Authority: 3345.31

Prior effective dates: 2/15/93, 7/31/92, 1/15/92, 5/22/91, 3/20/91,
 7/20/90, 11/27/89, 9/16/96, 9/4/97, 11/15/97,
 7/7/99, 11/24/01, 9/20/02, 3/27/03, 5/23/03,
 9/30/03, 10/18/03, 0/28/05, 6/25/07

THE UNIVERSITY OF AKRON

RESOLUTION 10 - - 11

**Pertaining to Revisions to University Rule 3359-20-02
Organization of the University**

BE IT RESOLVED, that the recommendation presented by the Committee on Rules to rescind University Rule 3359-20-02, be approved.

**Ted A. Mallo
Secretary
Board of Trustees**

October 26, 2011

TO BE RESCINDED

3359-20-03 The faculty: general personnel policies.

(A) Faculty appointments.

(1) Faculty status.

(a) Regular faculty.

- (i) The regular faculty is composed of all full-time faculty with titles of distinguished professor, professor, associate professor, and assistant professor. Members holding these ranks are eligible to be awarded indefinite tenure. All regular faculty below the rank of distinguished professor are eligible for promotion to a higher rank.
- (ii) Members of the regular faculty generally have a full range of responsibilities to academic units including teaching; research and other creative professional work; service to department, college, and university; and public service related to their areas of expertise.

(b) Instructor.

The instructor rank is composed of full-time non-tenure track faculty. Unless otherwise defined in individual letters of assignment or certificates of appointment, members of the instructors generally have a full range of responsibilities to academic units including teaching, research and other creative professional work; service to department, college and university; and public service related to their areas of expertise.

Instructors are subject to annual review using the process, timelines and procedures for regular faculty as detailed in rule chapter 3359-20-03.7 of the Administrative Code for non-bargaining unit instructors. Article 13 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 apply to bargaining unit instructors.

An appointment at the rank of instructor does not lead to nor count toward promotion or tenure. While many instructors may be reappointed for successive academic terms, the appointments and any reappointment confer no expectancy whatsoever of continued employment. Continued reappointment for longer than six years shall not constitute de facto tenure.

Instructors shall have full voting rights unless specifically prohibited by the administrative code or 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. For example, non-tenure track faculty shall not have voting rights in retention, tenure, and promotion procedures as limited in rule 3359-20-03.7 of the Administrative Code.

- (c) Emeritus faculty. (See also rule 3359-20-04.3 of the Administrative Code.)

The emeritus faculty is composed of all persons with the title of emeritus conferred by the board of trustees. Faculty and contract professionals are eligible for emeritus status upon retirement provided they shall have served the university of Akron as a full-time employee for at least ten consecutive years. The process for approval shall consist of nomination, with the consent of the individual, approval of the regular faculty of the department of principal appointment or the contract professional group of the appropriate unit, and recommendation of the dean of the college or administrator of the contract professional unit, the senior vice president and provost and chief operating officer and the president.

- (d) The auxiliary faculty.
 - (i) The auxiliary faculty is composed of all faculty persons not on the regular faculty, including but not limited to those with visiting appointments, research

appointments, part-time appointments, and adjunct appointments. A part-time or adjunct faculty appointment does not lead to nor count toward promotion or tenure. With the agreement of the faculty member, tenured departmental faculty, department chair, dean and senior vice president and provost and chief operating officer, a maximum of one year of a visiting or research appointment at professorial rank (assistant professor, associate professor or professor) may count toward promotion and tenure provided there is no break in full-time service.

Participation and voting in departmental affairs by auxiliary faculty is not permitted unless special approval is given by the departmental faculty, department chairs, and dean.

- (ii) Visiting faculty.
 - (a) Visiting faculty shall be limited to persons of one of the following descriptions:
 - (i) A person on leave from another institution, an eminent scholar or an expert available for a limited period whose primary objective is to pursue teaching, research or to occupy a rotating chair during the appointment.
 - (ii) A faculty member who is appointed to fill a temporary vacancy caused by a regular faculty member's leave or other temporary absence of a regular faculty member.
 - (b) With the exception of endowed chairholders appointed for specific terms, visiting faculty status shall not be used as a substitute for tenure track appointments. A visiting faculty

member may be appointed to fill a temporary vacancy when the department faculty, department chair and dean agree that no suitable candidate is available at that time.

(iii) Part-time faculty.

The part-time faculty policy is detailed in rule 3359-20-06.1 of the Administrative Code.

(iv) Adjunct faculty.

Adjunct appointments are normally accorded to highly skilled professionals who are employed in the community or elsewhere and who are appointed to academic responsibilities on a part-time basis to enrich the university's offerings or competencies.

(2) Distinguished professor.

(a) The title of distinguished professor shall be awarded only to one already at the rank of professor at the university of Akron for five or more years. The title of distinguished professor is an honor recognizing a career that demonstrates substantial professional accomplishments.

(i) Each department or college without departments shall develop criteria for distinguished professor including that expressed below in this section. Departmental/college criteria shall be approved by both the dean and the Provost. In colleges without departments, the entire college faculty functions as the departmental faculty.

(ii) The candidate shall excel in teaching at the university of Akron at a level significantly beyond the current expectations for the rank of professor.

(iii) The candidate shall excel in scholarly activity (pedagogical or discipline specific) or artistic

performance at the university of Akron at a level significantly beyond the current expectations for the rank of professor.

- (iv) The candidate shall have made sufficient contributions to the discipline to be nationally recognized.
- (b) Process of nominations. Nominations for distinguished professor shall be made by tenured or tenure track bargaining unit faculty at the university of Akron. The nomination shall be submitted to the department for review and recommendation.
- (c) Process for departmental recommendations.
 - (i) Upon receiving a nomination, the department chair, school director, or dean in colleges without departments shall call a meeting of the departmental bargaining unit faculty.
 - (ii) Except for the nominee, all tenured members of the department shall be included.
 - (iii) The department chair or school director shall participate as a member of the department.
 - (iv) The departmental bargaining unit faculty shall review the nomination and put forward its recommendation – positive or negative. A simple majority of those voting is required for a positive recommendation.
- (d) The dean shall convene the distinguished professor college review committee.
- (e) The chair of the departmental committee shall forward the departmental recommendation to the college committee.
- (f) Each college faculty shall elect its college review committee to consider such recommendations. Only

bargaining unit faculty at the rank of professor or with the title of distinguished professor are eligible to serve. The committee shall choose its own chair. A simple majority of those voting is required for a positive recommendation. If a majority of the college review committee supports the recommendation, the dean shall forward the review committee's recommendations, with his/her recommendations, to the university distinguished professor recommendation committee convened by the senior vice president and provost and chief operating officer.

- (g) University distinguished professor recommendation committee shall consist of one member elected from each of the degree granting colleges and university libraries. Those elected shall serve two-year terms. In even-numbered academic years, representatives shall be elected from the Summit college, the college of engineering, the college of business administration, the college of nursing, university libraries, and Wayne college. In odd-numbered academic years, representatives shall be elected from the Buchtel college of arts and sciences, the college of education, the college of health sciences and human services, the college of polymer science and polymer engineering, and the school of law. Only bargaining unit faculty at the rank of professor or with the title of distinguished professor are eligible to serve on this committee.
- (h) The candidate's file shall include:
 - (i) Current vita;
 - (ii) Narrative statement of qualifications;
 - (iii) Supporting documentation;
 - (iv) The list of external reviewers.
- (i) Materials in the candidate's file shall include:

- (i) Departmental or college criteria for distinguished professor;
- (ii) Current departmental criteria for the rank of professor;
- (iii) Letters of recommendation from the department, dean, and college committee shall include a summary of how the candidate significantly exceeds the current criteria for the rank of professor and how the candidate meets the criteria for the rank of distinguished professor;
- (iv) External letters of recommendation.
 - (a) The chair of the departmental committee requests the external letters of recommendation from a list of external nationally recognized individuals in their discipline.
 - (b) The list shall include the credentials of the potential reviewer and his/her relationship to the candidate.
 - (c) Letters of request will include:
 - (i) Departmental criteria for professor and distinguished professor;
 - (ii) University criteria for distinguished professor;
 - (iii) Request that the reviewer address the context of the candidate's work as it relates to the discipline;
 - (iv) Candidate's vita and narrative statement;

- (v) Due date.
- (j) Procedures of the university distinguished professor committee shall be determined by the committee and shall include the following:
- (i) The committee shall elect its own chair.
 - (ii) The committee shall consider each candidate individually.
 - (iii) Following discussion and deliberation of the individual candidate, the committee shall vote.
 - (iv) If a two-thirds majority of the review committee votes favorably, it shall forward the recommendation to the senior vice president and provost and chief operating officer.
 - (v) The committee shall forward its recommendations to the senior vice president and provost and chief operating officer by April fifteenth.
- (k) Procedures of the university distinguished professor committee may include, but are not limited to the following:
- (i) The committee may interview the chair of the departmental committee.
 - (ii) The committee may interview the department chair.
 - (iii) The committee may interview the college committee chair.
 - (iv) The committee may interview the dean.
 - (v) The committee may interview the candidate.
 - (vi) The senior vice president and provost and chief operating officer shall forward the

recommendations, with his/her recommendation, to the president. If the president approves, the recommendation is forwarded to the board of trustees for consideration at the April board meeting.

- (vii) The successful candidate(s) shall be recognized by the university community at fall convocation.
- (1) A minimum compensatory award of six thousand dollars, which shall be added to the base salary, shall accompany the award of the title of distinguished professor.
- (3) Department chairs and directors are selected in accordance with rule 3359-20-02 of the Administrative Code.
- (4) An associate or assistant dean is selected by the appropriate dean, who, after consulting with department chairs and faculty within the college, and the senior vice president and provost and chief operating officer recommends the candidate for approval by the president and the board.
- (5) A dean is selected by the president according to procedures outlined in paragraph (B)(3) of rule 3359-20-02 of the Administrative Code. The president recommends the candidate for approval by the board.
- (6) The senior vice president and provost and chief operating officer is selected by the president according to procedures outlined in paragraph (B)(2) of rule 3359-20-02 of the Administrative Code and recommended for approval by the board.
- (7) An assistant to a vice president is selected by the appropriate vice president who then recommends the candidate for approval by the president and the board.
- (8) The president of the university is chosen by the board according to the procedures outlined in paragraph (B)(1) of rule 3359-20-02 of the Administrative Code.
- (9) Assistants to the president are selected by the president who

recommends candidates for approval by the board.

- (10) Academic administrators with faculty status:
- (a) Faculty status for administrators.
 - (i) University of Akron faculty members who assume administrative positions within the university shall retain an academic appointment in a department, school, or college in which they have been granted indefinite tenure.
 - (ii) Persons who are recruited by the university to serve exclusively or primarily in the academic administrative positions listed in rule 3359-20-02 of the Administrative Code may also be granted an appointment at appropriate academic rank in the department, or, where appropriate, school, or college of their discipline. They may also apply for indefinite tenure in that faculty position.
 - (b) The search committee for the administrative position shall present the full vita of each finalist to the tenure committee of the department that the search committee deems suitable and give the department committee an opportunity to interview the candidate. A professorial appointment in that department shall not be made without the concurrence of the departmental tenure committee and (with the exception of the appointment of a dean of the same college) the dean of the college.
 - (c) If an administrative academic appointment is made, the administrator may apply to the departmental tenure committee for indefinite tenure. The procedures to be followed shall be those adopted by that department or, where appropriate, school, or college, for its faculty members, but the following criteria shall be taken into consideration:
 - (i) Because the administrator has been performing other duties since leaving a full-time

teaching/research assignment, the record of accomplishment in the discipline shall be judged in comparison with faculty members with similar years of academic experience at the time when the administrator left a full-time teaching/research assignment.

- (ii) Because an administrator may not be current with recent developments in the academic discipline, the committee shall consider if the candidate could function as a typical member of that department within one year after relinquishing the administrative appointment.

(B) Academic freedom.

The university of Akron subscribes to the following statements from the "academic freedom and tenure" document as presented in the quarterly "academe" publication of the American association of university professors:

- (1) Teachers are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution. The principles of academic freedom and freedom of inquiry shall be interpreted to include freedom of expression in both traditional print and newly-emerging electronic formats such as the creation of digital images, web sites, or home pages.
- (2) Teachers are entitled to freedom in the classroom (including the virtual classroom) in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.
- (3) College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the

community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution.

- (C) Evaluation. Evaluations of the competencies of each faculty member are made at least annually to determine effectiveness in the performance of duties, and these evaluations shall be transmitted to the faculty member by the department chair. These evaluations are based upon the evidence of appropriate scholarship, the quality of teaching, professional demeanor, the amount and value of continued advanced study, the worth of research and publications, the professional recognition received, and service to the university and community.

Effective: May 22, 2011

Certification: _____
Ted A. Mallo
Secretary
Board of Trustees

Prom. Under: 111.15

Statutory Authority: 3345.31

Rule Amp: 3359.01

Prior effective dates: 11/27/89, 7/20/90, 11/16/90, 5/22/91, 7/31/92, 1/27/93,
7/25/94, 9/16/96, 5/25/99, 10/14/01, 12/28/01, 5/23/02,
9/30/03, 6/25/07, 7/5/10

THE UNIVERSITY OF AKRON

RESOLUTION 10 - - 11

Pertaining to Revisions to University Rule 3359-20-03
The Faculty: General Personnel Policies

BE IT RESOLVED, that the recommendation presented by the Committee on Rules to rescind University Rule 3359-20-03, be approved.

Ted A. Mallo
Secretary
Board of Trustees

October 26, 2011

3359-9-02 General academic and administrative personnel matters.

(A) Categories of full-time faculty. The full-time faculty of the university of Akron comprises all university employees who have been appointed as full-time faculty by the board of trustees. The following constitute categories of full-time faculty of the university of Akron and the responsibilities of those within each category:

(1) Regular faculty.

(a) The regular faculty is composed of all full-time faculty who have been awarded indefinite tenure or are eligible to be awarded indefinite tenure. Such faculty hold the rank of professor, associate professor, assistant professor, or the title of distinguished professor.

(b) Members of the regular faculty generally have a full range of responsibilities, including teaching, research, scholarship and other creative professional work, and service to the unit, the university and the public.

(2) Non-tenure-track bargaining unit faculty.

(a) Non-tenure-track bargaining unit faculty are full-time faculty who are not regular faculty and subject to the collective bargaining agreement. The expectation for these faculty positions is that they will continue as long as the university identifies the need for them, and that if the university's needs or goals change, such positions may be modified or eliminated. These faculty, some of who may hold a three-year appointment, may reasonably expect that they will not be terminated without just cause. However, satisfactory performance cannot guarantee reappointment.

(b) These non-tenure-track faculty are categorized into three rank levels. The initial ranks are college lecturer and instructor, the ~~immediate~~ intermediate ranks are associate college lecturer and associate instructor, and the highest ranks are senior college lecturer and senior instructor. Faculty holding a college lecturer rank shall primarily have

teaching duties, while faculty holding an instructor rank shall have teaching duties as well as service and/or research duties appropriate to the current needs of the academic unit. The specific duties of college lecturers and instructors shall be specified clearly in the appointment letter.

- (c) In particular, the instructional load for college lecturers ~~include~~ includes instructional support activities related to a specific course, with a limit of three different course preparations per semester. Instructional support activities include lecture preparation, assignment preparation and grading, holding office hours, supervising recitation instructors associated with the course, and similar activities. Activities that are not assignable to college lecturers include student advising and laboratory administration. Non-tenure-track bargaining unit faculty required to engage in these or other activities, such as scholarly research or college level service committees, must be classified as instructors and must receive an appropriate teaching load credit to support those activities.
- (3) Other non-tenure-track non-bargaining unit faculty. The non-tenure-track non-bargaining unit faculty comprises all adjunct, temporary, visiting, research, and school of law faculty, including clinical professors of law and professors of legal writing.
 - (a) Clinical professors of law and professors of legal writing. Such faculty hold the title of clinical professor of law, associate clinical professor of law, assistant clinical professor of law, professor of legal writing, associate professor of legal writing, or assistant professor of legal writing. The expectation for these faculty positions is that they will continue as long as the university identifies the need for them, and that if the university's needs or goals change, such positions may be modified or eliminated.
 - (b) Research faculty. Such faculty hold the title of research professor, associate research professor, or assistant research professor. The expectation for these faculty positions is that they will continue as long as the university identifies

the needs for them, and that if the university's needs or goals change, such positions may be modified or eliminated.

- (c) Similar titles and expectations for adjunct, temporary and visiting faculty positions shall exist.

(B) Appointments and tenure.

Without limiting the authority of the board as conferred and defined by law to act in such matters upon its own motion, the following principles and rules shall govern the appointment and position status of university faculty:

- (1) University faculty shall be appointed by the board upon recommendation of the president of the university. The appointment shall normally be for an initial period of one year, but the board may make the initial period longer than the first year in appropriate circumstances, as determined by the board.
- (2) Non-tenure-track bargaining unit faculty and other non-tenure track faculty shall be subject to annual reappointment and shall receive annual notices of reappointment if their continued service is desired, except that the board may grant longer appointments for such faculty as set out below.
- (3) The board may grant fixed-term appointments longer than one year to non-tenure-track faculty. During the term of such appointments, these appointments may be terminated only for just cause related to the performance of the incumbent or for programmatic or economic reasons related to the characteristics of the position (as opposed to the characteristics or performance of the incumbent). Except as set out in (4) below, these appointments create no expectation of appointment, and the board may decline to reappoint an incumbent in its sole discretion.
- (4) The board may grant fixed-term appointments as set out in (3) above with a presumption that the incumbent will be reappointed unless the incumbent's performance does not support reappointment or unless the position is terminated for

programmatic or economic reasons. Such appointments do not constitute tenure and do not establish any of the rights or protections of tenure beyond the rights or protections described in these paragraphs (3) and (4).

- (5) The period of one year means that the faculty member has an academic year appointment unless otherwise noted and the faculty member's services are required according to the period specified in paragraph (F) of this rule.

(C) Academic administrators with faculty status:

Language moved from Rule 3359-20-03 that is being rescinded

(1) Faculty status for administrators.

(a) University of Akron faculty members who assume administrative positions within the university shall retain an academic appointment in a department, school, or college in which they have been granted indefinite tenure.

(b) Persons who are recruited by the university to serve exclusively or primarily in the academic administrative positions may also be granted an appointment at appropriate academic rank in the department, or, where appropriate, school, or college of their discipline. They may also apply for indefinite tenure in that faculty position.

(2) The search committee for the administrative position shall present the full vita of each finalist to the tenure committee of the department that the search committee deems suitable and give the department committee an opportunity to interview the candidate. A professorial appointment in that department shall not be made without the concurrence of the departmental tenure committee and (with the exception of the appointment of a dean of the same college) the dean of the college.

(3) If an administrative academic appointment is made, the administrator may apply to the departmental tenure committee for indefinite tenure. The procedures to be followed shall be those adopted by that department or, where appropriate, school, or college, for its faculty members, but the following criteria shall be

taken into consideration:

- (a) Because the administrator has been performing other duties since leaving a full-time teaching/research assignment, the record of accomplishment in the discipline shall be judged in comparison with faculty members with similar years of academic experience at the time when the administrator left a full-time teaching/research assignment.
- (b) Because an administrator may not be current with recent developments in the academic discipline, the committee shall consider if the candidate could function as a typical member of that department within one year after relinquishing the administrative appointment.

~~(C)~~(D) Evaluations. Evaluations of the competencies of each faculty member are made at least annually to determine effectiveness in the performance of duties, and these evaluations shall be transmitted to the faculty member by the department chair or dean. These evaluations are based upon the evidence of appropriate scholarship, the quality of teaching, professional demeanor, the amount and value of continued advanced study, the worth of research and publications, professional recognition received, and service to the university and community.

~~(D)~~ Leaves of absence.

Rule 3359-11-04 and Collective Bargaining Agreement -
Article 18

- ~~(1) The university does not have a program of sabbatical leaves. However, the board in August 1977, pursuant to the authority provided in the passage by the Ohio General Assembly of Amended House Bill no. 712 in 1976, adopted a faculty improvement program (leaves with compensation) which had been endorsed by university council in April 1977. The details of this program included in rule 3359-11-04 of the Administrative Code applies only to eligible faculty in the school of law. Professional leave for bargaining unit faculty is defined in article 18 of the collective bargaining agreement between the university of Akron and the Akron AAUP.~~
- (2) In certain circumstances, leaves of absence without compensation may be granted by the board upon recommendation of the president

~~to all university employees except bargaining unit faculty as defined by the collective bargaining agreement between the university of Akron and Akron AAUP. For details, see rule 3359-11-02 of the Administrative Code.~~

Collective Bargaining Agreement – Article 17 and Rule 3359-11-02

~~(3) No member of the faculty shall be absent from proper duties at the university for any cause other than sickness, except upon permission of the president, upon recommendation of the appropriate dean or administrative superior.~~

~~(E) Sick leave.~~

~~The sick leave policy for all university employees is provided in either their respective bargaining agreements or is detailed in rule 3359-11-01 of the Administrative Code.~~

Rule 3359-11-01

~~(F) Academic year and vacations. The academic year begins on the first day of classes in the fall semester and continues through spring semester commencement. Faculty members on academic year contract shall be on duty during fall and spring semesters, continuing through the date that grades are due, and shall be entitled to all academic vacations during that period. School of Law faculty members and designated others on a twelve month basis shall have twenty two days of vacation to be accrued and used in accordance with the vacation policy in rule 3359-11-03 of the Administrative Code.~~

Rule 3359-11-03 and Academic Year: Collective Bargaining Agreement – Article 26
Vacations: Collective Bargaining Agreement – Article 17

~~(G) Retirement.~~

Moved to Rule 3359-20-03.4 and covered by Collective Bargaining Agreement - Article 17

~~(1) Faculty and staff shall not be involuntarily retired from the university based on age except in the following cases:~~

Removed to comply with law

~~(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) The university has a particular program of limited employment after retirement which is offered and coordinated with the appropriate Ohio retirement system (see rule 3359-11-15 of the Administrative Code). Any person who wishes to seek participation in such program should contact human resources for information concerning this program.~~

~~(3) Any faculty member or member of the administrative staff 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 faculty member's particular case but the minimum time should be four months before termination of employment. For details, see rule 3359-20-034 of the Administrative Code.~~

(H) Retirement allowance, pensions, insurance, disability benefits.

Collective Bargaining Agreement – Article 17

~~(1) All full time teachers and administrative personnel with academic rank are members of an Ohio retirement system and are required to deposit through payroll deductions an amount of their gross university earnings as established by the system. The university contributes to the retirement system an amount required by the system.~~

Rule 3359-20-04

~~(2) Retirement provisions, insurance, disability and other benefits are described in booklets which are available to all faculty members.~~

Rule 3359-20-04

~~(3) When a leave of absence has been granted by the board, a person may, subsequent to such absence, and in accordance with the rules and procedures of the appropriate retirement system, apply for~~

~~permission to make up deposits for the time on leave. If the retirement system approves the request, the university will make up the employer cost.~~

Rule 3359-11-02 and applicable rules of the retirement system

(4) ~~The university provides health and life insurance programs which are from time to time revised.~~

Rule 3359-20-04

(I) ~~Resignation or retirement. (see also rule 3359 20-034 of the Administrative Code)~~

Redundant with Rule 3359-9-02(G)(3) above and language moved to Rule 3359-20-03.4

~~Any faculty member or member of the administrative staff who proposes to resign or retire from the university 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 the minimum time should be four months prior to the termination of employment.~~

Effective: October 22, 2010

Certification: _____
Ted A. Mallo
Secretary
Board of Trustees

Prom. Under: 111.15

Statutory Auth: Ch. 3359

Rule Amp: Ch. 3359

Prior effective dates: 11/4/77, 11/27/79, 1/30/87, 12/22/89, 7/20/90,
5/22/91, 9/21/95, 8/9/96, 9/15/98, 10/14/01, 12/28/01,
6/25/07, 10/22/10

THE UNIVERSITY OF AKRON

RESOLUTION 10 - - 11

Pertaining to Revisions to University Rule 3359-9-02
General Academic and Administrative Personnel Matters

BE IT RESOLVED, that the recommendation presented by the Committee on Rules concerning the approval of the revisions to University Rule 3359-9-02, be approved.

Ted A. Mallo
Secretary
Board of Trustees

October 26, 2011

3359-20-03.4 Terminating employment Concluding university employment.

~~(A) — Nonreappointment and termination of regular faculty.~~

~~The nonreappointment and termination of regular faculty is detailed in paragraph (E) of rule 3359-20-03.7 of the Administrative Code and 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 for bargaining unit faculty members. For the process of appeal for non-bargaining unit members see paragraph (N) of rule 3359-20-03.7 of the Administrative Code; appeal rights for bargaining unit faculty are found in the collective bargaining agreement.~~

Collective Bargaining Agreement – Article 13 – Tenure-track faculty,
Article 29 – Non-tenure track faculty and Rule 3359-20-03.10

~~(B) — Resignations.~~

~~(1) — Any faculty member or member of the administrative staff who proposes to resign from the university of Akron should give notice early enough to avoid serious interruption to the university operation, the length of time necessarily varying with the circumstances of the faculty member's particular case, but the minimum time should be four months before termination of employment.~~

~~(2) — It is understood that a faculty member may resign within thirty days after notification of appointment for the following year with no implications of ethical breach.~~

~~(3) — A member of the administrative staff should give notice at least by February 1.~~

~~(C) — Retirement.~~

~~The retirement policy is detailed in paragraph (F) of rule 3359-09-02 of the Administrative Code.~~

(A) Retirement or resignation.

Any faculty member or member of the administrative staff employee who proposes to retire or resign 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 ~~faculty member's~~ employee's particular case but the minimum time should be four months before termination of employment. For details, see rule 3359-20-034 of the Administrative Code.

Language moved from Rule 3359-9-

~~(D)~~(B) Terminating employment (procedures) Clearance memorandum.

- (1) ~~A faculty member resigning from the university addresses a letter of resignation to the dean. An administrative officer addresses a letter of resignation to the appropriate administrative supervisor.~~
- (2) Before leaving the university through retirement or resignation, a ~~regular or full time auxiliary faculty member~~ an employee must get a clearance memorandum from the department chair or dean. This memorandum is evidence that the ~~faculty member~~ employee has turned in all grades, accounted for departmental ~~books~~, supplies and property, turned in keys, and satisfied all other obligations to the university. The clearance memorandum is given to the office of the associate vice president/controller and is that office's authorization to issue any final payment check due.

Replaces: ~~3359-20-03.4~~

Effective: ~~June 25, 2007~~

Certification: _____
Ted A. Mallo
Secretary
Board of Trustees

Prom. Under: 111.15

Statutory Auth: Ch. 3359

Rule Amp: Ch. 3359

Prior effective dates: 11/27/89, 7/20/90, 5/22/91, 9/16/96, 10/14/01, and 12/28/01, 6/25/07

THE UNIVERSITY OF AKRON

RESOLUTION 10 - - 11

**Pertaining to Revisions to University Rule 3359-20-03.4
Concluding University Employment**

BE IT RESOLVED, that the recommendation presented by the Committee on Rules concerning the approval of the revisions to University Rule 3359-20-03.4, be approved.

**Ted A. Mallo
Secretary
Board of Trustees**

October 26, 2011

3359-43-01 Constitution.

(A) Preamble.

As members of the ~~associated student government~~ (“ASG”) undergraduate student government (USG), we shall serve as an advocate for undergraduate students to the faculty and administration. We are dedicated to understanding and addressing the needs and interests of the undergraduate community by actively contributing to the overall success of collegians within curricular and co-curricular activities at the university of Akron.

We, the members of “ASG,” USG, shall aim to promote leadership, unity in purpose, and diversity among its members through a unique environment within the university and the community. We shall work towards effective and tangible results; holding ourselves to the highest level of accountability, excellence, professionalism, and integrity as humble, selfless, and caring leaders at the university of Akron.

(B) Introduction.

(1) Name.

The official name of this organization shall be the ~~associated~~ undergraduate student government.

(2) Membership requirements.

(a) All members shall be undergraduate students enrolled continuously during both the fall and spring semesters at the university of Akron. Members must maintain membership requirements both at the time of election or appointment and throughout their term of office. There are two ~~(2)~~ categories of membership with differing requirements:

(i) Elected and appointed members, ~~other than first semester first-year student members~~, must carry at least twelve ~~(12)~~ credit hours, maintain a 2.3 ~~accumulative~~ cumulative grade point average, and

be in good standing as defined by with the university of Akron student judicial affairs.

~~(a) First semester first year student elected and appointed members must carry at least twelve (12) credit hours and be in good standing with the university of Akron. After their first semester, first year student members shall be required to meet the membership requirements described in paragraph (B)(2)(a)(i) of this rule.~~

(ii) General members are ~~all other students who have registered to join "ASG" and are actively involved in the organization of USG~~ must carry at least ~~eight (8)~~ six credit hours, maintain a 2.0 ~~accumulative~~ cumulative grade point average, and be in good standing as defined by with the university of Akron student judicial affairs.

(iii) Cumulative grade point average requirement is not required of first semester, first-year members.

(b) All elected and appointed members of "ASG" USG, unless otherwise excused, shall be required to attend two (2) retreats in the summer prior to the academic year in which they are serving, and a winter retreat that shall occur during the winter break of the academic year.

~~(i) The first summer retreat shall be held within the first two (2) weeks of June and the second retreat within the first two (2) weeks of August.~~

~~(ii) Specific days and times for the summer retreats shall be determined by the president at the last regular senate meeting of the academic year, and the winter retreat time and date shall be determined by the president at or before the last senate meeting of the fall semester.~~

- (c) ~~Attendance and additional membership requirements~~ duties for elected, appointed and general positions shall be outlined in the "ASG" USG general bylaws.
 - (d) ~~All elected and appointed officials, with the exception of appointments made by executive order, must take the oath of office prior to the start of office. All appointments made by executive order must take an oath of office by the next regularly scheduled judicial branch meeting.~~
- (3) Administrative team (ad team) officers.
- (a) ~~Officers in this organization~~ of ad team shall be the president, vice president, senate chair, vice senate chair, and chief justice, and executive justice.
 - (b) ~~Ad team shall meet at times determined by the president, with the approval of ad team as a whole. Meetings shall be held at a minimum of biweekly, unless circumstances warrant otherwise.~~
 - (c) ~~The "ASG" advisor, leadership advisor, and the "ASG" clerk shall be in attendance at ad team meetings.~~
 - (b) Ad team responsibilities shall be outlined in the USG general bylaws.
- (4) Advisors.
- USG shall have an advisor(s). Further requirements and duties shall be outlined in the USG general bylaws.
- (a) ~~"ASG" Advisor~~
 - (i) ~~The "ASG" advisor shall serve until he or she resigns or is removed by the vice president of student affairs. If the "ASG" advisor receives a vote of "no confidence" from the "ASG" membership, ad team shall bring the vote to the attention of the vice president of student affairs for his or her consideration. A vote of confidence shall~~

~~be taken at the last regular senate meeting of each academic year before the new members are sworn in. A vote of confidence shall consist of a majority vote of "ASG" membership as a whole.~~

- ~~(ii) In the event of an "ASG" advisor vacancy, the vacancy shall be brought to the attention of the vice president of student affairs. The ad team shall then make recommendations concerning a new "ASG" advisor for the vice of student affairs' consideration.~~
- ~~(iii) The "ASG" advisor shall attend ad team meetings and senate meetings, except when otherwise needed by the university. Student affairs shall provide a document, which will assist the "ASG" advisor in his or her duties.~~
- ~~(iv) In order to qualify for the position of "ASG" advisor, the individual must be a full time faculty member or contract professional at the university of Akron.~~

~~(b) Leadership advisor.~~

- ~~(i) The leadership advisor shall be hired by student affairs. The responsibilities of the leadership advisor shall be outlined and delegated to him or her by the "ASG" advisor. The "ASG" advisor shall decide upon the necessary qualifications of the leadership advisor. The leadership advisor shall attend ad team meetings and senate meetings, except when otherwise needed by the university.~~
- ~~(ii) The leadership advisor shall serve until he or she resigns or is removed by the "ASG" advisor. If the leadership advisor receives a vote of "no confidence" from the senate, ad team will bring the vote to the attention of the "ASG" advisor for his or her consideration.~~

~~(iii) In the event of a leadership advisor vacancy, the vacancy shall be brought to the attention of the "ASG" advisor. The ad team shall then make recommendations to the "ASG" advisor concerning a new "ASG" leadership advisor.~~

(5) Compensation.

~~(a) The student leader compensation policy determines compensation eligibility for the members of "ASG".~~

~~(b)(a) Compensation can be denied after an accountability ~~compensation~~ hearing in the event compensated individuals fail to maintain "ASG" USG membership requirements and to maintain the requirements set forth in the following documents:~~

~~(i) The university of Akron student leader compensation contract;~~

~~(ii)(i) "ASG" USG leadership contract; and the~~

~~(iii)(ii) "ASG" USG constitution and bylaws.~~

~~(e)(b) Compensation Accountability hearings, coordinated by student affairs and ad team, shall be held twice a semester to determine if compensation is in order, based on the individual's performance and fulfillment of these requirements.~~

~~(d)(c) No individual may hold more than one (1) compensated position within "ASG" USG simultaneously. All other ~~compensation~~ accountability hearing stipulations shall be outlined in the ~~ad team~~ USG general bylaws.~~

(6) Faculty senate.

~~(a) The president shall hold one (1) student representative seat on the faculty senate, congruent with his or her term. Faculty senate seat elections and stipulations of the faculty~~

senate student representatives shall be outlined in the USG general bylaws congruent with faculty senate bylaws.

~~(b) Additional student representative seat(s) shall be elected by the "ASG" membership, congruent with that of the president's term.~~

~~(c) Faculty senate seat elections and stipulations of the faculty student representatives shall be outlined in the "ASG" bylaws.~~

(7) Student organizations.

~~(a) Registered organizations within the university shall be required to attend all special meetings that may be scheduled by the legislative and executive branches. Special meetings can be requested by a two-thirds (2/3) majority vote of senate present and voting as a whole. By a two-thirds majority vote of USG present and voting as a whole, a special meeting with registered student organizations shall be called regarding campus wide issue(s). Organizations shall be given a minimum of two (2) weeks' notice for a scheduled meeting.~~

~~(b) The president or senate chair can also call an emergency meeting by giving the student organizations a seventy-two (72) hour notice.~~

~~(e)(b) Each organization shall be required to send at least one (1) representative to special meetings and shall receive one (1) vote per organization.~~

~~(8) Board of trustees student members.~~

~~Two (2) seats for all regularly scheduled senate meetings shall be made available to the board of trustees student trustees. They shall be encouraged to attend ad team meetings and work as advisors to the president.~~

~~(9)(8) Finances.~~

There shall be no dues required for membership in "ASG" USG. "ASG" USG shall manage its own finances in accordance with the rules and regulations prescribed by the university of Akron. The main source of funding for this organization shall be the extracurricular activities fund ("EAF").

~~(10)~~(9) Nondiscrimination clause.

"ASG" USG shall not discriminate on the basis of race, creed, national origin, ancestry, gender, age, handicap, veteran status or sexual orientation in the selection of its members or in its programs unless federal or state law allows for such exceptions.

~~(11)~~(10) Student development clause.

"ASG" USG shall maintain a current registration form including a list of officers, their addresses, the name of the "ASG" USG advisor, and the most recently amended constitution within the department of student life.

~~(12)~~(11) Rules for organizational procedure.

Ultimate authority is vested within the "ASG" USG constitution, ~~followed by the "ASG" bylaws.~~ Subsequent authority shall be vested in the USG general bylaws and the USG election rules, followed by the individual branch bylaws which will be binding with full authority unless an explicit contradiction is found within the constitution. In all other cases, a motion or procedure shall be disposed of in accordance with the procedures outlined in the applicable edition of "Robert's Rules of Order."

~~(13)~~(12) Authority/jurisdiction.

All functions, powers, and responsibilities designated in this constitution are subject to policies enacted by the legal authority of the university of Akron board of trustees, Ohio state law, and federal law. "ASG" USG shall represent all undergraduate students enrolled at the university of Akron, insofar as specific powers and authority are delegated to such officers and agencies by the provisions found in this constitution.

~~(14) Appointments.~~

~~(a) The senate shall approve appointments to the executive branch and student supreme court through executive orders proposed by the president, and approve legislation by the senate chair to the legislative branch. All such legislation shall be approved by a two-thirds (2/3) majority vote of senate present and voting as a whole.~~

~~(b) All appointments must follow the hiring procedures as outlined in the "ASG" bylaws.~~

~~(15) Bylaws.~~

~~(a) "ASG" shall have bylaws that detail its procedures, but the "ASG" constitution shall be recognized as the ultimate authority.~~

~~(b) Each branch's section of the bylaws shall be reviewed and approved at or before the second regular branch meeting of the academic year by a majority vote of the branch present and voting as a whole. All branch bylaw amendments must pass with a two-thirds (2/3) vote of their respective branch present and voting as a whole.~~

~~(c) General bylaws not covered within branches shall be reviewed and approved by the second regular senate meeting of the academic year by a majority vote of all members of "ASG" present and voting as a whole. All "ASG" bylaw amendments must pass with a two-thirds (2/3) vote by all members of "ASG" present and voting as a whole.~~

~~(d) All amended bylaws are subject to the approval of the vice president of student affairs, in conjunction with office of general counsel.~~

(C) Legislative branch.

(1) Powers.

The legislative powers herein granted shall be vested in the senate of ~~"ASG"~~ USG.

(2) Senate membership.

The legislative branch shall be composed of the senate chair, senate vice chair, senators, and ~~"ASG"~~ USG clerk. The composition and number of seats in the senate shall be defined in the legislative ~~section of the~~ branch bylaws. At least two ~~(2)~~ senate seats shall be reserved for first year students. The term "senate as a whole" shall be defined as the number of filled senate seats.

~~(a)~~ The senate chair and senate vice chair shall be elected by a majority vote of senate as a whole at the last regular senate meeting of the academic year. The senate chair and the senate vice chair must be from among the incoming senate.

(3) Election of the senate chair and senate vice chair.

(a) The senate chair and senate vice chair shall be elected by a majority vote of senate as a whole at the last regular senate meeting of the academic year by the newly elected incoming senate.

~~(b) The senate chair and senate vice chair shall serve a term of one year and are entitled to vote on all matters.~~

(4) Senate Legislative duties.

(a) The duties of the senate chair shall include, but are not limited to:

(i) Attending ad team meetings.

(ii) Appointing standing committee chairs and members. Appointments to these positions do not require the approval of the senate.

(iii) Presiding over meetings with committee chairs and representatives. Meetings shall be held at a

minimum of biweekly, unless circumstances warrant otherwise.

- (iv) Managing the general operations of the senate.
 - ~~(v) Preparing the senate meeting agenda, presiding over senate meetings, and submitting a report at all meetings.~~
 - ~~(vi) Appointing all senator vacancies and the "ASG" clerk.~~
 - ~~(vii)~~(v) Maintaining all records of weekly senate office hours and accountability forms.
- ~~(b) The duties of the senate vice chair shall include, but are not limited to:~~
- ~~(i) Assisting the senate chair in his or her duties as needed;~~
 - ~~(ii) Attending ad team meetings; and~~
 - ~~(iii) Managing the general operations of the "ASG" office procedures in conjunction with the chief of staff, as indicated in paragraph (D)(3)(c)(iii) of this rule and stated in the "ASG" bylaws.~~
- ~~(c) The duties of the committee chairs shall include, but are not limited to:~~
- ~~(i) Presiding over committee meetings with committee members. Committee meetings shall be held at a minimum of biweekly, unless circumstances warrant otherwise;~~
 - ~~(ii) Managing the general operations of the committee; and~~

- ~~(iii) Appointing a committee vice chair. The appointment shall take place by the fourth week of the fall semester.~~
- ~~(d) The duties of the committee vice chairs shall include, but are not limited to:
 - ~~(i) Assisting the committee chair in his or her duties in the absence of the committee chair;~~
 - ~~(ii) Maintaining all minutes and records of the committee; and~~
 - ~~(iii) Attending committee meetings.~~~~
- ~~(e) All other non chair or non vice chair senators shall be required to attend committee meetings of the committee to which he or she is appointed.~~
- ~~(f) The senate chair, senate vice chair, and committee chairs shall be required to turn in weekly activity reports for all senate meetings.~~
- ~~(g) The duties of the "ASG" clerk shall include, but are not limited to:
 - ~~(i) Taking attendance and recording the minutes at all senate and ad team meetings;~~
 - ~~(ii) Maintaining folders with accurate attendance records, minutes of meetings, voting records and current legislation; and~~
 - ~~(iii) Routing all legislation as outlined in the "ASG" constitution and bylaws.~~~~
- ~~(h) Senators shall be required to represent academic colleges and interest/focus groups as outlined in the legislative bylaws.~~

~~(i) The Senate shall approve Executive Orders as outlined in Paragraph (D)(7).~~

~~(i) All other descriptions and objectives of legislative branch committees and further duties shall be outlined in the legislative bylaws.~~

~~(5) Vacancies and appointments.~~

~~(a) In the absence of the senate chair, the line of succession for presiding over the senate meetings shall be the senate vice chair, followed by the senior most member on the senate, based on the start of service in office.~~

~~(b) Any person temporarily filling the duties of senate chair shall have suspended appointment powers. If a permanent vacancy occurs in the position of senate chair, a new senate chair shall be elected at the next senate meeting to finish the term.~~

~~(c) The "ASG" clerk may be dismissed by a majority of senate present and voting as a whole.~~

~~(d) All appointments made by the senate chair shall be approved by the senate as indicated in paragraph (B)(14) of this rule.~~

~~(6)(5) Budget and goals.~~

The senate shall review and vote on the annual operating budget for "ASG" USG and annual goals that shall be presented by the president at the second regular senate meeting of the academic year. The senate shall vote on the budget and all revisions no later than the third senate meeting.

~~(7)(6) Student organizations University recognition of student organizations.~~

~~(a) University recognition.~~

The senate, with the aid of the judicial branch, shall recommend the continuation or denial of university recognition of student organizations, in bill form, upon receiving the necessary documentation as outlined by student affairs engagement and success. Recommendations for the continuation or denial of recognition of any undergraduate student organization shall be made to the university president or a designated representative.

~~(b) — Repealing of university recognized status.~~

~~The senate, with the aid of the judicial branch, shall recommend repealing university recognition for any organization that fails to follow the applicable rules, regulations or procedures as outlined by student affairs and the university. The recommendation in favor of repealing university recognition must be presented in bill form, and the organization for which senate is recommending repealing university recognition shall be allowed to speak on its behalf at the senate meeting where the bill will be discussed and voted upon. In order to recommend repealing an organization's university recognition, the bill must pass with a two thirds (2/3) majority vote of senate present and voting as a whole. If the bill is approved, the recommendation shall be made to the vice president for student affairs or his or her designee that the university repeal its decision to recognize the organization.~~

~~(8) — Senate meetings.~~

~~(a) — The senate shall meet weekly during the academic year as specified in the legislative bylaws and all such meetings are open to the public. Senators shall attend all senate meetings.~~

~~(b) — Any meeting that requires the senate's attendance and is not a regular meeting shall be defined as a special meeting. A special meeting can be requested by a two thirds (2/3) majority vote of senate present and voting as a whole. The president or senate chair can also call a special session by giving the senate a forty eight (48) hour notice.~~

~~(9)~~ Standing committees.

~~The senate can establish and dissolve standing committees as it deems necessary by a two thirds (2/3) majority vote of senate present and voting as a whole. Standing committees shall meet weekly during the academic year. Every standing committee shall be administrated by a chair or vice chair in the committee chair's absence. The chair and vice chair shall be appointed from among the senators by the senate chair. A description and objective of each standing committee shall be outlined in the legislative bylaws.~~

~~(10)~~ Ad hoc committees.

~~(a) The senate shall establish ad hoc committees, as it deems necessary. An ad hoc committee is established to complete a specific task. By a two thirds (2/3) majority vote of senate present and voting as a whole, the senate shall:~~

~~(i) Approve the senate chair's proposal to establish each ad hoc committee and the appointments made to each; and~~

~~(ii) Approve the senate chair's proposal to terminate the committee once the committee has completed its task.~~

~~(b) If the senate fails to terminate an ad hoc committee, it shall automatically terminate at the end of the academic year in which it was established.~~

~~(11)~~(7) Legislation.

(a) All legislative action shall be in the form of a bill or resolution and require two (2) senate sponsors. A resolution is a formal expression of opinion put before or adopted by the "ASG" USG senate. No resolution or bill shall be passed until it has been read at two (2) different regular senate meetings or this requirement has been dispensed with by at least a three-quarters (3/4) majority vote of senate present and voting as a whole. All legislation

shall require a rationale from the sponsor(s), justifying the reasons for the piece of legislation.

- (b) No action of the senate shall be valid or binding unless adopted by the majority vote of senate present and voting as a whole. After the senate passes a bill or resolution, it shall then be signed by the presiding officer and given to the president within twenty-four (24) hours after the time in which it is passed.
- (c) If the president approves such a measure, it shall then be signed and returned to the senate chair within ~~seven (7) days, and before the next senate meeting~~ five business days following the date of passage. If the bill or resolution is vetoed, the president shall return it to the senate, along with written objections, within ~~seven (7) days and before the next senate meeting~~ five business days following the date of passage. If a bill or resolution is not returned to the senate within the ~~seven (7) days~~ five business days, it shall take effect in the same manner as if the president had signed it. If the "ASG" USG president has vetoed a bill or resolution, the senate must reconsider it at the next regular meeting. If upon reconsideration, the bill or resolution is approved by a three-fourths (3/4) majority vote of the senate present and voting as a whole, it shall then take place as if it had received the approval of the "ASG" USG president.
- (d) After approval of the measure, it must be presented to the vice president of student affairs engagement and success for review within a timely manner. Following the approval of the vice president of student affairs engagement and success, the legislation must be presented to the university president, or the president's designee, for final disposition within a reasonable time period as mutually agreed upon.
 - (i) All impeachments must be finalized within seven (7) days of approval. Approval may be construed as either the "ASG" USG president's signature or a senate override of a veto.

(ii) All appointments do not have to go through final disposition but take effect immediately after approval. Approval may be construed as either the ~~“ASG”~~ USG president's signature or a senate override of a veto.

(e) Only the university president or president's designee shall have the authority to send final approved legislation to the board of trustees. Examples of legislation that may be forwarded include, but are not limited to legislation having campus wide implications and all encompassing facility usage. If any legislation is not approved by the board of trustees, ~~“ASG”~~ USG ad team members shall meet with the vice president of student ~~affairs~~ engagement and success or his or her designee to discuss the proposed legislation.

(D) Executive branch.

(1) Powers.

The executive powers herein granted shall be vested in the executive branch of ~~“ASG”~~ USG.

(2) Executive branch membership.

The executive branch shall be composed of the president, vice president, ~~chief of staff, and treasurer~~ and the executive cabinet. Additional executive branch positions shall be outlined in the executive bylaws.

(3) Executive officer duties.

(a) The president shall be the chief executive officer and the official spokesperson for the ~~“ASG”~~ USG. ~~All powers and duties of an executive or administrative nature shall be given to the president under this constitution.~~ These powers and duties include, but are not limited to the following:

(i) Presiding over ad team meetings.

- (ii) Attending all senate meetings and submitting an activity report at all senate meetings.
- (iii) Approving or vetoing bills or resolutions passed by the senate as previously outlined in paragraph ~~(C)(11)~~ (C)(7) of this rule.
- ~~(iv)~~ Submitting to the senate, no later than the second regular senate meeting of the academic year, a proposed operating budget and annual goals for "ASG" for the current academic year. The senate shall vote on the budget and all revisions no later than the third senate meeting of the academic year.
- ~~(v)~~(iv) Serving in person or by his or her designee, as the representative of the undergraduate student body to all university boards, committees, or commissions to which he or she may be appointed.
- ~~(vi)~~ Serving a one (1) year term as a representative to the faculty senate concurrent with his or her term as president.
- ~~(vii)~~ Establishing executive commissions and directors as he or she deems necessary, as indicated in paragraph (D)(5) of this rule.
- ~~(viii)~~ Appointing individuals to the positions of chief justice and standing executive commissions/committees, who all shall serve a term concurrent with that of the president.
- ~~(ix)~~ Appointing persons to any vacancies in the vice presidency, student superior court upon the chief justice's recommendation, or all executive commissions/committees.
- ~~(x)~~ Using the month of April to transition the incoming president and vice president by overseeing the transfer of "ASG" records.

- ~~(xi) Suspending or removing presidential appointments to executive commissions/committees with a majority approval of senate present and voting as a whole.~~
- ~~(xii) Presiding over meetings with executive branch members. Meetings shall be held at a minimum of biweekly during the academic term, unless circumstances warrant otherwise.~~
- ~~(xiii) The president shall be required to deliver a state of the "ASG" address to the student body by the second week of November.~~
- ~~(b) The duties of the vice president shall include, but are not limited to:
 - ~~(i) Assisting the president in all powers, duties, and responsibilities for the proper administration of "ASG;"~~
 - ~~(ii) Attending all senate meetings and submitting an activity report at all meetings;~~
 - ~~(iii) Attending ad team meetings; and~~
 - ~~(iv) Attending executive branch meetings.~~~~
- ~~(c) The duties of the chief of staff shall include, but are not limited to:
 - ~~(i) Assisting the president in his or her duties and projects as needed;~~
 - ~~(ii) Maintaining all minutes and records of the executive branch;~~
 - ~~(iii) Managing the general operations of the "ASG" office procedures in conjunction with the senate vice chair, as indicated in paragraph (C)(4)(b)(iii) of this rule and as stated in the "ASG" bylaws; and~~~~

~~(iv) — Attending executive branch meetings.~~

~~(d) — The duties of the treasurer shall include, but are not limited to:~~

~~(i) — Administering and overseeing the annual “EAF” process for undergraduate student organizations and executing the initial funding recommendations;~~

~~(ii) — Training and overseeing the executive budget committee in the “EAF” process;~~

~~(iii) — Holding meetings to properly train student organizations on the “EAF” process;~~

~~(iv) — Administering, budgeting and overseeing all “ASG” expenditures; and~~

~~(v) — Attending executive branch meetings.~~

~~(e)(b) Further descriptions of executive officer duties shall be outlined in the executive section of the bylaws.~~

~~(4) — Undergraduate student organization funding.~~

~~(a) — USG shall determine the undergraduate student organization funding policy as outlined in the USG general bylaws.~~

~~(4) — Executive commissions and committees.~~

~~All commissions and committees shall be headed by a chair/director who shall be designated by the president. Each commission/committee shall report to the president on a regular basis as determined by the president. A description and objective of each executive commission/committee shall be outlined in the executive section of the bylaws. Executive commission/committee members shall serve a term concurrent with the term of the president who appointed them.~~

~~(5) Vacancies and appointments.~~

~~(a) In the case of a permanent vacancy in the office of the president, the vice president shall be the successor to the president. In the case of a permanent vacancy in both the positions of president and vice president, the line of succession shall be the senate chair followed by the senate vice chair. In the case of a permanent vacancy in these four (4) officers, the vice president of student affairs and "ASG" advisor shall appoint the president, with a two-thirds (2/3) approval of senate present and voting as a whole, who shall serve until new officers are elected at the next regularly scheduled election or by referendum.~~

~~(b) All appointments made by the president shall be approved by the senate as indicated in paragraph (B)(14) of this rule.~~

~~(6) "EAF."~~

~~(a) Each undergraduate student organization shall be required to attend mandatory "EAF" training sessions as scheduled by the "ASG" treasurer. Failure to meet this requirement shall result in the organization losing its eligibility for funding for the following academic year.~~

~~(b) "ASG" shall from time to time, as it deems necessary, make recommendations concerning "EAF" policies and procedures to the vice president of student affairs, or his or her designee.~~

~~(7)(5) Executive orders.~~

~~(a) The president shall have the authority to write executive orders, which are directives issued by the president in order to respond to issues requiring a prompt or immediate response and which are effective immediately upon their issuance. At the time of issuance, the president shall provide a rationale and justification for the executive order. All presidential appointments shall be written as executive orders.~~

(b) For an executive order to continue in effect ~~beyond the next regularly scheduled senate meeting~~, it must be reviewed approved by the senate at the next ~~regularly scheduled senate meeting~~ following its issuance. All executive orders approved by the senate to continue in effect shall be approved by a majority of the senate present and voting as a whole. Such orders only need to be read at one ~~(1)~~ senate meeting before being voted upon.

~~(c) All presidential appointments shall be written as executive orders.~~

(E) Judicial branch.

(1) Powers.

The judicial powers of "ASG" USG shall be vested in the ~~student superior court~~ judicial branch and shall extend to all cases arising under this constitution and the acts of the senate and executive branch.

(2) Judicial membership.

The judicial branch shall be composed of the chief justice, executive justice and justices. The number of justice seats shall be defined in the judicial ~~section of the~~ bylaws.

(3) Judicial duties.

(a) The chief justice ~~shall serve a term concurrent with the term of the president who appointed him or her. He or she~~ shall be the chief administrator of the ~~student superior court~~ judicial branch. ~~Some of~~ ~~†~~The powers and duties of the chief justice include, but are not limited to:

~~(i) Attending ad team meetings.~~

~~(ii) Presiding over judicial meetings. Meetings shall be held at a minimum of biweekly, unless circumstances warrant otherwise.~~

- ~~(iii) — Maintaining the general operations of the court.~~
- ~~(iv)(i) Submitting ~~biweekly~~ weekly activity reports to the president and senate concerning the conduct of the court at all senate meetings.~~
- ~~(v)(ii) Attending all senate meetings to address any constitution, bylaw, or parliamentary questions, that may arise in the course of the meeting when called upon by the senate chair for assistance.~~
- ~~(vi)(iii) Calling a special session, at his or her discretion, of ~~student superior court~~ the judicial branch. The chief justice must notify involved ~~court~~ branch members of the nature of and reason for the special session at least forty-eight (48) hours in advance of the meeting.~~
- ~~(vii) — Administering the oath of office to all elected or appointed officers.~~
- ~~(viii) — Presiding over the senate in the event of impeachment proceedings.~~
- ~~(ix) — Voting on matters before the court the same as is allowed of any other justice.~~
- ~~(b) — The duties of the executive justice shall include, but are not limited to:~~
 - ~~(i) — Presiding over court matters in the absence of the chief justice;~~
 - ~~(ii) — Assisting the chief justice with any and all administrative matters that the chief justice deems necessary;~~
 - ~~(iii) — Attending judicial meetings;~~
 - ~~(iv) — Taking minutes at judicial meetings; and~~

- ~~(v) — Maintaining all minutes and records of the judicial branch.~~
- ~~(e) — The duties of justices shall include, but are not limited to:
 - ~~(i) — Attending judicial meetings; and~~
 - ~~(ii) — Taking attendance and minutes at student superior court and impeachment hearings.~~~~
- ~~(d) — The duties of the judicial branch shall include, but are not limited to:
 - ~~(i) — Aiding the senate with student organization registration matters as outlined in paragraph (C)(7) of this rule.~~
 - ~~(ii) — Attending sessions in mediation training and conflict management. The sessions shall be outlined and decided upon by the “ASG” advisor.~~
 - ~~(iii) — Presiding over the student superior court.~~
 - ~~(iv) — Voting on matters before the court.~~~~
- ~~(e)(b) Further descriptions of judicial office duties shall be outlined in the judicial section of the bylaws.~~
- ~~(4) — Vacancies and appointments.
 - ~~(a) — In the case of a permanent vacancy in the office of the chief justice, the temporary line of succession shall be the executive justice, followed by the senior most justice, based on the starting date for term of appointment. He or she shall manage judicial branch matters until the appointment of a new chief justice by the president.~~
 - ~~(b) — The chief justice shall recommend individuals to the president for all unfilled justice seats.~~~~

- ~~(c) The chief justice shall appoint a justice to the position of executive justice with the president's approval. The executive justice title and duties shall serve a term concurrent to that of the president.~~
- ~~(d) Justices, except the chief justice and executive justice, shall serve as such until they resign, graduate, fail to meet "ASG" membership requirements or are removed from office.~~
- ~~(e) All judicial appointment recommendations to the president shall follow as outlined in paragraph (B)(14) of this rule.~~

~~(5)(4) Student superior court Cases and hearings.~~

- (a) The chief justice, or the executive justice when designated by the chief justice, shall preside over and conduct all ~~student superior court~~ judicial branch cases.
- (b) The ~~student superior court~~ judicial branch shall hear any case initiated by undergraduate students. Such cases include, but are not limited to the following:
 - (i) The removal of elected and appointed members of "ASG" USG.
 - (ii) Constitutional questions that include petitions submitted under paragraphs ~~(F)(3), (F)(5), and (H)(2)(a)~~ (H)(4) and (J)(2)(a) this rule.
 - (iii) Constitutional or bylaw questions, including, but not limited to, all legislation and executive orders.
 - (iv) Grievances involving non-academic university complaints, unless the case has jurisdiction within another university process. Grievance cases shall be outlined in the ~~judicial section of the~~ bylaws.
 - (v) Undergraduate students' university parking citations, as requested by and at the discretion of the university of Akron.

~~(c) — Grievance requirements.~~

~~The student superior court shall not begin the review of any case until it can be confirmed that the student(s) initiating the grievance has/have provided a written complaint to the chief justice requesting a hearing in student superior court.~~

~~(d) — Decision requirements.~~

~~No decision shall be made unless a minimum of three (3) justices are present and the decision is a majority vote of the justices present and voting as a whole. The term "justices as a whole" shall be defined as the number of filled judicial seats.~~

~~(e) — Hearings.~~

~~The student superior court shall meet as frequently and under such rules as are adopted and set forth in the judicial section of the bylaws. All case material and information shall be held confidential wherever permitted by university, state, and federal policy, rules, regulations, and law.~~

(F) Term limits.

- (1) General members shall serve a term of one fiscal year until resignation or failure to meet USG membership requirements. Those who express interest in participating the following fiscal year shall follow the procedures outlined in the USG general bylaws.
- (2) Justices shall serve a term until resignation, graduation, failure to meet USG membership requirements, or are impeached from office.
- (3) The term of the office of the president shall be from the time of oath of office at the last senate meeting of the spring semester until the last senate meeting of the following spring semester.

- (4) All appointments made to the executive branch and the office of vice president, chief justice, and executive justice shall serve a term concurrent with that of the office of the president.
- (5) Senators shall serve a term concurrent with that of the office of the president, with the exception of senators serving two congruent terms.

(G) Appointments.

- (1) All appointments must follow the hiring procedures as outlined in the USG bylaws.
- (2) Appointments to the legislative branch.
 - (a) The senate shall vote on appointment legislation written by the senate chair to the legislative branch. All such legislation shall require a two-thirds majority vote of senate, present and voting as a whole, for approval.
 - (b) In the absence of the senate chair, the temporary line of succession for presiding over the senate meetings shall be the senate vice chair, followed by the senior-most member on the senate, based on the start of service in office.
 - (c) Any person temporarily filling the duties of senate chair shall have suspended appointment powers. If a permanent vacancy occurs in the position of senate chair, a new senate chair shall be elected at the next senate meeting to finish the term.
- (3) Appointment to the executive branch.
 - (a) In the case of a permanent vacancy in the office of the president, the vice president shall be the successor to the president. In the case of a permanent vacancy in both the positions of president and vice president, the temporary line of succession shall be the senate chair followed by the vice senate chair followed by the most senior senate member until a special election can occur.

- (b) The president has the power to appoint individuals to vacancies in the executive branch.
- (c) The senate shall vote on appointments to the executive branch through executive orders by a two-thirds majority vote of the senate present and voting as a whole with the exception of an appointment written through executive order without the need for a senate vote.
- (d) The president shall have the power to establish, suspend or remove executive committees through executive orders by a two-thirds majority vote of senate present and voting as a whole.

(4) Appointments to judicial branch.

- (a) The chief justice shall be appointed from among the current serving justices by the president and a two-thirds majority vote of senate present and voting as a whole.
- (b) In the case of a permanent vacancy in the office of the chief justice, the executive justice shall serve the remainder of the chief justice's term.
- (c) The chief justice shall recommend individuals to the president for all unfilled justice seats.
- (d) The chief justice shall appoint a justice to the position of executive justice with the president's approval.
- (e) The senate shall vote on appointments to the student supreme court through executive orders proposed by the president by a two-thirds majority vote of senate present and voting as a whole.

(F)(H) Elections.

- (1) USG shall hold both general and first-year elections.
- (2) All election stipulations and rules shall be outlined in the USG election rules.

~~(1) General elections.~~

- ~~(a) The general elections shall be held for at least two academic days the week prior to spring break. All candidates must meet the membership qualifications specified in paragraph (B)(2) of this rule at the time of the general elections.~~
- ~~(b) Candidates eligible for the "ASG" president and vice president positions must have completed at least thirty two (32) credit hours and served at least one year of an appointed or elected position in "ASG." The "ASG" president and vice president shall be elected as a ticket at general elections.~~
- ~~(c) All elected "ASG" members may succeed themselves through re-election and must have sufficient time prior to graduation to fill the entire tenure of their elected office.~~
- ~~(d) All members elected in the general election shall take office on and be sworn in at the last regular senate meeting of the academic year.~~
- ~~(e) All other general elections stipulations and rules shall be outlined in the "ASG" bylaws.~~

~~(2) First year elections.~~

- ~~(a) Elections for first year student members shall be held within the first six (6) weeks of the fall semester. The term of office shall be one (1) year.~~
- ~~(b) Candidates eligible for the first year student senate positions are students with first year status at the university of Akron. All first year senators must meet the membership qualifications specified in paragraph (B)(2) of this rule.~~

- ~~(c) — Those candidates elected to a first year senate seat shall be sworn in at the senate meeting immediately following the first year election.~~
- ~~(d) — All other first year election stipulations and rules shall be outlined in the “ASG” bylaws.~~

~~(3) — Initiative.~~

- ~~(a) — Legislation may be proposed to the senate by two (2) or more undergraduate students who are not elected members of “ASG.”~~
- ~~(b) — Passage of said legislation shall occur upon a two-thirds (2/3) majority vote of senate present and voting as a whole. The said legislation is to then follow the procedures specified in paragraphs (F)(4)(b) to (F)(4)(c) of this rule.~~
- ~~(c) — If the senate disapproves this legislation, it may be proposed again by a petition of signatures of undergraduate students equal to twenty five percent (25%) of the students voting in the most recent general election. The “ASG” secretary shall keep all voting records from the previous elections.~~
- ~~(d) — Once the petition has been verified by student life, an initiative election shall occur as expeditiously as possible.
 - ~~(i) — All information regarding the proposed legislation must be distributed to the voting population at least one (1) week prior to this election.~~
 - ~~(ii) — Passage of the legislation proposed by initiative shall require a two-thirds (2/3) majority vote of those students voting in that special election.~~~~

~~(4)(3) Referendum.~~

- ~~(a) Any legislation considered by “ASG” USG may, by a two-thirds (2/3) majority vote of Senate present and voting as a~~

whole, be referred to the undergraduate student body for a vote.

- (i) All information regarding this legislation must be distributed to the voting population at least one (1) week prior to this election.
- (ii) At least two-thirds ($2/3$) of the number of students voting in the most recent general election must participate to validate the election. The "ASG" USG secretary shall keep all voting records from the previous elections.
- (iii) Passage of the referendum shall require a two-thirds ($2/3$) majority vote of those students voting in that special election. This election shall take place as expeditiously as possible.

~~(5)~~(4) Recall.

- (a) Any elected member of "ASG" USG may be subject to a recall vote with a petition containing signatures of at least twenty-five percent (25%) of the number of students voting in the most recent general election. The "ASG" USG secretary shall keep all voting records from the previous elections.
- ~~(b) Once the petition has been verified by student life, a recall election shall occur as expeditiously as possible.~~
- ~~(e)~~(b) All information regarding this recall must be distributed to the voting population at least one (1) week prior to this election.
- ~~(d)~~(c) The member shall be considered removed from office if the number of votes cast in favor of removal is equal to a majority of the total number of votes cast in the most recent general recall election.
- ~~(e)~~(d) Upon this removal, the office shall be deemed vacant and shall be filled by the procedures outlined paragraphs

~~(C)(4)(a)(iv), (C)(5), (D)(3)(a)(ix), (D)(6), and (E)(4)~~ in paragraph (G) of this rule as applicable.

~~(G)(I)~~ Impeachment.

(1) Members governed.

Any "ASG" USG member elected or appointed to the office of president, vice president, justice, or senator may be impeached and removed from the office by the authority vested in the "ASG" USG senate and president.

(2) Duty.

The members of "ASG" USG ~~are responsible to "ASG"~~ and have the duty to recommend to the senate the removal of any individual member of the above listed positions of "ASG" USG who is consistently negligent in the performance of his or her duties and responsibilities.

(3) Procedures.

(a) A bill calling for the impeachment and citing specific reasons for such must be presented at a regular meeting of the senate. A two-thirds (~~2/3~~) majority vote of senate present and voting as a whole shall instruct the chief justice whether or not to proceed with an impeachment hearing.

(b) The impeachment hearing of an "ASG" USG member shall occur at the next regular senate meeting after the passage of the bill. The chief justice shall preside over all impeachment hearings. In the event of the impeachment of the chief justice, the executive justice shall preside over the impeachment hearing.

(c) Impeachment of an "ASG" USG member requires a three-quarters (~~3/4~~) majority vote of senate present and voting as a whole.

(d) Double jeopardy.

Except in the case of newly discovered evidence, no official shall be tried more than once for the same offense, nor shall more than one vote for removal be taken in the course of the hearing.

~~(H)~~(J) ~~Constitution~~ Governing document review, ratification, and amendment procedures.

- (1) Review and ratification of the constitution.
 - (a) At least every five ~~(5)~~ years, starting at the year 2010, upon a majority vote of senate present and voting as a whole, the senate shall direct the “ASG” USG president to appoint a review commission, which shall have the authority to recommend amendments to this constitution to the senate. The commission shall consist of members from each branch of “ASG” USG.
 - (b) Any senator on the commission may introduce, in amendment form, all constitutional changes proposed by the review commission. If any amendments are proposed, the senate shall vote on the changes within fourteen ~~(14)~~ days after their introduction.
 - (c) If the proposed amendments are approved by a majority of senate present and voting as a whole, then the amendments shall be presented to the students at a re-ratification election. This election shall be held within thirty ~~(30)~~ days after the senate votes on the proposed amendments. The proposed amendment must be available to the undergraduate student body, in print, at least one ~~(1)~~ week prior to the election.
 - (d) If the constitution is ratified by a majority of the undergraduate student body members voting in the election, it shall be forwarded, presented, and reviewed in a reasonable time mutually agreed upon by the “ASG” USG ad team and the following individuals or bodies in the order listed:

- (i) Vice president of student ~~affairs~~ engagement and success, or his or her designee;
 - (ii) President of the university, or the president's designee; and the
 - (iii) Board of trustees.
- (2) Amendments to the constitution.
- (a) Amendments to this constitution may be proposed, prior to the time line established in paragraph ~~(H)(1)(h)~~ (J)(1)(a) of this rule, in the form of a bill or by a petition signed by at least ten ~~(10%)~~ percent of the undergraduate student body.
 - (i) If proposed in the form of a bill, the amendment(s) shall be placed for vote before the undergraduate student body after a two-thirds ~~(2/3)~~ majority vote of the senate present and voting as a whole.
 - (ii) If proposed in the form of a petition, the amendment(s) shall be placed for vote before the undergraduate student body after the "ASG" USG secretary has validated the signatures.
 - (b) The senate shall submit amendments proposed by passage of a bill or petition in a timely manner prior to the election in which it shall be voted upon. The proposed amendment(s) must be available to the undergraduate student body, in print, at least one ~~(1)~~ week prior to the election.
 - (c) If the amendments are approved by a majority of the undergraduate student body members voting in the election, they shall be forwarded, presented, and reviewed in a reasonable time to be mutually agreed upon by the "ASG" USG ad team and the following individuals in the order listed:
 - (i) Vice president of student ~~affairs~~ engagement and success, or his or her designee;

- (ii) President of the university, or the president's designee; and the
 - (iii) Board of trustees.
- (3) Amendments to the bylaws.
 - (a) Each branch's section of the bylaws shall be reviewed and approved at or before the second regular branch meeting of the academic year by a majority vote of the branch present and voting as a whole. All branch bylaw amendments must pass with a two-thirds majority vote of their respective branch present and voting as a whole.
 - (b) General bylaws not covered within branches shall be reviewed and approved by the second regular senate meeting of the academic year by a majority vote of all members of USG present and voting as a whole. All USG bylaw amendments must pass with a two-thirds majority vote by all members of USG present and voting as a whole.
- (4) Amendments to the election rules.
 - (a) Election rules shall be reviewed and voted on at the regular scheduled senate meetings prior to the start of the election cycle.
 - (b) All election rules must pass with a two-thirds vote of USG membership present and voting as a whole.
 - (c) Amendments and additions to the election rules cannot occur during the election cycle until all appeals have been heard and been ruled on.

Replaces: ~~3359-43-01~~

Effective: February 12, 2005

Certification:

Secretary
Board of Trustees

Prom. Under: 111.15

Stat. Auth.: 3359.01

Rule Amp.: 3359.01

Prior Effective Date: 04/01/93, 08/05/99, 2/12/05

THE UNIVERSITY OF AKRON

RESOLUTION 10 - - 11

**Pertaining to Revisions to University Rule 3359-43-01
Constitution**

BE IT RESOLVED, that the recommendation presented by the Committee on Rules concerning the approval of the revisions to University Rule 3359-43-01 pertaining to the Undergraduate Student Government Constitution, be approved.

**Ted A. Mallo
Secretary
Board of Trustees**

October 26, 2011



Consent Agenda
The University of Akron Board of Trustees
Meeting of October 26, 2011

Finance and Administration Committee

- Tab 1 ~~Personnel Actions~~ (to be considered as a separate item, by request)
- Tab 2 Amendment to The University of Akron Alternative Retirement Plan and The University of Akron 403(b) Retirement Plan
- Tab 3 Purchases for More Than \$350,000
- Tab 4 Cumulative Gift and Grant Income Report for July – August 2011
- Tab 5 Approval of the Proposed Award of an Honorary Doctorate of Humane Letters Degree to Mr. James D. Oelschlager
- Tab 6 Approval of the Proposed Award of an Honorary Doctorate of Humane Letters Degree to Mrs. Margaret F. Donovan

Academic Issues & Student Success Committee

- Tab 1 Research Services and Sponsored Programs Summary of Activity Report for September 2011

Rules Committee

- Tab 1 Approval of New University Rule 3359-1-10, Advisory Trustees
- Tab 2 Approval of Revisions to Rule 3359-2-02, Organization of Instruction
- Tab 3 Approval to Rescind Rule 3359-20-02, Organization of the University
- Tab 4 Approval to Rescind Rule 3359-20-03, The Faculty: General Personnel Policies
- Tab 6 Approval of Updates to Rule 3359-20-03.4, Concluding University Employment
- Tab 7 Approval of Revisions to Rule 3359-43-01, Constitution

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Closing of the University on December 28-30, 2011
and Granting Paid Leave to Staff and Contract
Professionals

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Presiding:

Chair
Ann Amer Brennan

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October 26, 2011

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New Business

THE UNIVERSITY OF AKRON

RESOLUTION 10 - - 11

Pertaining to Approval of the Closing of the University on December 28-30, 2011,
and Granting Paid Leave to Staff and Contract Professionals

WHEREAS, The University of Akron has, for the past six years, provided three days of paid leave for staff and contract professionals between the Christmas and New Year's holidays, in recognition of the significant and collective efforts of those employees in contributing to the institution's growth and student success in their supporting roles; and

WHEREAS, The University of Akron already is scheduled to be closed on December 24-27, 2011, and January 2, 2012, for holiday observances, and with the additional three days, most of the University—with the exception of facilities and personnel required to conduct previously scheduled events and maintain essential physical infrastructure and safety—would be closed on December 24, 2011-January 2, 2012, allowing savings in utility and other operational costs, and past experience indicates that closing for a slightly longer period should not inconvenience the University's students; NOW, THEREFORE,

BE IT RESOLVED, that the recommendation of President Proenza that in addition to the previously scheduled holidays, the University be closed December 28-30, 2011, except for essential services, and that three days of paid leave be granted to staff and contract professionals for that period hereby is approved by the Board of Trustees of The University of Akron.

Ted A. Mallo
Secretary
Board of Trustees

October 26, 2011