

Presiding:
Chair
Richard W. Pogue
December 11, 2013

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| 1 | Call to Order |
| 2 | Report of the Chair |
| 3 | Report of the President |
| 4 | Report of the Student Trustees Approval of Minutes |
| 5 | Report of the Finance & Administration Committee |
| 6 | Report of the Academic Issues & Student Success Committee |
| 7 | Report of the Strategic Issues Committee |
| 8 | Report of the Rules Committee |
| 9 | Report of the Audit & Compliance Committee |
| 10 | Consent Agenda Vote New Business |
| 11 | Next Regular Meeting: February 5, 2014 Student Union, Room 339 Executive Session, 7:30 or 8 a.m.; Board Meeting, 9 a.m. |
| 12 | Adjournment |

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Meeting Minutes
Wednesday, October 16, 2013
Student Union, Room 339

Board Members Present:

| | | |
|---------------------------------|---------------------|--------------------|
| Richard W. Pogue, Chair | Roland H. Bauer | Ralph J. Palmisano |
| Jonathan T. Pavloff, Vice Chair | Jennifer E. Blickle | Warren L. Woolford |
| Nicholas C. York, Vice Chair | Olivia P. Demas | |

Student Trustees Present:

Ryan J. Thompson

Advisory Trustees Present:

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| Anthony J. Alexander | Sandra Pianalto |
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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
John A. LaGuardia, Vice President of Public Affairs and Development
Dr. George R. Newkome, Vice President for Research and Dean, Graduate School
James L. Sage, Vice President, Information Technology/CIO
James P. Tressel, Vice President, Student Success

Others Present (See Appendix A.)

REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Pogue called the meeting to order at 8:01 a.m., and the Board adjourned into executive session on an 8-0 vote for the stated purposes of—considering employment matters pursuant to 121.22(G)(1), considering real estate matters pursuant to 121.22(G)(2), meeting with legal counsel pursuant to 121.22(G)(3) and reviewing for collective bargaining pursuant to 121.22(G)(4). The meeting returned to public session at 9:20 a.m. on an 8-0 vote.

SPECIAL PRESENTATION

Mr. Pogue said the first item of business would be consideration of a resolution to acknowledge the exemplary professional accomplishments of an alumnus. Ralph Palmisano read the proposed resolution to honor Akron Police Department Captain Paul Calvaruso. Mr. Pogue said that unless there was an objection, he now would conduct the vote on Mr. Palmisano's motion as New Business. There was no objection.

RESOLUTION 10-1-13 (See Appendix B.) **ACTION: Palmisano motion, York second, passed 8-0**

Mr. Palmisano presented a framed copy of the resolution to Capt. Calvaruso, who then offered his thanks to the Board.

REPORT OF THE CHAIR

Mr. Pogue said he would report on three items. The first had to do with recent publicity about the University. Mr. Pogue said there was widespread and well-deserved recognition of the appointment of Tony Alexander as an Advisory Trustee, and after on August 7, there was nationwide coverage of the announcement of Luis Proenza's transition program. He said the wonderful publicity was carried across the country to Florida, California and Mississippi, among many other states. While a few pernicious blogs concentrated on some of the financial aspects, "in the main even the blogs were very positive about what has been happening under Luis's leadership here over the last 15 years," Mr. Pogue said. Particularly in the local press, the Beacon Journal and the Plain Dealer highlighted Dr. Proenza's visionary leadership and the accomplishments of the University during his presidency, he said. "So altogether, I think it was a wonderful series of pieces about The University of Akron under (Dr. Proenza's) leadership," Mr. Pogue said.

The second item was congratulating Dr. Proenza on his appointment by the President to the Advanced Manufacturing Partnership's steering committee. Mr. Pogue said the 19-member working group of the President's Council of Advisors on Science and Technology works to strengthen U.S. manufacturing. He said the group is very prestigious, including among its members Andrew Liveris, president and chairman of Dow Chemical, and Rafael Reif, president of MIT. He said Dr. Proenza will be assisted on that committee by colleagues Dr. Ajay Mahajan, special assistant for innovation and associate dean for research in the College of Engineering, and Wayne Watkins from the University of Akron Research Foundation.

The third item was acknowledgement of two recent birthdays on the Board group. Mr. Pogue said, "Warren Woolford reached age blank on September 17 and Ryan Thompson the same on October 3."

REPORT OF THE PRESIDENT (See Appendix C.)

Following the president's report, Mr. Pogue asked if the Inter-University Council had any plan for trying to change the 46th-place ranking of Ohio's per-capita support of higher education. Dr. Proenza said the IUC executive director has tried in a number of ways to position that information before the administration and the legislature, and it continues to be obscured by other pressures that seem to be on the forefront. He suggested that concern expressed by the broad citizenry could be much more effective than that conveyed by universities. Dr. Proenza

called on Lisa Dodge to comment, and she provided a brief update on legislative activities in Columbus.

Mr. Pogue asked for detail about the process for distribution of any funds resulting from the capital bill. Ms. Dodge said the IUC will contact each university in November and talk to them about their priorities, after which the commission's recommendations will go into a report. She said we would expect the results to come out in December, noting that last year the legislature took the recommendations of the commission and virtually introduced it in the form of a bill, and it passed with little debate.

REPORT OF THE STUDENT TRUSTEE

After mentioning that the Board still is awaiting the appointment of a second Student Trustee, Mr. Thompson said that students currently were dealing with fall mid-terms and scheduling of classes for spring semester. He said the registrar's office has made scheduling more expedient and easier than ever. He also said that the meaningful research opportunities provided to undergraduate students are outstanding and a factor of differentiation for the University. He said that, even with a tight budget, the University is enhancing the success of its students every year and doing great things.

Mr. Thompson introduced student Renee Calderon and Associate Professor of Biomedical Engineering Yang H. Yun (see Appendix D), who offered some remarks to the Board regarding their Akron Experiences. Ms. Calderon and Dr. Yun each received a commemorative clock from Trustees.

CONSIDERATION OF MINUTES ("Board of Trustees" Tab) presented by Chair Pogue

By consensus, the minutes of the August 7 and September 16, 2013 Board meetings were approved as submitted.

RESOLUTION 10-2-13 (See Appendix B.)

REPORT OF THE FINANCE & ADMINISTRATION COMMITTEE

presented by Committee Chair Palmisano

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

The personnel actions recommended by Dr. Proenza included creating a two-percent raise pool for nonunion faculty members who teach in the School of Law or serve as academic department chairs or directors. The adjustment matches the raise pool approved earlier this year for those full-time faculty who are represented by the Akron Chapter of the American Association of University Professors.

RESOLUTION 10-3-13 (See Appendix B.)

ACTION: Palmisano motion, York second, passed 8-0

- Quarterly Financial Report for April-June 2013 (Tab 2)

The overall FY2013 budget trailed estimates by \$2.9 million. That variance resulted from total revenues falling short of the budget estimate by \$10.3 million (2.7 percent) and total year-to-date expenditures being slightly below the budget estimate by \$7.1 million (2.1

percent). In addition, there was a favorable net variance in transfers of \$0.3 million. The shortfall in tuition and fees was \$8.9 million (3.3 percent) relative to original budget. FY2013 credit hour production trailed FY2012 by 4.1 percent.

Total compensation was slightly below the estimate. Fringe-benefit expenses were \$5.1 million (8.7 percent) below the original budget; however, payroll exceeded the original budget by nearly \$3.9 million (2.4 percent). Supplies and Services expenses were well below budget by \$16.0 million (28.7 percent). Concerns about enrollment and revenue likely impacted spending in that area. Utilities were \$1.4 million (12.1 percent) below the budget reflecting favorable rates for energy and mild weather. Student Aid was well above the original budget by \$4.1 million (9.4 percent). The focus to attract more college-ready students has increased the number of scholarship recipients even though enrollment is declining.

With the inclusion of transfers-in and transfers-out, the net change in the current fund balance was a reduction of \$2.9 million. That total takes into account the \$5.1 million in Internal Loan Repayment that reflects the reductions to departmental carry-overs toward resolving the \$26-million liability for the Early Retirement Incentive program.

RESOLUTION 10-4-13 (See Appendix B.)

- Quarterly Investment Report for April-June 2013 (Tab 3)

The Quarterly Investment Report for June 30 reflects a fourth-quarter net negative rate of return of 0.9 percent and a net negative annual return of 0.9 percent for operating funds. Nonetheless, those investments generated \$2.4 million in income through the fourth quarter. The FY2013 General Fund financial statement included an unrealized loss of \$1.4 million. The market value of endowments increased \$5.4 million through the fourth quarter of FY2013. The portfolio composite of the pooled endowments posted a 0.2-percent rate of return for the fourth quarter and a 15.1-percent return for the preceding 12 months.

RESOLUTION 10-5-13 (See Appendix B.)

- Cumulative Gift and Grant Income Report (Tab 4)

The University of Akron recorded total giving of \$3,120,721 for July-August 2013. That total compares to \$5,611,433 for July-August 2012 (a decrease of 44 percent) and a year-to-date average of \$4,443,105 for the previous five years (a decrease of 30 percent). During July-August 2013, 2,700 gifts were received, as compared with 2,431 for the same period in the last fiscal year (an increase of 11 percent). Mr. LaGuardia said the downward giving trend for the current fiscal year began to reverse in September and October 2013.

RESOLUTION 10-6-13 (See Appendix B.)

- Title V Boiler Compliance Contract (Tab 5)

The Title V Boiler Compliance HTHW Generator Stack Emissions NOx Reduction Project No. UAK130004 will install new burners and controls to bring the University into compliance with the Environmental Protection Agency's mandate for emissions. Bids for the project were solicited on July 20, 2013 and opened by the Purchasing Department on August 13. The electrical bid was accepted, and the mechanical bids had to be re-bid. Mechanical re-bids were solicited on August 28 and opened on September 10, 2013. A \$509,880 contract for

mechanical work was recommended to be awarded to sole-bidder Associated Mechanical, Inc. The low bidder for electrical work, R & M Electric, Inc., was recommended to be awarded a \$59,828 contract.

RESOLUTION 10-7-13 (See Appendix B.)

- FY2014 Revised General Fund Budget (Tab 6. Also see presentation in Appendix E.)

The original FY2014 budget approved in June provided for a 2-percent enrollment decline. Adjustments to the base revenues and expenditures from FY2013 were significant – totaling \$30 million; however, fall 2013 enrollment is actually 6 percent below fall 2012. In anticipation of enrollment being well below earlier estimates, contingency planning began shortly after the approval of the current budget with the expectation that a revised budget would be presented at the October Board meeting.

Fall 2013 student credit hours are roughly 6 percent below fall 2012, resulting in a projected revenue reduction of \$15 million. In addition, there are a couple of other adjustments that need to be addressed to balance the budget. The rising interest rates precluded the University from closing on a refinancing of existing debt, which would have saved \$1.5 million in FY2014. In addition, the new contract with Akron-AAUP provided a 2-percent increase in salaries, which increased compensation costs roughly \$1.2 million.

The contingency planning process began in July with reduction targets of 8 percent which, if fully realized, would generate \$16 million in savings and more than offset the adjustments referenced above. Each unit was directed to develop a plan for how it would reduce its budget by 8 percent and to explain the ramifications of such a reduction. The revised budget is an outcome of that process.

Reductions at this point in the year are especially problematic for the academic units since the academic year is underway. In addition, it was communicated to the academic units that not all colleges would be reduced by the full 8-percent target. In that context, the recommended reductions to the academic units total \$5.2 million (3.9 percent). Much of the savings is the result of existing position vacancies and should be considered one-time until a more thorough review can occur to deem the potential impact on course offerings and program delivery. This review will begin shortly as part of the development of the FY2015 budget.

The academic-support units came closer to reaching the reduction targets. They identified reductions of \$6 million (7.2 percent); however, many of their reductions involve employee separations and position eliminations that will take time to implement. In turn, a significant share of their reductions will not be fully implemented until FY2015, which may require the support units to spend carry-over balances in FY2014.

Of the reductions, approximately 25 percent should be considered one-time reductions. Nonetheless, the proposed revised budget includes the elimination of roughly 50 positions. While many are vacant or anticipated to become vacant during the current fiscal year, roughly half of the positions to be eliminated are currently filled with no separation otherwise anticipated. This process should generate additional savings going into FY2015.

RESOLUTION 10-8-13 (See Appendix B.)

In response to Mr. Pogue asking about FY2015 fiscal indicators, Mr. Cummins said the administration was doing an inventory of budget assumptions and the starting point for the FY2015 budget process likely will be a negative number that will require balancing. He said the process is beginning earlier and involving more people at the front end. Dr. Proenza said the structural deficit resulted from the recent enrollment decline and reduced state funding due to the removal of federal stimulus funds, both of which could change. He said the University must adjust to the changing dynamics of the environment. He said it is vital to rigorously assess programs and staffing levels, competencies and requirements. Mr. Pavloff said that the staffing assessment should be taken on as a systematic review independent of the budgeting process so it is not just budget driven but focused on being the best in select areas. Dr. Proenza agreed.

Mr. Pogue asked for the total of carryover balances included in the current budget. Mr. Cummins said the net total from all units is in the range of \$35-38 million.

- **Approval to Abolish Specific Classified and Unclassified Positions**

As part of the budget-revision process, the administration began a review of its current classified and unclassified positions for the purpose of determining the efficiency and economy of, and the necessity for, the current roster of classified and unclassified positions. The administration determined that 19 such positions should be abolished for reasons of reorganization, economy and/or lack of work. Ohio Revised Code Section 124.321 authorizes an appointing authority—in this case, the University’s Board of Trustees—to abolish positions, in accordance with Ohio Revised Code Sections 124.321-124.327, which detail the processes for job abolishment and the rights of affected employees, including displacement rights. In addition, the Board authorized the Office of Talent Development and Human Resources to effect other related personnel actions that may be necessary to effect the intent of the resolution and that may arise as a result of the displacement rights of individuals affected by the abolishment of these positions.

RESOLUTION 10-9-13 (See Appendix B.)

- **Approval of the Renewal of Easements to Ohio Edison to Provide Electrical Service to the University**

The state of Ohio, through its Department of Administrative Services and on behalf of the University, in 1989 granted 25-year easements to Ohio Edison Company to permit the installation, operation, maintenance and repair of underground electric-transmission lines in three easement areas—(1) near the Forge Street substation for the purpose of providing electric power to the University, (2) in the footprint of the former University Street and perpendicular to Spicer Street for the purpose of providing electric power to buildings owned and operated by certain University fraternal organizations, and (3) near the Heisman Lodge for the purpose of providing electric power to an F.A.A. tower. Because each easement was scheduled to expire during 2014 (in January, February and September respectively) and both Ohio Edison and the University administration desired to renew each easement, the administration requested that the Board grant to Ohio Edison the three easements for 25-year renewals, subject to review and approval by the University’s Office of General Counsel and DAS.

RESOLUTION 10-10-13 (See Appendix B.)

- Priority Budget Issues for June 2013 (Tab 9) INFORMATION ONLY

The FY2013 year-end revenues excluding transfers-in fell short of the budget by \$10.3 million (2.7 percent), primarily due to lower-than-expected enrollment. FY2013 credit hour production trailed that of FY2012 by 4.1 percent, generating a year-end tuition and fee shortfall of \$8.9 million. The current-year revenue budget assumed flat enrollment, and actual numbers came in lower in each term. Indirect cost recovery exceeded budget estimates by \$1 million (22.8 percent) while income from miscellaneous sources fell short by \$0.6 million.

Total year-end expenses were less than the budget estimate by \$1.7 million (0.4 percent). At the close of FY2013, total compensation expenditures were slightly less than budgeted (\$0.1 million, or 0.4 percent) and 0.6 percent greater than FY2012 expenditures. Temporary positions costing in excess of \$4 million were funded with carry-over resources. Fringe-benefit expenses were significantly less than budgeted as the filling of vacant positions slowed. Scholarships, including graduate-assistant fee remissions, were \$4.1 million (9.4 percent) above the budget as the focus to attract more college-ready students increased the number of scholarship recipients and decreased the number of scholarship students dropping off after their first year. Also, in an effort to enhance current-year enrollment a few new, unfunded initiatives were launched. The favorable variance of \$1.4 million in utility expenses was nearly offset by unfavorable variances of -\$0.3 million and -\$0.9 million in communications and travel, respectively. Transfers Out had a negative variance of \$5.4 million (11.3 percent), a result of the Internal Loan Repayment of \$5.1 million that reflects a transfer from departmental carry-over balances to reduce the Early Retirement Incentive program liability. To date, the liability had been reduced from \$26.2 million to \$16 million.

Declining enrollment also impacted Wayne College as the overall FY2013 revenues were \$0.5 million less than expected. Year-end favorable expenditure variances in compensation and supplies more than made up for the revenue shortfall, yielding a slight positive change in fund balance of about \$148,000.

Year-end combined auxiliary resources were \$94.9 million; combined expenditures were \$99.5 million. The FY2013 final operating deficit of \$4.5 million resulted from a combination of a significant loss in Residence Life and Housing (-\$2.9 million) and smaller deficits in Dining Services (-\$1.5 million), Athletics (-\$0.4 million) and the Student Recreation and Wellness Center (-\$0.2 million). The reductions in the Dining and Recreation and Wellness fund balances are the result of reinvestments in their operations. With the exception of Athletics, the auxiliaries had sufficient fund balances to cover their FY2013 shortfalls. FY2014 will prove challenging for Residence Life and Housing as that fund balance has been reduced to less than \$1 million.

Mr. Cummins said the FY2014 budget looked as expected on September 30, “just about balanced.”

- Waiver of Competitive Bidding (Tab 10) INFORMATION ONLY

The Vice President for Capital Planning and Facilities Management requested a waiver of the required competitive-bidding process for the repair of windows and trim at InfoCision Stadium. The wind and rain had caused water leaks and damage to the second- and third-floor windows. Not only were materials being damaged, environmental issues could have developed if left untreated. The anticipated cost for repair was \$63,225. The waiver of

competitive bidding was reviewed and approved by the Department of Purchasing and the Office of General Counsel.

- Annual Fiduciary Checklist (Tab 11) INFORMATION ONLY

The University's Endowment Funds Investment Policy requires that the investment consultant provide an annual fiduciary checklist and fee analysis to the University. In compliance, Legacy Strategic Asset Management provided its 2013 Fiduciary Review and Fee Analysis.

- Purchases of \$25,000 to \$500,000 (Tab 12) INFORMATION ONLY

For July 2013, there were 35 purchases in this category totaling \$3,228,074.34. For August 2013, there were 30 purchases in this category totaling \$1,558,981.92.

- Alumni Relations Report (Tab 13) INFORMATION ONLY

- Status Report on Capital Projects (Tab 14) INFORMATION ONLY

The report reflected the status of state-funded projects, University-funded projects and planning-related projects and issues.

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

presented by Committee Member Demas

Mr. Pogue said that, though Mr. Woolford chairs the Academic Issues & Student Success Committee, he was unable to attend the committee's meeting on October 7. Ms. Demas had chaired that meeting and would be giving the report.

- Report of the Provost (See Appendix E.)

In response to Dr. Sherman reporting that the percentage of student credit hours of instruction taught by full-time faculty has increased from approximately 51 percent to 54 percent, Mr. Pogue asked how that percentage ranks in comparison with peer institutions. Dr. Sherman said that the University ranks next to lowest in Ohio on that measure. He said it is making progress and will continue to do so.

- Presentation

Dr. Hazel Barton, associate professor of biology and geosciences, discussed her research, which seeks to understand micro-biologically driven geochemistry in cave environments, how bacteria adapt to extreme isolation and nutrient limitations in caves. Dr. Barton, who also studies bats and the life of microbes in subterranean lakes, has earned numerous awards, including the prestigious National Science Foundation CAREER Award. She has been recognized for the past three years by Popular Science magazine as having one of the Top 10 research labs for undergraduates in the nation.

- Proposed Honorary Degree (Tab 1)

The administration proposed that an Honorary Doctor of Humane Letters degree be awarded

to Irving Olson in appreciation of his noteworthy achievements, valued leadership and outstanding service to his community and to The University of Akron. Mr. Olson founded Olson Electronics in Akron with his brother, Sidney, selling radio parts. The company eventually expanded to nearly 100 stores nationwide before the Olsons sold the business to Teledyne Technologies, now known as Radio Shack. Irving Olson retired at 50 and turned his serious avocation of photography into his profession. He has earned several national awards, including high recognition from Popular Photography Magazine's Annual International Picture Contest, and his images have been purchased by the Hearst Foundation and the Jewish Federation and have been featured by the Smithsonian Institution on its Collage of Arts and Sciences blog. Mr. Olson and his late wife, Ruth, established the Ruth & Irving Olson Art Student Reward Fund at The University of Akron, supporting those studying graphic design and digital imaging in the School of Art. The Olsons also made numerous civic contributions to the Akron community, including service on the Akron Musical Association, the Akron City Club and the Akron Symphony Orchestra boards.

RESOLUTION 10-11-13 (See Appendix B.)

- Research Grants and Sponsored Programs Report, July 2012-June 2013 and July-August 2013 (Tab 2)

For July 2012-June 2013 fiscal year, funding for externally funded research and other sponsored programs totaled \$51,258,750 for 530 awards as compared with \$58,009,197 for 479 awards for the previous year. To be noted, there was a \$10,095,113 High Institute for Elastomer Industries award in July 2011, which contributed to the overall \$6.5-million negative difference from FY2012 to FY2013. This is the result of how the complex HIEI multi-year contract was booked in order to meet audit standards and to prevent potential misunderstandings. Further for FY2013, there was also a slight drop of approximately 6 percent in federal awards due to federal sequestration; however, this is a national issue at most major research universities. For July 2012-June 2013, 20 new patents were issued, 42 patent applications were filed, and 69 disclosures were submitted—compared to 15, 42 and 69, respectively, for the previous year.

For July-August 2013, funding for externally funded research and other sponsored programs totaled \$8,433,674 for 148 awards as compared with \$9,500,876 for 151 awards for the previous year. For July-August 2013, 5 new patents were issued, 7 patent applications were filed, and 10 disclosures were submitted—compared to 4, 8 and 14, respectively, for the previous year.

RESOLUTION 10-12-13 (See Appendix B.)

- Office of Academic Affairs Report (Tab 3) INFORMATION ONLY
- Information Technology Report (Tab 4) INFORMATION ONLY
- Student Affairs Report (Tab 5) INFORMATION ONLY

REPORT OF THE PRESIDENTIAL ADVISORY AND SCREENING COMMITTEE

presented by Committee Chair Pavloff

Mr. Pavloff reported that his committee was required by rule to meet with six constituency-advisory groups. He said three of those meetings had been completed, and the remaining three

were scheduled. The purpose of the meetings, he said, is to solicit comments on issues the incoming president will need to address and the characteristics a candidate will need to have to address those issues successfully. Mr. Pavloff said his committee will use the information from the meetings with constituency/advisory groups in conversations with the search firm selected to assist the Board with the presidential search. Mr. Pavloff said eight proposals had been received in response to a Request for Proposals for a presidential search firm.

CONSENT AGENDA VOTE

Mr. Pogue said all of the items on the consent agenda had been discussed thoroughly during committee meetings on October 7, 2013 and summarized during this meeting.

ACTION: York motion, Bauer second for approval of resolutions 10-2-13, 10-4-13 and 10-6-13 through 10-11-13, passed 8-0.

Ms. Blickle abstained on resolution 10-5-13, which passed 7-0-1.

Mr. Bauer abstained on resolution 10-12-13, which passed 7-0-1.

NEW BUSINESS

- Recognition of Alumnus Capt. Paul Calvaruso (Tab 1. See page 2, Resolution 10-1-13, as well as Appendix B.)

Akron Police Department Captain Paul Calvaruso, a 1982 graduate of the University's School of Accountancy, was recognized for his many professional accomplishments and exemplary service to the community during his 29 years in law enforcement. Capt. Calvaruso also graduated from the Certified Law Enforcement Education Program, the Police Executive Leadership College and Leadership Akron Class of 2005, as well as completing the Federal Bureau of Investigation National Academy. He has been honored twice as the State of Ohio Prosecuting Attorneys Association Officer of the Year, has received Akron Mayor Donald L. Plusquellic's Distinguished Service Award and earned the 2013 State of Ohio Law Officer of the Year award, presented by the Grand Ohio Lodge, Sons of Italy in America.

- Approval of the Closing of the University on December 23, 26, 27, 30 and 31, 2013, and Granting Paid Leave to Staff and Contract Professionals

To recognize employees for their efforts to contribute to student success during this challenging economic time, the administration recommended closing the University on December 23, 2013 through January 1, 2014, except for essential services and previously scheduled events, and approving five days of paid leave for that period for staff and contract professionals with the exception of facilities and personnel required to conduct previously scheduled events and maintain essential physical infrastructure and safety. The University previously had been scheduled to be closed on December 24 and 25, 2013, and January 1, 2014, for holiday observances. resuming operations on January 2, 2014, With five additional days, most of the University will be closed for 12 days, allowing savings in utility and other operational costs. Past experience indicates that closing for a slightly longer period should not inconvenience the University's students.

RESOLUTION 10-13-13 (See Appendix B.)

ACTION: Demas motion, Woolford second, passed 8-0

ADJOURNMENT

Mr. Pogue said the next regular meeting of the Board would take place in the Student Union on December 11, 2013, with an executive session to begin at 8 a.m. Committee meetings would be held on December 2. He said the Presidential Advisory and Screening Committee would meet in executive session on Friday, October 18, at 8 a.m. in Student Union, Room 335 and on Thursday, October 24, 9:30 a.m.-1:30 p.m. in the Board Room.

Mr. Pogue said the Board would go into executive session through lunch time and reconvene in public afterward only to adjourn. At 11:11 a.m., the Board adjourned into executive session on an 8-0 vote for the stated purpose of considering employment matters pursuant to 121.22(G)(1). The session recessed from 11:11 a.m. until 11:58 a.m. On a vote of 7-0, the meeting returned to public session at 1:42 p.m. Mr. York had left the meeting at 12:45 p.m.

ACTION: Meeting adjourned by consensus at 1:42 p.m.

Richard W. Pogue
Chair, Board of Trustees

Ted A. Mallo
Secretary, Board of Trustees

December 11, 2013

APPENDIX A: OTHERS PRESENT

Thomas J. Baker, Director, Capital Planning and Facilities Management
Dr. Hazel A. Barton, Associate Professor, Biology and Geosciences
Julie Burdick, Associate Vice President, Academic Affairs
Andrienne C. Calderon, Director, Administrative Services, College of Business Administration
Renee Calderon, Featured Student
Chief Paul J. Callahan, Assistant Vice President, Campus Safety
Capt. Paul Calvaruso, Commander of Patrol Operations, Akron Police Department
Scott M. Campbell, Associate General Counsel and Records Compliance Officer
M. Celeste Cook, Associate Vice President and Deputy General Counsel
Lisa H. Dodge, Sean P. Dunn & Associates
Timothy R. DuFore, Associate Vice President, Development
Karen Farkas, The Plain Dealer
Sidney C. Foster, Jr., Associate General Counsel
Doug Garmon, Doug Garmon Photography
Wayne R. Hill, Associate Vice President and Chief Marketing Officer
Dr. Becky J. Hoover, Associate Provost, Talent Development
Shelly M. Keller, SEAC
Eileen Korey, Associate Vice President and Chief Communication Officer
John Kramanak, Assistant Director-Maintenance Technology, Student Union
Doug Livingston, Akron Beacon Journal
Robert K. Marsden, University Council
Laura M. Massie, Director, Media Relations
T. Herb Matheny, CPAC
Ralph C. Morrone, Director, Engineering, Energy and Sustainability
Nathan J. Mortimer, Associate Vice President, Institutional Operational Effectiveness
Dr. Dale H. Mugler, Dean, Honors College
Paula Neugebauer, Coordinator, Office of the Board of Trustees
Margo Ohlson, SEAC
Dr. Deborah L. Owens, Associate Professor, Marketing
Dr. Rex D. Ramsier, Vice Provost, Academic Programs and Operations
John J. Reilly, Associate Vice President and Associate General Counsel
Chris Schuman, NCAA Compliance Consultant
Lauri S. Thorpe, Associate Vice President, Enrollment Management
Mark Urycki, WKSU
William H. Viau, Associate Vice President, Talent Development & Human Resources
Thomas Wistrcill, Director, Athletics
Dr. Yang H. Yun, Associate Professor, Biomedical Engineering

APPENDIX B: RESOLUTIONS

RESOLUTION 10-1-13: Recognition of 1982 Alumnus Captain Paul Calvaruso

WHEREAS, Paul Calvaruso is a native of Akron's North Hill neighborhood and a graduate of Archbishop Hoban High School who earned a bachelor's degree in Accounting from The University of Akron in 1982 and subsequently graduated from the Certified Law Enforcement Education Program, the Police Executive Leadership College and Leadership Akron Class of 2005, as well as completing the Federal Bureau of Investigation National Academy; and

WHEREAS, The 29-year veteran of the Akron Police Department has advanced through the ranks to become a Captain in the Uniform Subdivision, the largest of the department's three subdivisions, and now oversees five patrol shifts and approximately 200 police officers and supervisors and, as Commander of Patrol Operations, directs the School Resource Officer Program, Court Security, Patrol Operations, Community Relations, Community Policing, the Traffic Bureau and the Canine Unit; and

WHEREAS, Captain Calvaruso, who also started the department's Media Relations program, oversaw the creation and implementation of the department's strategic plan, which contained initiatives that garnered national recognition and an award for the department; and

WHEREAS, As an individual, Captain Calvaruso has been honored twice as the State of Ohio Prosecuting Attorneys Association Officer of the Year, has received Akron Mayor Donald L. Plusquellic's Distinguished Service Award and, this year, earned the State of Ohio Law Officer of the Year award, presented by the Grand Ohio Lodge, Sons of Italy in America; Now, Therefore,

BE IT RESOLVED, that the Board of Trustees of The University of Akron congratulates Captain Paul Calvaruso on his many professional accomplishments, thanks him for his exemplary service to the community and for bringing honor to his alma mater through his actions, and wishes him continued success and wellbeing.

RESOLUTION 10-2-13: Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, that the minutes of the Board of Trustees meetings of August 7 and September 16, 2013, be approved.

RESOLUTION 10-3-13: Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Luis M. Proenza, dated October 16, 2013, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

APPENDIX B: RESOLUTIONS, Page 2

RESOLUTION 10-4-13: Acceptance of the Quarterly Financial Report for April through June 2013

BE IT RESOLVED, that the recommendation presented by the Finance & Administration Committee on October 16, 2013, accepting the Quarterly Financial Report for April through June 2013, be approved.

RESOLUTION 10-5-13: Acceptance of the Quarterly Investment Report for April through June 2013

BE IT RESOLVED, that the recommendation presented by the Finance & Administration Committee on October 16, 2013, accepting the Quarterly Investment Report for April through June 2013, be approved.

RESOLUTION 10-6-13: Gift Income Report July and August 2013

BE IT RESOLVED, that the recommendation of the Finance & Administration Committee on October 16, 2013, pertaining to the Gift Income Reports for July and August 2013, be approved.

RESOLUTION 10-7-13: Title V Boiler Compliance HTHW Generator Stack Emission NOx Reductions Low NOx Burners Recommendation for Approval of Construction Contracts

BE IT RESOLVED, that the recommendation presented by the Finance & Administration Committee on October 16, 2013 pertaining to the award of Title V Boiler Compliance HTHW Generator Stack Emissions NOx Reduction construction contracts to the following contractors be approved.

| Low Bidder | Trades | Low Bid |
|------------------------------------|-------------------|---------------------|
| Associated Mechanical, Inc. | Mechanical | \$509,880.00 |
| R & M Electric, Inc. | Electrical | \$59,828.00 |
| | TOTAL | \$569,708.00 |

RESOLUTION 10-8-13: Pertaining to the Revised FY2013-2014 General Fund Budget for the Akron Campus

BE IT RESOLVED, that the recommendation of the Finance & Administration Committee on October 16, 2013, pertaining to the revised FY2013-2014 General Fund Budget for the Akron Campus, be approved.

RESOLUTION 10-9-13: Approval to Abolish Specific Classified and Unclassified Positions

WHEREAS, The University of Akron (“University”) administration has undertaken a review of its current classified and unclassified positions for the purpose of determining the efficiency and economy of, and the necessity for, the current roster of classified and unclassified positions; and

WHEREAS, the University administration has determined that eighteen (18) of these positions should be abolished for reasons of reorganization, reasons of economy and lack of work, (the list of the affected positions is attached to this resolution as Exhibit A); and

APPENDIX B: RESOLUTIONS, Page 3

WHEREAS, Ohio Revised Code Section 124.01 defines an “Appointing Authority” as the “. . . officer, commission, board, or body having the power of appointment to, or removal from, positions in any office, department, commission, board, or institution;” and

WHEREAS, The University of Akron Board of Trustees (“Board of Trustees”) is the appointing authority for the University; and

WHEREAS, Ohio Revised Code Section 124.321 authorizes an appointing authority to abolish positions, in accordance with Ohio Revised Code Sections 124.321 – 124.327, which detail the processes for job abolishment and the rights of affected employees, including displacement rights;

WHEREAS, the University administration now recommends to the Board of Trustees that eighteen classified and unclassified positions at the University be abolished:

NOW, THEREFORE, BE IT RESOLVED that the University administration is authorized to abolish the eighteen positions identified in this resolution, consistent with the requirements of Ohio Revised Code Sections 124.321 – 124.327 and subject to the statutory rights of the affected employees, including displacement rights; and

BE IT FURTHER RESOLVED that the Office of Talent Development and Human Resources is authorized to effect other related personnel actions that may be necessary to effect the intent of this resolution and that may arise as a result of the displacement rights of individuals affected by the abolishment of these positions.

| EXHIBIT A | | | |
|--|---|---|------------------------|
| Specific Classified and Unclassified Position Abolishments for October 16, 2013 Board of Trustees Meeting | | | |
| Job Code | Classification | College/VP Location & Unit | Position Number |
| 43431 | Data Systems Specialist | College of Education/Dean's office | 338 |
| 41311 | Administrative Assistant | College of Education/Dean's office | 998 |
| 41131 | Program Assistant | College of Education/Dean's office | 4082 |
| 41312 | Administrative Assistant Senior | College of Education/Dean's office | 777 |
| 21923 | Coordinator Site Design & Landscaping | Capital Planning & Facilities Management/VP's Office | 503 |
| 46311 | Safety Assistant | Capital Planning & Facilities Management/Env. & Occup Health & Safety | 3933 |
| 46361 | Coordinator Safety & Health Communication | Capital Planning & Facilities Management/Env. & Occup Health & Safety | 252 |
| T43482 | Senior Technology Support Analyst | Information Technology Services/Instructional Services | 171 |
| 47551 | Coordinator Operations | Student Affairs/Student Life | 332 |
| 48941 | Test Monitor | Division of Student Success/Counseling Center | 286 |
| 41131 | Program Assistant | Division of Student Success/Ctr Academic Advising & Student Success | 683 |
| 41131 | Program Assistant | Division of Student Success/UA Business Solutions | 4198 |
| 41131 | Program Assistant | Division of Student Success/UA Business Solutions | 3406 |
| 41131 | Program Assistant | Division of Student Success/UA Business Solutions | 1065 |
| 41285 | Coordinator CE & Wfc Development Support | Division of Student Success/UA Business Solutions | 1039 |
| 47423 | Senior Student Enrollment Associate | Office of Academic Affairs/Registrar | 971 |
| 29550 | Research Associate III - IHSP | Buchtel College of A & S/Center for Policy Studies | 3069 |
| 28760 | IBSR Administrator | Buchtel College of A & S/Institute Bioscience & Social Responsibility | 3476 |

APPENDIX B: RESOLUTIONS, Page 4

RESOLUTION 10-10-13: Approval of the Renewal of Easements to Ohio Edison to Provide Electrical Service to the University

WHEREAS, the State of Ohio, through its Department of Administrative Services (“DAS”) and on behalf of The University of Akron (“University”), in 1989 granted a twenty-five (25) year easement to Ohio Edison Company to permit the installation, operation, maintenance and repair of an underground electric transmission line in the easement area (near the Forge Street substation) for the purpose of providing electric power to the University; and

WHEREAS, the State of Ohio, through its Department of Administrative Services (“DAS”) and on behalf of The University of Akron (“University”), in 1989 granted a twenty-five (25) year easement to Ohio Edison Company to permit the installation, operation, maintenance and repair of an underground electric transmission line in the easement area (in the footprint of the former University Street and perpendicular to Spicer Street) for the purpose of providing electric power to buildings owned and operated by certain University fraternal organizations; and

WHEREAS, the State of Ohio, through its Department of Administrative Services (“DAS”) and on behalf of The University of Akron (“University”), in 1989 granted a twenty-five (25) year easement to Ohio Edison Company to permit the installation, operation, maintenance and repair of an underground electric transmission line in the easement area (near the Heisman Lodge) for the purpose of providing electric power to an FAA Tower; and

WHEREAS, each easement is scheduled to expire during 2014 (in January, February and September respectively); and

WHEREAS, Ohio Edison desires to renew each easement for an additional twenty-five (25) year term; and

WHEREAS, the University administration also desires to renew each easement for the benefit of the University in its procurement of electrical service:

NOW, THEREFORE, BE IT RESOLVED that the University agrees to grant to Ohio Edison three easements to install, operate, maintain and repair three separate underground electric transmission lines for the stated renewal term of twenty-five (25) years and for the benefit of the University, subject to review and approval by the University’s Office of General Counsel and DAS.

RESOLUTION 10-11-13: Mr. Irving Olson

WHEREAS, Mr. Irving Olson, who has traveled the world, viewing it through the uncommon lens of a dedicated photographer capturing its greatest sights, and who is a longstanding friend and benefactor of The University of Akron, where he studied engineering; and

WHEREAS, Mr. Olson began taking photos as a child, nurturing that avocation while becoming an astute businessman who later followed his passion for electronics, founding Olson Electronics with his brother, Sidney, selling radio parts and later expanding into eight stores, and, later growing to nearly 100 stores nationwide before eventually selling to Teledyne Technologies, which later became Radio Shack; and

APPENDIX B: RESOLUTIONS, Page 5

WHEREAS, after retiring on his 50th birthday, in 1963, Mr. Olson began pursuing a career in photography, which would lead him and his late wife, Ruth to more than 125 countries, traveling the world several times over, and to receive several national awards for his photography including high recognition from the Popular Photography Magazine's Annual International Picture Contest; and

WHEREAS, Mr. Olson's images have been purchased by the Hearst Foundation and the Jewish Federation and have captured the attention of the art world, including the Smithsonian Institution, which has featured his work under its Collage of Arts and Sciences blog; and

WHEREAS, desiring to share their vision and passion for the expression of art through photography, the Olsons established the Ruth & Irving Olson Art Student Reward Fund at The University of Akron, supporting those studying graphic design and digital imaging in the School of Art, and having made other gifts and memorial fund contributions to the School; and

WHEREAS, Mr. Olson and his wife have made numerous civic contributions to Akron, including service on the Akron Musical Association, the Akron City Club and the Akron Symphony Orchestra Board; and

WHEREAS, the Olsons were parents to two children, Steve (Laura) of San Francisco, California; and Caroline (Michael) Stelman of Salem, Massachusetts, and have six grandchildren and six great-grandchildren; Now, Therefore;

BE IT RESOLVED, that an Honorary Doctor of Humane Letters degree be awarded to Mr. Irving Olson in appreciation of his noteworthy achievements, valued leadership and outstanding service to his community and to The University of Akron.

RESOLUTION 10-12-13: Acceptance of the Office of Research Summary of Activity Reports for May, June, July and August 2013

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on October 16, 2013, pertaining to the acceptance of the Office of Research Summary of Activity Reports for May, June, July and August 2013, be approved.

RESOLUTION 10-13-13: Approval of the Closing of the University on December 23, 26, 27, 30 and 31, 2013, and Granting Paid Leave to Staff and Contract Professionals

WHEREAS, The University of Akron has, for the past eight years, provided additional 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 and 25, 2013, and January 1, 2014, for holiday observances and, with five additional days, most of the University—with the exception of facilities and personnel required to conduct previously scheduled events and maintain essential physical infrastructure and safety—would be closed on December 23, 2013 through January 1, 2014, resuming operations on January 2, 2014, 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,

APPENDIX B: RESOLUTIONS, Page 6

BE IT RESOLVED, that the recommendation of President Proenza that in addition to the previously scheduled holidays, the University be closed December 23, 26, 27, 30 and 31, 2013, except for essential services, and that five 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.

APPENDIX C: REPORT OF THE PRESIDENT

Dr. Proenza began his remarks by thanking Mr. Pogue for his kind remarks and saying that it is a credit to this Board and the members of the leadership team and faculty and staff of the University that it has gained such positive recognition.

He said he would share some recent news items concerning The University of Akron that, as individual items, may seem inconsequential but collectively are worth mentioning.

- The University of Akron has been included in the National Taiwan University 2013 Top-300 Performance Rankings of Scientific Papers. It is listed in four subject areas—chemical engineering, mechanical engineering, material science and chemistry.
- The Website, Rate My Professor, included two Akron faculty members, Dr. Kevin Kreider and senior lecturer Susan Young, in its annual listing of the nation's top-25 professors. Both of them are in the Department of Mathematics, and Akron is the only university with two faculty recognized.
- Dr. Hazel Barton was recognized by Popular Science online magazine as having one of the most awesome college laboratories in the country. That puts her in company with scientists and engineers from Cal Tech, Texas Tech and the University of Wisconsin-Madison.
- The College of Engineering Formula One SAE Racing team was recently ranked among the world's top 10 teams, the nation's top 5 teams and number 1 in the Midwest. The remarkable team of engineering students was competing that day at yet another international competition, in Toronto.
- The China Week program was recognized for its best practices and multidisciplinary programs at September's national meeting of Confucius Institutes in North America. The University currently enrolls 347 Chinese students, an 8-percent increase from last year. The number of American students the University sends to China for studies also is on the rise.
- Vice President for Research and Dean of the Graduate School George Newkome was recognized with the 2013 Innovation Award in the Visionary category from Smart Business News magazine. The publication praised Dr. Newkome, saying, "He has been able to repeat visionary projects over and over throughout his career. He is consistently asking what he can do to make the path easier for others."

Dr. Proenza reiterated that, considered individually, the previous items may seem rather minor and unrelated, but like the dots in a newspaper print, when taken as a whole and looked at as an impressionist painting might be, they illustrate something very significant. He said the items, each one recent, continue to validate by third-party sources the national and international accents in nearly every vital aspect of the University's mission—research, teaching and student success, collaboration, innovation and participation in national policy affairs.

Noting that the Board had much to consider on its agenda, as higher education as an industry continues to be challenged by the press of the economic downturn and the technological changes that are creating disruptive innovations, Dr. Proenza asked Trustees to keep in mind the frame of reference that is painted by the larger picture illustrated by the items he listed and many others he has shared with the Board in the past. He said, the University is a significantly excellent metropolitan university with select national and world-class programs, comprised of

APPENDIX C: REPORT OF THE PRESIDENT, Page 2

knowledgeable and dedicated faculty, supported by a capable and committed staff, and serving a diverse, hard-working and ambitious population of increasingly well-qualified students. He said, “We must remain focused on preserving and strengthening that mission.”

Dr. Proenza said it was in that context that the administration sought Board support for an agenda prepared after many, many hours of research, review and deliberation, all of it difficult. He said that, earlier in the year, the administration proposed a tentative plan to achieve a balanced budget for Fiscal Year 2014. It was based upon a projected 3-percent decline in enrollment. He said the actual decline was nearly 6 percent and, later in the meeting, the chief financial officer would be explaining the contingency plans necessary to produce a balanced budget.

“These challenges, enrollment, demographic and economic challenges, combined with the loss of the stimulus funding that should have been retained in the state’s budget, necessitate yet stronger measures and more painful decisions to achieve that balanced budget and ensure the continued vigor and excellence of this university,” Dr. Proenza said. “We have worked diligently to reduce our budget through eliminations of vacancies and open positions and retirements. We have reduced operational costs and academic and academic-support units, and I do not tire of telling you that, compared to the national average, our cost of providing an Ohio public higher education is below the national average and has increased at less than the rate of inflation.”

He said the “total cost” is different than tuition, which is the price and is dependent on the ratio between cost and state support. He noted that Ohio ranks 46th in the nation in state support of higher education. Dr. Proenza said, “It was our goal and hope to achieve sufficient savings without impacting active personnel. Those cost-cutting efforts were not sufficient to remedy the whole structural deficit confronting us; therefore, we have made the very difficult and painful decision to identify and abolish a limited number of positions, 18 in total, that are currently filled (and) that will be eliminated.”

Dr. Proenza said that, during the past eight years, it has been his practice to recommend providing additional days of paid leave for staff and contract professionals between the Christmas and New Year holidays. He said the practice has served a dual purpose; it rewards employees for good efforts during the past year while also generating some savings of utilities and other operational costs. He recommended that the Board continue that practice.

Dr. Proenza concluded by saying, “...even with this small but sad reduction in staff, we remain committed, and we should remain committed, to the goals and aspirations outlined in Vision 2020, our strategic plan, and of course to creating new opportunities for our students, our community and for our University.”

APPENDIX D: INTRODUCTIONS - FEATURED STUDENT AND FACULTY MEMBER

RENEE CALDERON

Renee Calderon is a senior majoring in both Biomedical Engineering and Chemistry. In addition to her classes, Renee takes part in research with Dr. Yang Yun. In the lab she has been involved in polymer chemistry, in making nanoparticles, and in studying a cancer treatment.

Renee also has tutored high school students, volunteered at Aultman Hospital in Canton and Akron Summa, and been active in campus groups, including The Society of Women Engineers, the Biomedical Engineering Society and The National Society of Collegiate Scholars. She has earned several honors including the Outstanding Students in Biomedical Engineering Award and The Barry Goldwater Scholarship.

Both of Renee's parents, Thomas and Andrienne Calderon, work in our College of Business Administration. Her father, Thomas, is the chair of the Daverio School of Accountancy. Her mother, Andrienne, is Director of C.B.A. Administrative Services.

A graduate of Our Lady of the Elms and Canton Central Catholic High School, Renee says she began college at Duke University but was not yet ready to be away from home. The wonderful engineering program and her familiarity with campus made The University of Akron very inviting.

Renee says she has been greatly motivated by her mother's younger sister, Camille, who attended The University of Akron as an undergraduate then went on to Duke Medical School to become a dermatologist. After graduating in May, Renee will begin a graduate program in Biomedical Engineering, focusing on tissue engineering or biomaterials.

DR. YANG H. YUN

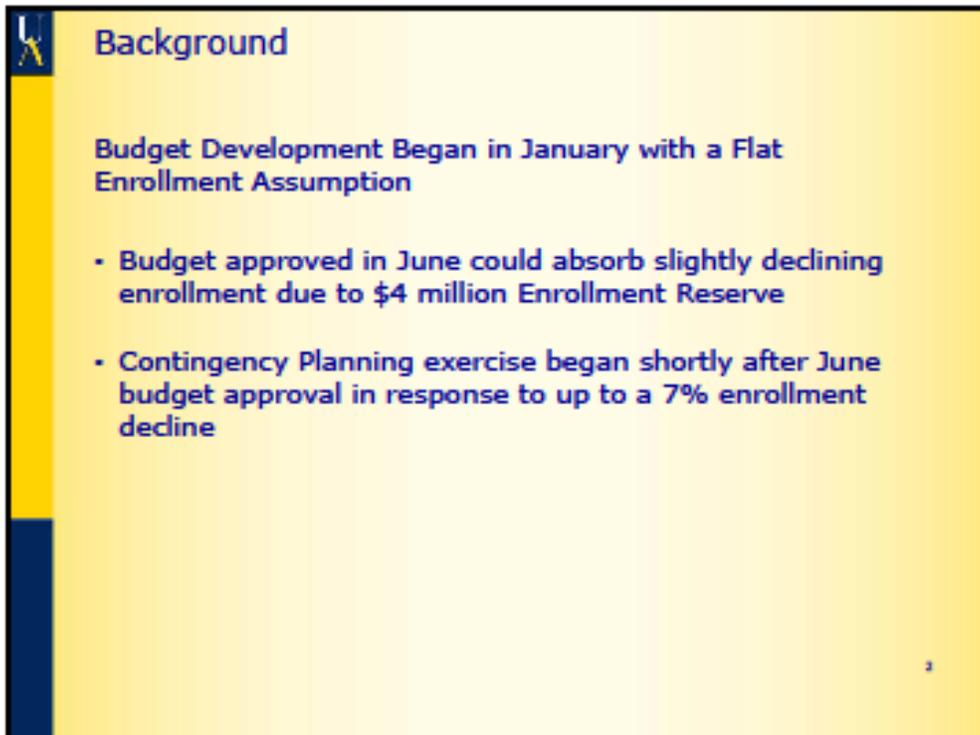
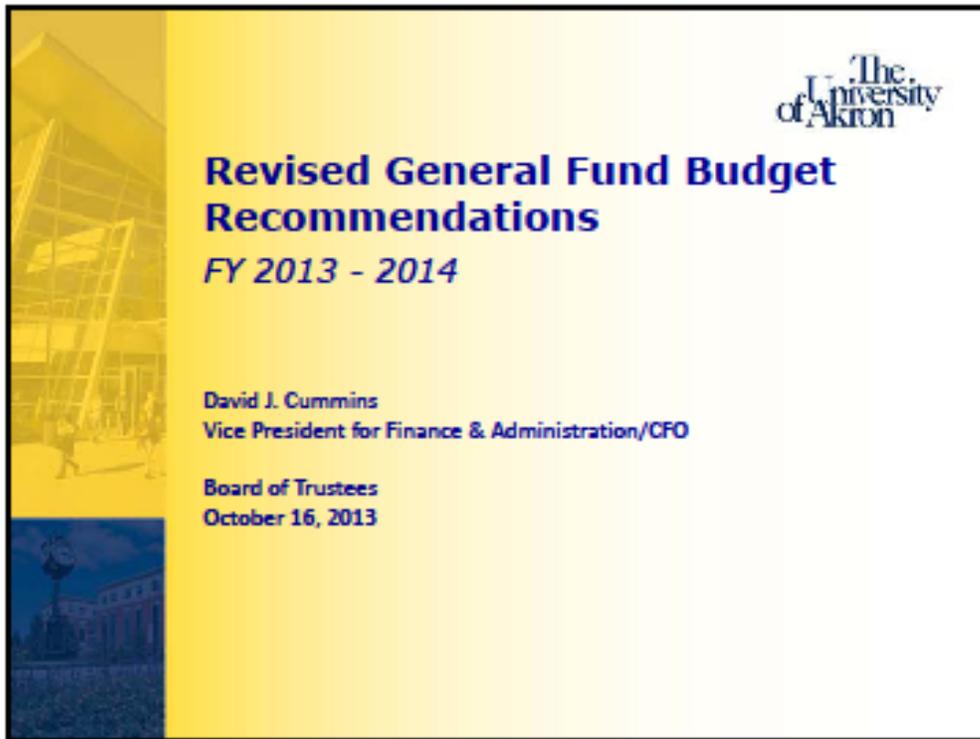
Our first Featured Faculty Member is Dr. Yang H. Yun. Dr. Yun earned his master's and doctoral degrees in engineering at the University of Memphis. He then accepted a postdoctoral fellowship at the State University of New York at Stony Brook, where he investigated non-viral gene therapy using novel biomaterials.

In the fall of 2004, he joined The University of Akron as an Assistant Professor in the Department of Biomedical Engineering. He has continued his research into gene therapy here, and he has developed research programs in targeted drug-delivery systems for cancer, nanotechnology for cystic fibrosis and other infectious diseases, and biodegradable polyurethanes for tissue engineering.

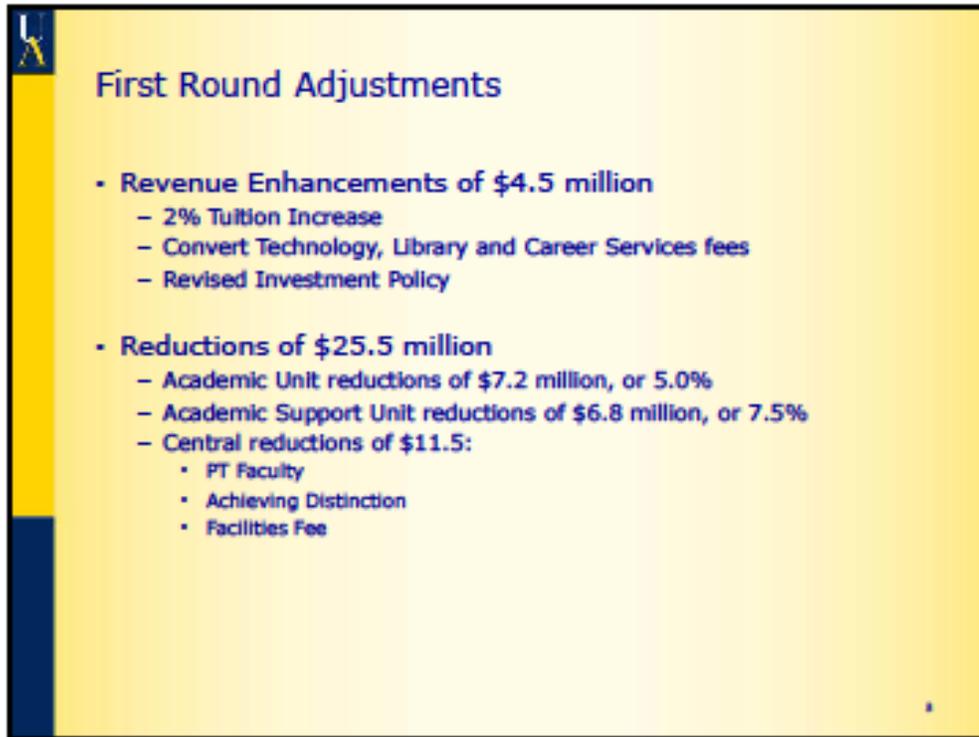
A recipient of the prestigious National Science Foundation CAREER award, Dr. Yun has received external research funding from the National Institutes of Health, National Science Foundation, Austen BioInnovation Institute in Akron, and industry. Recently, a book titled "Nanotechnology in Tissue Engineering and Regenerative Medicine" featured his data as the cover art.

Dr. Yun was promoted to Associate Professor in fall 2010.

APPENDIX E: FY2014 Revised General Fund Budget Presentation — Page 1



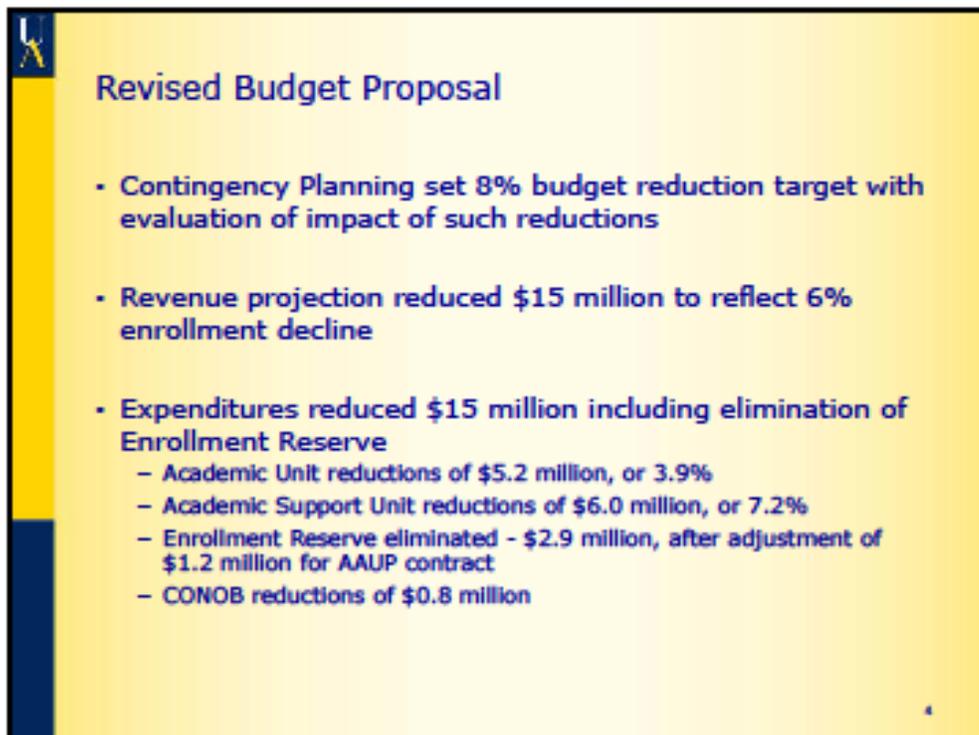
APPENDIX E: FY2014 Revised General Fund Budget Presentation — Page 2



First Round Adjustments

- Revenue Enhancements of \$4.5 million
 - 2% Tuition Increase
 - Convert Technology, Library and Career Services fees
 - Revised Investment Policy
- Reductions of \$25.5 million
 - Academic Unit reductions of \$7.2 million, or 5.0%
 - Academic Support Unit reductions of \$6.8 million, or 7.5%
 - Central reductions of \$11.5:
 - PT Faculty
 - Achieving Distinction
 - Facilities Fee

3



Revised Budget Proposal

- Contingency Planning set 8% budget reduction target with evaluation of impact of such reductions
- Revenue projection reduced \$15 million to reflect 6% enrollment decline
- Expenditures reduced \$15 million including elimination of Enrollment Reserve
 - Academic Unit reductions of \$5.2 million, or 3.9%
 - Academic Support Unit reductions of \$6.0 million, or 7.2%
 - Enrollment Reserve eliminated - \$2.9 million, after adjustment of \$1.2 million for AAUP contract
 - CONOB reductions of \$0.8 million

4

APPENDIX E: FY2014 Revised General Fund Budget Presentation — Page 3

FY 2014 Total Academic Unit Reductions

- College Reductions of \$12.2 million, or 8.8%
 - \$9.3 million reduction in compensation
 - \$2.9 million reduction in operating
- Roughly 1/3 of second round reductions are one-time savings resulting from funded vacancies
- Minimal need for carry-over balances or reserves to achieve budget reductions
- Need to evaluate approved open positions as well as visiting/temporary positions to identify ongoing adjustments beyond FY 14

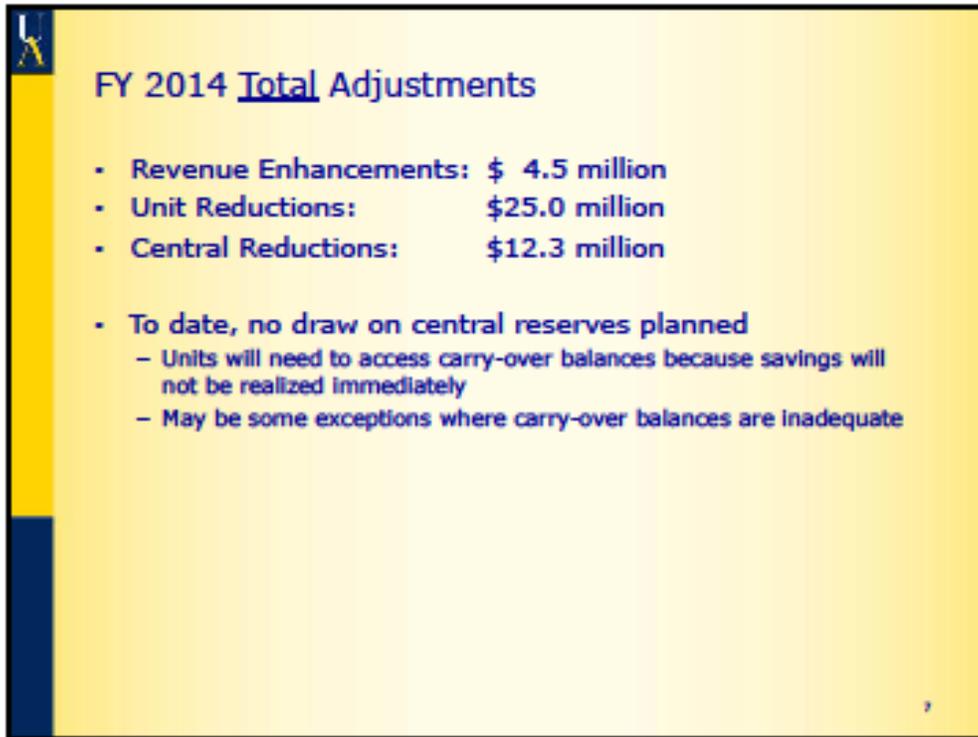
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FY 2014 Total Academic Support Reductions

- Support Unit Reductions of \$12.8 million, or 14.1%
 - \$7.7 million reduction in compensation
 - \$5.1 million reduction in operating
- Close to target, mostly ongoing reductions
- Over 1/3 of total reduction will be supported by carry-over balances until reductions can be fully implemented

6

APPENDIX E: FY2014 Revised General Fund Budget Presentation — Page 4



FY 2014 Total Adjustments

- Revenue Enhancements: \$ 4.5 million
- Unit Reductions: \$25.0 million
- Central Reductions: \$12.3 million

- To date, no draw on central reserves planned
 - Units will need to access carry-over balances because savings will not be realized immediately
 - May be some exceptions where carry-over balances are inadequate

2



Questions?

The University of Akron

3

APPENDIX F: REPORT OF THE PROVOST

Dr. Sherman introduced students from the Higher Education Administration program in the College of Education who were attending the Board meeting to observe and report on the energy level, passion, dynamics, verbal and non-verbal aspects. After stating that student success is obviously the University's highest priority, Dr. Sherman said that completion is a very important component of student success, as is placement. He said that the incoming class is better this year than in previous years, aligned with the Pathways for Student Academic Success strategy. Accompanying that strategy is the fact that about 3 percent fewer incoming students are requiring remedial education in either mathematics, English or both, he said. That is a significant improvement and certainly improves their completion probabilities and will help to move them through their degree programs faster, he said.

Dr. Sherman said he was pleased to report that international undergraduate and graduate enrollment increased by 10 percent. He said the percentage of student credit hours of instruction taught by full-time faculty had been increased from about 51 to 54 percent. He said his office had worked with the department chairs, school directors, deans and the faculty in consultation to make adjustments to work loads, and those adjustments are having a positive effect, certainly improving the quality of educational and instructional experiences. He said that a really good piece of information is that the number of our degrees conferred increased by 6 percent when comparing the past academic year to the previous year. The number of degrees conferred in the STEM areas increased by 12 percent during that period, he said, adding that the University is contributing in positive ways to the state of Ohio agenda and to its own agenda as outlined in Vision 2020.

Dr. Sherman said that the College of Engineering's annual career fair, held the previous week, was a smashing success. He said about 164 companies attended and 2,000 students interacted with those companies, spanning areas from aerospace systems to all areas in engineering as well as math, biology, computer science and physics. He said the students and the employees had a great experience. As an example, he said, the Timken vice president sent an email to Deanna Dunn which read, "I'll try to give you a buzz next week. I appreciate your follow up. By the way, we met with 208 candidates at Akron; a lot of them will be employed." Dr. Sherman said that is an outstanding indication of the great work the College of Engineering does on its career fairs.

He said that another college has gained distinction recently through the report of the National Jurist, which in October had designated the School of Law as one of the top-ranked schools of law in Ohio. He said the School of Law received an A-minus rating, which put it in the top 35 schools nationally based on the third-party, independent analysis. No other school of law in Ohio made the top 35; Ohio State, Cleveland State and Cincinnati all received B-plus ratings, he said. "That has us well ahead of them and, certainly, that is related to your support of the strategies that we put in place to keep our School of Law enrollment up, he said.

Dr. Sherman said he also has talked about The University of Akron being a go-to university for the Board of Regents and the University System of Ohio. He said Vice Provost Ramsier has been appointed the chair of the Ohio Means Internships and Co-ops Review Committee for the next round of applications. Dr. Ramsier worked with a large number of faculty members for the previous round of such applications, Dr. Sherman said. He reminded Trustees that the University received \$1 million to increase its co-op locations by about 200 sites.

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Special Meeting Minutes
Monday, November 18, 2013
Student Union, Room 339

Board Members Present:

| | | |
|---------------------------------|-------------------------|--------------------|
| Richard W. Pogue, Chair | Roland H. Bauer | Olivia P. Demas |
| Jonathan T. Pavloff, Vice Chair | Jennifer E. Blickle | Ralph J. Palmisano |
| Nicholas C. York, Vice Chair | Alfred V. Ciraldo, M.D. | Warren L. Woolford |

Student Trustee Present:

Ryan J. Thompson

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

Others Present:

Ellen Brown Landers, Member of the Education and Social Enterprise Practice, Heidrick & Struggles
William R. Funk, President, R. William Funk & Associates
Dr. Robert Smith, Member of the Education Leadership Council, Witt/Kieffer
John Thornburg, Senior Partner-Education Practice, Witt/Kieffer

SPECIAL BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Pogue called the meeting to order at 10 a.m., and the Board adjourned into executive session on an 7-0 vote for the stated purpose of considering employment matters pursuant to O.R.C. 121.22(G)(1). Trustees Blickle and Ciraldo were not present for the 10 a.m. vote. On a vote of 9-0, the meeting returned to public session at 3:50 p.m.

NEW BUSINESS

- Selection of Presidential Search Firm

RESOLUTION 11-1-13

WHEREAS, The Board of Trustees selects R. William Funk & Associates as the search firm to assist in the search and selection of the 16th president of The University of Akron; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees authorizes the University's General Counsel and Director of Purchasing to finalize contract details consistent with the terms of the proposal submitted by R. William Funk & Associates.

ACTION: Pavloff motion on behalf of the Presidential Advisory and Screening Committee, passed 9-0

ACTION: Meeting adjourned by consensus at 3:53 p.m.

Richard W. Pogue
Chair, Board of Trustees

Ted A. Mallo
Secretary, Board of Trustees

December 11, 2013

THE UNIVERSITY OF AKRON

RESOLUTION 12- -13

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, that the minutes of the Board of Trustees meetings of October 16 and November 18, 2013, be approved.

Ted A. Mallo
Secretary
Board of Trustees

December 11, 2013

| | |
|---|--|
| 1 | Personnel Actions |
| 2 | *Quarterly Financial Report for July through September 2013 |
| 3 | *Quarterly Investment Report for July through September 2013 |
| 4 | *Purchases for More Than \$500,000 |
| 5 | *Revised University Endowment Funds Investment Policy |
| 6 | *Cumulative Gift and Grant Income Reports for September and October 2013 |
| | Information Only: |
| 7 | Purchases \$25,000 to \$500,000 |
| 8 | Alumni Relations Report |
| 9 | Status Report on Capital Projects |
| | |
| | |
| * | CONSENT AGENDA: ITEMS 2, 3, 4, 5, 6 |

Presiding:
Ralph J. Palmisano

December 11, 2013

FULL-TIME EMPLOYEE PERSONNEL ACTIONS
FULL-TIME PERSONNEL ACTIONS – ADDENDUM
ORGANIZATIONAL/DEPARTMENT NAME CHANGES
PART-TIME FACULTY TEACHING CREDIT COURSES
EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
GRADUATE ASSISTANTS
UNCLASSIFIED CLASSIFICATION CHANGES
CLASSIFIED CLASSIFICATION CHANGES
2013-14 AAUP RATES OF COMPENSATION
2013-14 NON-BARGAINING FACULTY 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.

December 11, 2013

| <u>NAME</u> | <u>JOB/DEPT JOB FUNCTION</u> | <u>EFFECTIVE DATE</u> | <u>SALARY/TERM</u> | <u>ACTION/REASON</u> |
|-------------|----------------------------------|---------------------------|--------------------|----------------------|
|-------------|----------------------------------|---------------------------|--------------------|----------------------|

FULL-TIME EMPLOYEE PERSONNEL ACTIONS

OFFICE OF THE PRESIDENT

Appointment/Reappointment

| | | | | |
|--------------------|---|----------------------|------------------------------|---|
| Gramlich, David | Director, Operations Men & Women Track/Office of Athletics/Contract Professional | 10/21/13 02/21/14 | \$30,000.00 12 mo | Temporary appointment |
| Embick, Jared | Head Men's Soccer Coach/Office of Athletics/Contract Professional | 07/01/13 06/30/14 | \$6,000.00 12 mo | Additional pay for club membership |
| Huettmann, Bryan | Director, Infocision Stadium, Licensing & Merchandising/Office of Athletics/Contract Professional | 09/28/13 | \$200.00 one time payment | Additional pay for working St. Vincent-St. Mary vs Hoban game |
| Rembielak, Richard | Head Baseball Coach/Office of Athletics/Contract Professional | 08/25/13 | \$155.00 one time payment | Additional pay for working prospect camp |
| Smith, Kyle | Assistant Baseball Coach/Office of Athletics/Contract Professional | 08/25/13 | \$300.00 one time payment | Additional pay for working prospect camp |
| Worth, Walter F. | Assistant Baseball Coach/Office of Athletics/Contract Professional | 08/25/13 | \$300.00 one time payment | Additional pay for working prospect camp |

OFFICE OF ACADEMIC AFFAIRS

Appointment/Reappointment

| | | | | |
|----------------------------|---|----------------------|----------------------|---|
| Alvarez-Turner, John J. A. | Associate Director, Multicultural Center/Inclusion & Equity/Chief Diversity/Contract Professional | 11/18/13 | \$35,273.00 12 mo | Appointment |
| Farkas, Natalia | Postdoctoral Research Associate/Office of Academic Affairs/Staff | 10/01/13 09/30/14 | \$2,561.00 BW | Temporary reappointment; salary change from \$2,455.00/BW |

Change

| | | | | |
|--------------------|--|----------|-----------|---|
| Heldenfels, Connie | Coordinator, Academic Space Scheduling/Registrar/Staff | 08/05/13 | \$15.55/H | Transfer; department change from Student Life; appointment basis change from temporary to regular |
|--------------------|--|----------|-----------|---|

Separation

| | | | | |
|------------------|--|----------|-----------|------------|
| Hale, Cynthia J. | Assistant Departmental Systems Administrator/Registrar/Staff | 12/31/13 | \$22.27/H | Retirement |
|------------------|--|----------|-----------|------------|

DIVISION OF STUDENT SUCCESS

Appointment/Reappointment

| | | | | |
|---------------|--|----------|--|--|
| Bahvala, Anna | Assistant Director, Student Employment/Student Financial Aid/Contract Professional | 07/01/13 | | Transfer due to reorganization; department change from Career Center |
|---------------|--|----------|--|--|

| <u>NAME</u> | <u>JOB/DEPT JOB FUNCTION</u> | <u>EFFECTIVE DATE</u> | <u>SALARY/TERM</u> | <u>ACTION/REASON</u> |
|----------------------|--|--|--|---|
| Culver, Trillah | Assistant Director, Career Center/Contract Professional | 11/01/13 12/13/13 | \$32,988.00 12 mo | Temporary reappointment |
| Ellis, Michelle | Executive Director, Student Financial Aid/Contract Professional | 02/02/14 04/13/14 04/14/14 01/31/15 | \$92,700.00 12 mo \$90,000.00 12 mo | Rehire in accordance with re-employment agreement for retirees |
| Jackson, Patrick E. | Coordinator, Multicultural Development/Multicultural Development/Contract Professional | 11/01/13 06/30/14 | \$42,000.00 12 mo | Temporary reappointment |
| Malloy, Brian | Interim Director, Workforce Development & Continuing Education/UA Business Solutions/Contract Professional | 09/01/13 06/30/14 | \$12,000.00 12 mo | Temporary appointment and administrative stipend for Interim Director duties; base salary is \$46,350.00/12 mo |
| <u>Change</u> | | | | |
| Avery, Kimberlee | Senior Associate Director, Transfer Student Services Center/Transfer & Adult Student Enrollment Center/Contract Professional | 10/29/13 | \$44,686.00 12 mo | Job reclassification via reorganization; salary change from \$41,376.00/12 mo; title change from Associate Director, Transfer Student Services Center |
| Baker, Renee | Coordinator Continuing Education & Workforce Development Support/UA Business Solutions/Staff | 06/17/13 | \$16.34/H | Transfer due to reorganization, department change from Workforce Development & Continuing Education, Wayne |
| | Student Services Counselor/Admissions/Staff | 11/25/13 | \$16.34/H | Transfer due to reorganization, department change from Wayne UA Business Solutions |
| Beckwith, Cheryl | Coordinator, Workforce Development & Continuing Education/UA Business Solutions/Contract Professional | 10/28/13 04/16/14 | | Transfer due to reorganization; department change from Workforce Development & Continuing Education; elimination of position 4/16/14 |
| Bledsoe, Crystal | Assistant Director, Freshman Operations/Admissions/Contract Professional | 10/29/13 | \$37,596.00 12 mo | Job reclassification via reorganization; salary change from \$17.38/H; title change from Coordinator Admissions; appointment basis change from Staff; grade change from 118 to 119 |
| Daniluk, Tanya J. | Assistant Director, Student Financial Aid, Work Study/Student Financial Aid/Contract Professional | 10/29/13 | \$32,988.00 12 mo | Job reclassification via reorganization; salary change from \$14.12/H; title change from Department Records Specialist; appointment basis change from Staff; grade change from 117 to 119 |
| Farnsworth, Erin C. | Interim Associate Director, Student Services Center/Contract Professional | 05/01/13 08/31/14 | \$50,000.00 12 mo | Temporary job reclassification; title change from Student Services Specialist; salary change from \$1,381.87/BW; job function change from staff grade change from 118 to 120 |
| | Associate Director, Student Services Center/Contract Professional | 10/29/13 | \$55,000.00 12 mo | Job reclassification via reorganization; salary change from \$50,000.00/12 mo; title change from Interim Associate Director; grade change from 120 to 122 |
| Ferrell, Barbara | Administrative Assistant/Vice-President, Student Success/Staff | 06/17/13 | \$16.59/H | Reorganization; department change from Career Center |
| Garrett, Kelly E. | Student Employment Records Assistant/Student Financial Aid/Staff | 06/17/13 | \$12.22/H | Reorganization; department change from Career Center |

| <u>NAME</u> | <u>JOB/DEPT JOB FUNCTION</u> | <u>EFFECTIVE DATE</u> | <u>SALARY/TERM</u> | <u>ACTION/REASON</u> |
|--------------------------|---|---------------------------|----------------------|--|
| Redford, Jennifer R. | Program Assistant/Transfer & Adult Student Enrollment Center/Staff | 10/28/13 | \$16.72/H | Reorganization; department change from UA Business Solutions |
| Simon, Wendy L. | Student Services Counselor/Transfer & Adult Student Enrollment Center/Staff | 06/17/13 | \$18.65/H | Reorganization; department change from Admissions |
| Sir Louis, Sarah | Student Services Counselor/Transfer & Adult Student Enrollment Center/Staff | 06/17/13 | \$16.67/H | Reorganization; department change from Admissions |
| Smith, Kimberly A. | Assistant Director, Student Financial Aid , Pell Grant/ Student Financial Aid/Contract Professional | 10/29/13 | \$32,988.00 12 mo | Job reclassification via reorganization; salary change from \$14.12/H; title change from Departmental Records Specialist; appointment basis change from Staff; grade change from 117 to 119 |
| Tornicasa, Lisa Kay | Student Services Counselor/ Student Success Center/Staff | 06/17/13 | \$16.00/H | Reorganization; department change from Vice-President, Success Center |
| Wagner, Leslie | Student Services Specialist/ Student Services Center/Staff | 09/23/13 | \$1,256.00 BW | Job reclassification; salary change from \$15.70/H; title change from Administrative Assistant Senior; department change from Office of Academic Affairs |
| Wilkinson, Aaron | Business Systems Analyst-Admissions/Contract Professional | 10/29/13 | \$50,000.00 12 mo | Job reclassification via reorganization; salary change from \$16.84/H; title change from Assistant Department Systems Administrator; appointment basis change from Staff; grade change from 119 to 121 |
| <u>Separation</u> | | | | |
| Chafin, Bethany J. | Student Services Counselor, Office of Admissions/Staff | 11/15/13 | \$14.41/H | Resignation |
| Coldwell, Luann L. | Senior Assistant Director, Career Services/Inclusion & Equity-Career Center/Contract Professional | 11/22/13 | \$48,925.00 12 mo | Resignation |
| Ellis, Michelle | Executive Director, Student Financial Aid/Contract Professional | 01/31/14 | \$92,700.00 12 mo | Retirement |
| Johnson, Lisa J. | Coordinator UA Adult Focus/ UA Adult Focus/Staff | 10/22/13 | \$17.96/H | Resignation |
| Long, Michael | Institutional Research Associate/Admissions/Contract Professional | 10/29/13 | \$59,417.00 12 mo | Resignation |
| Mast, Amy | Director, Continuing Education & Workforce Development – Wayne/UA Business Solutions/ Contract Professional | 10/31/13 | \$63,748.00 12 mo | Resignation |

| <u>NAME</u> | <u>JOB/DEPT JOB FUNCTION</u> | <u>EFFECTIVE DATE</u> | <u>SALARY/TERM</u> | <u>ACTION/REASON</u> |
|--|---|---------------------------|----------------------|---|
| DIVISION OF STUDENT AFFAIRS | | | | |
| <u>Appointment/Reappointment</u> | | | | |
| Carswell, Amira D. | Academic Adviser, Academic Achievement Programs/Contract Professional | 10/15/13 05/31/14 | \$32,988.00 12 mo | Temporary appointment vice E. Swanson |
| Skelton, Shannon M. | Secretary/Academic Achievement Programs/Staff | 09/16/13 08/31/14 | \$11.29/H | Temporary appointment vice S. Stevens |
| <u>Change</u> | | | | |
| Berasi, Barbara | Coordinator Business Office-Student Life/Student Life/Staff | 09/16/13 | \$22.72/H | Title change from Business Office Manager Student Life |
| Bruno, Anne | Executive Director, Student Union/Student Life/Contract Professional | 09/16/13 | \$90,494.00 12 mo | Offline salary change from \$87,494.00/12 mo; title change from Director, Student Union |
| Doehring, Alison | Assistant Director, Student Life/Contract Professional | 09/16/13 | \$43,020.00 12 mo | Offline salary change from \$35,020.00/12 mo; title change from Coordinator, Civic Engagement |
| Doyle, Thad | Senior Associate Director, Student Life/Contract Professional | 09/16/13 | \$61,681.00 12 mo | Title change from Associate Director, Student Life |
| Getz, Katelin | Assistant Director, Fraternity & Sorority Life/Student Life/Contract Professional | 09/16/13 | \$37,080.00 12 mo | Title change from Coordinator, Greek Life |
| Granger, Nancy | Assistant Director, Student Health Services/Staff | 07/01/13 11/01/13 | \$380.12 BW | Temporary administrative stipend for additional duties; base salary is \$1900.73/BW |
| Kramanak, John | Assistant Director, Maintenance/Student Life/Staff | 09/16/13 | \$1,825.82 BW | Title change from Coordinator, Maintenance |
| March, Lorri | Assistant Director, Campus Programs/Student Life/Contract Professional | 09/16/13 | \$45,625.00 12 mo | Title change from Coordinator, Campus Programs |
| Waltrip, Beth | Associate Director, Student Union Operations/Student Life/Contract Professional | 09/16/13 | \$49,440.00 12 mo | Title change from Assistant Director, Student Union Operations |
| Woodall Cain, Pamela | Secretary/Academic Achievement Programs/Staff | 10/01/13 09/30/14 | \$18.11/H | Transfer due to reorganization; department change from Transfer and Adult Student Enrollment Center |
| <u>Separation</u> | | | | |
| Brown, Keith | Coordinator, Operations/Student Life/Staff | 12/31/13 | \$15.37/H | Retirement |
| Ray, Casey | Associate Director, Office University Scheduling/Student Life/Contract Professional | 10/25/13 | \$43,260.00 12 mo | Resignation |
| VICE PRESIDENT FOR FINANCE & ADMINISTRATION/CFO | | | | |
| <u>Appointment/Reappointment</u> | | | | |
| Hearns, Rene C. | Grant Accountant/Associate Vice-President & Controller/Contract Professional | 11/11/13 01/31/14 | \$36,129.00 12 mo | Temporary appointment |

| <u>NAME</u> | <u>JOB/DEPT JOB FUNCTION</u> | <u>EFFECTIVE DATE</u> | <u>SALARY/TERM</u> | <u>ACTION/REASON</u> |
|--------------------------|---|---------------------------|----------------------|--|
| <u>Change</u> | | | | |
| Martin, Susanne L. | Assistant Manager, Dining Services/University Dining Service/Staff | 01/01/14 06/30/14 | \$15.45/H | Extension of temporary job reclassification |
| Uhl, Scotland | Departmental Records Specialist/Parking & Transportation Services/Staff | 10/07/13 | \$15.38/H | Transfer; salary change from \$1,230.77/BW; title change from Retail Manager; department change from Auxiliary Enterprises; grade change from 118 to 117 |
| <u>Separation</u> | | | | |
| August, Nathaniel | Assistant Manager, Dining Services/University Dining Services/Staff | 10/31/13 | \$1,170.00 BW | Resignation |
| Brown, Brenda | Grant Accountant/Associate Vice President & Controller/ Contract Professional | 12/31/13 | \$57,420.00 12 mo | Retirement |
| Eisenhit, Donald | Retail Manager/University Dining Service/Staff | 10/31/13 | \$1,195.62 BW | Termination; failure to return from family leave |
| Foster-Brandon, Kali | Delivery Worker/Mailing Services/Staff | 10/04/13 | \$9.70/H | Resignation |
| Humbel, Kathleen | Lead Team Coordinator-Dining Services/University Dining Services/Staff | 11/04/13 | \$11.00/H | Resignation |
| Schillig, Theresa | Accounting Specialist/Associate Vice President & Controller/ Staff | 10/18/13 | \$19.28/H | Resignation |
| Wellington, Pamela | Payroll Clerk, Senior/Associate Vice President & Controller/ Staff | 12/31/13 | \$23.54/H | Retirement |
| Williams, Charlene | Office Assistant/Associate Vice President & Controller/ Staff | 10/25/13 | \$13.31/H | End of temporary employment |

VICE PRESIDENT FOR CAPITAL PLANNING & FACILITIES MANAGEMENT

Appointment/Reappointment

| | | | | |
|------------------|--|----------|----------------------|---------------------------|
| Gabelman, Stacie | PFOC Budget/Fiscal Administrator/Physical Facilities/Contract Professional | 12/01/13 | \$44,000.00 12 mo | Appointment vice D. Flynt |
|------------------|--|----------|----------------------|---------------------------|

Change

| | | | | |
|-----------------|---|----------|----------------------|--|
| Banaag, Alfredo | Master Maintenance Repair Worker Certified/ Physical Facilities/Staff | 07/29/13 | \$21.02/H | Salary adjustment per bargaining agreement for completion of apprenticeship program; salary change from \$19.63/H; title change from Master Maintenance Repair Worker Apprentice |
| Flynt, Darcie | Director, Physical Facilities Operation Center Business Operations/Physical Facilities/ Contract Professional | 10/01/13 | \$65,000.00 12 mo | Job reclassification; salary change from \$2,500.00/BW; job function change from staff |
| Rayl, Ken | Lieutenant/University Police Department/Staff | 10/07/13 | \$2,996.63 BW | Transfer; department change from Wayne University Police Department |

| <u>NAME</u> | <u>JOB/DEPT JOB FUNCTION</u> | <u>EFFECTIVE DATE</u> | <u>SALARY/TERM</u> | <u>ACTION/REASON</u> |
|---------------------|---|---------------------------|--------------------|--|
| Salzwimmer, Brandon | Master Maintenance Repair Worker Certified/Physical Facilities/Staff | 08/26/13 | \$21.02/H | Salary adjustment per bargaining agreement for completion of apprenticeship program; salary change from \$19.63/H; title change from Master Maintenance Repair Worker Apprentice |
| Smith, Andrea | Office Assistant/Physical Facilities/Staff | 09/23/13 02/24/14 | \$14.09/H | Temporary job reclassification; title change from Laborer |
| Wandel, Christopher | Master Maintenance Repair Worker Certified/ Physical Facilities/Staff | 08/26/13 | \$20.89/H | Salary adjustment per bargaining agreement for completion of apprenticeship program; salary change from \$19.50/H; title change from Master Maintenance Repair Worker Apprentice |

Separation

| | | | | |
|----------------------|---|----------|------------------|-------------------------|
| Mazan, William | Building Maintenance Superintendent/University Police Department/Staff | 10/31/14 | \$27.23/H | Retirement |
| Myers, Carl | Master Plumber Certified/ Physical Facilities/Staff | 12/31/13 | \$20.93/H | Retirement |
| Riccardi, Richard R. | Coordinator Site Design & Landscaping/VP Capital Planning & Facilities Management/Staff | 12/31/13 | \$2,602.94 BW | Retirement |
| Steiner, Brian | Safety Assistant/Environmental & Occupational Health & Safety/Staff | 12/31/13 | \$12.60/H | Elimination of position |
| Stevenson, Douglas | Coordinator, Safety & Health Communication/Environmental & Occupational Health & Safety/Staff | 12/31/13 | \$2,454.81 BW | Retirement |
| Walton, Micah | Stationary Engineer 2/Physical Facilities/Staff | 10/31/13 | \$20.89/H | Resignation |

VICE PRESIDENT & GENERAL COUNSEL

Separation

| | | | | |
|----------------|--|----------|-----------|-------------|
| Wilson, Kendra | Legal Assistant/Vice President & General Counsel/Staff | 11/14/13 | \$20.84/H | Resignation |
|----------------|--|----------|-----------|-------------|

VICE PRESIDENT FOR PUBLIC AFFAIRS & DEVELOPEMENT

Change

| | | | | |
|------------------|--|----------|----------------------|--|
| Earl, Diontre | Director, Development/ Development/Contract Professional | 08/19/13 | \$66,650.00 12 mo | Change in salary to reflect market; salary change from \$56,650.00/12 mo |
| Gonser, Courtney | Director, Alumni Relations & Student Engagement/Alumni Association/Contract Professional | 10/01/13 | \$68,710.00 12 mo | Change in salary to reflect market; salary change from \$58,710.00/12 mo |
| Kollman, William | Assistant Director, Alumni/ Alumni Association/Contract Professional | 10/1/13 | \$45,500.00 12 mo | Change in salary to reflect market; salary change from \$35,500.00/12 mo |

| <u>NAME</u> | <u>JOB/DEPT JOB FUNCTION</u> | <u>EFFECTIVE DATE</u> | <u>SALARY/TERM</u> | <u>ACTION/REASON</u> |
|---|---|---------------------------|--------------------|---|
| VICE PRESIDENT FOR INFORMATION TECHNOLOGY SERVICES/CIO | | | | |
| <u>Change</u> | | | | |
| Cochran, Christopher | Senior Web Developer/ Application Systems Services/ Staff | 10/21/13 | \$25.49/H | Transfer reorganization; salary change from \$21.22/H; title change from Web Developer Specialist; department change from Law Dean's Office; grade change from 118 to 219 |
| Miller, Douglas | Senior Network Engineer/ Network & Communication Services/Staff | 08/26/13 | \$2,308.02 BW | Offline salary adjustment; salary change from \$1,923.31/BW |

VICE PRESIDENT FOR TALENT DEVELOPMENT & HUMAN RESOURCES

Change

| | | | | |
|-----------------|--|----------|----------------------|---|
| Brooks, Yvonne | Talent Development & Human Resources Associate/Talent Development & Human Resources/Staff | 12/30/13 | | Job reclassification due to reorganization; title change from Coordinator, Benefits |
| Gerber, Lissia | Assistant Director, Human Resources Information Services/ Talent Development & Human Resources/Contract Professional | 01/01/14 | \$59,965.00 12 mo | Promotion vice L. Moss; title change from HR Business Analyst; salary change from \$2,075.59/BW; job function change from staff; grade change from 120 to 121 |
| Kelly, Sarah | Senior Director, Talent Develop- ment & Human Resources/ Talent Development & Human Resources/Contract Professional | 01/01/14 | \$95,869.00 12 mo | Job reclassification due to reorganization; title change from Director, Benefits Administration; salary change from \$85,869.00/12 mo; grade change from 123 to 124 |
| Moss, Laura K. | Director, Human Resources Information Services; Deputy Appointing Authority/Talent Development & Human Resources/Contract Professional | 01/01/14 | \$76,927.00 12 mo | Promotion vice C. Edwards; title change from Assistant Director, Human Resources Information Services; salary change from \$2,497.20/BW; job function change from staff; grade change from 121 to 123 |
| Smith, Michelle | Director, Benefits Administration/Talent Develop- ment & Human Resources/ Contract Professional | 01/01/14 | \$70,710.00 12 mo | Job reclassification due to reorganization; title change from Assistant Director, Benefits Administration; salary change from \$58,710.00/12 mo; grade change from 121 to 123 |

Leave

| | | | | |
|------------------|--|----------------------|------------------|---------------------------------|
| Pinkard, Rosalyn | Coordinator/Recruiter, Employment Services/Talent Development & Human Resources/Staff | 12/02/13 12/13/13 | \$1,572.75 BW | 100% leave without compensation |
|------------------|--|----------------------|------------------|---------------------------------|

VICE PRESIDENT FOR RESEARCH & DEAN GRADUATE SCHOOL

Change

| | | | | |
|--------------------|--|----------|------------------|--|
| Richey, Cynthia A. | Coordinator Grants Senior/ Office of Research Administration/Staff | 09/30/13 | \$1,500.00 BW | Transfer; salary change from \$15.25/H; title change from Administrative Assistant; department change from Development; grade change from 116 to 120 |
|--------------------|--|----------|------------------|--|

| <u>NAME</u> | <u>JOB/DEPT JOB FUNCTION</u> | <u>EFFECTIVE DATE</u> | <u>SALARY/TERM</u> | <u>ACTION/REASON</u> |
|-----------------|---|---------------------------|--------------------|---|
| Smith, Linda M. | Senior Executive Administrative Assistant/Vice-President, Research & Graduate School/ Staff | 09/13/13 | \$21.40/H | End date of temporary salary adjustment change from 12/31/13 |
| | | 09/30/13 06/13/14 | \$21.40/H | Temporary salary adjustment for additional duties; salary change from \$19.81/H |

BUCHTEL COLLEGE OF ARTS & SCIENCES

Appointment/Reappointment

| | | | | |
|--------------------|---|----------------------|---------------------------------|---|
| Datta, Sujay | Associate Professor, Statistics; Interim Associate Department Chair, Statistics/Faculty (BUF) | 08/26/13 05/10/14 | \$2,000.00 9 mo (stipend) | Temporary appointment and administrative stipend for Interim Associate Department Chair duties; base salary is \$87,113.00/9 mo |
| Ferraro, Andrea M. | Visiting College Lecturer, Communication/Faculty | 08/26/13 05/10/14 | \$2,000.00 9 mo (stipend) | Temporary administrative stipend for Coordinator General Education Program; base salary is \$32,000.00/9 mo |
| Reynolds, Hannah | Postdoctoral Research Associate/Biology/Staff | 08/22/13 09/30/13 | \$1,461.53 BW | Temporary reappointment |
| | | 10/01/13 12/31/13 | \$1,461.53 BW | Temporary reappointment |
| Sinning, Nancy M. | Instructor/Communication/ Faculty (BUF) | 01/13/14 | \$43,000.00 9 mo | Appointment vice T. Beck |
| Wang, Junfeng | Postdoctoral Research Associate/Chemistry/Staff | 11/01/13 03/31/14 | \$1,192.31 BW | Temporary reappointment |

Change

| | | | | |
|-------------------|---|----------------------|------------------|---|
| Acharya, Rahendra | Postdoctoral Fellow/Chemistry/ Staff | 10/01/13 06/30/14 | \$1,038.46 BW | Start date change from 09/25/13 |
| Harp, Stephen | Professor, History; Professor, Modern Languages; Director, Humanities/History/Faculty (BUF) | 08/26/13 05/31/18 | | Joint appointment with History (primary) and Modern Languages (secondary) |
| Stakleff, Simon | Nuclear Magnetic Resonance System Engineer/Chemistry/ Staff | 08/24/13 07/31/14 | \$3,676.02 BW | Temporary salary increase for additional duties; salary change from \$3,599.11/BW |

Leave

| | | | | |
|------------------|---|----------------------|---------------------|----------------------------------|
| McHugh, James T. | Professor, Political Science; Fellow, Ray C. Bliss Institute of Applied Politics/ Faculty (BUF) | 01/13/14 05/10/14 | \$88,794.00 9 mo | 22.5% leave without compensation |
|------------------|---|----------------------|---------------------|----------------------------------|

Separation

| | | | | |
|---------------------------|--|----------|----------------------|-------------------------|
| Boateng, Henry A. | Visiting Assistant Professor, Mathematics/Faculty | 12/14/13 | \$40,000.00 9 mo | Resignation |
| Brewer, Christina | Institute of Bioscience & Social Research Administrator/ Institute, Bioscience & Social Research/Staff | 12/31/13 | \$1,794.49 BW | Elimination of position |
| Ethridge-Williamson, Mary | Director of Communication, Arts & Sciences/Arts & Sciences Dean's Office/Contract Professional | 01/16/14 | \$55,000.00 12 mo | Nonrenewal |

| <u>NAME</u> | <u>JOB/DEPT JOB FUNCTION</u> | <u>EFFECTIVE DATE</u> | <u>SALARY/TERM</u> | <u>ACTION/REASON</u> |
|------------------------|---|---------------------------|---------------------|-------------------------|
| Mundy, Eric | Research Associate III, IHSP/Center for Policy Studies/Staff | 12/31/13 | \$2,020.41 BW | Elimination of position |
| Sutowski, Caroline C. | Associate College Lecturer, English/Faculty (BUF) | 05/31/14 | \$42,243.00 9 mo | Retirement |
| Thompson, Christine M. | Assistant Professor, Classical Studies/Anthropology & Classical Studies/Faculty (BUF) | 05/10/14 | \$58,894.00 9 mo | Resignation |

COLLEGE OF BUSINESS ADMINISTRATION

Appointment/Reappointment

| | | | | |
|----------------------|--|----------------------|---|--|
| Helmstedter, Eric C. | Office Assistant/College of Business Administration Dean's Office/Staff | 10/10/13 11/01/13 | \$12.23/H | Temporary appointment |
| Owens, Deborah | Associate Professor, Marketing; Faculty Athletics Representative/Faculty (BUF) | 08/01/13 07/31/14 | \$4,800.00 12 mo (stipend) | Temporary administrative stipend for representing Akron Athletics as the Faculty Athletics Representative; base salary is \$105,886.00/9 mo |
| Plouffe, Christopher | Associate Professor, Marketing; Director, Fisher Institute for Professional Selling/Faculty (BUF) | 09/01/13 12/31/13 | \$4,000.00 for the period (stipend) | Temporary administrative stipend; base salary is \$115,000.00/9 mo |

Change

| | | | | |
|------------------|---|----------|--|--|
| Lieberman, Alvin | Associate Professor Emeritus, Accounting/Faculty | 05/31/13 | | Title change; award of emeritus status |
|------------------|---|----------|--|--|

Separation

| | | | | |
|----------------------|---|----------|-----------|-------------|
| Helmstedter, Eric C. | Office Assistant/College of Business Administration Dean's Office/Staff | 10/14/13 | \$12.23/H | Resignation |
|----------------------|---|----------|-----------|-------------|

COLLEGE OF EDUCATION

Appointment/Reappointment

| | | | | |
|-------------------|---|----------------------|----------------------|-------------------------|
| Brueck, Jeremy S. | Web Services Manager-Ohio Reads/Education Dean's Office/Staff | 07/01/13 06/30/14 | \$2,610.71 BW | Temporary reappointment |
| Houser, Shelley | Literacy Coach/Education Dean's Office/Contract Professional | 11/01/13 05/31/14 | \$46,350.00 10 mo | Temporary reappointment |
| Oviatt, Pamela | Literacy Coach/Education Dean's Office/Contract Professional | 11/01/13 05/31/14 | \$46,350.00 10 mo | Temporary reappointment |

Separation

| | | | | |
|------------------|--|----------|----------------------|-------------|
| Duboise, Valery | Administrative Assistant/ Education Dean's Office/Staff | 12/31/13 | \$20.37/H | Retirement |
| Jenkins, Barbara | Director, Outreach/Education Dean's Office/Contract Professional | 04/15/14 | \$66,434.00 12 mo | Non-renewal |

| <u>NAME</u> | <u>JOB/DEPT JOB FUNCTION</u> | <u>EFFECTIVE DATE</u> | <u>SALARY/TERM</u> | <u>ACTION/REASON</u> |
|----------------------|---|---------------------------|----------------------|----------------------|
| Karakurt, Gunnur | Associate Professor, Education/ Counseling/Faculty (BUF) | 01/06/14 | \$65,000.00 9 mo | Contract cancelled |
| Kernen, Margaret V. | Senior Clinical Instructor, Education/Curricular & Instructional Studies/Faculty (BUF) | 04/15/14 | \$51,263.00 9 mo | Non-renewal |
| Krosnick, Leann D. | Coordinator Computer Technology-Ohio Reads/ Education Dean's Office/Staff | 10/11/13 | \$2,736.69 BW | Resignation |
| Petersen, Jessica F. | Communication Officer, College of Education/Education Dean's Office/Contract Professional | 04/15/14 | \$48,410.00 12 mo | Non-renewal |
| Wolfe, Jane | Administrative Assistant Senior/Education Dean's Office/Staff | 12/31/13 | \$24.05/H | Retirement |

COLLEGE OF ENGINEERING

Appointment/Reappointment

| | | | | |
|-------------------------|--|--|--|---|
| Chase, George G. | Professor, Chemical & Biomolecular Engineering; Associate Chair Research/ Faculty (BUF) | 08/26/13 05/10/14 | \$5,000.00 9 mo (stipend) | Temporary appointment and administrative stipend for Associate Chair Research duties; base salary is \$145,677.00/9 mo |
| Clark, Ashley B. | Office Assistant/Engineering Dean's Office/Staff | 10/01/13 11/30/13 | \$14.47/H | Temporary reappointment |
| Daniels, Christopher C. | Research Associate Professor/ Engineering Dean's Office/ Faculty | 10/01/13 10/31/13 11/01/13 11/12/13 | \$131,231.00 12 mo \$131,231.00 12 mo | Temporary reappointment Temporary reappointment |
| Farhad, Siamak | Assistant Professor, Mechanical Engineering/Mechanical Engineering/Faculty (BUF) | 10/07/13 | \$80,000.00 9 mo | Appointment |
| Oravec, Heather A. | Research Assistant Professor/ Engineering Dean's Office/ Faculty | 10/01/13 10/31/13 11/01/13 11/12/13 | \$81,900.00 12 mo \$81,900.00 12 mo | Temporary reappointment Temporary reappointment |
| Wasowski, Janice L. | Senior Research Engineer/ Engineering Dean's Office/Staff | 10/01/13 12/11/13 | \$3,342.79 BW | Temporary reappointment |

Change

| | | | | |
|------------------|--|----------------------|--|---|
| Batur, Celal | Professor, Mechanical Engineering/Mechanical Engineering/Faculty (BUF) | 10/16/13 | \$152,977.00 9 mo | Relinquish title of Department Chair, Mechanical Engineering; salary change from \$168,275.00/12 mo; relinquish administrative stipend of \$2,270.00/ 12 mo; return to AAUP |
| Cheung, Harry M. | Professor, Chemical & Biomolecular Engineering; Department Chair, Chemical & Biomolecular/Faculty | 10/16/13 06/30/14 | \$159,900.00 12 mo (base) \$15,999.00 12 mo (stipend) | Appointment and administrative stipend for Department Chair duties; salary change from \$127,719.00/9 mo; 10% of stipend will roll to base at the conclusion of each successful year as Chair |

| <u>NAME</u> | <u>JOB/DEPT JOB FUNCTION</u> | <u>EFFECTIVE DATE</u> | <u>SALARY/TERM</u> | <u>ACTION/REASON</u> |
|--------------|--|---------------------------|-----------------------|--|
| Dunn, Deanna | Director, Co-op Education Engineering & Placement/Office of Co-op Coordination- Engineering/Staff | 09/16/13 | \$2,956.78 BW | Title change from Director, Engineering Co-op |
| Li, Lingyan | Research Assistant/Chemical & Biomolecular Engineering/Staff | 09/03/13 12/31/13 | \$18.81/H | Transfer; salary change from \$16.83/H; appointment basis change from part- time |
| Omar, Abbas | Professor, Electrical & Computer Engineering; Department Chair, Electrical & Computer Engineering/Faculty | 11/18/13 | \$165,000.00 12 mo | Start date changed from 10/01/13 |
| Zhe, Jiang | Professor, Mechanical Engineering/Faculty (BUF) | 08/26/13 | \$123,500.00 9 mo | Offline salary adjustment; salary change from \$109,200.00/9 mo |

Separation

| | | | | |
|-------------|---|----------|------------------|-------------|
| Lin, Huang | Postdoctoral Research Associate/Chemical & Biomolecular Engineering/Staff | 11/08/13 | \$1,384.61 BW | Resignation |
| Widmer, Joy | Administrative Assistant/ Engineering Dean's Office/Staff | 11/15/13 | \$12.23/H | Resignation |

COLLEGE OF HEALTH PROFESSIONS

Appointment/Reappointment

| | | | | |
|-------------------------|---|----------------------|---|---|
| Acierto, Sheri A. | Associate Instructor, Nursing/ Faculty (BUF) | 11/01/13 12/13/13 | \$1,200.00 for the period (stipend) | Temporary administrative stipend for covering nursing course; base salary is \$58,072.00/9 mo |
| Enlow, Michele | Instructor, Nursing/ Faculty (BUF) | 11/01/13 12/13/13 | \$1,200.00 for the period (stipend) | Temporary administrative stipend for covering nursing course; base salary is \$63,000.00/9 mo |
| Magee, Jennifer | Instructor, Nursing/ Faculty (BUF) | 11/01/13 12/13/13 | \$1,200.00 for the period (stipend) | Temporary administrative stipend for covering nursing course; base salary is \$55,000.00/9 mo |
| McCollister, Melissa K. | Project/Grant Consultant/Social Work/Contract Professional | 09/06/13 06/30/14 | \$58,614.00 12 mo | Temporary reappointment |

Change

| | | | | |
|----------------------|---|----------------------|-----------------------|--|
| Jirsa, Francesca | Academic Adviser II/Health Professions Dean's Office/ Contract Professional | 11/04/13 | \$23,660.00 12 mo | Voluntary reduced workload from 40 hours to 26 hours; salary change from \$37,080.00/12 mo |
| McCollister, Melissa | Project/Grant Consultant/Social Work/Contract Professional | 09/01/13 08/31/14 | \$58,614.00 12 mo | Temporary reappointment; job function change from staff; status change from part-time to full-time; salary change from \$28.18/H |
| Radesic, Brian P. | Director, Nurse Anesthesia Track; Associate Director, Graduate Nurse Anesthesia Program/Nursing/Contract Professional | 01/01/14 | \$150,000.00 12 mo | Transfer vice C. Barton; title change from Associate Instructor, Nursing; salary change from \$131,054.00/12 mo; job function change from faculty |

Separation

| | | | | |
|-------------------|---|----------|---------------------|----------|
| Horning, Kathleen | Associate Instructor, Nursing/ Faculty (BUF) | 10/27/13 | \$57,675.00 9 mo | Deceased |
|-------------------|---|----------|---------------------|----------|

| <u>NAME</u> | <u>JOB/DEPT JOB FUNCTION</u> | <u>EFFECTIVE DATE</u> | <u>SALARY/TERM</u> | <u>ACTION/REASON</u> |
|--------------------|---|---------------------------|----------------------|----------------------|
| Jevack, Jillian | Coordinator, Online Learning/Health Professions Dean's Office/Contract Professional | 12/20/13 | \$55,620.00 12 mo | Resignation |
| Marino, Deborah D. | Associate Professor. Nutrition & Dietetics/Faculty (BUF) | 12/31/13 | \$77,642.00 9 mo | Retirement |

SCHOOL OF LAW

Separation

| | | | | |
|------------------|--|----------|----------------------|------------|
| Samuels, Jeffrey | David L. Brennan Professor, Law; Director, Intellectual Property Law Center; Intellectual Property Center Fellow/Faculty | 05/31/14 | \$176,782.00 9 mo | Retirement |
|------------------|--|----------|----------------------|------------|

COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING

Appointment/Reappointment

| | | | | |
|------------------------|--|----------------------|------------------|-------------------------|
| Buddhiranon, Sasiwimon | Postdoctoral Research Fellow/ Polymer Engineering/Staff | 11/02/13 12/31/13 | \$1,461.53 BW | Temporary reappointment |
| Huang, Hsiu-Chin | Research Associate/Institute of Polymer Engineering/Staff | 10/22/13 01/12/14 | \$1,040.00 BW | Temporary appointment |
| Jacquet, Robin M. | Laboratory Manager/Institute of Polymer Science/Staff | 11/02/13 12/29/13 | \$2,550.25 BW | Temporary reappointment |
| Szanka, Istvan | Visiting Research Associate/ Institute of Polymer Science/ Staff | 12/14/13 02/21/14 | \$1,384.62 BW | Temporary reappointment |
| Wang, Xiaojang | Postdoctoral Research Associate/Polymer Engineering/ Staff | 09/20/13 02/28/14 | \$1,730.76 BW | Temporary reappointment |

Change

| | | | | |
|------------------|--|----------------------|------------------|---|
| Kaddour, Hussein | Postdoctoral Research Fellow/ Institute of Polymer Science/ Staff | 08/29/13 08/28/14 | \$1,788.46 BW | Offline salary adjustment; salary change from \$1,596.14/BW |
| Lu, Xiaocun | Postdoctoral Research Associate/Institute of Polymer Science/Staff | 09/13/13 08/31/15 | \$1,230.76 BW | Start date change from 08/26/13 |

Leave

| | | | | |
|------------------|--|----------------------|------------------|-------------------------------------|
| Hsiao, Ming-Siao | Visiting Research Associate/ Polymer Science/ Staff | 07/01/13 11/01/13 | \$1,192.31 BW | 24 hours leave without compensation |
|------------------|--|----------------------|------------------|-------------------------------------|

SUMMIT COLLEGE

Appointment/Reappointment

| | | | | |
|----------------|--|----------------------|----------------------------------|--|
| Biddle, Stacia | Assistant Professor, Respiratory Therapy Technology; Program Director, Respiratory Therapy Technology/Allied Health Technology/Faculty (BUF) | 07/01/13 06/30/14 | \$2,000.00 12 mo (stipend) | Extension of administrative stipend for Program Director assignment; base salary is \$53,637.00/9 mo |
|----------------|--|----------------------|----------------------------------|--|

| <u>NAME</u> | <u>JOB/DEPT JOB FUNCTION</u> | <u>EFFECTIVE DATE</u> | <u>SALARY/TERM</u> | <u>ACTION/REASON</u> |
|---|---|---------------------------|----------------------------------|---|
| Bixler, Shawneen | Senior College Lecturer/ Developmental Programs/ Faculty (BUF) | 08/26/13 05/10/14 | \$4,000.00 9 mo (stipend) | Temporary administrative stipend for Lead Faculty, College Reading and Study Skills duties; base salary is \$44,452.00/12 mo |
| | Senior College Lecturer; Acting Director, Developmental Programs/Developmental Programs/ Faculty (BUF) | 09/09/13 05/10/14 | \$9,000.00 9 mo (stipend) | Temporary appointment and administrative stipend for Acting Director, Developmental Programs duties; base salary is \$44,452.00/12 mo |
| Johnson, Thomas W. | Associate College Lecturer, Developmental Programs; Lead Faculty, Basic Math/Faculty (BUF) | 08/26/13 05/10/14 | \$4,500.00 9 mo (stipend) | Extension of temporary administrative stipend for additional duties; base salary is \$41,286.00/9 mo |
| Jones, Dwayne K. | Associate Professor, Criminal Justice/Public Service Technology/Faculty (BUF) | 08/26/13 05/10/14 | \$3,000.00 9 mo (stipend) | Extension of temporary administrative stipend to oversee Paralegal Studies duties; base salary is \$57,389.00/9 mo |
| Keil, Marjorie | Senior College Lecturer, Developmental Programs/ Faculty (BUF) | 08/26/13 05/10/14 | \$4,500.00 9 mo (stipend) | Extension of temporary administrative stipend for lead faculty duties; base salary is \$51,288.00/9 mo |
| Kraft, Kristine | Assistant Professor, Allied Health Technology/Allied Health/Faculty (BUF) | 12/15/13 | \$6,000.00 one time payment | Per Article 16, section 16 of AAUP Contract for development of online courses |
| Pitts, O. Dee Dee | Director, Advising Services/ Summit College Dean's Office/Contract Professional | 07/01/13 06/30/14 | \$6,000.00 12 mo (stipend) | Temporary administrative stipend for additional duties; base salary is \$75,000.00/12 mo |
| Ragins, Dennis | Visiting Assistant Professor; Validation Site Coordinator/ Public Service Technology Faculty | 08/26/13 05/10/14 | \$6,120.00 9 mo | Temporary appointment and administrative stipend for Validation Site Coordinator duties; base salary is \$45,000.00/9 mo |
| Williams, Mary B. | Professor, Office Adminis- tration; Professor, Business Management Technology; Professor, Computer Information Systems/Business Technology/Faculty (BUF) | 12/01/13 | | Additional title of Professor, Computer Information Systems |
| <u>Change</u> | | | | |
| Frampton, James D. | Professor Emeritus, Drafting & Computer Drafting/Engineering & Science Technology/Faculty | 08/25/13 | | Title change; award of emeritus status |
| <u>Separation</u> | | | | |
| Lukach, Thomas | Professor, Mechanical Engineering Technology/ Engineering & Science Technology/Faculty (BUF) | 06/30/14 | \$77,415.00 9 mo | Retirement |
| UNIVERSITY LIBRARIES | | | | |
| <u>Appointment/Reappointment</u> | | | | |
| Bove, Frank J. | Associate Professor, Bibliography; Secretary, Faculty Senate Executive Committee/UL Electronic Services/Faculty (BUF) | 08/26/13 05/10/14 | \$3,840.00 9 mo (stipend) | Extension of temporary appointment and administrative stipend for Secretary, Faculty Senate Executive Committee duties; base salary is \$63,967.00/12 mo |

| <u>NAME</u> | <u>JOB/DEPT JOB FUNCTION</u> | <u>EFFECTIVE DATE</u> | <u>SALARY/TERM</u> | <u>ACTION/REASON</u> |
|---------------|---|---------------------------|----------------------|--|
| Change | | | | |
| Beckham, John | Library Specialist/UL Research & Learning/Staff | 09/23/13 | \$15.85/H | Job reclassification via job audit; salary change from \$15.24/H; title change from Library Associate Senior; grade change from 116 to 117 |
| Gersch, Beate | Assistant Professor, Bibliography; Undergraduate Outreach Librarian/UL-Research & Learning Services/Faculty (BUF) | 01/01/14 | \$60,000.00 12 mo | Transfer; temporary to regular; title change from Visiting Assistant Professor, Research & Learning Services; salary change from \$58,000.00/12 mo |

Separation

| | | | | |
|---------------------|--|----------|----------------------|-------------|
| Ficken, Carol A. | Coordinator, Library Acquisitions/UL Electronic Services/Contract Professional | 12/31/13 | \$49,971.00 12 mo | Retirement |
| Glennon, Marlene R. | Library Associate Senior/UL Electronic Services/Staff | 10/25/13 | \$15.47/H | Resignation |

WAYNE COLLEGE

Appointment/Reappointment

| | | | | |
|------------------------|--|----------------------|---|--|
| Bays, Gary | Associate Professor, English/Faculty (BUF) | 08/26/13 12/14/13 | \$1,425.00 for the period (stipend) | Temporary administrative stipend for Area Coordinator duties; base salary is \$84,743.00/9 mo |
| Clark, William | Manager, Data Collections/Academic Affairs-Wayne/Contract Professional | 08/26/13 12/14/13 | \$1,425.00 for the period (stipend) | Temporary administrative stipend for Area Coordinator duties; base salary is \$48,726.00/12 mo |
| Howley, Heather A. | Associate Professor, Communication/Speech & Theatre Arts-Wayne /Faculty (BUF) | 08/26/13 12/14/13 | \$1,425.00 for the period (stipend) | Temporary administrative stipend for Area Coordinator duties; base salary is \$53,929.00/9 mo |
| Obiekwe, Jerry G. | Professor, Mathematics/Faculty (BUF) | 08/26/13 12/14/13 | \$1,425.00 for the period (stipend) | Temporary administrative stipend for Area Coordinator duties; base salary is \$83,573.00/9 mo |
| Schoffman, Garth | Director, Instruction & Program Development/Academic Affairs – Wayne/Contract Professional | 08/26/13 12/14/13 | \$1,425.00 for the period (stipend) | Temporary administrative stipend for Area Coordinator duties; base salary is \$45,935.00/9 mo |
| Snow, Alan J. | Assistant Professor, Biology/Faculty (BUF) | 08/26/13 12/14/13 | \$475.00 for the period (stipend) | Temporary administrative stipend for Area Coordinator duties; base salary is \$54,326.00/9 mo |
| Teague, Colleen M. | Associate Professor, Business & Office Technology/Faculty (BUF) | 08/26/13 12/14/13 | \$2,612.00 for the period (stipend) | Temporary administrative stipend for Technical Coordinator duties; base salary is \$71,271.00/9 mo |
| Turner, Carol M. | Professor, Chemistry/Faculty (BUF) | 08/26/13 12/14/13 | \$1,425.00 for the period (stipend) | Temporary administrative stipend for Area Coordinator duties; base salary is \$75,412.00/9 mo |
| Vierheller, Timothy R. | Professor, Physics/Faculty (BUF) | 08/26/13 12/14/13 | \$1,425.00 for the period (stipend) | Temporary administrative stipend for Area Coordinator duties; base salary is \$92,511.00/9 mo |
| Wadia, Adil M. | Associate Professor, Geosciences/Faculty (BUF) | 08/26/13 12/14/13 | \$1,425.00 for the period (stipend) | Temporary administrative stipend for Area Coordinator duties; base salary is \$63,820.00/9 mo |

| <u>NAME</u> | <u>JOB/DEPT JOB FUNCTION</u> | <u>EFFECTIVE DATE</u> | <u>SALARY/TERM</u> | <u>ACTION/REASON</u> |
|--------------------------|---|---------------------------|---|--|
| Watters, Shawn D. | Assistant Professor, Education/ Educational Foundations – Wayne/Faculty (BUF) | 08/26/13 12/14/13 | \$2,375.00 for the period (stipend) | Temporary administrative stipend for Technical Coordinator duties; base salary is \$52,000.00/9 mo |
| Weinstein, Paul B. | Professor, History/Faculty (BUF) | 08/26/13 12/14/13 | \$2,375.00 for the period (stipend) | Temporary administrative stipend for Area Coordinator and Distinguished Student Advisor duties; base salary is \$83,936.00/9 mo |
| Woods, Douglas B. | Associate Professor, Business Management Technology/ Business & Office Technology- Wayne/Faculty (BUF) | 08/26/13 12/14/13 | \$2,850.00 for the period (stipend) | Temporary administrative stipend for Technical Coordinator duties; base salary is \$71,399.00/9 mo |
| <u>Change</u> | | | | |
| Cunningham, Chad | Lieutenant/University Police - Wayne/Staff | 10/07/13 | \$2,996.63 BW | Transfer; department change from University Police Department |
| Engle, Kevin | Director, Development- Wayne/Wayne Dean's Office/ Contract Professional | 08/01/13 | \$62,945.00 12 mo | Job reclassification via audit; title change from Assistant to Dean, Development-Wayne; salary change from \$47,945.00/12 mo; grade change from 119 to 122 |
| Haynes, Amy | Supervisor, Business Office- Wayne College/Staff | 10/01/13 06/30/14 | \$20.19/H | Temporary salary increase for additional duties; salary change from \$16.34/H |
| Martin, Ann B. | Administrative Assistant/Office of Academic Affairs – Wayne/ Staff | 10/01/13 | \$13.74/H | Transfer due to reorganization; title change from Test Monitor – Wayne; department change from Workforce Development & Continuing Education - Wayne |
| Schlue, Kimberly | Manager, Testing Center-Wayne College/Student Services Administration-Wayne/Contract Professional | 10/01/13 | | Transfer due to reorganization; title change from Coordinator, Workforce Development & Continuing Education; department change from Workforce Development & Continuing Education- Wayne |
| <u>Separation</u> | | | | |
| Huba, Gabriel J. | Assistant Facilities Manager, Wayne/Physical Plant - Wayne/ Staff | 10/31/13 | \$24.24/H | Failure to return from leave |

| <u>NAME</u> | <u>JOB/DEPT JOB FUNCTION</u> | <u>EFFECTIVE DATE</u> | <u>SALARY/TERM</u> | <u>ACTION/REASON</u> |
|-------------|----------------------------------|---------------------------|--------------------|----------------------|
|-------------|----------------------------------|---------------------------|--------------------|----------------------|

ADDENDUM

FULL-TIME EMPLOYEE PERSONNEL ACTIONS

DIVISION OF STUDENT SUCCESS

Separation

| | | | | |
|-------------------------|---|----------|----------------------|-------------------------|
| Beckwith, Cheryl | Coordinator, Workforce Development & Continuing Education/UA Business Solutions/Contract Professional | 04/16/14 | \$52,386.00 12 mo | Nonrenewal |
| Harris, Cheri | Program Assistant/Career Center/Staff | 12/31/13 | \$17.78/H | Elimination of position |
| Rogers, Brenda | Test Monitor/Counseling Center/Staff | 12/31/13 | \$19.14/H | Retirement |
| Tankersley, Christopher | Director, New Student Orientation/Contract Professional | 01/17/14 | \$55,775.00 12 mo | Nonrenewal |
| Valatka, Judith A. | Coordinator, New Student Orientation/Staff | 12/31/13 | \$19.19/H | Retirement |
| Withem, Rose | Program Assistant/UA Business Solutions/Staff | 12/31/13 | \$14.07/H | Elimination of position |

VICE PRESIDENT FOR FINANCE & ADMINISTRATION/CFO

Appointment/Reappointment

| | | | | |
|-------------------|---|----------------------|-----------------------------------|--|
| McPherson, Sue A. | Buyer Senior/Purchasing Department/Staff | 01/03/14 | \$1,880.06 BW | Rehire in accordance with re-employment agreement for retirees |
| | | 03/01/14 12/31/15 | \$1,504.05 BW | |
| Moss, Denise M. | Director, Student Accounts/Bursar/Contract Professional | 03/01/14 08/31/14 | \$45,735.00 12 mo | Rehire (part-time) in accordance with re-employment agreement for retirees |
| Roth, Andrew W. | Director, Purchasing/Purchasing/Contract Professional | 01/03/14 | \$94,144.00 12 mo | Rehire in accordance with re-employment agreement for retirees |
| | | 03/01/14 12/31/15 | \$75,315.00 12 mo | |
| Rushing, Kevin | Associate Director, Student Accounts/Bursar/Contract Professional | 01/01/14 12/31/14 | \$12,000.00 12 mo (stipend) | Temporary administrative stipend for additional duties; base salary is \$60,095.00/12 mo |

Separation

| | | | | |
|-------------------|--|----------|----------------------|-------------|
| Carter, Sheila R. | Lead Team Coordinator/University Dining Services/Staff | 11/30/13 | \$13.44/H | Resignation |
| Moss, Denise M. | Director, Student Accounts/Bursar/Contract Professional | 12/31/13 | \$91,469.00 12 mo | Retirement |
| McPherson, Sue A. | Buyer Senior/Purchasing/Staff | 12/31/13 | \$1,880.06/ BW | Retirement |
| Roth, Andrew W. | Director, Purchasing/Purchasing/Contract Professional | 12/31/13 | \$94,144.00 12 mo | Retirement |
| Tierney, Betsy | Assistant Director, Cashier's Office/Student Accounts/Bursar/Contract Professional | 12/6/13 | \$46,675.00 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 PUBLIC AFFAIRS & DEVELOPMENT | | | | |
| Lockshin, Mary Jo | Director, Development/ Department of Development/ Contract Professional | 11/21/13 | \$75,000.00 12 mo | Resignation |
| VICE PRESIDENT FOR INFORMATION TECHNOLOGY SERVICES/CIO | | | | |
| <u>Separation</u> | | | | |
| Dickerhoof, Scott | Senior Technology Support Analyst/Hardware & Operating System Services/Staff | 12/31/13 | \$21.87/H | Elimination of position |
| VICE PRESIDENT FOR TALENT DEVELOPMENT & HUMAN RESOURCES | | | | |
| <u>Change</u> | | | | |
| Dispina, Christine | HR Business Analyst/Talent Development & Human Resources/Contract Professional | 01/01/14 | | Job function change from staff |
| BUCHTEL COLLEGE OF ARTS & SCIENCES | | | | |
| <u>Change</u> | | | | |
| Pope, Durand | Associate Professor Emeritus, Theatre Arts/Faculty | 06/30/13 | | Title change; award of emeritus status |
| COLLEGE OF EDUCATION | | | | |
| <u>Separation</u> | | | | |
| Simpson, Sherdene | Coordinator, Clinic for Individual & Family Counsel- ing/Counseling/Contract Professional | 01/15/14 | \$27,000.00 12 mo | Nonrenewal (part-time position) |
| Wright, Cynthia A. | Administrative Assistant/ Education Dean's Office/Staff | 5/31/14 | \$21.02/H | Retirement |
| COLLEGE OF ENGINEERING | | | | |
| <u>Change</u> | | | | |
| Omar, Abbas | Professor, Electrical & Comp- uter Engineering; Department Chair, Electrical & Computer Engineering/Faculty | 12/20/13 | | Start date changed from 10/01/13 |
| COLLEGE OF HEALTH PROFESSIONS | | | | |
| <u>Appointment/Reappointment</u> | | | | |
| Malkamaki, Suzanna | Nurse Care Coordinator/Health Professions Dean's Office/ Contract Professional | 12/09/13 | \$62,000.00 12 mo | Appointment |

| <u>NAME</u> | <u>JOB/DEPT JOB FUNCTION</u> | <u>EFFECTIVE DATE</u> | <u>SALARY/TERM</u> | <u>ACTION/REASON</u> |
|--------------------------|--|---------------------------|-----------------------------------|---|
| SUMMIT COLLEGE | | | | |
| <u>Change</u> | | | | |
| Gibson-Lee, Rebecca | Professor, Medical Assisting Technology; Chair, Allied Health Technology/Allied Health Technology/Faculty | 07/01/13 | \$10,431.00 12 mo (stipend) | Change in stipend amount for Chair duties from \$7,196.00/12 mo; base salary is \$96,373.00/12 mo |
| Silverman, Stanley | Dean Emeritus, Summit College; Professor Emeritus, Social Science/Summit College Dean's Office/Faculty | 12/31/13 | | Title change; award of emeritus status |
| WAYNE COLLEGE | | | | |
| <u>Separation</u> | | | | |
| Elder, James | Facilities Maintenance Worker Senior/Physical Plant-Wayne/ Staff | 12/06/13 | \$14.65/H | Resignation |
| Malavite, Patsy | Associate Professor, Business & Office Technology/Wayne (BUF) | 12/31/13 | \$85,295.00 9 mo | Retirement |
| Webb, Lindsie B. | Administrative Assistant Senior/Wayne College Dean's Office/Staff | 12/11/13 | \$19.81/H | Resignation |

| <u>NAME</u> | <u>JOB/DEPT JOB FUNCTION</u> | <u>EFFECTIVE DATE</u> | <u>SALARY/TERM</u> | <u>ACTION/REASON</u> |
|-------------|----------------------------------|---------------------------|--------------------|----------------------|
|-------------|----------------------------------|---------------------------|--------------------|----------------------|

**FULL-TIME EMPLOYEE PERSONNEL ACTIONS RECOMMENDED IN EXECUTIVE SESSION
FOR APPROVAL IN PUBLIC SESSION WITH THE PERSONNEL ACTIONS, AS AMENDED**

OFFICE OF THE PRESIDENT

Appointment/Reappointment

| | | | | |
|---------------------|---|----------------------|-----------------------|--|
| Bowden, Terry | Head Football Coach/Office of Athletics/Contract Professional | 11/17/13 02/28/19 | \$300,000.00 12 mo | Two year extension of contract; original contract expired 02/28/17 |
| Wistrick, Thomas R. | Director, Athletics/Contract Professional | 09/08/14 09/08/15 | \$243,477.00 12 mo | One year extension of contract; original contract expired 09/08/14 |

Change

| | | | | |
|---------------------------|---|----------|--|---|
| Campbell Jackson, Candace | Vice President, Strategic Partnerships & Chief of Staff/Office of the President/Contract Professional | 12/11/13 | | Title change from Vice President & Chief of Staff |
|---------------------------|---|----------|--|---|

OFFICE OF ACADEMIC AFFAIRS

Appointment/Reappointment

| | | | | |
|--------------|---|----------|-----------------|---|
| Ramsier, Rex | Vice Provost, Academic Programs & Operations; Professor, Physics; Professor, Chemistry; Interim Dean, Summit College/Office of Academic Affairs/Faculty | 01/01/14 | \$183,600.00 | Temporary title and administrative stipend for Interim Dean appointment |
| | | 12/31/14 | 12 mo (base) | |
| | | | \$20,000.00 | |
| | | 07/01/14 | \$12,000.00 | Extension of temporary administrative stipend for HLC Liaison |
| | | 12/31/14 | 12 mo (stipend) | |

DIVISION OF STUDENT SUCCESS

Change

| | | | | |
|-------------------|---|----------|--|---|
| Tressel, James P. | Executive Vice President, Student Success/Contract Professional | 12/11/13 | | Title change from Vice President, Student Success |
|-------------------|---|----------|--|---|

VICE PRESIDENT FOR TALENT DEVELOPMENT & HUMAN RESOURCES

Appointment/Reappointment

| | | | | |
|---------------|--|----------|-----------------|--|
| Viau, William | Associate Vice President, Talent Development & Human Resources; Appointing Authority/Contract Professional | 12/01/13 | \$15,500.00 | Increase of temporary administrative stipend from \$12,500.00/12 mo; base salary is \$131,870.00/12 mo |
| | | | 12 mo (stipend) | |
| | | 02/01/14 | | Extension of temporary administrative stipend |
| | | 01/31/15 | | |

| <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>Change</u> | | | | |
| Mahajan, Ajay | Associate Dean, Research; Professor, Biomedical Engineering; Professor, Mechanical Engineering; Associate Vice President, Innovation/Engineering Dean's Office/Faculty | 01/01/14 12/31/14 | \$39,000.00 12 mo (stipend) | Title change from Special Assistant to the President, Innovation; stipend increase from \$15,000.00/12 mo |

SUMMIT COLLEGE

Appointment/Reappointment

| | | | | |
|--------------------|---|----------|--|--|
| Kennedy, Elizabeth | Interim Associate Dean, Summit College; Professor, Social Science; Fellow, Institute for LifeSpan Development & Gerontology/Summit College Dean's Office/Faculty | 01/01/14 | \$108,000.00 | Additional title and administrative stipend for Interim Associate Dean appointment; salary change from \$82,700.00/9 mo |
| | | 06/30/14 | 12 mo (base) \$12,000.00 12 mo (stipend) | |

THE UNIVERSITY OF AKRON
Organizational/Department Name Change

In accordance with rule 3359-2-02, the following recommendations for changes are noted for approval by the Board of Trustees, and upon approval, the Secretary of the Board of Trustees is authorized to effect appropriate changes in rules of the Board of Trustees to reflect these changes in titles, reporting or organizations relationships, or other such designations or changes:

Effective date: July 1, 2013

Department Reporting Change:

Student Athlete Academic Services

FROM: Office of Academic Affairs
TO: Office of the President

Effective date: June 17, 2013

Department Reporting Change:

EJT Hall Box Office
Performing Arts Hall

FROM: Vice President, Finance & Administration/CFO
TO: Office of the President

Effective date: June 17, 2013

Department Name Change:

FROM: Counseling Center
TO: Counseling & Testing Center

THE UNIVERSITY OF AKRON

RESOLUTION 12- -13

Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Luis M. Proenza, dated December 11, 2013, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

Ted A. Mallo, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 1

PERSONNEL

PART-TIME TEACHING CREDIT COURSES (SUMMER 2013; FALL 2013; SPRING 2014)

| Name | Title | Department | Amount | Term Rate | Action | Term |
|---|-----------------------------|--------------------------|---------------|------------------|---------------|-------------|
| DIVISION OF STUDENT SUCCESS | | | | | | |
| Lu,Qingjun | Assistant Lecturer | Student Academic Success | 5907.12 | 738.39 | DTA | Fall |
| BUCHTEL COLLEGE OF ARTS & SCIENCES | | | | | | |
| Baker,David B | Professor | Psychology | 10664.00 | 1333.00 | HIR | Fall |
| Binda,Francesco | Assistant Lecturer | Music | 1050.00 | 750.00 | REH | Fall |
| Byron,Gary L | Senior Lecturer | Family & Cons Sciences | 1066.36 | 1066.36 | REH | Fall |
| Byron,Gary L | Senior Lecturer | Family & Cons Sciences | 1066.36 | 1066.36 | REH | Fall |
| Byron,Gary L | Senior Lecturer | Family & Cons Sciences | 1066.36 | 1066.36 | REH | Fall |
| Byron,Gary L | Senior Lecturer | Family & Cons Sciences | 1066.36 | 1066.36 | REH | Fall |
| Cashin,Catherine Sullivan | Assistant Lecturer | Family & Cons Sciences | 1050.00 | 700.00 | DTA | Fall |
| Davis, Lee H | Assistant Lecturer | Political Science | 2400.00 | 600.00 | REH | Fall |
| Ferraro,Andrea Marie | Visit College Lect - Summer | Communication | 1499.95 | 1145.00 | REH | Fall |
| Foos,Annabelle M | Senior Lecturer | Geosciences | 1166.99 | 1166.99 | HIR | Fall |
| Fraser,Robert W | Senior Lecturer | Music | 2775.62 | 1028.01 | REH | Fall |
| Gonder,Mark H | Special Lecturer | Music | 1654.57 | 752.08 | DTA | Fall |
| Goodall,Patricia T | Senior Lecturer | Family & Cons Sciences | 4120.00 | 1030.00 | DTA | Fall |
| Graning,Gary A | Senior Lecturer | Music | 6601.15 | 995.65 | REH | Fall |
| Guegold,William K* | Senior Lecturer | Music | 8880.00 | 1200.00 | DTA | Fall |
| Hall-Hiles,Natalie A | Associate Lecturer | History | 2550.00 | 850.00 | HIR | Fall |
| Hoffman,Martha E | Senior Lecturer | English | 5986.26 | 997.71 | REH | Fall |
| Holcomb,Timothy A | Senior Lecturer | Music | 4365.00 | 900.00 | HIR | Fall |
| Jolly,Tucker R* | Senior Lecturer | Music | 2820.00 | 1200.00 | DTA | Fall |
| Kovach,Angela J | Assistant Lecturer | Family & Cons Sciences | 1575.90 | 787.95 | REH | Fall |
| Malyuk,Amy | Assistant Lecturer | Music | 1927.80 | 714.00 | DTA | Fall |
| Manteghi,Debra L | Assistant Lecturer | Family & Cons Sciences | 1523.38 | 761.69 | REH | Fall |
| Minocchi,Joseph | Associate Lecturer | Music | 1880.00 | 800.00 | HIR | Fall |
| Myers,Steven C | Assoc Prof | Economics | 5145.00 | 1715.00 | REH | Summer |
| Newton,Dean | Senior Lecturer | Music | 5345.65 | 1028.01 | DTA | Fall |
| Peirce,Edward | Senior Lecturer | Family & Cons Sciences | 995.55 | 995.55 | REH | Fall |
| Powell,Timothy | Senior Lecturer | Music | 1357.95 | 848.72 | DTA | Fall |
| Rand,Tamara | Senior Lecturer | History | 7600.00 | 950.00 | DTA | Fall |
| Sasowsky,Kathryn | Senior Lecturer | Geosciences | 1000.00 | 1000.00 | HIR | Fall |
| Sasowsky,Kathryn | Senior Lecturer | Geosciences | 1000.00 | 1000.00 | HIR | Fall |
| Sinning,Nancy M | Special Lecturer | Communication | 1100.00 | 1100.00 | HIR | Fall |
| Smith,Cory S | Senior Lecturer | Music | 1119.99 | 1119.99 | REH | Fall |
| Smith,Cory S | Senior Lecturer | Music | 5879.94 | 1119.99 | REH | Fall |
| Snowden,Erica L | Assistant Lecturer | Music | 1495.00 | 650.00 | REH | Fall |
| Snowden,Erica L | Assistant Lecturer | Music | 650.00 | 650.00 | REH | Fall |
| Trutor,Jonathan W | Senior Lecturer | History | 5000.00 | 1000.00 | DTA | Fall |
| Vangilder,Anthony | Special Lecturer | Communication | 1504.00 | 800.00 | DTA | Fall |
| von Held,Kristina | Senior Lecturer | Music | 540.00 | 900.00 | HIR | Fall |
| Wehrmann,Rock | Special Lecturer | Music | 2105.82 | 752.08 | DTA | Fall |
| Yu,Jin | Associate Lecturer | Music | 1038.82 | 865.69 | REH | Fall |
| Zanetta,Maria A | Professor-Summer | Modern Languages | 2400.00 | 2400.00 | REH | Summer |
| COLLEGE OF BUSINESS ADMINISTRATION | | | | | | |
| Agarwal,Neil P | Associate Lecturer | Finance | 2550.00 | 850.00 | HIR | Spring |
| Hurst,Jennifer L | Assistant Lecturer | Marketing | 2550.00 | 850.00 | HIR | Fall |
| Speaks,Thomas J | Assistant Lecturer | Marketing | 1700.00 | 850.00 | REH | Fall |
| Talton,Rachel Y | Senior Lecturer | Marketing | 850.00 | 850.00 | HIR | Fall |
| Ure,Garrison W | Assistant Lecturer | Accountancy | 5100.00 | 850.00 | REH | Fall |
| Yoder,Ray A | Assistant Lecturer | Marketing | 1000.00 | 1000.00 | REH | Fall |

PART-TIME TEACHING CREDIT COURSES (SUMMER 2013; FALL 2013; SPRING 2014)

| Name | Title | Department | Amount | Term Rate | Action | Term |
|--------------------------------------|--------------------|------------------------------|---------------|------------------|---------------|-------------|
| COLLEGE OF EDUCATION | | | | | | |
| Bartley,Alise G | Senior Lecturer | Counseling | 5960.28 | 993.38 | REH | Fall |
| Beery,Matthew W | Senior Lecturer | Curr & Instr Studies | 2700.00 | 900.00 | HIR | Fall |
| Bonner,Carol A | Special Lecturer | Supervising Teachers | 396.00 | 600.00 | HIR | Fall |
| Carmola,Patricia A | Associate Lecturer | Supervising Teachers | 2059.72 | 780.20 | DTA | Fall |
| Conrad,Rodney L | Assistant Lecturer | Supervising Teachers | 462.00 | 700.00 | DTA | Fall |
| DiVencenzo,Alfred D | Assistant Lecturer | Supervising Teachers | 1274.00 | 700.00 | DTA | Fall |
| Donnelly,Diana L | Assistant Lecturer | Supervising Teachers | 1074.29 | 721.00 | DTA | Fall |
| Drotar,Karen Sue | Senior Lecturer | Educ Found & Leadership | 2400.00 | 800.00 | REH | Fall |
| Eleo,Larry J | Assistant Lecturer | Supervising Teachers | 2772.00 | 700.00 | DTA | Fall |
| Evans,Leila | Associate Lecturer | Supervising Teachers | 861.45 | 742.63 | DTA | Fall |
| Frankovits,Nicholas D | Associate Lecturer | Supervising Teachers | 475.86 | 721.00 | REH | Fall |
| Gordon,Jaelyn P | Senior Lecturer | Curr & Instr Studies | 10430.00 | 1490.00 | HIR | Fall |
| Heinzer,Linda M | Associate Lecturer | Supervising Teachers | 1176.99 | 891.66 | DTA | Fall |
| Howard,Leon Carver | Senior Lecturer | Counseling | 4501.55 | 900.31 | REH | Fall |
| Jenkins,Ruth A | Senior Lecturer | Supervising Teachers | 1903.44 | 824.00 | DTA | Fall |
| Jesiolowski,Bernard Stephan | Senior Lecturer | Counseling | 3801.88 | 950.47 | REH | Fall |
| Kunkel,Cathy A | Assistant Lecturer | Supervising Teachers | 924.00 | 700.00 | DTA | Fall |
| Maroon,Richard J | Assistant Lecturer | Counseling | 4326.00 | 618.00 | REH | Fall |
| Shorter,Joyce | Associate Lecturer | Supervising Teachers | 1802.26 | 780.20 | DTA | Fall |
| Simenc,Cynthia M | Associate Lecturer | Supervising Teachers | 1029.86 | 780.20 | REH | Fall |
| Tirpak,Richard | Senior Lecturer | Supervising Teachers | 3539.89 | 891.66 | DTA | Fall |
| Zwick,Jennifer L | Assistant Lecturer | Supervising Teachers | 498.00 | 600.00 | REH | Fall |
| COLLEGE OF ENGINEERING | | | | | | |
| Arnold,William Allen | Associate Lecturer | Civil Engineering | 4774.05 | 1591.35 | REH | Fall |
| Porpora,Steven | Assistant Lecturer | Civil Engineering | 3300.00 | 1100.00 | REH | Fall |
| Rosas Camacho,Omar | Senior Lecturer | Chemical & Biomolecular Engr | 1245.36 | 1245.36 | REH | Fall |
| Rosas Camacho,Omar | Senior Lecturer | Chemical & Biomolecular Engr | 3113.40 | 1245.36 | HIR | Fall |
| COLLEGE OF HEALTH PROFESSIONS | | | | | | |
| George,Mary C | Assistant Lecturer | Nursing | 5356.48 | 1190.33 | REH | Fall |
| Greenhalgh,William T | Senior Lecturer | Nutrition & Dietetics | | | TER | Fall |
| Hoskins,Claudia A | Assistant Lecturer | Nursing | 4400.00 | 1100.00 | HIR | Fall |
| Hoy,Tammy O | Special Lecturer | Nursing | 8343.04 | 1042.88 | DTA | Fall |
| Maibach,Dawn L | Special Lecturer | Nursing | 4171.50 | 927.00 | REH | Fall |
| Schrull,Patricia | Associate Lecturer | Nursing | 3679.20 | 919.80 | REH | Fall |
| Sette,Jennie E | Assistant Lecturer | Social Work | 1600.00 | 800.00 | HIR | Fall |
| Stauffer,Gale Alice | Assistant Lecturer | Nursing | 900.00 | 900.00 | REH | Fall |
| VanNatten,Kelli R | Assistant Lecturer | Nursing | 2000.00 | 1000.00 | HIR | Fall |
| HONORS COLLEGE | | | | | | |
| Smilek,Stacia Marie | Associate Lecturer | Honors College Dean's Office | 1400.00 | 700.00 | REH | Fall |
| SCHOOL OF LAW | | | | | | |
| Sugerman,Irving B | Senior Lecturer | Law - Instruction | 1030.99 | 1030.99 | REH | Fall |
| SUMMIT COLLEGE | | | | | | |
| Artino,Kristina A | Assistant Lecturer | Business Technology | 1545.00 | 772.50 | REH | Fall |
| Belcher-Nelson,Lisa G | Senior Lecturer | Associate Studies | 2597.07 | 865.69 | REH | Fall |
| Brown,Fannie L | Senior Lecturer | Associate Studies | 3462.76 | 865.69 | REH | Fall |
| Calderhead,Scott A | Senior Lecturer | Associate Studies | 2625.00 | 875.00 | HIR | Fall |
| Ciraldo Pe,Louis J | Special Lecturer | Engineering & Science Tech | 4765.62 | 794.27 | REH | Fall |
| Cobb,Adrienne A | Assistant Lecturer | Developmental Programs | 2824.00 | 706.00 | REH | Fall |
| Coleman,Joseph | Assistant Lecturer | Associate Studies | 871.38 | 871.38 | REH | Fall |
| Collins,Pamela S | Assistant Lecturer | Developmental Programs | 1310.75 | 819.22 | DTA | Fall |
| Dalton,Terrence B | Associate Lecturer | Business Technology | 2458.98 | 819.66 | DTA | Fall |
| Doerschuk,Carolyn A | Senior Lecturer | Associate Studies | 2935.50 | 978.50 | REH | Fall |

PART-TIME TEACHING CREDIT COURSES (SUMMER 2013; FALL 2013; SPRING 2014)

| Name | Title | Department | Amount | Term Rate | Action | Term |
|-------------------------------|--------------------|------------------------------|---------------|------------------|---------------|-------------|
| SUMMIT COLLEGE (Cont.) | | | | | | |
| Fox,Michael T | Associate Lecturer | Public Service Technology | 2550.00 | 850.00 | HIR | Fall |
| Goldstein,Innara T | Assistant Lecturer | Associate Studies | 1406.76 | 703.38 | REH | Fall |
| Haines,Michael W | Associate Lecturer | Business Technology | 1236.00 | 824.00 | REH | Fall |
| Haines,Michael W | Associate Lecturer | Business Technology | 2472.00 | 824.00 | HIR | Fall |
| Hanes Reed,Georgia L | Associate Lecturer | Allied Health Technology | 901.77 | 901.77 | REH | Fall |
| Hanes Reed,Georgia L | Associate Lecturer | Allied Health Technology | 901.77 | 901.77 | REH | Fall |
| Hanes Reed,Georgia L | Associate Lecturer | Allied Health Technology | 901.77 | 901.77 | REH | Fall |
| Hanes Reed,Georgia L | Associate Lecturer | Allied Health Technology | 901.77 | 901.77 | REH | Fall |
| Harrison,DaNeen Y | Associate Lecturer | Associate Studies | 3000.00 | 750.00 | HIR | Fall |
| Hazlett,William J | Senior Lecturer | Associate Studies | 1680.96 | 840.48 | HIR | Fall |
| Heller,Heather | Assistant Lecturer | Allied Health Technology | 800.00 | 800.00 | REH | Fall |
| Hubert,Douglas G | Senior Lecturer | Business Technology | 2798.70 | 932.90 | TER | Fall |
| Johnson,Richard K | Assistant Lecturer | Associate Studies | 3590.04 | 897.51 | REH | Fall |
| Kotran,Mona F | Assistant Lecturer | Associate Studies | 1442.00 | 721.00 | HIR | Fall |
| Mayhew,William | Special Lecturer | Engineering & Science Tech | 2728.65 | 692.55 | RET | Fall |
| Mehok Jr,Richard Pete | Assistant Lecturer | Business Technology | 2597.07 | 865.69 | REH | Fall |
| Mehok Jr,Richard Pete | Assistant Lecturer | Business Technology | 1298.53 | 865.69 | REH | Fall |
| Moore, Hope | Associate Lecturer | Associate Studies | 2884.00 | 721.00 | REH | Fall |
| Morrison,Timothy M | Assistant Lecturer | Allied Health Technology | 824.00 | 824.00 | REH | Fall |
| Morrison,Timothy M | Assistant Lecturer | Allied Health Technology | 1648.00 | 824.00 | REH | Fall |
| Nwa,Willia L. L | Senior Lecturer | Associate Studies | 3607.08 | 901.77 | REH | Fall |
| Nwa,Willia L. L | Senior Lecturer | Associate Studies | 3607.08 | 901.77 | REH | Fall |
| Pardee,Marcy Maureen | Assistant Lecturer | Allied Health Technology | 824.00 | 824.00 | REH | Fall |
| Peek Sr,Marvin E | Senior Lecturer | Associate Studies | 1987.66 | 993.83 | REH | Fall |
| Peek Sr,Marvin E | Senior Lecturer | Associate Studies | 5962.98 | 993.83 | REH | Fall |
| Poth,Christine M | Senior Lecturer | Associate Studies | 1997.30 | 998.65 | REH | Fall |
| Stang,Jean M | Associate Lecturer | Associate Studies | 2584.29 | 861.43 | REH | Fall |
| Stinson,Jelynn A | Senior Lecturer | Engineering & Science Tech | 2975.00 | 850.00 | HIR | Fall |
| Stone,Cynthia Y | Associate Lecturer | Public Service Technology | 795.68 | 795.68 | REH | Fall |
| Thelen,David | Special Lecturer | Engineering & Science Tech | 2110.14 | 703.38 | DTA | Fall |
| Thorman,Shari L | Assistant Lecturer | Developmental Programs | 1725.07 | 627.30 | REH | Fall |
| Wainwright,Christine Lorraine | Senior Lecturer | Associate Studies | 2016.82 | 1008.41 | REH | Spring |
| Wainwright,Christine Lorraine | Senior Lecturer | Associate Studies | 4033.64 | 1008.41 | REH | Fall |
| WAYNE COLLEGE | | | | | | |
| Fink,John | Assistant Lecturer | Developmental Programs-Wayne | 1377.94 | 688.97 | HIR | Fall |
| Kastner,Karen S | Senior Lecturer | English-Wayne | 116.48 | 896.06 | DTA | Fall |
| Kastner,Karen S | Senior Lecturer | English-Wayne | 2688.18 | 896.06 | HIR | Fall |
| Kurtz,Jeremy J | Senior Lecturer | Business & Office Tech-Wayne | 566.28 | 943.80 | REH | Fall |
| Shrimplin,Bonnie J | Special Lecturer | English-Wayne | 2066.91 | 688.97 | HIR | Fall |
| Smith,Christopher L | Senior Lecturer | Business & Office Tech-Wayne | 2320.69 | 885.76 | HIR | Fall |
| Steiner,Jeffrey A | Assistant Lecturer | Business & Office Tech-Wayne | 3090.00 | 1030.00 | HIR | Fall |

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
SPRING/SUMMER/FALL 2013**

| Name | Title | Department | Job | Eff Date | Term Date | Amount | Action Reason |
|------------------------------------|--------------------------|-------------------------------|------------|-----------------|------------------|---------------|----------------------|
| OFFICE OF THE PRESIDENT | | | | | | | |
| Barnett,Kristian | Athletics' Events Asst | Athletics Office | STA | 9/7/2013 | 6/30/2014 | 8.50 | HIR TMP |
| Dedinsky,Robert | Athletics' Events Asst | Athletics Office | STA | 8/26/2013 | 6/30/2014 | 8.50 | HIR TMP |
| Dipold,Edward | Athletics' Events Asst | Athletics Office | STA | 9/28/2013 | 10/31/2013 | 430.10 | REH 1XP |
| Dobson,Stuart | Camp Manager | Athletics Office | STA | 12/13/2013 | 11/30/2014 | 1538.46 | REA TMP |
| Donatelli,Luke William | Athletics' Events Asst | Athletics Office | STA | 9/7/2013 | 6/30/2014 | 8.50 | HIR TMP |
| Hoggarth,Andrew D | Asst Women's Soccer | Athletics Office | CP | 7/25/2013 | 7/25/2013 | 525.00 | REH 1XP |
| Hoon,Allan M | Mgr Athl Field House | Athletics Office | CP | 9/22/2013 | 10/20/2013 | 150.00 | REH 1XP |
| Hoxworth,Norman | Athletics' Events Asst | Athletics Office | STA | 9/7/2013 | 6/30/2014 | 8.50 | HIR TMP |
| Kertoy,Brock | Camp Worker | Athletics Office | STA | 7/14/2013 | 7/14/2013 | 550.00 | HIR 1XP |
| Kostic III,Michael L | Athletics' Events Asst | Athletics Office | STA | 9/7/2013 | 6/30/2014 | 8.50 | HIR TMP |
| Kromah,Foday | Camp Worker | Athletics Office | STA | 7/14/2013 | 7/14/2013 | 325.00 | TER RES |
| McClain,Belinda Boyett | Athletics' Events Asst | Athletics Office | STA | 9/7/2013 | 6/30/2014 | 8.50 | HIR TMP |
| McClain,Seth Tyler | Athletics' Events Asst | Athletics Office | STA | 9/7/2013 | 6/30/2014 | 8.50 | HIR TMP |
| O' Callaghan,Daniel | Camp Worker | Athletics Office | STA | 6/28/2013 | 6/28/2013 | 325.00 | HIR 1XP |
| Poling,Stormi | Events Assistant | Athletics Office | STA | 8/30/2013 | 8/30/2013 | 10.00 | TER RES |
| Rose,Jared K | Camp Worker | Athletics Office | STA | 7/25/2013 | 7/25/2013 | 2075.00 | REH 1XP |
| Schoemann,Chris | Adjunct Lecturer | Athletics Office | FAC | 10/15/2013 | 12/31/2013 | 0.00 | HIR TMP |
| Smith,Michelle M | Dir Women's Soccer | Athletics Office | CP | 7/25/2013 | 7/25/2013 | 1025.00 | REH 1XP |
| Vorndran,Megan E | Athletics' Events Asst | Athletics Office | STA | 8/20/2013 | 6/30/2014 | 10.00 | HIR TMP |
| Yeager,S. Kelci | Coord Athl Field House | Athletics Office | CP | 9/22/2013 | 10/20/2013 | 500.00 | REH 1XP |
| OFFICE OF ACADEMIC AFFAIRS | | | | | | | |
| Miller,Eric M | Recruiter | Military Science & Leadership | STA | 10/9/2013 | 6/30/2015 | 0.00 | HIR TMP |
| Ragins,Dennis J | Validation Site Coord | Public Service Technology | FAC | 8/26/2013 | 5/10/2014 | 6120.00 | REA ADM |
| Reedy,William V | Lecturer | Medina County Univ Center | FAC | 10/17/2013 | 11/21/2013 | 680.00 | REH TMP |
| Scheibe,Joseph S | Recruiter | Military Science & Leadership | STA | 9/10/2013 | 6/30/2015 | 0.00 | HIR TMP |
| Smith,Margie R | Sr. Enrollment Ser Assoc | Registrar | STA | 12/31/2013 | 12/31/2013 | 14.64 | TER EOP |
| DIVISION OF STUDENT SUCCESS | | | | | | | |
| Bobola,Michele M | Lecturer | UA Business Solutions | FAC | 9/22/2013 | 11/2/2013 | 910.00 | REH TMP |
| Bodenhamer,Judith M | Lecturer | Medina County Univ Center | FAC | 9/17/2013 | 9/17/2013 | 500.00 | REH 1XP |
| Bodenhamer,Judith M | Lecturer | UA Business Solutions | FAC | 10/13/2013 | 10/19/2013 | 500.00 | REH TMP |
| Bruback,Zachary T | Psychologist Asst | Counseling Center | STA | 9/17/2013 | | 30.00 | HIR REG |
| Castle,William Douglas | Undrgrad Reg Adm Recru | VP, Student Success | STA | 11/1/2013 | 6/30/2014 | 10.00 | HIR TMP |
| Collins,Marcia L | Lecturer | UA Business Solutions | FAC | 9/9/2013 | 11/2/2013 | 3000.00 | REH TMP |
| Curry,Heather L | Acad Encourager | VP, Student Success | STA | 9/16/2013 | 12/7/2013 | 8.00 | HIR TMP |
| Dash,Toni | Acad Encourager | VP, Student Success | STA | 9/23/2013 | 12/8/2013 | 8.00 | HIR TMP |
| Dreisbach,Melissa D. | Acad Encourager | VP, Student Success | STA | 9/23/2013 | 12/8/2013 | 8.00 | HIR TMP |
| Dutton,George Daniel | Acad Encourager | VP, Student Success | STA | 9/17/2013 | 12/8/2013 | 8.00 | HIR TMP |
| Dutton,Paula J | Acad Encourager | VP, Student Success | STA | 9/17/2013 | 12/8/2013 | 8.00 | HIR TMP |
| Fender,Elayne M. | Acad Encourager | VP, Student Success | STA | 9/18/2013 | 12/8/2013 | 8.00 | HIR TMP |
| Garman,Susan Dee | Acad Encourager | VP, Student Success | STA | 9/16/2013 | 12/8/2013 | 8.00 | HIR SWV |
| Gerber,Todd D | Lecturer | UA Business Solutions | FAC | 10/27/2013 | 11/16/2013 | 1100.00 | REH TMP |
| Harris,David Alan | Acad Encourager | VP, Student Success | STA | 9/17/2013 | 12/8/2013 | 8.00 | HIR TMP |
| Hawkins,Nancy M | Acad Encourager | VP, Student Success | STA | 9/26/2013 | 12/8/2013 | 8.00 | HIR TMP |
| Hertzi,Lisa Lowe | Lecturer | UA Business Solutions | FAC | 9/29/2013 | 11/30/2013 | 840.00 | REH TMP |
| Hubert,Douglas G | Lecturer | UA Business Solutions | FAC | 9/8/2013 | 10/19/2013 | 756.00 | TER RES |
| Icardi,Laura B | Lecturer | UA Business Solutions | FAC | 9/15/2013 | 11/23/2013 | 1250.00 | REH TMP |
| Markley,Larry D | Lecturer | UA Business Solutions | FAC | 8/26/2013 | 12/7/2013 | 2100.00 | REH TMP |
| Martin,Robert D | Lecturer | UA Business Solutions | FAC | 9/8/2013 | 12/14/2013 | 3160.00 | REH TMP |
| Miller,Christine M | Lecturer | UA Business Solutions | FAC | 8/25/2013 | 11/2/2013 | 2250.00 | HIR TMP |
| Nockengost,Kevin G | Acad Encourager | VP, Student Success | STA | 9/16/2013 | 12/8/2013 | 8.00 | HIR TMP |
| Nockengost,Tari J | Acad Encourager | VP, Student Success | STA | 9/16/2013 | 12/8/2013 | 8.00 | HIR TMP |
| Plastow,Alan L | Lecturer | UA Business Solutions | FAC | 10/6/2013 | 10/19/2013 | 2852.00 | REH TMP |
| Shoenfelt,David A | Lecturer | UA Business Solutions | FAC | 9/8/2013 | 10/19/2013 | 420.00 | REH TMP |

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
SPRING/SUMMER/FALL 2013**

| Name | Title | Department | Job | Eff Date | Term Date | Amount | Action Reason |
|---|--------------------------|-----------------------------|------------|-----------------|------------------|---------------|----------------------|
| DIVISION OF STUDENT SUCCESS(cont) | | | | | | | |
| Smith,Linda D | Acad Encourager | VP, Student Success | STA | 9/18/2013 | 12/8/2013 | 8.00 | HIR TMP |
| Spath,Carolyn Elise W | Coor Bus Ops & Fin-UAL | UA Lakewood Center | STA | 11/4/2013 | | 15.00 | HIR REG |
| Stefan-Walgenbach Karen | Acad Encourager | VP, Student Success | STA | 9/25/2013 | 12/8/2013 | 8.00 | HIR TMP |
| Venditti Jr,Paul T | Lecturer | UA Business Solutions | FAC | 9/8/2013 | 10/5/2013 | 450.00 | REH TMP |
| Wallerstein,Laura L | Lecturer | UA Business Solutions | FAC | 9/1/2013 | 9/14/2013 | 1200.00 | REH TMP |
| Ward,Diana K | Acad Encourager | VP, Student Success | STA | 9/17/2013 | 12/8/2013 | 8.00 | HIR TMP |
| Ward,Jennifer M | Lecturer | UA Business Solutions | FAC | 9/8/2013 | 12/14/2013 | 2400.00 | REH TMP |
| Warmbrodt,Anne Marie | Acad Encourager | VP, Student Success | STA | 9/19/2013 | 12/8/2013 | 8.00 | HIR TMP |
| Watts Jr,Willie Cephus | Acad Encourager | VP, Student Success | STA | 9/19/2013 | 12/8/2013 | 8.00 | HIR TMP |
| Wilson,Mary L | Acad Encourager | VP, Student Success | STA | 9/19/2013 | 12/8/2013 | 8.00 | HIR TMP |
| Willson,Joyce A | Lecturer | UA Business Solutions | FAC | 9/15/2013 | 12/14/2013 | 8847.67 | REH TMP |
| Younessi,Theodore A | Lecturer | UA Business Solutions | FAC | 9/29/2013 | 10/5/2013 | 195.00 | REH TMP |
| Zupke,Robert J | Acad Encourager | VP, Student Success | STA | 9/16/2013 | 12/8/2013 | 8.00 | HIR SWV |
| DIVISION OF STUDENT AFFAIRS | | | | | | | |
| Alexander,Ranier O | Tutor AAP | Acad Achievement Programs | STA | 10/17/2013 | 5/30/2014 | 15.00 | REH TMP |
| Hendrix,Timothy J | Tutor AAP | Acad Achievement Programs | STA | 12/1/2013 | 5/30/2014 | 20.00 | REH TMP |
| Kaczmarek,India A | Tutor AAP | Acad Achievement Programs | STA | 12/1/2013 | 5/30/2014 | 20.00 | REH TMP |
| Smurawa MD,Troy | Adjunct Physician | Health Services | CP | 10/1/2013 | 10/1/2016 | 0.00 | REH TMP |
| VICE PRESIDENT FOR FINANCE & ADMINISTRATION/CFO | | | | | | | |
| Brosovich,Lisa M | Events Assistant | Performing Arts Hall | STA | 9/9/2013 | 9/9/2013 | 1200.00 | REH 1XP |
| Kyer,Jason K | Food Utility Worker | Univ Dining Services | STA | 10/3/2013 | 10/3/2013 | 8.28 | TER RES |
| Sparks,Matthew M | Coord Ticket Office | Performing Arts Hall | STA | 10/1/2013 | | 20.00 | DTA TTR |
| VICE PRESIDENT FOR INFORMATION TECHNOLOGY SERVICES/CIO | | | | | | | |
| Grael,Steven T | Dept Computer Supp Asst | Hardware & Oper Sys Svs | STA | 9/24/2013 | | 15.00 | HIR REG |
| BUCHTEL COLLEGE OF ARTS & SCIENCES | | | | | | | |
| Amore, Michelle M | Office Assistant | PAUS | STA | 9/30/2013 | 9/30/2013 | 12.23 | TER RES |
| Atakay,Mehmet | Visiting Scholar | Chemistry | STA | 10/21/2013 | 10/21/2014 | 0.00 | HIR TMP |
| Augustine,Joseph R | Lecturer | Music | FAC | 10/10/2013 | 10/10/2013 | 300.00 | REH 1XP |
| Collard,Michael L. | Asst Prof - Summer | Computer Science | FAC | 8/1/2013 | 8/31/2013 | 8267.33 | DTA OTH |
| Falcione,Dominic L | 3 D Technician | Art | STA | 8/30/2013 | 8/30/2013 | 3375.00 | REH 1XP |
| Fraser,Robert W | Musician | Music | CP | 8/27/2013 | 12/15/2013 | 1028.01 | REH TMP |
| Hoffman,Phil R | General Manager Z-TV | Communication | CP | 9/7/2013 | 9/7/2013 | 100.00 | REH 1XP |
| Hu,Jun | Assoc Prof | Chemistry | FAC | 10/4/2013 | 10/4/2013 | 625.00 | REH 1XP |
| Kear,Eleanor G | Accompanist | Music | STA | 8/26/2013 | 12/15/2013 | 27.00 | REH TMP |
| Liszka,Kathy J | Professor-Summer | Computer Science | FAC | 5/1/2013 | 8/17/2013 | 1579.00 | REH TMP |
| Musselman-Tobasko, Kat | Prod Asst-Costume | Dance, Theatre & Arts Admin | STA | 10/7/2013 | 10/7/2013 | 9.57 | TER RES |
| Musselman-Tobasko, Kat | Asst to Costume Designer | Dance, Theatre & Arts Admin | STA | 10/7/2013 | 10/7/2013 | 11.22 | TER RES |
| O'Neil,Timothy W | Assoc Prof - Summer | Computer Science | FAC | 5/1/2013 | 8/3/2013 | 1579.00 | REH TMP |
| Perez,Sara | Project/Grant Consultant | Psychology | STA | 9/26/2013 | 9/26/2013 | 400.00 | HIR 1XP |
| Qin,Mingzhou | Dir Confucius Institute | Modern Languages | STA | 10/7/2013 | 9/30/2016 | 0.00 | HIR TMP |
| Rittenhouse,Joseph W | Special Lecturer | Dance, Theatre & Arts Admin | FAC | 10/17/2013 | 10/17/2013 | 50.00 | REH 1XP |
| Sanford-Burgoon,Kelli | Senior Lecturer | Dance, Theatre & Arts Admin | FAC | 9/24/2013 | 9/24/2013 | 60.00 | REH TMP |
| Shanklin,Richard L | Senior Lecturer | Music | FAC | 8/2/2013 | 8/10/2013 | 1000.00 | HIR TMP |
| Tessier,Claire A | Professor | Chemistry | FAC | 10/7/2013 | 10/7/2013 | 833.34 | REH 1XP |
| Wilber,J. Patrick | Assoc Prof - Summer | Mathematics | FAC | 8/1/2013 | 8/24/2013 | 585.00 | REH TMP |
| Wilder,Joseph W | Professor-Summer | Mathematics | FAC | 8/1/2013 | 8/24/2013 | 736.60 | HIR TMP |
| Wilder,Joseph W | Professor-Summer | Mathematics | FAC | 7/1/2013 | 8/24/2013 | 5500.00 | HIR TMP |
| Wilder,Joseph W | Professor-Summer | Mathematics | FAC | 8/1/2013 | 8/24/2013 | 5500.00 | REH TMP |
| Wilson,Gregory | Assoc Prof | History | FAC | 9/25/2013 | 9/25/2013 | 2500.00 | REH 1XP |

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
SPRING/SUMMER/FALL 2013**

| Name | Title | Department | Job | Eff Date | Term Date | Amount | Action Reason |
|---|----------------------------|-------------------------------|-----|------------|------------|----------|---------------|
| BUCHTEL COLLEGE OF ARTS & SCIENCES(cont) | | | | | | | |
| Yoder,Sue J | Assoc Lecturer | Art | FAC | 10/4/2013 | 10/24/13 | 500.00 | REH 1XP |
| Young,Gerald W | Professor-Summer | Mathematics | FAC | 7/1/2013 | 7/31/2013 | 1321.60 | REH TMP |
| Young,Gerald W | Professor-Summer | Mathematics | FAC | 7/1/2013 | 8/24/2013 | 13500.00 | HIR TMP |
| Youngs,Wiley J | Distinguished Professor | Chemistry | FAC | 10/7/2013 | 10/7/2013 | 833.33 | REH 1XP |
| Ziegler,Christopher J | Professor | Chemistry | FAC | 10/7/2013 | 10/8/2013 | 833.33 | REH 1XP |
| Ziegler,Christopher J | Professor | Chemistry | FAC | 10/8/2013 | 10/8/2013 | 2500.00 | REH 1XP |
| COLLEGE OF BUSINESS ADMINISTRATION | | | | | | | |
| Hallam,Stephen Francis | Professor | Management | FAC | 9/20/2013 | 9/20/2013 | 2000.00 | REH 1XP |
| COLLEGE OF EDUCATION | | | | | | | |
| Baltrinic,Barbara L | Student Teaching Liaison | Education Dean's Office | CP | 9/26/2013 | 9/26/2013 | 785.00 | REH 1XP |
| Bennett,Cari L | Asst Teacher - CCD | Ctr, Child Development | STA | 10/1/2013 | | 10.00 | JRC JRC |
| Bennett,Elizabeth | Asst Teacher - CCD | Ctr, Child Development | STA | 10/1/2013 | | 10.00 | JRC JRC |
| Bennett,Elizabeth | Asst Teacher - CCD | Ctr, Child Development | STA | 10/1/2013 | | 10.00 | REA REA |
| Callahan,Christina D | Asst Teacher - CCD | Ctr, Child Development | STA | 10/1/2013 | | 10.00 | PAY REC |
| Clark,Brenda A. | A1C Glucose Testing Nrse | Sport Science & Wellness Educ | STA | 7/1/2013 | 6/30/2014 | 25.00 | HIR SWW |
| Fullwood,Kara Adia | Asst Teacher - CCD | Ctr, Child Development | STA | 10/1/2013 | | 10.61 | DTA OTH |
| Hilliard,Valerie M | Asst Teacher - CCD | Ctr, Child Development | STA | 10/1/2013 | | 10.00 | JRC JRC |
| Hilliard,Valerie M | Asst Teacher - CCD | Ctr, Child Development | STA | 10/1/2013 | | 10.00 | REA REA |
| Ickes,Jill | Substitute Teacher | Ctr, Child Development | STA | 9/6/2013 | 9/6/2013 | 9.00 | TER RES |
| Kalb,Keely | Program Asst. | Education Dean's Office | STA | 10/29/2013 | 10/29/2013 | 12.60 | TER RES |
| Kellogg,Joanne K | Asst Teacher - CCD | Ctr, Child Development | STA | 10/1/2013 | | 11.37 | POS TTL |
| Kernen,Margaret V | Senior Instructor | Curr & Instr Studies | FAC | 9/27/2013 | 9/27/2013 | 125.00 | REH 1XP |
| Klingler,Judith A | Clinic Measure Director | Sport Science & Wellness Educ | STA | 7/1/2013 | 6/30/2014 | 18.00 | HIR SWW |
| Plaster,Karen B | Clinical Instructor | Curr & Instr Studies | FAC | 9/26/2013 | 9/26/2013 | 125.00 | REH 1XP |
| Sadler,Cheryl S | A1C Glucose Testing Nrse | Sport Science & Wellness Educ | STA | 7/1/2013 | 6/30/2014 | 25.00 | HIR SWW |
| Stiggers,Nonita Alice | Asst Teacher - CCD | Ctr, Child Development | STA | 10/1/2013 | | 10.00 | JRC JRC |
| COLLEGE OF ENGINEERING | | | | | | | |
| Carletta,Joan E | Professor | Electrical & Computer Engr | FAC | 10/3/2013 | 10/3/2013 | 625.00 | REH 1XP |
| Guo,Shuqi | Visiting Professor | Civil Engineering | FAC | 10/1/2013 | 9/30/2014 | 0.00 | HIR TMP |
| Hariharan,Subramaniya | Professor-Summer | Electrical & Computer Engr | FAC | 6/1/2013 | 7/31/2013 | 6645.36 | REH TMP |
| Jiang,Yu | Visiting Professor | Civil Engineering | FAC | 11/18/2013 | 11/17/2014 | 0.00 | HIR TMP |
| Ma,Xiaojing | Research Assoc | Mechanical Engineering | STA | 9/4/2013 | 6/30/2014 | 962.00 | HIR SWW |
| Madanayake,Habarakada | Asst Prof - Summer | Electrical & Computer Engr | FAC | 8/1/2013 | 8/31/2013 | 3500.00 | HIR TMP |
| Partovinia,Ali | Intern | Civil Engineering | STA | 9/20/2013 | 3/20/2014 | 0.00 | HIR TMP |
| Pearson,Sheila L | Tech Writer/Editorial Asst | Civil Engineering | STA | 9/13/2013 | 9/13/2013 | 945.00 | REH 1XP |
| Pearson,Sheila L | Research Assoc | Civil Engineering | STA | 10/15/2013 | 10/15/2013 | 3720.00 | HIR 1XP |
| Porpora,Steven Charles | Research Asst | Civil Engineering | STA | 6/1/2013 | 6/30/2014 | 45.00 | HIR SWW |
| Rosas Camacho,Omar | Postdoc Research Assoc | Chemical & Biomolecular Engr | STA | 8/26/2013 | 12/15/2013 | 760.11 | DTA FTP |
| Rosas Camacho,Omar | Postdoc Research Assoc | Chemical & Biomolecular Engr | STA | 10/21/2013 | 12/15/2013 | 1227.12 | PAY OTH |
| Saleeb,Atef F | Professor-Summer | Civil Engineering | FAC | 5/13/2013 | 8/24/2013 | 16531.39 | REH TMP |
| Schneider IV,William | Assoc Prof - Summer | Civil Engineering | FAC | 7/1/2013 | 8/30/2013 | 1567.52 | DTA OTH |
| Schneider IV,William | Assoc Prof - Summer | Civil Engineering | FAC | 8/1/2013 | 8/30/2013 | 1567.52 | REH TMP |
| Schneider IV,William | Assoc Prof - Summer | Civil Engineering | FAC | 6/3/2013 | 6/29/2013 | 2463.25 | DTA OTH |
| Schneider IV,William | Assoc Prof - Summer | Civil Engineering | FAC | 5/13/2013 | 5/31/2013 | 2687.18 | DTA OTH |
| Schneider IV,William | Assoc Prof - Summer | Civil Engineering | FAC | 6/1/2013 | 8/31/2013 | 7165.82 | DTA OTH |
| Schneider IV,William | Assoc Prof - Summer | Civil Engineering | FAC | 5/1/2013 | 8/31/2013 | 1791.94 | HIR TMP |
| Schneider IV,William | Assoc Prof - Summer | Civil Engineering | FAC | 5/1/2013 | 8/31/2013 | 873.33 | HIR TMP |
| Ying,Na | Research Scholar | Electrical & Computer Engr | STA | 9/20/2013 | 3/19/2014 | 0.00 | HIR TMP |
| Yu,Quan | Visiting Scholar | Civil Engineering | STA | 9/1/2013 | 8/31/2014 | 0.00 | HIR TMP |
| Zhang,Xiaomin | Visiting Research Scholar | Mechanical Engineering | STA | 8/1/2013 | 1/31/2014 | 1217.00 | PAY OTH |
| Zhe,Jiang John | Professor | Mechanical Engineering | FAC | 9/24/2013 | 9/24/2013 | 1250.00 | HIR 1XP |

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
SPRING/SUMMER/FALL 2013**

| Name | Title | Department | Job | Eff Date | Term Date | Amount | Action Reason |
|---|----------------------------|--------------------------------|------------|-----------------|------------------|---------------|----------------------|
| COLLEGE OF HEALTH PROFESSIONS | | | | | | | |
| Sederwall,John K | Interpreter | Speech-Lang Path & Audiology | STA | 9/24/2013 | 10/17/2013 | 86.48 | REH 1XP |
| Sederwall,John K | Interpreter | Speech-Lang Path & Audiology | STA | 9/25/2013 | 10/17/2013 | 129.72 | REH 1XP |
| Sederwall,John K | Interpreter | Speech-Lang Path & Audiology | STA | 9/27/2013 | 10/17/2013 | 86.48 | REH 1XP |
| Sederwall,John K | Interpreter | Speech-Lang Path & Audiology | STA | 10/17/2013 | 10/17/2013 | 86.48 | REH 1XP |
| Warren,Jennifer L | Instructor | Nutrition & Dietetics | FAC | 11/30/2013 | 11/30/2013 | 2000.00 | HIR 1XP |
| COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING | | | | | | | |
| Bhakuni,Roop S | Lecturer | Polymers Dean's Office | FAC | 9/23/2013 | 9/28/2013 | 2400.00 | HIR TMP |
| Chen,Yuwei | Research Scholar | Polymer Engineering | STA | 11/3/2013 | 8/31/2015 | 0.00 | REA TMP |
| Diaz Acosta,Cristian M | Visiting Scientist | Institute, Polymer Science | STA | 9/27/2013 | 11/29/2013 | 0.00 | HIR TMP |
| Dick,John S | Lecturer | Polymers Dean's Office | FAC | 11/3/2013 | 11/9/2013 | 3750.00 | REH 1XP |
| Hensley,Darlene Ruth | Tech Module Dev/Trner | Polymers Dean's Office | CP | 8/1/2013 | 11/30/2013 | 31200.00 | REA TMP |
| Hensley,Darlene Ruth | Tech Module Dev/Trner | Polymers Dean's Office | CP | 8/31/2013 | 11/30/2013 | 31200.00 | REA TMP |
| Hensley,Darlene Ruth | Tech Module Dev/Trner | Polymers Dean's Office | CP | 11/1/2013 | 11/30/2013 | 31200.00 | REA TMP |
| Hsiao,Ming-Siao | Postdoc Research Fellow | Institute, Polymer Science | STA | 11/2/2013 | | 0.00 | PAY OTH |
| Marvin,Michael Dennis | Laboratory Assistant | Institute, Polymer Engineering | STA | 10/1/2013 | 12/31/2013 | 12.00 | HIR SWV |
| Meador,Mary Ann | Adjunct Professor | Polymer Engineering | FAC | 10/16/2013 | 12/31/2014 | 0.00 | REA TMP |
| Miyoshi,Toshikazu | Assoc Prof - Summer | Polymer Science | FAC | 7/1/2013 | 7/11/2013 | 5498.44 | REH TMP |
| Petrus,Josef | Visiting Scholar | Polymer Engineering | STA | 9/23/2013 | 12/20/2013 | 0.00 | HIR TMP |
| SUMMIT COLLEGE | | | | | | | |
| Aberth,David J | Lecturer | Trng Ctr, Fire & Haz Mtrls | FAC | 9/8/2013 | 9/14/2013 | 120.00 | HIR TMP |
| Ager,Brad E | Lecturer | Trng Ctr, Fire & Haz Mtrls | FAC | 9/8/2013 | 9/14/2013 | 180.00 | HIR TMP |
| Amonett,Paul C | Lecturer | Trng Ctr, Fire & Haz Mtrls | FAC | 7/28/2013 | 10/5/2013 | 1179.00 | REH TMP |
| Barnes,David W | Lecturer | Trng Ctr, Fire & Haz Mtrls | FAC | 9/1/2013 | 10/12/2013 | 480.00 | REH TMP |
| Bartel,Michael R | Lecturer | Trng Ctr, Fire & Haz Mtrls | FAC | 9/1/2013 | 10/5/2013 | 1050.00 | REH TMP |
| Belcher,Marcia C | Professor | Engineering & Science Tech | FAC | 6/30/2013 | 6/30/2013 | 2000.00 | HIR 1XP |
| Biddle,Stacia Elizabeth | Director | Allied Health Technology | FAC | 7/1/2013 | 6/30/2014 | 2000.00 | REA ADM |
| Bixler,Shawneen G | Senior College Lecturer | Developmental Programs | FAC | 8/26/2013 | 5/10/2014 | 4000.00 | HIR ADM |
| Bixler,Shawneen G | Acting Director | Developmental Programs | FAC | 9/9/2013 | 5/10/2014 | 9000.00 | HIR ADM |
| Black,Timothy M | Lecturer | Trng Ctr, Fire & Haz Mtrls | FAC | 9/22/2013 | 10/5/2013 | 420.00 | REH TMP |
| Burroughs,Donald R | Lecturer | Trng Ctr, Fire & Haz Mtrls | FAC | 8/25/2013 | 9/28/2013 | 960.00 | HIR TMP |
| Byrne,Michelle W | Asst Prof | Associate Studies | FAC | 11/30/2013 | 11/30/2013 | 2000.00 | HIR 1XP |
| Cern,Matthew J | Lecturer | Trng Ctr, Fire & Haz Mtrls | FAC | 7/14/2013 | 7/20/2013 | 36.00 | REH TMP |
| Clafin,Matthew T | Lecturer | Trng Ctr, Fire & Haz Mtrls | FAC | 9/1/2013 | 11/2/2013 | 490.00 | REH TMP |
| Dreussi,Amy Shriver | Assoc Prof | Associate Studies | FAC | 11/30/2013 | 11/30/2013 | 3000.00 | HIR 1XP |
| Haines,Matthew James | Fire Trng & Projs Coord | Trng Ctr, Fire & Haz Mtrls | STA | 11/4/2013 | | 24.00 | HIR REG |
| Ionno,Stephen | Lecturer | Trng Ctr, Fire & Haz Mtrls | FAC | 9/22/2013 | 10/19/2013 | 120.00 | REH TMP |
| Johnson,Thomas W | Associate College Lecturer | Developmental Programs | FAC | 8/26/2013 | 5/10/2014 | 4500.00 | REA ADM |
| Jones,DUAWC Keith | Assoc Prof | Public Service Technology | FAC | 8/26/2013 | 5/10/2014 | 3000.00 | REA ADM |
| Kandray,Daniel E | Assoc Prof | Engineering & Science Tech | FAC | 6/30/2013 | 6/30/2013 | 6000.00 | HIR 1XP |
| Kemp,Sukanya | Assoc Prof | Associate Studies | FAC | 11/30/2013 | 11/30/2013 | 3000.00 | HIR 1XP |
| Kennedy,Elizabeth A | Professor | Associate Studies | FAC | 10/31/2013 | 10/31/2013 | 3000.00 | REH 1XP |
| Kraft,Kristine N | Asst Prof | Allied Health Technology | FAC | 12/15/2013 | 12/15/2013 | 6000.00 | HIR 1XP |
| Laipply,Richelle S | Professor | Allied Health Technology | FAC | 12/15/2013 | 12/15/2013 | 3000.00 | HIR 1XP |
| Messenger,Jim | Lecturer | Trng Ctr, Fire & Haz Mtrls | FAC | 8/11/2013 | 10/12/2013 | 385.00 | REH TMP |
| Messenger,Jim | Lecturer | Trng Ctr, Fire & Haz Mtrls | FAC | 8/25/2013 | 10/12/2013 | 1295.00 | REH TMP |
| Morgan,Timothy A | Lecturer | Trng Ctr, Fire & Haz Mtrls | FAC | 6/9/2013 | 9/14/2013 | 252.00 | REH TMP |
| Pitman,Megan E | Office Support Specialist | Summit College Dean's Office | STA | 9/27/2013 | 9/27/2013 | 10.83 | TER RES |
| Pursley Jr,Robert L | Dir Trng Fire & Haz Mtrls | Trng Ctr, Fire & Haz Mtrls | STA | 7/1/2013 | | 30.00 | PAY REC |
| Pursley Jr,Robert L | Dir Trng Fire & Haz Mtrls | Trng Ctr, Fire & Haz Mtrls | STA | 10/7/2013 | | 30.00 | PRO SSA |
| Reedy,Brandon L | Lecturer | Trng Ctr, Fire & Haz Mtrls | FAC | 9/1/2013 | 9/21/2013 | 315.00 | REH TMP |
| Schuller,Gary A | Professor | Engineering & Science Tech | FAC | 6/30/2013 | 6/30/2013 | 3000.00 | REH 1XP |

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
SPRING/SUMMER/FALL 2013**

| Name | Title | Department | Job | Eff Date | Term Date | Amount | Action Reason |
|-----------------------------|--------------------------|-----------------------------|------------|-----------------|------------------|---------------|----------------------|
| SUMMIT COLLEGE(cont) | | | | | | | |
| Shields,Walter Thomas | Lecturer | Trng Ctr, Fire & Haz Mtrls | FAC | 7/28/2013 | 8/10/2013 | 225.00 | REH TMP |
| Stanec,Michael | Lecturer | Trng Ctr, Fire & Haz Mtrls | FAC | 8/25/2013 | 10/5/2013 | 1295.00 | REH TMP |
| Stargell,Graylin | Lecturer | Trng Ctr, Fire & Haz Mtrls | FAC | 9/8/2013 | 10/12/2013 | 480.00 | REH TMP |
| UNIVERSITY LIBRARIES | | | | | | | |
| Klestka,Kevin | Library Research Asst | UL Archival Services | STA | 1/1/2014 | 6/30/2014 | 14.00 | REA TMP |
| WAYNE COLLEGE | | | | | | | |
| Felix,Gay L | Tutor WC | Developmental Programs-WC | STA | 8/26/2013 | 12/8/2013 | 20.22 | REA TMP |
| Haren,Deborah | Tutor WC | Developmental Programs-WC | STA | 8/26/2013 | 12/8/2013 | 16.89 | REA TMP |
| Jones,Janet M | Tutor WC | Developmental Programs-WC | STA | 8/26/2013 | 12/8/2013 | 15.73 | REH TMP |
| Knowlton,Ginny A | Tutor WC | Developmental Programs-WC | STA | 8/28/2013 | 12/8/2013 | 15.91 | REH TMP |
| McBride,Darcy N | Tutor WC | Developmental Programs-WC | STA | 8/26/2013 | 12/8/2013 | 15.19 | REH TMP |
| Miller,John A | Chem Storekeeper -WC | Chemistry-WC | STA | 11/4/2013 | | 12.23 | HIR REG |
| Morgan,Thomas Joseph | Tutor WC | Developmental Programs-WC | STA | 8/26/2013 | 12/8/2013 | 14.75 | REA TMP |
| Moss Jr,Albert J | Women's Basketball Coach | UAWC College Dean's Office | CP | 10/1/2013 | 2/28/2014 | 5355.00 | REH TMP |
| Rogge,Betty J | Lecturer | Workforce Dev & Cont Ed, WC | FAC | 9/13/2013 | 10/2/2013 | 390.00 | REH 1XP |
| Rogge,Betty J | Lecturer | Workforce Dev & Cont Ed, WC | FAC | 10/2/2013 | 10/2/2013 | 227.50 | REH 1XP |
| Rogge,Betty J | Lecturer | Workforce Dev & Cont Ed, WC | FAC | 10/6/2013 | 12/7/2013 | 4290.00 | REH TMP |
| Shaw,Eric M | Tutor WC | Developmental Programs-WC | STA | 8/26/2013 | 12/8/2013 | 15.91 | REA TMP |
| Siffert,Karen B | Tutor WC | Developmental Programs-WC | STA | 8/26/2013 | 12/8/2013 | 15.91 | REH TMP |
| Simmons,Pamela K | Tutor WC | Developmental Programs-WC | STA | 8/26/2013 | 12/8/2013 | 14.94 | REH TMP |
| Sprankle,Janice M | Lecturer | Workforce Dev & Cont Ed, WC | FAC | 8/19/2013 | 12/14/2013 | 2800.00 | REH TMP |
| Tohill,Mary F | Tutor WC | Developmental Programs-WC | STA | 8/26/2013 | 12/8/2013 | 20.40 | REA TMP |
| Vansickle,Kenneth R | Tutor WC | Developmental Programs-WC | STA | 8/26/2013 | 12/8/2013 | 15.65 | REH TMP |
| Welch,Cheryl A | Lecturer | Workforce Dev & Cont Ed, WC | FAC | 9/5/2013 | 10/11/2013 | 455.00 | REH TMP |
| Welch,Cheryl A | Lecturer | Workforce Dev & Cont Ed, WC | FAC | 10/11/2013 | 10/11/2013 | 455.00 | REH 1XP |

GRADUATE ASSISTANTS

| Name | Job Family | Dept | Eff Date | Term Date | Cont Rate | Comp Freq | Action | Reason |
|--|-------------------|------------------------------|-----------------|------------------|------------------|------------------|---------------|---------------|
| OFFICE OF THE PRESIDENT | | | | | | | | |
| Baldwin,Samuel J | GAI | Athletics Office | 9/9/2013 | 9/22/2013 | 60.00 | B | REH | SPL |
| Baldwin,Samuel J | GAI | Athletics Office | 10/15/2013 | 10/15/2013 | 30.00 | D | REH | SPL |
| Cappelucci,Dana | GAI | Athletics Office | | 9/27/2013 | 324.32 | B | TER | RES |
| Franek,Rosalie | GAI | Athletics Office | 8/12/2013 | 8/25/2013 | 400.00 | B | REH | 1XP |
| Hurley,Kathleen A | GAI | Athletics Office | 8/26/2013 | 5/10/2014 | 540.54 | B | PAY | OTH |
| McNamara,Christopher M | GAI | Athletics Office | 9/21/2013 | 9/21/2013 | 40.00 | D | HIR | 1XP |
| Toth,Amanda A | GAI | Athletics Office | 9/15/2013 | 9/15/2013 | 200.00 | D | HIR | 1XP |
| VICE PRESIDENT FOR INFORMATION TECHNOLOGY SERVICES/CIO | | | | | | | | |
| Bird,Robert | GAI | VP, Info Tech Srvs/CIO | | 10/4/2013 | 600.00 | B | TER | RES |
| VICE PRESIDENT FOR RESEARCH & DEAN OF GRADUATE SCHOOL | | | | | | | | |
| Pennington,Michael W | GAR | Graduate School | 9/23/2013 | 12/14/2013 | 203.08 | B | PAY | OTH |
| BUCHTEL COLLEGE OF ARTS & SCIENCES | | | | | | | | |
| Carr,Alison E | GAR | Psychology | 8/26/2013 | 9/8/2013 | 1296.00 | B | REH | 1XP |
| Carr,Alison E | GAR | Psychology | 9/9/2013 | 9/22/2013 | 864.00 | B | REH | 1XP |
| Carr,Alison E | GAR | Psychology | 9/23/2013 | 10/6/2013 | 720.00 | B | REH | 1XP |
| Carr,Alison E | GAR | Psychology | 10/7/2013 | 10/19/2013 | 720.00 | B | REH | 1XP |
| Dravecky,Amy | GAR | Psychology | 9/23/2013 | 10/5/2013 | 1746.00 | B | HIR | SPL |
| Eliason,Chad M | GAR | Biology | 11/1/2013 | 5/10/2014 | 1054.05 | B | REH | TMP |
| Hoffman,Ernest Lee | GAR | Psychology | 9/9/2013 | 9/21/2013 | 414.00 | B | REH | SPL |
| Hollman,Kimberly D | GAR | Psychology | 10/7/2013 | 10/19/2013 | 4300.50 | B | REH | SPL |
| Jackson,Daniel P | GAT | Chemistry | 8/26/2013 | 12/13/2013 | 830.77 | B | PAY | OTH |
| Low,Kelly J. | GAR | Public Admin & Urban Studies | 8/26/2013 | 5/14/2014 | 320.13 | B | REH | TMP |
| Mada,Anila | GAR | Computer Science | 10/14/2013 | 12/14/2013 | 435.55 | B | HIR | TMP |
| Maia Villar De Queiroz,Rafael | GAR | Biology | 11/1/2013 | 5/10/2014 | 1054.05 | B | REH | TMP |
| Moles,Kayla R | GAT | Music | 8/26/2013 | 5/13/2014 | 189.19 | B | HIR | TMP |
| Mulhollem,Marcella L | GAT | Sociology | 8/26/2013 | 5/10/2014 | 594.59 | B | PAY | OTH |
| Sunday,Kyle D | GAT | Music | 8/26/2013 | 5/10/2014 | 189.19 | B | HIR | TMP |
| Van Liew,Shakita | GAI | Public Admin & Urban Studies | 9/23/2013 | 12/15/2013 | 751.04 | B | PAY | OTH |
| Wade,Jeanette | GAT | Sociology | 8/26/2013 | 5/11/2014 | 663.51 | B | PAY | OTH |
| COLLEGE OF BUSINESS ADMINISTRATION | | | | | | | | |
| Palumbo,Jaclyn | GAI | CBA Dean's Office | | 9/7/2013 | 380.30 | B | TER | RES |
| Vue,Bao | GAI | CBA Dean's Office | 8/26/2013 | 12/14/2013 | 468.76 | B | HIR | TMP |
| COLLEGE OF EDUCATION | | | | | | | | |
| Berman,Ashley | GAR | Educ Found & Leadership | 9/9/2013 | 11/1/2013 | 240.00 | B | HIR | TMP |
| Hollister,Timothy | GAA | Education Dean's Office | | 10/12/2013 | 417.56 | B | TER | RES |
| Ray,Amber N | GAR | Counseling | 10/21/2013 | 5/10/2014 | 417.56 | B | HIR | TMP |
| COLLEGE OF ENGINEERING | | | | | | | | |
| Akinbowale,Sunday O | GAR | Civil Engineering | 6/17/2013 | 8/25/2013 | 690.02 | B | PAY | OTH |
| Akkineni,Dharma Teja | GAR | Electrical & Computer Engr | 6/17/2013 | 8/23/2013 | 351.12 | B | HIR | SPL |
| Al Weshah,Adel A | GAI | Electrical & Computer Engr | 8/26/2013 | 6/30/2014 | 615.38 | B | PAY | OTH |
| Appleby,Matthew P | GAR | Mechanical Engineering | 8/15/2013 | 8/14/2014 | 798.47 | B | REH | TMP |
| Appleby,Matthew P | GAR | Mechanical Engineering | 8/29/2013 | 8/30/2013 | 300.00 | D | REH | SPL |
| Arafat,Md. N | GAR | Electrical & Computer Engr | 8/26/2013 | 6/30/2014 | 692.31 | B | REH | TMP |
| Atefi,Ehsan | GAR | Biomedical Engineering | 7/1/2013 | 12/31/2013 | 750.00 | B | PAY | OTH |
| Bahadursha,Venkata | GAR | Mechanical Engineering | 8/26/2013 | 12/31/2013 | 525.00 | B | HIR | TMP |
| Biswas,Dipankar | GAI | Mechanical Engineering | 9/1/2013 | 4/24/2014 | 182.35 | B | REH | SPL |
| Casey,David M | GAI | Mechanical Engineering | 9/1/2013 | 4/24/2014 | 182.35 | B | HIR | SPL |
| Cipa,Esra | GAR | Biomedical Engineering | 8/26/2013 | 5/10/2014 | 750.00 | B | PAY | OTH |
| Dhakal,Binod | GAR | Civil Engineering | 8/26/2013 | 12/14/2013 | 1038.90 | B | PAY | OTH |
| Enayati,Hooman | GAR | Mechanical Engineering | 8/26/2013 | 12/31/2013 | 633.84 | B | HIR | TMP |

GAA Grad Admin 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 (Cont.) | | | | | | | | |
| Ganapuram,Saikrishna | GAR | Civil Engineering | 10/7/2013 | 12/14/2013 | 896.92 | B | PAY | OTH |
| Gopal,Kartik | GAR | Mechanical Engineering | 10/8/2013 | 10/8/2013 | 1500.00 | D | REH | SPL |
| Gowda,Sunil | GAI | Civil Engineering | 8/26/2013 | 5/10/2014 | 692.60 | B | PAY | OTH |
| Hasan,Muhammad | GAR | Mechanical Engineering | 8/15/2013 | 12/11/2013 | 600.00 | B | REH | TMP |
| Hedayat,Nader | GAR | Chemical & Biomolecular Engr | 8/26/2013 | 12/14/2013 | 730.77 | B | REH | TMP |
| Holik,William A | GAR | Civil Engineering | 10/1/2013 | 5/10/2014 | 760.00 | B | REH | TMP |
| Hurley,Abigail E | GAT | Civil Engineering | 8/26/2013 | 5/10/2014 | 865.38 | B | PAY | OTH |
| Imani Azad,Ali | GAT | Civil Engineering | 8/26/2013 | 8/25/2014 | 576.92 | B | HIR | TMP |
| KC,Amar | GAR | Mechanical Engineering | 9/23/2013 | 10/5/2013 | 700.00 | B | HIR | SPL |
| Li,Bo | GAR | Mechanical Engineering | 8/26/2013 | 6/30/2014 | 650.00 | B | REH | TMP |
| Li,Qian | GAI | Chemical & Biomolecular Engr | 10/1/2013 | 1/10/2014 | 769.23 | B | PAY | OTH |
| Liu,Fan | GAR | Mechanical Engineering | 8/26/2013 | 8/25/2014 | 692.30 | B | HIR | TMP |
| Ma,Mingxian | GAR | Mechanical Engineering | 9/3/2013 | 12/14/2013 | 692.30 | B | HIR | TMP |
| Maleki Pirbazari,Mehdi | GAR | Electrical & Computer Engr | 8/26/2013 | 12/15/2013 | 730.77 | B | PAY | OTH |
| Mirzababaei,Jelvehnaz | GAR | Chemical & Biomolecular Engr | 8/26/2013 | 12/14/2013 | 730.77 | B | REH | TMP |
| Modjtahedi,Seyed Ali | GAR | Chemical & Biomolecular Engr | 8/26/2013 | 12/14/2013 | 730.77 | B | REH | TMP |
| Nagarajan,Vivek Krishna | GAR | Biomedical Engineering | 9/1/2013 | 5/10/2014 | 750.00 | B | JED | OTH |
| Najafi,Zahra | GAR | Biomedical Engineering | 8/26/2013 | 5/10/2014 | 750.00 | B | PAY | OTH |
| Owusu-Danquah,Josiah S | GAI | Civil Engineering | 8/26/2013 | 12/15/2013 | 865.38 | B | PAY | OTH |
| Patel,Nikul G | GAR | Biomedical Engineering | 8/26/2013 | 12/14/2013 | 750.00 | B | PAY | OTH |
| Rahimi,Abbas | GAI | Mechanical Engineering | 9/2/2013 | 9/29/2013 | 1292.60 | B | PAY | OTH |
| Ray,Zachary J | GAR | Mechanical Engineering | 8/26/2013 | 12/14/2013 | 640.00 | B | REH | TMP |
| Ray,Zachary J | GAR | Mechanical Engineering | 8/27/2013 | 8/27/2013 | 542.00 | D | HIR | 1XP |
| Reakes,Clayton E | GAR | Mechanical Engineering | 8/26/2013 | 12/31/2013 | 525.00 | B | HIR | TMP |
| Shaffer,Nicholas Martin | GAI | Mechanical Engineering | 9/1/2013 | 4/23/2014 | 182.35 | B | REH | SPL |
| Soltani Dashtbozorg,Soroosh | GAR | Chemical & Biomolecular Engr | 9/25/2013 | 9/25/2013 | 1980.00 | D | REH | SPL |
| Stukel,Jessica | GAT | Biomedical Engineering | 8/26/2013 | 5/10/2014 | 750.00 | B | PAY | OTH |
| Thyagaraj,Suraj | GAI | Mechanical Engineering | 9/1/2013 | 4/23/2014 | 182.35 | B | REH | SPL |
| Uppal,Ravi | GAR | Mechanical Engineering | 10/8/2013 | 10/8/2013 | 3500.00 | D | REH | SPL |
| Young,Paul S | GAR | Chemical & Biomolecular Engr | 8/26/2013 | 8/26/2013 | 908.10 | D | HIR | 1XP |
| Zade,Vishal Bhimrao | GAR | Mechanical Engineering | 8/26/2013 | 9/9/2013 | 525.00 | B | HIR | TMP |
| Zade,Vishal Bhimrao | GAR | Mechanical Engineering | 9/10/2013 | 5/3/2014 | 525.00 | B | REH | TMP |
| Zhou,Wenda | GAI | Biomedical Engineering | 7/1/2013 | 6/30/2014 | 750.00 | B | PAY | OTH |
| COLLEGE OF HEALTH PROFESSIONS | | | | | | | | |
| Bell,Andrea E | GAF | Speech-Lang Path & Audiology | 10/1/2013 | 8/15/2014 | 341.17 | B | REH | TMP |
| Booth,Sarah E | GAR | Speech-Lang Path & Audiology | 9/9/2013 | 5/10/2014 | 288.00 | B | PAY | OTH |
| Bosze,Grace A | GAF | Speech-Lang Path & Audiology | 10/1/2013 | 8/15/2014 | 341.17 | B | REH | TMP |
| Case,Elizabeth A | GAF | Speech-Lang Path & Audiology | 10/1/2013 | 8/15/2014 | 341.17 | B | REH | TMP |
| Corl,Erin E | GAF | Speech-Lang Path & Audiology | 10/1/2013 | 8/15/2014 | 341.17 | B | REH | TMP |
| Galvan,Corinne M | GAF | Speech-Lang Path & Audiology | 10/1/2013 | 8/15/2014 | 341.17 | B | REH | TMP |
| Haupt,Kristen A | GAF | Speech-Lang Path & Audiology | 10/1/2013 | 8/15/2014 | 341.17 | B | REH | TMP |
| Mastriana,Elyse C | GAF | Speech-Lang Path & Audiology | 10/1/2013 | 8/16/2014 | 341.17 | B | REH | TMP |
| Merker,Hope A | GAF | Speech-Lang Path & Audiology | 10/1/2013 | 8/16/2014 | 341.17 | B | REH | TMP |
| Pierce,Laura M | GAF | Speech-Lang Path & Audiology | 10/1/2013 | 8/16/2014 | 341.17 | B | REH | TMP |
| Sirl,Crystal A | GAF | Speech-Lang Path & Audiology | 10/1/2013 | 8/16/2014 | 341.17 | B | REH | TMP |
| Yu,Katie | GAF | Speech-Lang Path & Audiology | 10/1/2013 | 8/16/2014 | 341.17 | B | REH | TMP |
| Zorb,Hali K | GAF | Speech-Lang Path & Audiology | 10/1/2013 | 8/16/2014 | 341.17 | B | REH | TMP |

GAA Grad Admin 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 POLYMER SCIENCE & POLYMER ENGINEERING | | | | | | | | |
| Ammar, Ali | GAR | Polymer Engineering | 8/26/2013 | 6/30/2014 | 320.00 | B | PAY | OTH |
| Badge, Ila | GAR | Polymer Science | | 11/23/2013 | 846.15 | B | TER | RES |
| Batra, Saurabh | GAR | Polymer Engineering | | 8/25/2013 | 846.15 | B | TER | RES |
| Chang, Teng | GAR | Polymer Engineering | 10/1/2013 | 12/31/2013 | 846.15 | B | REH | TMP |
| Dong, Xuehui | GAR | Institute, Polymer Science | 9/23/2013 | 11/2/2013 | 450.00 | B | REH | SPL |
| Elbatal, Hany | GAR | Polymer Science | | 11/6/2013 | 846.15 | B | TER | RES |
| Fei, Pengzhan | GAR | Polymer Engineering | | 10/18/2013 | 846.15 | B | TER | RES |
| Gao, Xiang | GAR | Polymer Engineering | 10/1/2013 | 12/28/2013 | 846.15 | B | REH | TMP |
| He, Zhouying | GAR | Polymer Engineering | 10/1/2013 | 4/30/2014 | 846.15 | B | REH | TMP |
| Huang, Keyuan | GAR | Polymer Engineering | 10/1/2013 | 12/14/2013 | 846.15 | B | REH | TMP |
| Liang, Tian | GAR | Polymer Engineering | 10/1/2013 | 12/14/2013 | 846.15 | B | REH | TMP |
| Lin, Fei | GAR | Polymer Science | 9/16/2013 | 12/31/2013 | 846.15 | B | REH | TMP |
| Liu, Chang | GAR | Polymer Science | 10/7/2013 | 8/16/2014 | 961.56 | B | REH | TMP |
| Modi, Arvind | GAR | Polymer Engineering | 9/16/2013 | 12/31/2013 | 957.85 | B | PAY | OTH |
| Offenbach, Ido | GAR | Polymer Engineering | 10/1/2013 | 12/30/2013 | 846.15 | B | REH | TMP |
| Ramezani-Dakhel, Hadi | GAR | Polymer Engineering | 8/26/2013 | 6/30/2014 | 966.00 | B | PAY | OTH |
| Sun, Yu | GAR | Polymer Science | | 9/20/2013 | 846.15 | B | TER | RES |
| Vorontsov, Sergey | GAR | Polymer Engineering | 9/23/2013 | 11/3/2013 | 1746.15 | B | PAY | OTH |
| Wiener, Clinton G | GAR | Polymer Engineering | 8/26/2013 | 6/30/2014 | 1230.77 | B | PAY | OTH |
| Wu, Jinping | GAR | Polymer Engineering | 11/1/2013 | 11/30/2013 | 846.15 | B | REH | TMP |
| Yimer, Yeneneh Y | GAR | Polymer Science | 11/16/2013 | 5/10/2014 | 846.15 | B | REH | TMP |
| Zhang, Longhe | GAR | Polymer Engineering | 9/23/2013 | 11/3/2013 | 1196.15 | B | PAY | OTH |
| Zhong, Jing | GAR | Polymer Engineering | 9/23/2013 | 9/30/2013 | 1196.15 | B | PAY | OTH |
| Zhong, Jing | GAR | Polymer Engineering | 10/1/2013 | 11/3/2013 | 1196.15 | B | PAY | OTH |
| Zhou, Jing | GAR | Polymer Science | 12/16/2013 | 5/10/2014 | 846.15 | B | REH | TMP |

GAA Grad Admin Asst
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 GAR Grad Research Asst
 GAT Grad Teaching Asst

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 |
|--------------|-----------------|-----------------------------------|-------------|---------------|------------------|
| 124 | 24126 | Sr Dir TD & HR | Exempt | | 1/1/2014 |
| 122 | 27108 | Sr Assoc Dir Student Life | Exempt | | 9/16/2013 |
| 122 | 27307 | Assoc Dir Student Svcs Ctr | Exempt | | 10/29/2013 |
| 119 | 27310 | Asst Dir Stu Fin Aid PellGrant | Exempt | | 10/29/2013 |
| 119 | 27311 | Asst Dir Stu Fin Aid Wrk Study | Exempt | | 10/29/2013 |
| 119 | 27508 | Asst Dir Frat & Sorority Life | Exempt | | 9/16/2013 |
| 124 | 27510 | Exec Dir Student Union | Exempt | | 9/16/2013 |
| 120 | 27520 | Assoc Dir Student Union Oper | Exempt | | 9/16/2013 |
| 119 | 27524 | Asst Dir Maintenance | Exempt | | 9/16/2013 |
| 119 | 27543 | Asst Dir Campus Progs | Exempt | | 9/16/2013 |
| 119 | 27551 | Asst Dir Student Life | Exempt | | 9/16/2013 |
| 120 | 27560 | Nurse Care Coord | Exempt | | 9/3/2013 |
| 121 | 27624 | Sr Assoc Dir Transfer Stu Svc Ctr | Exempt | | 10/29/2013 |
| 121 | 27627 | Bus Systems Analyst-Admissions | Exempt | | 10/29/2013 |
| 119 | 27628 | Asst Dir Adm Freshman Opns | Exempt | | 10/29/2013 |
| 113 | 28202 | Asst Teacher-CCD | Non-exempt | | 10/1/2013 |
| 119 | 28424 | Mgr Testing Center-WC | Exempt | | 10/1/2013 |
| 120 | 28747 | Fire Trng & Projs Coord | Non-exempt | | 9/20/2013 |
| 999 | 29241 | Men's Basketball Coach, ORCC | Exempt | | 10/1/2013 |
| 999 | 29781 | Dir Confucius Institute | Exempt | | 10/7/2013 |
| 999 | 29802 | Spec Asst to OAA | Exempt | | 8/28/2013 |
| 999 | 29872 | Undergrad Reg Adm Recruiter | Non-exempt | | 9/27/2013 |

THE UNIVERSITY OF AKRON

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

| GRADE | JOB CODE | JOB TITLE | FLSA | REMOVE | EFFECTIVE |
|--------------|-----------------|-------------------------------|-------------|---------------|------------------|
| 118 | 41217 | Coord Bus Office-Student Life | Non-exempt | | 9/16/2013 |

The University of Akron
AAUP Bargaining Unit 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|-------------------------|--------------------------------|------------------------------|---|-----------------------------|----------------|-----------|
| Abbas,Ala R. | Assoc Prof, Civil Engineering | Civil Engineering | 88,696.00 | 90,490.00 | 9-month | 2.02% |
| Abousena,Eihab T. | Associate Instructor, Mod Lang | Modern Languages | 44,127.00 | 45,102.00 | 9-month | 2.21% |
| Acierto,Sheri A. | Instr, Nursing | Nursing | 54,916.00 | 58,072.00 | 9-month | 5.75% |
| Akhigbe,Aigbe | Prof, Finance | Finance | 216,224.00 | 220,611.00 | 9-month | 2.03% |
| Allen,Philip A. | Prof, Psychology | Psychology | 128,111.00 | 130,716.00 | 9-month | 2.03% |
| Al-Niemi,Naman Najim | College Lecturer, Mathematics | Mathematics | 40,265.00 | 43,133.00 | 9-month | 7.12% |
| Ambrisco,Alan S. | Assoc Prof, English | English | 66,423.00 | 67,766.00 | 9-month | 2.02% |
| Aron,Stephen C. | Prof, Music | Music | 81,363.00 | 82,975.00 | 9-month | 1.98% |
| Arter,Roland K. | Assoc Prof, Mech Engr Tech | Engineering & Science Tech | 68,929.00 | 70,336.00 | 9-month | 2.04% |
| Asencio,Emily K. | Asst Prof, Sociology | Sociology | 65,306.00 | 66,621.00 | 9-month | 2.01% |
| Ashby,Susan | Assoc Prof, Bibliography | UL Electronic Services | 74,629.00 | 76,154.00 | 12-month | 2.04% |
| Aupperle,Kenneth E. | Prof, Management | Management | 153,395.00 | 156,412.00 | 9-month | 1.97% |
| Bagatto,Brian P. | Assoc Prof, Biology | Biology | 74,551.00 | 85,047.00 | 9-month | 14.08% |
| Bahrami,Hamid R. | Asst Prof, Elec & Comp Engr | Electrical & Computer Engr | 82,025.00 | 83,658.00 | 9-month | 1.99% |
| Balasubramnian,Bhanu | Asst Prof, Finance | Finance | 110,295.00 | 112,585.00 | 9-month | 2.08% |
| Ballou,Brian M. | Assoc Prof, Constr Engr Tech | Engineering & Science Tech | 68,624.00 | 70,025.00 | 9-month | 2.04% |
| Barrett,Linda Ruth | Assoc Prof, Geosciences | Geosciences | 77,337.00 | 78,931.00 | 9-month | 2.06% |
| Barton,Hazel A. | Assoc Prof, Biology | Biology | 76,089.00 | 77,722.00 | 9-month | 2.15% |
| Bays,Gary A. | Assoc Prof, English | English-Wayne | 83,164.00 | 84,743.00 | 9-month | 1.90% |
| Bean,Janet P. | Assoc Prof, English | English | 67,479.00 | 68,877.00 | 9-month | 2.07% |
| Becker,Matthew L. | Assoc Prof, Polymer Science | Polymer Science | 126,391.00 | 129,095.00 | 9-month | 2.14% |
| Beckett,Julia | Assoc Prof, PAUS | Public Admin & Urban Studies | 86,074.00 | 87,783.00 | 9-month | 1.99% |
| Behrman,Carolyn | Assoc Prof, Anthropology | Anthropology & Classical St | 72,778.00 | 74,255.00 | 9-month | 2.03% |
| Belcher,Marcia C. | Prof, Constr Engr Tech | Engineering & Science Tech | 79,262.00 | 80,852.00 | 9-month | 2.01% |
| Beltz,John F. | Sr Coll Lect, Geosciences | Geosciences | 48,571.00 | 49,584.00 | 9-month | 2.09% |
| Beneke,Charles C. | Assoc Prof, Art | Art | 69,567.00 | 80,019.00 | 9-month | 15.02% |
| Bennett,Richard L. | Assoc Prof, Fire Protect Tech | Public Service Technology | 64,738.00 | 65,931.00 | 9-month | 1.84% |
| Besch,Thomas M. | Prof, Survey & Map Tech | Engineering & Science Tech | 80,331.00 | 81,940.00 | 9-month | 2.00% |
| Beuk,Frederik Willem | Asst Prof, Marketing | Marketing | 109,965.00 | 112,136.00 | 9-month | 1.97% |
| Bhati,Kuldhir S. | Asst Prof, Education | Counseling | 64,661.00 | 65,930.00 | 9-month | 1.96% |
| Biddinger,Mary | Assoc Prof, English | English | 78,008.00 | 79,674.00 | 9-month | 2.14% |
| Biddle,Stacia Elizabeth | Asst Prof, Resp Therapy Tech | Allied Health Technology | 53,637.00 | 54,728.00 | 9-month | 2.03% |
| Bilia,Angela | Senior Coll Lecturer, English | English | 46,747.00 | 47,720.00 | 9-month | 2.08% |
| Bisconti,Toni L. | Assoc Prof, Psychology | Psychology | 76,892.00 | 78,425.00 | 9-month | 1.99% |

The University of Akron
AAUP Bargaining Unit 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|-------------------------|--------------------------------|-------------------------------|---|-----------------------------|----------------|-----------|
| Bixler, Shawneen G. | Sr Coll Lect, Devel Progs | Developmental Programs | 44,452.00 | 45,340.00 | 9-month | 2.00% |
| Blackledge, Todd Alan | Professor, Biology | Biology | 85,408.00 | 87,221.00 | 9-month | 2.12% |
| Boal, John M. | Assoc Prof, Criminal Just Tech | Public Service Technology | 64,813.00 | 65,938.00 | 9-month | 1.74% |
| Bodman, Alan K. | Prof, Music | Music | 83,966.00 | 85,555.00 | 9-month | 1.89% |
| Boit, Rachel J. | Asst Prof, Education | Curr & Instr Studies | 49,275.00 | 50,270.00 | 9-month | 2.02% |
| Boltz, Michelle Marie | Clinical Instr, Nutri & Diet | Nutrition & Dietetics | 56,695.00 | 57,836.00 | 9-month | 2.01% |
| Bordo, Guy V. | Assoc Prof, Music | Music | 62,739.00 | 64,024.00 | 9-month | 2.05% |
| Borowiec, Andrew | Dist Prof, Art | Art | 120,750.00 | 123,114.00 | 9-month | 1.96% |
| Bouchard, Constance B. | Dist Prof, History | History | 125,768.00 | 128,221.00 | 9-month | 1.95% |
| Bove, Frank J. | Assoc Prof, Bibliography | UL Electronic Services | 63,967.00 | 65,295.00 | 12-month | 2.08% |
| Braun, Minel J. | Dist Prof, Mechanical Eng | Mechanical Engineering | 158,147.00 | 161,229.00 | 9-month | 1.95% |
| Brinker, Lori A. | Assoc Prof, Office Tech | Business & Office Tech-Wayne | 65,752.00 | 67,025.00 | 9-month | 1.94% |
| Brisker, Eric R. | Asst Prof, Finance | Finance | 125,000.00 | 127,687.00 | 9-month | 2.15% |
| Britt, Rebecca K. | Asst Prof, Communication | Communication | 55,000.00 | 56,175.00 | 9-month | 2.14% |
| Broadway, Francis S. | Prof, Education | Curr & Instr Studies | 83,713.00 | 85,395.00 | 9-month | 2.01% |
| Brooks, Stephen C. | Assoc Prof, Political Science | Political Science | 92,070.00 | 93,826.00 | 12-month | 1.91% |
| Brown, Diane K. | Sr Instr, Nursing | Nursing | 57,371.00 | 58,585.00 | 9-month | 2.12% |
| Brownlow, Robert J. | Associate College Lect, Music | Music | 43,473.00 | 44,445.00 | 9-month | 2.24% |
| Buckland, Sandra K. | Prof, Family & Consumer Sci | Family & Cons Sciences | 80,664.00 | 82,253.00 | 9-month | 1.97% |
| Budd, Kathryn Marie | Assoc Prof, Art | Art | 67,416.00 | 68,797.00 | 9-month | 2.05% |
| Buford, Christopher T. | College Lecturer, Philosophy | Philosophy | 45,710.00 | 46,708.00 | 9-month | 2.18% |
| Buldum, Alper | Assoc Prof, Physics | Physics | 77,312.00 | 78,908.00 | 9-month | 2.06% |
| Buser, Stacey L. | Sr Clin Instr, SSWE | Sport Science & Wellness Educ | 48,488.00 | 49,489.00 | 9-month | 2.06% |
| Byrne, Michelle W. | Asst Prof, Tech Writing & Comp | Associate Studies | 49,916.00 | 50,974.00 | 9-month | 2.12% |
| Cai, Sean X. | Professor, Phys & Hlth Educ | Sport Science & Wellness Educ | 85,248.00 | 86,906.00 | 9-month | 1.94% |
| Cakmak, Mukerrem | Dist Prof, Polymer Engineering | Polymer Engineering | 173,271.00 | 176,792.00 | 9-month | 2.03% |
| Callanan, Valerie J. | Assoc Prof, Sociology | Sociology | 70,091.00 | 71,488.00 | 9-month | 1.99% |
| Carletta, Joan E. | Assoc Prof, Elect & Comp Engr | Electrical & Computer Engr | 102,048.00 | 113,091.00 | 9-month | 10.82% |
| Carlin, Charles H. | Asst Prof, Sp-Lang Path & Aud | Speech-Lang Path & Audiology | 68,497.00 | 69,903.00 | 9-month | 2.05% |
| Carlson, Sara G. | Instr, Biology | Biology | 44,435.00 | 45,368.00 | 9-month | 2.10% |
| Carri, Gustavo A. | Assoc Prof, Polymer Science | Polymer Science | 108,362.00 | 110,391.00 | 9-month | 1.87% |
| Castaneda-Lopez, Homero | Asst Prof, Chem & Biomol Engr | Chemical & Biomolecular Engr | 84,441.00 | 86,229.00 | 9-month | 2.12% |
| Cavicchi, Kevin A. | Assoc Prof, Polymer Engr | Polymer Engineering | 94,162.00 | 96,119.00 | 9-month | 2.08% |
| Ceccio, Joseph F. | Prof, English | English | 97,862.00 | 99,804.00 | 9-month | 1.98% |

The University of Akron
AAUP Bargaining Unit 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|-----------------------|-------------------------------|------------------------------|---|-----------------------------|----------------|-----------|
| Cerrone,Kathryn L. | Asst Prof, Tech Mathematics | Associate Studies | 50,184.00 | 57,228.00 | 9-month | 14.04% |
| Chan,Chien-Chung | Prof, Computer Science | Computer Science | 120,920.00 | 123,288.00 | 9-month | 1.96% |
| Chandra,Akhillesh | Prof, Accounting | Accountancy | 156,750.00 | 159,970.00 | 9-month | 2.05% |
| Chandy,Abhilash J. | Asst Prof, Mech Engineering | Mechanical Engineering | 76,298.00 | 77,862.00 | 9-month | 2.05% |
| Chase,George G. | Prof, Chem & Biomol Engr | Chemical & Biomolecular Engr | 145,677.00 | 148,583.00 | 9-month | 1.99% |
| Cheh,John J. | Prof, Accounting | Accountancy | 133,530.00 | 136,190.00 | 9-month | 1.99% |
| Chen,Ang | Assoc Prof, Physics | Physics | 77,152.00 | 78,661.00 | 9-month | 1.96% |
| Cheng,En | Asst Prof, Computer Science | Computer Science | 70,000.00 | 71,459.00 | 9-month | 2.08% |
| Cheng,Gang | Asst Prof, Chem & Biomol Engr | Chemical & Biomolecular Engr | 79,474.00 | 81,184.00 | 9-month | 2.15% |
| Chiu,Sheau-Huey | Asst Prof, Nursing | Nursing | 73,614.00 | 75,116.00 | 9-month | 2.04% |
| Choi,Jae-Won | Asst Prof, Mech Engineering | Mechanical Engineering | 77,277.00 | 78,809.00 | 9-month | 1.98% |
| Choi,Jeong Hoon | Asst Prof, Management | Management | 102,332.00 | 104,450.00 | 9-month | 2.07% |
| Choi,Seungdeog | Asst Prof, Elec & Comp Engr | Electrical & Computer Engr | 75,000.00 | 76,513.00 | 9-month | 2.02% |
| Chojnacki,Bonnie | Asst Prof, Bibliography | UL Science & Technology | 58,198.00 | 59,363.00 | 12-month | 2.00% |
| Choy,Fred Kat-Chung | Prof, Mechanical Engineering | Mechanical Engineering | 130,884.00 | 133,432.00 | 9-month | 1.95% |
| Chronister,Connie S. | Assoc Instr, Nursing | Nursing | 52,845.00 | 53,978.00 | 9-month | 2.14% |
| Chronister,Kelli A. | Asst Prof, Resp Therapy Tech | Allied Health Technology | 55,480.00 | 56,602.00 | 9-month | 2.02% |
| Chuang,Steven S. | Prof, Polymer Science | Polymer Science | 182,434.00 | 186,128.00 | 9-month | 2.02% |
| Chura,Patrick J. | Assoc Prof, English | English | 77,366.00 | 88,020.00 | 9-month | 13.77% |
| Chyi,Lindgren L. | Prof, Geosciences | Geosciences | 108,024.00 | 110,008.00 | 9-month | 1.84% |
| Cioffari,Cynthia A. | Instr, Music | Music | 34,859.00 | 35,678.00 | 9-month | 2.35% |
| Ciszewski,Kathleen M. | Sr Coll Lect, Devel Progs | Developmental Programs | 45,609.00 | 46,517.00 | 9-month | 1.99% |
| Clark,Kathleen Diana | Assoc Prof, Communication | Communication | 67,662.00 | 69,005.00 | 9-month | 1.98% |
| Clary,William S. | Sr Instr, Mathematics | Mathematics | 47,767.00 | 48,662.00 | 9-month | 1.87% |
| Clemons,Curtis B. | Prof, Mathematics | Mathematics | 90,768.00 | 92,550.00 | 9-month | 1.96% |
| Cobb,Marie A. | Sr Instr, Nursing | Nursing | 57,058.00 | 58,223.00 | 9-month | 2.04% |
| Coffey,Daniel J. | Assoc Prof, Political Science | Political Science | 70,897.00 | 72,372.00 | 9-month | 2.08% |
| Cohen,David Brian | Prof, Political Science | Political Science | 80,960.00 | 82,613.00 | 9-month | 2.04% |
| Collard,Michael L. | Asst Prof, Computer Science | Computer Science | 74,406.00 | 75,959.00 | 9-month | 2.09% |
| Conrad,Edward J. | Assoc Prof, Accounting | Accountancy | 132,145.00 | 134,834.00 | 9-month | 2.03% |
| Cossey,James P. | Asst Prof, Mathematics | Mathematics | 67,756.00 | 75,131.00 | 9-month | 10.88% |
| Cox III,Raymond W. | Prof, PAUS | Public Admin & Urban Studies | 118,680.00 | 121,077.00 | 9-month | 2.02% |
| Croskey,Renee L. | Assoc Prof, Office Admin | Business Technology | 67,157.00 | 68,547.00 | 9-month | 2.07% |
| Cushing,Bruce S. | Prof, Biology | Biology | 125,032.00 | 127,431.00 | 12-month | 1.92% |

The University of Akron
AAUP Bargaining Unit 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|---------------------------|--------------------------------|------------------------------|---|-----------------------------|----------------|-----------|
| Cutright, Teresa J. | Assoc Prof, Civil Engineering | Civil Engineering | 87,267.00 | 88,953.00 | 9-month | 1.93% |
| Darcy, Allison C. | College Lecturer, Statistics | Statistics | 38,000.00 | 38,837.00 | 9-month | 2.20% |
| Datta, Sujay | Assoc Prof, Statistics | Statistics | 87,113.00 | 88,814.00 | 9-month | 1.95% |
| Daugherty, Terry | Assoc Prof, Marketing | Marketing | 108,534.00 | 110,780.00 | 9-month | 2.07% |
| Daviso III, Alfred W. | Asst Prof, Education | Curr & Instr Studies | 52,818.00 | 53,922.00 | 9-month | 2.09% |
| DeGregorio, Federico | Asst Prof, Marketing | Marketing | 108,636.00 | 110,859.00 | 9-month | 2.05% |
| Dejbord-Sawan, Parizad T. | Assoc Prof, Modern Languages | Modern Languages | 68,928.00 | 70,355.00 | 9-month | 2.07% |
| Dey, Asoke K. | Asst Prof, Management | Management | 106,774.00 | 108,971.00 | 9-month | 2.06% |
| Dhinojwala, Ali | Prof, Polymer Science | Polymer Science | 162,020.00 | 165,502.00 | 9-month | 2.15% |
| Dickie, Jill L. | Prof, Community Svcs Tech | Public Service Technology | 80,363.00 | 81,996.00 | 9-month | 2.03% |
| Diefendorff, James M. | Assoc Prof, Psychology | Psychology | 105,558.00 | 107,743.00 | 9-month | 2.07% |
| Dill, Janette S. | Asst Prof, Sociology | Sociology | 65,000.00 | 66,351.00 | 9-month | 2.08% |
| Donovan, William J. | Assoc Prof, Chemistry | Chemistry | 82,314.00 | 84,007.00 | 9-month | 2.06% |
| Dordevic, Sasa | Assoc Prof, Physics | Physics | 76,765.00 | 78,332.00 | 9-month | 2.04% |
| Doverspike, Dennis | Prof, Psychology | Psychology | 112,269.00 | 114,354.00 | 9-month | 1.86% |
| Dreussi, Amy Shriver | Assoc Prof, Social Science | Associate Studies | 56,088.00 | 57,216.00 | 9-month | 2.01% |
| Drew, Julie A. | Prof, English | English | 80,486.00 | 82,117.00 | 9-month | 2.03% |
| Du, Shirong | Asst Prof, Comp Info Sys | Business Technology | 62,500.00 | 63,763.00 | 9-month | 2.02% |
| Duan, Zhong-Hui | Professor, Computer Science | Computer Science | 113,695.00 | 115,936.00 | 9-month | 1.97% |
| Ducharme Jr, Howard M. | Prof, Philosophy | Philosophy | 99,039.00 | 100,877.00 | 9-month | 1.86% |
| Duell, Mark H. | Assoc College Lect, Mathematic | Developmental Programs | 38,170.00 | 38,948.00 | 9-month | 2.04% |
| Duff, Robert Joel | Prof, Biology | Biology | 80,454.00 | 82,053.00 | 9-month | 1.99% |
| Duirk, Stephen Edward | Asst Prof, Civil Engineering | Civil Engineering | 75,437.00 | 77,013.00 | 9-month | 2.09% |
| Dumser, Elisha Ann | Asst Prof, Art | Art | 55,000.00 | 56,191.00 | 9-month | 2.17% |
| Dunlap, Laurie A. | Assoc Prof, Educ Math | Mathematics | 63,356.00 | 64,647.00 | 9-month | 2.04% |
| Eichler, Rosemarie T. | Sr Instr, History | History | 46,992.00 | 47,979.00 | 9-month | 2.10% |
| Einsporn, Richard L. | Assoc Prof, Statistics | Statistics | 82,465.00 | 84,084.00 | 9-month | 1.96% |
| Elbuluk, Malik E. | Prof, Elect & Comp Engr | Electrical & Computer Engr | 116,657.00 | 118,979.00 | 9-month | 1.99% |
| Elicker, Joelle D. | Assoc Prof, Psychology | Psychology | 75,817.00 | 77,332.00 | 9-month | 2.00% |
| Elliott Jr, J. Richard | Prof, Chem & Biomol Engr | Chemical & Biomolecular Engr | 128,647.00 | 131,208.00 | 9-month | 1.99% |
| Endres, Kathleen L. | Dist Prof, Communication | Communication | 121,613.00 | 123,973.00 | 9-month | 1.94% |
| Engenberg, Erik D. | Asst Prof, Mech Engineering | Mechanical Engineering | 75,793.00 | 77,358.00 | 9-month | 2.06% |
| English, Kristina M. | Prof, Sp-Lang Path & Aud | Speech-Lang Path & Audiology | 88,797.00 | 90,562.00 | 9-month | 1.99% |
| Erickson, Elizabeth B. | Assoc Prof, Economics | Economics | 85,220.00 | 86,813.00 | 9-month | 1.87% |

The University of Akron
AAUP Bargaining Unit 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|-------------------------|--------------------------------|-------------------------------|---|-----------------------------|----------------|-----------|
| Erickson,Rebecca J. | Prof, Sociology | Sociology | 100,693.00 | 102,706.00 | 9-month | 2.00% |
| Espanol,Malena I. | Asst Prof, Math | Mathematics | 68,000.00 | 69,366.00 | 9-month | 2.01% |
| Evans,Edward A. | Assoc Prof, Chem & Biomol Engr | Chemical & Biomolecular Engr | 95,417.00 | 97,308.00 | 9-month | 1.98% |
| Falah,Ghazi | Prof, Geography & Plan | Public Admin & Urban Studies | 94,950.00 | 96,918.00 | 9-month | 2.07% |
| Falk,Jane | Sr Coll Lect, English | English | 46,391.00 | 47,358.00 | 9-month | 2.08% |
| Fang,Zheng | Asst Prof, Economics | Economics | 80,000.00 | 81,610.00 | 9-month | 2.01% |
| Fant,J. Clayton | Prof, Classical Studies | Anthropology & Classical St | 92,061.00 | 93,800.00 | 9-month | 1.89% |
| Farooqi,Zarreen | Prof, Computer Info Sys | Business Technology | 77,909.00 | 79,491.00 | 9-month | 2.03% |
| Feerasta,Jamal | Prof, Hospitality Mngt | Business Technology | 75,368.00 | 76,913.00 | 9-month | 2.05% |
| Feldt,Kevin M. | Assoc Prof, Mktg & Sales Tech | Business Technology | 67,758.00 | 69,167.00 | 9-month | 2.08% |
| Feltey,Kathryn | Assoc Prof, Sociology | Sociology | 84,994.00 | 86,679.00 | 9-month | 1.98% |
| Fenwick,Rudy | Assoc Prof, Sociology | Sociology | 72,164.00 | 73,509.00 | 9-month | 1.86% |
| Fielding,Lori Jean | Assoc Prof, Bibliography | UL Research & Learning Svcs | 66,717.00 | 68,047.00 | 12-month | 1.99% |
| Figler,Robert A. | Assoc Prof, Management | Management | 105,163.00 | 107,330.00 | 9-month | 2.06% |
| Filer-Tubaugh,Bonnie L. | Sr Coll Lect, Devel Progs | Developmental Programs | 44,736.00 | 45,629.00 | 9-month | 2.00% |
| Fister,Carrie L. | Instr, Sports Sci & Wellness | Sport Science & Wellness Educ | 42,693.00 | 43,593.00 | 9-month | 2.11% |
| Fitzgerald,Karen M. | Associate Instr, Nursing | Nursing | 53,154.00 | 54,285.00 | 9-month | 2.13% |
| Forcey,Stefan A. | Asst Prof, Mathematics | Mathematics | 64,189.00 | 65,502.00 | 9-month | 2.05% |
| Ford,Bridgie A. | Prof, Education | Curr & Instr Studies | 96,828.00 | 98,704.00 | 9-month | 1.94% |
| Forster,Antonia | Prof, English | English | 94,326.00 | 96,150.00 | 9-month | 1.93% |
| Frank,Gary B. | Prof, Accounting | Accountancy | 140,287.00 | 142,846.00 | 9-month | 1.82% |
| Franks,Jeffrey A. | Assoc Prof, Bibliography | UL Research & Learning Svcs | 82,208.00 | 83,800.00 | 12-month | 1.94% |
| Frech,Adrienne M. | Asst Prof, Sociology | Sociology | 66,055.00 | 67,441.00 | 9-month | 2.10% |
| Friberg,LaVerne M. | Assoc Prof, Geosciences | Geosciences | 81,493.00 | 83,134.00 | 9-month | 2.01% |
| Fridline,Mark M. | Assoc Instr, Statistics | Statistics | 56,977.00 | 58,148.00 | 9-month | 2.06% |
| Gamble,Sherry L. | Assoc Prof, Surgical Asst Tech | Allied Health Technology | 69,081.00 | 70,441.00 | 9-month | 1.97% |
| Gao,Xiaosheng | Prof, Mechanical Engineering | Mechanical Engineering | 105,237.00 | 107,382.00 | 9-month | 2.04% |
| Gargarella,Elisa B. | Assoc Prof, Art Education | Art | 65,833.00 | 67,193.00 | 9-month | 2.07% |
| Gasparavicius,Gediminas | Asst Prof, Art | Art | 52,000.00 | 53,066.00 | 9-month | 2.05% |
| Gatzia,Dimitria E. | Asst Prof, Philosophy | Philosophy-Wayne | 53,703.00 | 54,836.00 | 9-month | 2.11% |
| Gehani,R. Ray | Assoc Prof, Mngt & Int'l Busn | Management | 125,794.00 | 128,325.00 | 9-month | 2.01% |
| Gelleny,Ronald D. | Assoc Prof, Political Science | Political Science | 74,762.00 | 76,204.00 | 9-month | 1.93% |
| Gerhardt,Jon Stuart | Design Prof, Mech Engr | Mechanical Engineering | 92,489.00 | 94,408.00 | 9-month | 2.07% |
| Gerhardt,Sabine | Assoc Prof, Early Childhd Dev | Public Service Technology | 55,437.00 | 56,625.00 | 9-month | 2.14% |

The University of Akron
AAUP Bargaining Unit 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|--------------------------|--------------------------------|------------------------------|---|-----------------------------|----------------|-----------|
| Gessel,Robert | Assoc Coll Lect, Mathematics | Mathematics | 42,133.00 | 43,022.00 | 9-month | 2.11% |
| Ghosh,Sucharita | Assoc Prof, Economics | Economics | 90,325.00 | 92,266.00 | 9-month | 2.15% |
| Giakos,George C. | Prof, Elect & Comp Engr | Electrical & Computer Engr | 104,662.00 | 106,751.00 | 9-month | 2.00% |
| Giffels,David Patrick | Asst Prof, English | English | 71,128.00 | 72,573.00 | 9-month | 2.03% |
| Giralt,Gabriel F. | Prof, Communication | Communication | 89,329.00 | 90,982.00 | 9-month | 1.85% |
| Glotzer,Richard S. | Prof, Social Work | Social Work | 88,375.00 | 89,994.00 | 9-month | 1.83% |
| Golovaty,Dmitry | Assoc Prof, Mathematics | Mathematics | 78,878.00 | 80,442.00 | 9-month | 1.98% |
| Gong,Xiong | Asst Prof, Polymer Engineering | Polymer Engineering | 91,140.00 | 93,248.00 | 9-month | 2.31% |
| Goodell,John W. | Asst Prof, Finance | Finance | 120,731.00 | 123,358.00 | 9-month | 2.18% |
| Gordon,Lesley J. | Prof, History | History | 89,840.00 | 91,656.00 | 9-month | 2.02% |
| Gordon,Peter | Asst Prof, Mathematics | Mathematics | 70,000.00 | 71,386.00 | 9-month | 1.98% |
| Gradisher,Suzanne M. | Asst Prof, Business Law | Finance | 72,771.00 | 74,401.00 | 9-month | 2.24% |
| Graham,Michael F. | Prof, History | History | 83,512.00 | 85,157.00 | 9-month | 1.97% |
| Graor,Christine H. | Asst Prof, Nursing | Nursing | 62,258.00 | 63,558.00 | 9-month | 2.09% |
| Guhde,Jacqueline Ann | Sr Instr, Nursing | Nursing | 62,061.00 | 63,358.00 | 9-month | 2.09% |
| Haas,Marc | Asst Prof, Resp Therapy Tech | Allied Health Technology | 60,000.00 | 61,201.00 | 9-month | 2.00% |
| Habtzghi,Desale | Asst Prof, Statistics | Statistics | 66,804.00 | 68,141.00 | 9-month | 2.00% |
| Hajjafar,Ali | Prof, Mathematics | Mathematics | 90,463.00 | 92,214.00 | 9-month | 1.94% |
| Halischak,James M. | Instructor, Speech-LangPathAud | Speech-Lang Path & Audiology | 46,000.00 | 46,938.00 | 9-month | 2.04% |
| Hallam,Stephen Francis | Prof, Management | Management | 170,537.00 | 173,856.00 | 9-month | 1.95% |
| Hallett,Terry L. | Assoc Prof, Sp-Lang Path & Aud | Speech-Lang Path & Audiology | 73,537.00 | 75,001.00 | 9-month | 1.99% |
| Hamdani,Maria R. | Asst Prof, Management | Management | 109,416.00 | 111,658.00 | 9-month | 2.05% |
| Hamed,Gary R. | Prof, Polymer Science | Polymer Science | 149,351.00 | 152,256.00 | 9-month | 1.95% |
| Hanley,Dena | Assoc Prof, Political Science | Political Science | 69,863.00 | 71,238.00 | 9-month | 1.97% |
| Hardy,James K. | Prof, Chemistry | Chemistry | 113,609.00 | 115,713.00 | 9-month | 1.85% |
| Hariharan,Subramaniya I. | Prof, Elect & Comp Engr | Electrical & Computer Engr | 145,371.00 | 148,278.00 | 9-month | 2.00% |
| Harp,Stephen L. | Prof, History | History | 90,535.00 | 92,363.00 | 9-month | 2.02% |
| Harper,Augustus L. | Assoc Prof, Business Mngt Tech | Business Technology | 68,778.00 | 70,087.00 | 9-month | 1.90% |
| Hart,Lisa A. | Instr, Nursing | Nursing | 50,916.00 | 51,948.00 | 9-month | 2.03% |
| Hartley,Tom T. | Prof, Elect & Comp Engr | Electrical & Computer Engr | 136,128.00 | 138,844.00 | 9-month | 2.00% |
| Hassenpflug,Ann | Prof, Education | Educ Found & Leadership | 87,365.00 | 89,071.00 | 9-month | 1.95% |
| Hausknecht,Douglas R. | Assoc Prof, Mktg & Int'l Busn | Marketing | 100,923.00 | 102,842.00 | 9-month | 1.90% |
| Hebert,Jennifer G | Senior College Lect, English | English | 45,432.00 | 46,420.00 | 9-month | 2.17% |
| Heinz,Hendrik | Assoc Prof, Polymer Engr | Polymer Engineering | 99,068.00 | 100,977.00 | 9-month | 1.93% |

The University of Akron
AAUP Bargaining Unit 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|---------------------------|--------------------------------|------------------------------|---|-----------------------------|----------------|-----------|
| Heminger, John A. | Assoc Prof, Mathematics | Mathematics | 73,996.00 | 75,437.00 | 9-month | 1.95% |
| Hicks, V. | Assoc Prof, Music | Music | 79,477.00 | 80,989.00 | 12-month | 1.90% |
| Hill, Patricia S. | Assoc Prof, Communication | Communication | 69,732.00 | 71,128.00 | 9-month | 2.00% |
| Hixson, Walter L. | Dist Prof, History | History | 111,202.00 | 113,305.00 | 9-month | 1.89% |
| Holda, James H. | Assoc Prof, Biology | Biology | 70,978.00 | 72,247.00 | 9-month | 1.79% |
| Holliday, Gary M. | Asst Prof, Education | Curr & Instr Studies | 63,398.00 | 64,711.00 | 9-month | 2.07% |
| Holz, Jennifer L. | Prof, Sociology | Sociology-Wayne | 74,513.00 | 76,013.00 | 9-month | 2.01% |
| Hoo Fatt, Michelle S. | Prof, Mechanical Engineering | Mechanical Engineering | 106,912.00 | 109,087.00 | 9-month | 2.03% |
| Hoot, Christopher P. | Prof, Art | Art | 80,831.00 | 82,386.00 | 9-month | 1.92% |
| Horning, Kathleen M. | Assoc Instr, Nursing | Nursing | 56,588.00 | 57,675.00 | 9-month | 1.92% |
| Houston, K. Todd | Assoc Prof, Sp-Lang Path & Aud | Speech-Lang Path & Audiology | 77,570.00 | 79,137.00 | 9-month | 2.02% |
| Howley, Heather A. | Asst Prof, Communication | Speech & Theatre Arts-Wayne | 52,819.00 | 53,929.00 | 9-month | 2.10% |
| Hreno, Travis M. R. | Asst Prof, Philosophy | Philosophy | 54,234.00 | 61,378.00 | 9-month | 13.17% |
| Hu, Yu-Kuang | Assoc Prof, Physics | Physics | 75,098.00 | 85,590.00 | 9-month | 13.97% |
| Huang, Qindan | Asst Prof, Civil Engineering | Civil Engineering | 72,689.00 | 74,075.00 | 9-month | 1.91% |
| Huff, Marlene S. | Prof, Nursing | Nursing | 106,326.00 | 108,391.00 | 12-month | 1.94% |
| Huss, John | Asst Prof, Philosophy | Philosophy | 56,979.00 | 64,178.00 | 9-month | 12.63% |
| Ida, Nathan | Dist Prof, Elect & Comp Engr | Electrical & Computer Engr | 156,965.00 | 160,107.00 | 9-month | 2.00% |
| Isayev, Avraam I. | Dist Prof, Polymer Engineering | Polymer Engineering | 163,945.00 | 167,024.00 | 9-month | 1.88% |
| Jain, Naveen Kumar | Asst Prof, Mktg & Int'l Busn | Marketing | 97,319.00 | 99,177.00 | 9-month | 1.91% |
| Jana, Sadhan C. | Prof, Polymer Engineering | Polymer Engineering | 159,434.00 | 162,705.00 | 9-month | 2.05% |
| Jennings-Rentenaar, Teena | Professor, Fam & Con Sci | Family & Cons Sciences | 76,438.00 | 77,933.00 | 9-month | 1.96% |
| Jensrud, Qetler | Assoc Prof, Education | Educ Found & Leadership | 71,278.00 | 72,657.00 | 9-month | 1.93% |
| Jia, Li | Assoc Prof, Polymer Science | Polymer Science | 109,522.00 | 111,792.00 | 9-month | 2.07% |
| Johanyak, Debra L. | Prof, English | English-Wayne | 82,960.00 | 84,527.00 | 9-month | 1.89% |
| Johanyak, Michael F. | Prof, Tech Writing & Comp | Associate Studies | 80,185.00 | 81,757.00 | 9-month | 1.96% |
| Johnson, Dawn M. | Asst Prof, Psychology | Psychology | 79,947.00 | 87,720.00 | 9-month | 9.72% |
| Johnson, Karen | Asst Prof, Education | Educ Found & Leadership | 60,500.00 | 61,681.00 | 9-month | 1.95% |
| Johnson, Thomas W. | Assoc Coll Lect, Devel Progs | Developmental Programs | 41,286.00 | 42,118.00 | 9-month | 2.02% |
| Jones, Anedra W. | College Lecturer, Mathematics | Mathematics | 39,886.00 | 42,736.00 | 9-month | 7.15% |
| Jones, Dwayne Keith | Assoc Prof, Crim Just Tech | Public Service Technology | 56,231.00 | 57,389.00 | 9-month | 2.06% |
| Jones, Gwendolyn | Prof, Business Mngt Tech | Business Technology | 81,440.00 | 83,093.00 | 9-month | 2.03% |
| Jones, Kristina B. | Prof, Music | Music | 76,711.00 | 78,275.00 | 9-month | 2.04% |
| Joy, Abraham | Asst Prof, Polymer Science | Polymer Science | 89,933.00 | 91,740.00 | 9-month | 2.01% |

The University of Akron
AAUP Bargaining Unit 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|-----------------------------|--------------------------------|-------------------------------|---|-----------------------------|----------------|-----------|
| Juravich, Matthew | Asst Prof, Sport Mgmt | Sport Science & Wellness Educ | 62,000.00 | 63,224.00 | 9-month | 1.97% |
| Justice, Brad L. | Assoc Coll Lect, Mathematics | Mathematics | 42,609.00 | 43,524.00 | 9-month | 2.15% |
| Juvancic-Heltzel, Judith A. | Asst Prof, Education | Sport Science & Wellness Educ | 51,982.00 | 53,056.00 | 9-month | 2.07% |
| Kahl, Douglas R. | Prof, Finance & Int'l Busn | Finance | 161,923.00 | 164,885.00 | 9-month | 1.83% |
| Kaltenthaler, Karl C. | Prof, Political Science | Political Science | 92,206.00 | 94,059.00 | 9-month | 2.01% |
| Kandray, Daniel E. | Asst Prof, Manf Tech&Mech Tech | Engineering & Science Tech | 61,263.00 | 68,534.00 | 9-month | 11.87% |
| Kang, Eunsu | Asst Prof, Art | Art | 56,677.00 | 57,839.00 | 9-month | 2.05% |
| Kappler, Rachele M. | Sr Clin Instr, SSWE | Sport Science & Wellness Educ | 47,781.00 | 48,781.00 | 9-month | 2.09% |
| Karriker, Galen S. | Assoc Prof, Music | Music | 65,485.00 | 66,849.00 | 9-month | 2.08% |
| Kaut, Kevin Patrick | Assoc Prof, Psychology | Psychology | 79,832.00 | 81,474.00 | 9-month | 2.06% |
| Keil, Marjorie | Sr Coll Lect, Devel Progs | Developmental Programs | 51,288.00 | 52,295.00 | 9-month | 1.96% |
| Keiper, Bonnie J. | Sr Instr, Communication | Communication | 46,131.00 | 47,155.00 | 9-month | 2.22% |
| Kellar, Thomas W. | Assoc Prof, Computer Info Sys | Business Technology | 69,698.00 | 70,990.00 | 9-month | 1.85% |
| Kelly III, S. Graham | Assoc Prof, Mechanical Engr | Mechanical Engineering | 128,453.00 | 130,896.00 | 9-month | 1.90% |
| Keltyka, Pamela Kay | Assoc Prof, Accounting | Accountancy | 113,599.00 | 115,812.00 | 9-month | 1.95% |
| Kemp, Sukanya | Assoc Prof, Social Science | Associate Studies | 56,431.00 | 57,604.00 | 9-month | 2.08% |
| Kendra, Mary Agnes | Assoc Prof, Nursing | Nursing | 75,094.00 | 76,598.00 | 9-month | 2.00% |
| Kennedy, Elizabeth A. | Prof, Social Science | Associate Studies | 81,089.00 | 82,700.00 | 9-month | 1.99% |
| Kern, Kevin F. | Assoc Prof, History | History | 72,629.00 | 74,084.00 | 9-month | 2.00% |
| Kernen, Margaret V. | Sr Clin Instr, Education | Curr & Instr Studies | 50,298.00 | 51,263.00 | 9-month | 1.92% |
| Kidd, Lori I. | Asst Prof, Nursing | Nursing | 66,126.00 | 67,488.00 | 9-month | 2.06% |
| Kim, Il-woon | Prof, Accounting & Intl Busn | Accountancy | 162,004.00 | 165,220.00 | 9-month | 1.99% |
| Klein, Janet | Assoc Prof, History | History | 70,090.00 | 71,555.00 | 9-month | 2.09% |
| Kline, Lynn S. | Assoc Prof, Education | Curr & Instr Studies | 68,314.00 | 69,706.00 | 9-month | 2.04% |
| Klingler, Mona L. | Assoc Prof, Sp-Lang Path & Aud | Speech-Lang Path & Audiology | 68,524.00 | 69,840.00 | 9-month | 1.92% |
| Kolodziej, Matthew | Professor, Art | Art | 81,069.00 | 82,690.00 | 9-month | 2.00% |
| Kornspan, Alan S. | Assoc Prof, Education | Sport Science & Wellness Educ | 69,510.00 | 70,892.00 | 9-month | 1.99% |
| Koskey, Kristin L. | Asst Prof, Education | Educ Found & Leadership | 58,108.00 | 59,333.00 | 9-month | 2.11% |
| Kraft, Kristine N. | Asst Prof, Allied Health Tech | Allied Health Technology | 52,000.00 | 53,061.00 | 9-month | 2.04% |
| Kraft, Lori A. | Assoc Prof, General Tech | Engineering & Science Tech | 67,433.00 | 68,813.00 | 9-month | 2.05% |
| Kraus, Sophia A. | Assoc Clin Instr, SLP&A | Speech-Lang Path & Audiology | 65,947.00 | 67,308.00 | 12-month | 2.06% |
| Kreider, Kevin L. | Prof, Mathematics | Mathematics | 100,478.00 | 102,430.00 | 9-month | 1.94% |
| Kreidler, Maryhelen C. | Prof, Nursing | Nursing | 103,327.00 | 105,243.00 | 9-month | 1.85% |
| Kropff, Janet S. | Assoc Prof, Computer Info Sys | Business Technology | 70,526.00 | 71,977.00 | 9-month | 2.06% |

The University of Akron
AAUP Bargaining Unit 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|---------------------------|---------------------------------------|-------------------------------|---|-----------------------------|----------------|-----------|
| Kurzawa, Colleen J. | Instr, Nursing | Nursing | 54,618.00 | 55,692.00 | 9-month | 1.97% |
| Kushner Benson, Susan Nan | Assoc Prof, Education | Educ Found & Leadership | 76,151.00 | 77,694.00 | 9-month | 2.03% |
| Kvaran, Kara M. | College Lecturer, Women's Stud | Women's Studies | 45,000.00 | 45,900.00 | 9-month | 2.00% |
| Kyu, Thein | Dist Prof, Polymer Engineering | Polymer Engineering | 159,974.00 | 163,108.00 | 9-month | 1.96% |
| Lafferty, Laurie J. | Prof, Music | Music | 77,664.00 | 79,245.00 | 9-month | 2.04% |
| Lai, Chih-Hui | Asst Prof, Communication | Communication | 55,000.00 | 56,175.00 | 9-month | 2.14% |
| Laipply, Richelle S. | Prof, Allied Health Tech | Allied Health Technology | 73,227.00 | 74,659.00 | 9-month | 1.96% |
| Landis, William J. | Prof, Polymer Science | Polymer Science | 168,714.00 | 171,840.00 | 9-month | 1.85% |
| Lashbrook, Laurie E. | Assoc Prof, Music | Music | 63,584.00 | 64,854.00 | 9-month | 2.00% |
| Laster, Sharalyn J. | Assoc Prof, Bibliography | UL Research & Learning Svcs | 55,175.00 | 62,316.00 | 12-month | 12.94% |
| Lavrentyev, Peter J. | Prof, Biology | Biology | 79,405.00 | 80,945.00 | 9-month | 1.94% |
| Lazar, Lisa A. | Asst Prof, Bibliography | UL Research & Learning Svcs | 56,517.00 | 57,668.00 | 12-month | 2.04% |
| Lee, Kye-Shin | Asst Prof, Elec & Comp Engr | Electrical & Computer Engr | 79,883.00 | 81,479.00 | 9-month | 2.00% |
| Lee, Seungbum | Asst Prof, Education | Sport Science & Wellness Educ | 50,366.00 | 51,399.00 | 9-month | 2.05% |
| Leeper, Thomas C. | Asst Prof, Chemistry | Chemistry | 70,280.00 | 71,771.00 | 9-month | 2.12% |
| Leipzig, Nic D. | Robt Iredell Ast Prof Chem Eng | Chemical & Biomolecular Engr | 80,403.00 | 82,140.00 | 9-month | 2.16% |
| Lenhart, Lisa A. | Prof, Education | Curr & Instr Studies | 85,557.00 | 87,244.00 | 9-month | 1.97% |
| Lesner, Sharon A. | Prof, Sp-Lang Path & Aud | Speech-Lang Path & Audiology | 111,527.00 | 113,635.00 | 9-month | 1.89% |
| Levant, Ronald F. | Prof, Psychology | Psychology | 169,590.00 | 172,977.00 | 9-month | 2.00% |
| Levin, Michael J. | Assoc Prof, History | History | 73,950.00 | 75,410.00 | 9-month | 1.97% |
| Lewis, Susan M. | Associate College Lecturer | Business & Office Tech-Wayne | 48,965.00 | 50,013.00 | 9-month | 2.14% |
| Li, Huey-Li | Prof, Education | Educ Found & Leadership | 87,284.00 | 89,023.00 | 9-month | 1.99% |
| Li, Peter K. | Assoc Prof, Social Work | Social Work | 69,179.00 | 70,579.00 | 9-month | 2.02% |
| Liang, Robert Y. | Dist Prof, Civil Engr | Civil Engineering | 164,140.00 | 167,415.00 | 9-month | 2.00% |
| Liang, Xin | Prof, Education | Educ Found & Leadership | 84,298.00 | 85,985.00 | 9-month | 2.00% |
| Licate, David Anthony | Assoc Prof, Crm Just Tech & Emerg Mgt | Public Service Technology | 66,993.00 | 77,387.00 | 9-month | 15.52% |
| Lillard, Robert S. | Prof, Chem & Biomol Engr | Chemical & Biomolecular Engr | 114,062.00 | 116,251.00 | 9-month | 1.92% |
| Lillie, Timothy H. | Assoc Prof, Education | Curr & Instr Studies | 69,167.00 | 70,512.00 | 9-month | 1.94% |
| Lin, Young Y. | Prof, Communication | Communication | 85,505.00 | 87,223.00 | 9-month | 2.01% |
| Linberger, Peter | Prof, Bibliography | UL Dean's Office | 69,583.00 | 70,975.00 | 12-month | 2.00% |
| Liszka, Kathy J. | Prof, Computer Science | Computer Science | 117,383.00 | 119,689.00 | 9-month | 1.96% |
| Liu, Lingyun | Asst Prof, Chem & Biomol Engr | Chemical & Biomolecular Engr | 77,621.00 | 79,308.00 | 9-month | 2.17% |
| Liu, Liping | Prof, Mgt & Info Systems | Management | 150,533.00 | 153,500.00 | 9-month | 1.97% |
| Liu, Pei-Yang | Asst Prof, Nutri & Diet | Nutrition & Dietetics | 53,056.00 | 54,134.00 | 9-month | 2.03% |

The University of Akron
AAUP Bargaining Unit 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|-----------------------------|--------------------------------|-------------------------------|---|-----------------------------|----------------|-----------|
| Liu, Qin | Prof, Biology | Biology | 84,639.00 | 86,406.00 | 9-month | 2.09% |
| LiVecchi, Joseph P. | Assoc Prof, Philosophy | Philosophy | 66,801.00 | 68,108.00 | 9-month | 1.96% |
| Loesch, Jack A. | Assoc Prof, Business Mngt Tech | Business & Office Tech-Wayne | 66,090.00 | 67,426.00 | 9-month | 2.02% |
| Londraville, Richard L. | Prof, Biology | Biology | 95,591.00 | 97,577.00 | 9-month | 2.08% |
| Lorenzen, Diane S. | Instr, Nursing | Nursing | 58,000.00 | 59,182.00 | 9-month | 2.04% |
| Loth, Francis | F.T.Harrington End Prof, M.E. | Mechanical Engineering | 126,183.00 | 128,625.00 | 9-month | 1.94% |
| Loven, Del Rey | Prof, Art | Art | 106,443.00 | 108,430.00 | 9-month | 1.87% |
| Lueck, Therese L. | Prof, Communication | Communication | 97,036.00 | 98,949.00 | 9-month | 1.97% |
| Luettmmer-Strathmann, Jutta | Assoc Prof, Physics | Physics | 76,176.00 | 77,715.00 | 9-month | 2.02% |
| Lukach, Thomas F. | Prof, Mechanical Engr Tech | Engineering & Science Tech | 75,885.00 | 77,415.00 | 9-month | 2.02% |
| Lyuksyutov, Sergei F. | Assoc Prof, Physics | Physics | 75,769.00 | 86,329.00 | 9-month | 13.94% |
| Mac Donald, Suzanne C. | Prof, Education | Educ Found & Leadership | 84,058.00 | 85,657.00 | 9-month | 1.90% |
| MacCracken, Mary Jo | Prof, Phys & Hlth Educ | Sport Science & Wellness Educ | 107,175.00 | 109,217.00 | 9-month | 1.91% |
| Madanayake, Habarakada L | Asst Prof, Elec & Comp Engr | Electrical & Computer Engr | 79,825.00 | 81,420.00 | 9-month | 2.00% |
| Maguth, Brad M. | Asst Prof, Education | Curr & Instr Studies | 54,834.00 | 56,010.00 | 9-month | 2.14% |
| Makarius, Erin | Asst Prof, Management | Management | 113,000.00 | 115,306.00 | 9-month | 2.04% |
| Makki, Nidaa | Asst Prof, Education | Curr & Instr Studies | 55,175.00 | 56,279.00 | 9-month | 2.00% |
| Malavite, Patsy A. | Assoc Prof, Busn & Office Tech | Business & Office Tech-Wayne | 83,658.00 | 85,295.00 | 9-month | 1.96% |
| Mallik, Robert R. | Prof, Physics | Physics | 109,104.00 | 111,187.00 | 9-month | 1.91% |
| Marcin, Phillip J. | College Lecturer, Pol Sci | Political Science | 40,000.00 | 40,777.00 | 9-month | 1.94% |
| Maringer, Richard M. | Assoc Prof, Economics | Economics-Wayne | 71,189.00 | 72,548.00 | 9-month | 1.91% |
| Marino, Deborah D. | Assoc Prof, Nutri & Diet | Nutrition & Dietetics | 76,161.00 | 77,642.00 | 9-month | 1.94% |
| Marion, Nancy E. | Prof, Political Science | Political Science | 99,326.00 | 101,305.00 | 9-month | 1.99% |
| Mascaro, Michelle J. | Asst Prof, Bibliography | UL Electronic Services | 55,377.00 | 56,545.00 | 12-month | 2.11% |
| Matejkovic, John E. | Assoc Prof, Business Law | Finance | 107,946.00 | 110,065.00 | 9-month | 1.96% |
| Matney, Timothy | Prof, Archaeology | Anthropology & Classical St | 87,032.00 | 88,760.00 | 9-month | 1.99% |
| Mc Donald, Rebecca A. | Sr Coll Lect, Devel Progs | Developmental Programs | 44,426.00 | 45,313.00 | 9-month | 2.00% |
| McArdle, Linda J. | Senior Instructor, Nursing | Social Work | 69,234.00 | 73,650.00 | 12-month | 6.38% |
| McCarthy, Daniel W. | Prof, Music | Music | 79,851.00 | 81,370.00 | 9-month | 1.90% |
| McCullough, Ian B. | Asst Prof, Bibliography | UL Science & Technology | 56,000.00 | 57,103.00 | 12-month | 1.97% |
| McHenry, William Keith | Assoc Prof, Management | Management | 121,116.00 | 123,565.00 | 9-month | 2.02% |
| McHugh, James T. | Prof, Political Science | Political Science | 87,033.00 | 88,794.00 | 9-month | 2.02% |
| McKnight, Lynn B. | Assoc College Lect, Dev Prog | Developmental Programs | 41,244.00 | 42,076.00 | 9-month | 2.02% |
| Meehan, Susanne M. | Prof, Psychology | Psychology-Wayne | 77,667.00 | 79,207.00 | 9-month | 1.98% |

The University of Akron
AAUP Bargaining Unit 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|--------------------------|--------------------------------|------------------------------|---|-----------------------------|----------------|-----------|
| Mehlberg, Timothy Robert | Assoc Prof, Hosp Mgmt | Business Technology | 59,011.00 | 60,183.00 | 9-month | 1.99% |
| Migid-Hamzza, Adel A. | Prof, Theatre Arts | Dance, Theatre & Arts Admin | 99,862.00 | 101,833.00 | 9-month | 1.97% |
| Milam, Jennifer L. | Asst Prof, Education | Curr & Instr Studies | 61,827.00 | 63,126.00 | 9-month | 2.10% |
| Milks, Andrew E. | Asst Prof, Electr Engr Tech | Engineering & Science Tech | 60,201.00 | 67,453.00 | 9-month | 12.05% |
| Miller, Christopher M. | Assoc Prof, Civil Engineering | Civil Engineering | 90,178.00 | 91,971.00 | 9-month | 1.99% |
| Miller, Jon Stephen | Assoc Prof, English | English | 68,940.00 | 70,411.00 | 9-month | 2.13% |
| Miller, Michelle A. | Sr Coll Lect, Devel Progs | Developmental Programs | 45,301.00 | 46,204.00 | 9-month | 1.99% |
| Millhoff, Patricia A. | Assoc Prof, Criminal Just Tech | Public Service Technology | 68,350.00 | 69,768.00 | 9-month | 2.07% |
| Milsted, Amy | Prof, Biology | Biology | 99,997.00 | 101,970.00 | 9-month | 1.97% |
| Mimoto, Nao | Asst Prof, Statistics | Statistics | 74,000.00 | 75,420.00 | 9-month | 1.92% |
| Mitchell, Randall J. | Prof, Biology | Biology | 93,581.00 | 95,486.00 | 9-month | 2.04% |
| Mittal, Gaurav | Asst Prof, Mech Engineering | Mechanical Engineering | 78,609.00 | 80,223.00 | 9-month | 2.05% |
| Miyoshi, Toshikazu | Assoc Prof, Polymer Science | Polymer Science | 115,658.00 | 117,903.00 | 9-month | 1.94% |
| Modarelli, David A. | Prof, Chemistry | Chemistry | 97,796.00 | 99,748.00 | 9-month | 2.00% |
| Mohammed, Wondimu Ahmed | Asst Prof, Education | Educ Found & Leadership | 62,000.00 | 63,294.00 | 9-month | 2.09% |
| Monty, Chelsea | Asst Prof, Chem & Biomol Engr | Chemical & Biomolecular Engr | 78,165.00 | 79,841.00 | 9-month | 2.14% |
| Moore Gardner, Megan | Assoc Prof, Education | Educ Found & Leadership | 66,999.00 | 68,381.00 | 9-month | 2.06% |
| Moore, Francisco B. | Assoc Prof, Biology | Biology | 73,336.00 | 83,792.00 | 9-month | 14.26% |
| Morgan, Karyn I. | Sr Instr, Nursing | Nursing | 58,965.00 | 60,206.00 | 9-month | 2.10% |
| Morrison II, John W. | Assoc Prof, Art | Art | 67,501.00 | 68,884.00 | 9-month | 2.05% |
| Morscher, Gregory N. | Assoc Prof, Mechanical Engr | Mechanical Engineering | 92,821.00 | 94,682.00 | 9-month | 2.00% |
| Morse, Mindy | Sr Coll Lect, Devel Progs | Developmental Programs | 45,301.00 | 46,204.00 | 9-month | 1.99% |
| Mudrey-Camino, Renee | Assoc Prof, Education | Educ Found & Leadership | 67,547.00 | 68,923.00 | 9-month | 2.04% |
| Mukherjee, Debmalya | Asst Prof, Management | Management | 119,609.00 | 128,031.00 | 9-month | 7.04% |
| Murray, Amber R. | Assoc Instr, Nursing | Nursing | 57,795.00 | 59,002.00 | 9-month | 2.09% |
| Murrock, Carolyn J. | Asst Prof, Nursing | Nursing | 70,259.00 | 71,702.00 | 9-month | 2.05% |
| Mutter III, Jay L. | Sr Coll Lect, Economics | Economics | 47,792.00 | 48,846.00 | 9-month | 2.21% |
| Myers, Mary E. | Assoc Prof, Criminal Just Tech | Public Service Technology | 67,448.00 | 68,796.00 | 9-month | 2.00% |
| Myers, Steven C. | Assoc Prof, Economics | Economics | 90,194.00 | 91,809.00 | 9-month | 1.79% |
| Nelson, Lance D. | Sr Coll Lect, Mathematics | Mathematics | 45,167.00 | 46,139.00 | 9-month | 2.15% |
| Newby, Bi-min Zhang | Assoc Prof, Chemical Engr | Chemical & Biomolecular Engr | 101,257.00 | 112,368.00 | 9-month | 10.97% |
| Newman, Melinda L. | Assoc Prof, Finance | Finance | 144,235.00 | 147,067.00 | 9-month | 1.96% |
| Newton, Evangeline | Prof, Education | Curr & Instr Studies | 87,841.00 | 89,578.00 | 9-month | 1.98% |
| Nguyen, Hung Ngoc | Asst Prof, Mathematics | Mathematics | 63,364.00 | 64,655.00 | 9-month | 2.04% |

The University of Akron
AAUP Bargaining Unit 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013- 14 Contract Rate | Contract Basis | % of Incr |
|------------------------|-------------------------------|-------------------------------|--|------------------------------------|-------------------|-----------|
| Nguyen,Truyen Van | Asst Prof, Mathematics | Mathematics | 67,150.00 | 74,508.00 | 9-month | 10.96% |
| Nicholas,John B. | Asst Prof, Comp Info Systems | Business Technology | 59,211.00 | 66,424.00 | 9-month | 12.18% |
| Niewiarowski,Peter H. | Prof, Biology | Biology | 88,425.00 | 90,130.00 | 9-month | 1.93% |
| Nofziger,Stacey | Assoc Prof, Sociology | Sociology | 71,553.00 | 72,941.00 | 9-month | 1.94% |
| Nunn,Hillary M. | Assoc Prof, English | English | 69,687.00 | 71,162.00 | 9-month | 2.12% |
| Obiekwe,Jerry C. | Prof, Mathematics | Mathematics-Wayne | 81,950.00 | 83,573.00 | 9-month | 1.98% |
| Ofobike,Emeka O. | Assoc Prof, Accounting | Accountancy | 115,223.00 | 117,397.00 | 9-month | 1.89% |
| Oh,Namkyung | Asst Prof, PAUS | Public Admin & Urban Studies | 58,283.00 | 59,588.00 | 9-month | 2.24% |
| Okonieski,Deborah A. | Sr Coll Lect, Mathematics | Mathematics | 44,686.00 | 45,655.00 | 9-month | 2.17% |
| O'Neil,Timothy W. | Assoc Prof, Computer Science | Computer Science | 99,768.00 | 110,766.00 | 9-month | 11.02% |
| Onita,Colin G. | Asst Prof, Accounting | Accountancy | 103,521.00 | 105,783.00 | 9-month | 2.19% |
| Orr,Linda M. | Assoc Prof, Marketing | Marketing | 122,315.00 | 124,780.00 | 9-month | 2.02% |
| Ortega-Liston,Ramona | Assoc Prof, PAUS | Public Admin & Urban Studies | 85,678.00 | 87,405.00 | 9-month | 2.02% |
| O'Sullivan,Terrence M. | Asst Prof, Political Science | Political Science | 59,194.00 | 60,462.00 | 9-month | 2.14% |
| Oswald,Ruth | Prof, Education | Curr & Instr Studies | 77,454.00 | 79,033.00 | 9-month | 2.04% |
| Osyk,Barbara A. | Assoc Prof, Management | Management | 107,920.00 | 110,137.00 | 9-month | 2.05% |
| Ott,Donald W. | Prof, Biology | Biology | 89,894.00 | 91,580.00 | 9-month | 1.88% |
| Otterstetter,Ronald | Assoc Prof, Education | Sport Science & Wellness Educ | 69,402.00 | 70,781.00 | 9-month | 1.99% |
| Owen,Cheryl L. | Instr, Nursing | Nursing | 54,113.00 | 57,255.00 | 9-month | 5.81% |
| Owens,Deborah L. | Assoc Prof, Mktg & Int'l Busn | Marketing | 105,886.00 | 107,987.00 | 9-month | 1.98% |
| Pachnowski,Lynne M. | Prof, Education | Curr & Instr Studies | 82,481.00 | 84,037.00 | 9-month | 1.89% |
| Palacas,Arthur L. | Prof, English | English | 96,386.00 | 98,190.00 | 9-month | 1.87% |
| Palasik,Scott T. | Asst Prof, Sp-Lang Path Aud | Speech-Lang Path & Audiology | 60,000.00 | 61,249.00 | 9-month | 2.08% |
| Palmer,Lori J. | Associate Instr, SLPA | Speech-Lang Path & Audiology | 58,669.00 | 59,824.00 | 9-month | 1.97% |
| Pan,Ernian | Prof, Civil Engineering | Civil Engineering | 108,140.00 | 110,322.00 | 9-month | 2.02% |
| Pang,Yi | Coleman Assoc Prof, Chemistry | Chemistry | 96,905.00 | 107,842.00 | 9-month | 11.29% |
| Pareلمان,Mardi A. | Asst Prof, Nutri & Dietetics | Nutrition & Dietetics | 60,000.00 | 61,199.00 | 9-month | 2.00% |
| Park Boush,Lisa E. | Prof, Geosciences | Geosciences | 116,431.00 | 118,683.00 | 12-month | 1.93% |
| Park,Youngki | Asst Prof, Management | Management | 102,899.00 | 105,026.00 | 9-month | 2.07% |
| Paruchuri,Sailaja M. | Asst Prof, Chemistry | Chemistry | 69,764.00 | 71,246.00 | 9-month | 2.12% |
| Patnaik,Anil | Assoc Prof, Civil Engineering | Civil Engineering | 88,999.00 | 90,898.00 | 9-month | 2.13% |
| Peck,John A. | Professor, Geosciences | Geosciences | 92,372.00 | 94,288.00 | 9-month | 2.07% |
| Peebles,Georgia K. | Prof, Music | Music | 94,266.00 | 96,069.00 | 9-month | 1.91% |
| Peng,Zhenmeng | Asst Prof, Chem & Bio Engr | Chemical & Biomolecular Engr | 78,000.00 | 79,673.00 | 9-month | 2.14% |

The University of Akron
AAUP Bargaining Unit 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|----------------------------|------------------------------|------------------------------|---|-----------------------------|----------------|-----------|
| Peralta, Robert L. | Assoc Prof, Sociology | Sociology | 70,603.00 | 72,079.00 | 9-month | 2.09% |
| Perry, David S. | Prof, Chemistry | Chemistry | 127,060.00 | 129,550.00 | 9-month | 1.96% |
| Piccorelli, Annalisa V | Asst Prof, Statistics | Statistics | 70,145.00 | 71,533.00 | 9-month | 1.98% |
| Pipps, Val S. | Asst Prof, Communication | Communication | 51,902.00 | 53,001.00 | 9-month | 2.12% |
| Plaster, Karen B. | Clinical Instr, Education | Curr & Instr Studies | 46,252.00 | 47,136.00 | 9-month | 1.91% |
| Plouffe, Christopher R. | Assoc Prof, Marketing | Marketing | 115,000.00 | 117,335.00 | 9-month | 2.03% |
| Plummer, Karen A. | Assoc Prof, Bibliography | UL Electronic Services | 73,610.00 | 74,932.00 | 12-month | 1.80% |
| Pond, Kelly M. | Sr Instr, Nursing | Nursing | 88,234.00 | 89,874.00 | 9-month | 1.86% |
| Pope, Susan H. | Prof, Business Mngt Tech | Business Technology | 78,840.00 | 80,396.00 | 9-month | 1.97% |
| Povitsky, Alex | Assoc Prof, Mechanical Engr | Mechanical Engineering | 95,837.00 | 97,783.00 | 9-month | 2.03% |
| Prichard, Robin | Asst Prof, Dance | Dance, Theatre & Arts Admin | 57,052.00 | 58,270.00 | 9-month | 2.13% |
| Prochazka, David | Assoc Prof, Bibliography | UL Electronic Services | 70,610.00 | 72,032.00 | 12-month | 2.01% |
| Puskas, Judit E. | Prof, Chem & Biomol Engr | Chemical & Biomolecular Engr | 162,925.00 | 166,079.00 | 9-month | 1.94% |
| Queener, John E. | Prof, Education | Counseling | 79,073.00 | 80,645.00 | 9-month | 1.99% |
| Qesada, Antonio R. | Prof, Mathematics | Mathematics | 107,564.00 | 109,622.00 | 9-month | 1.91% |
| Quinn, D. Dane | Prof, Mechanical Engineering | Mechanical Engineering | 107,048.00 | 109,225.00 | 9-month | 2.03% |
| Radesic, Brian P. | Associate Instr, Nursing | Nursing | 128,638.00 | 131,054.00 | 12-month | 1.88% |
| Raiff, Patricia A. | Sr Clin Instr, Education | Educ Found & Leadership | 56,294.00 | 57,417.00 | 9-month | 1.99% |
| Rakoff, Penny A. | Prof, Art | Art | 92,361.00 | 94,115.00 | 9-month | 1.90% |
| Ramcharran, Harridutt | Prof, Finance & Int'l Busn | Finance | 144,607.00 | 147,148.00 | 9-month | 1.76% |
| Ramirez, Rolando Juan Jose | Assoc Prof, Biology | Biology | 70,795.00 | 72,226.00 | 9-month | 2.02% |
| Ramlo, Susan E. | Prof, General Tech | Engineering & Science Tech | 83,661.00 | 85,329.00 | 9-month | 1.99% |
| Ramsey-Chin, Kimberly C. | Assoc Coll Lect, Mathematics | Mathematics | 42,400.00 | 43,317.00 | 9-month | 2.16% |
| Rancer, Andrew S. | Prof, Communication | Communication | 111,530.00 | 113,743.00 | 9-month | 1.98% |
| Randby, Scott P. | Assoc Prof, Tech Mathematics | Associate Studies | 66,740.00 | 68,068.00 | 9-month | 1.99% |
| Reddy, Narender P. | Prof, Biomedical Engineering | Biomedical Engineering | 146,527.00 | 149,150.00 | 9-month | 1.79% |
| Reeves, John N. | Sr Instr, Anthropology | Anthropology & Classical St | 46,127.00 | 47,114.00 | 9-month | 2.14% |
| Reneker, Darrell Hyson | Dist Prof, Polymer Science | Polymer Science | 207,374.00 | 211,156.00 | 12-month | 1.82% |
| Renna, Francesco | Assoc Prof, Economics | Economics | 91,710.00 | 93,602.00 | 9-month | 2.06% |
| Resanovic, Nikola | Prof, Music | Music | 86,515.00 | 88,183.00 | 9-month | 1.93% |
| Resler, Rose M. | Asst Prof, Child Life | Speech-Lang Path & Audiology | 55,883.00 | 57,066.00 | 9-month | 2.12% |
| Reynolds, Cynthia A. | Prof, Education | Counseling | 82,547.00 | 84,188.00 | 9-month | 1.99% |
| Rhoades, Elizabeth | Sr Coll Lect, English | English | 45,453.00 | 46,442.00 | 9-month | 2.18% |
| Riedl, Jeffrey M. | Assoc Prof, Mathematics | Mathematics | 74,406.00 | 75,899.00 | 9-month | 2.01% |

The University of Akron
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| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|----------------------------|-------------------------------|-----------------------------|---|-----------------------------|----------------|-----------|
| Riley, Tracy A. | Assoc Prof, Nursing | Nursing | 86,838.00 | 88,576.00 | 9-month | 2.00% |
| Rittenour, Mark W. | Assoc Coll Lec, Communication | Communication | 41,887.00 | 45,849.00 | 9-month | 9.46% |
| Roke, David A. | Asst Prof, Civil Engineering | Civil Engineering | 72,348.00 | 73,766.00 | 9-month | 1.96% |
| Roncione II, John E. | Asst Prof, Physical Educ | Sport Sci & Well Educ Wayne | 54,844.00 | 55,997.00 | 9-month | 2.10% |
| Rostedt, Vicki D. | Prof, Mktg & Sales Tech | Business Technology | 77,760.00 | 79,330.00 | 9-month | 2.02% |
| Roy, Jeanne-Helene | Assoc Prof, Modern Languages | Modern Languages | 61,476.00 | 62,546.00 | 9-month | 1.74% |
| Ruvolo, Douglas A. | Instr, Statistics | Statistics | 43,681.00 | 44,601.00 | 9-month | 2.11% |
| Sahai, Nita | Professor, Polymer Science | Polymer Science | 160,353.00 | 163,604.00 | 9-month | 2.03% |
| Saleeb, Atef F. | Prof, Civil Engineering | Civil Engineering | 142,247.00 | 144,962.00 | 9-month | 1.91% |
| Saliga, Linda Marie | Assoc Prof, Mathematics | Mathematics | 73,349.00 | 74,793.00 | 9-month | 1.97% |
| Samangy, Anthony J. | Asst Prof, Graphic Design | Art | 51,327.00 | 52,403.00 | 9-month | 2.10% |
| Sancaktar, Erol | Prof, Polymer Engineering | Polymer Engineering | 128,512.00 | 131,005.00 | 9-month | 1.94% |
| Sangganjanavanich, Varunee | Asst Prof, Education | Counseling | 58,519.00 | 59,737.00 | 9-month | 2.08% |
| Santos, Martha S. | Assoc Prof, History | History | 66,423.00 | 67,823.00 | 9-month | 2.11% |
| Sasowsky, Ira D. | Prof, Geosciences | Geosciences | 96,178.00 | 98,048.00 | 9-month | 1.94% |
| Sastry, Shivakumar | Assoc Prof, Elect & Comp Engr | Electrical & Computer Engr | 101,514.00 | 103,548.00 | 9-month | 2.00% |
| Saunders, Marnie M. | Assoc Prof, Biomedical Engr | Biomedical Engineering | 100,779.00 | 102,792.00 | 9-month | 2.00% |
| Sawyer, Scott D. | Assoc Prof, Mechanical Engr | Mechanical Engineering | 87,825.00 | 89,516.00 | 9-month | 1.93% |
| Schaeffer, Leann | Asst Prof, Nutrition & Diet | Nutrition & Dietetics | 51,814.00 | 52,869.00 | 9-month | 2.04% |
| Schantz, Jeffry D. | Prof, Tech Writing & Comp | Associate Studies | 75,039.00 | 76,400.00 | 9-month | 1.81% |
| Schantz, John A. | Prof, Music | Music | 74,406.00 | 75,929.00 | 9-month | 2.05% |
| Schneider IV, William H. | Assoc Prof, Civil Engineering | Civil Engineering | 82,855.00 | 84,575.00 | 9-month | 2.08% |
| Schober, Heather Lynn | Instructor, Nursing | Nursing | 80,000.00 | 81,599.00 | 9-month | 2.00% |
| Schuldiner, Michael | Prof, English | English | 105,537.00 | 107,356.00 | 9-month | 1.72% |
| Schuller, Gary A. | Prof, Survey & Map Tech | Engineering & Science Tech | 76,563.00 | 78,104.00 | 9-month | 2.01% |
| Schulze, Pamela Ann | Prof, Family & Consumer Sci | Family & Cons Sciences | 81,520.00 | 83,167.00 | 9-month | 2.02% |
| Schwartz, Robert C. | Prof, Education | Counseling | 83,188.00 | 84,825.00 | 9-month | 1.97% |
| Schwartz, Robert M. | Assoc Prof, Emergency Mgmt | Public Service Technology | 70,584.00 | 71,995.00 | 9-month | 2.00% |
| Scotto, Carol J. | Assoc Prof, Nursing | Nursing | 70,499.00 | 71,938.00 | 9-month | 2.04% |
| Senko, John M. | Asst Prof, Geosciences | Geosciences | 66,220.00 | 67,712.00 | 9-month | 2.25% |
| Sett, Kallol | Asst Prof, Civil Engineering | Civil Engineering | 75,679.00 | 77,180.00 | 9-month | 1.98% |
| Shaffer, Ronald E. | Assoc College Lect, Dev Prog | Developmental Programs | 37,535.00 | 38,302.00 | 9-month | 2.04% |
| Shanks, Linda C. | Assoc Prof, Nursing | Nursing | 73,850.00 | 75,357.00 | 9-month | 2.04% |
| Shawkey, Matthew D. | Assoc Prof, Biology | Biology | 78,958.00 | 80,602.00 | 9-month | 2.08% |

The University of Akron
AAUP Bargaining Unit 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|---------------------------|--------------------------------|------------------------------|---|-----------------------------|----------------|-----------|
| Sheng,Michael M. | Prof, History | History | 95,529.00 | 97,362.00 | 9-month | 1.92% |
| Shermis,Mark D. | Professor, Education | Educ Found & Leadership | 150,001.00 | 152,847.00 | 9-month | 1.90% |
| Shriner,Barbara D. | Sr Coll Lect, Devel Progs | Developmental Programs | 44,736.00 | 45,629.00 | 9-month | 2.00% |
| Shriver,Leah | Asst Prof, Chemistry | Chemistry | 73,500.00 | 75,038.00 | 9-month | 2.09% |
| Simmons,David S. | Asst Prof, Polymer Engineering | Polymer Engineering | 85,000.00 | 86,833.00 | 9-month | 2.16% |
| Simms,Sherry A. | Assoc Prof, Art | Art | 65,785.00 | 67,090.00 | 9-month | 1.98% |
| Slowiak,James R. | Prof, Theatre Arts | Dance, Theatre & Arts Admin | 91,361.00 | 93,182.00 | 9-month | 1.99% |
| Smith,Adam W. | Asst Prof, Chemistry | Chemistry | 72,500.00 | 74,011.00 | 9-month | 2.08% |
| Smith,Frederick T. | Prof, Dance | Dance, Theatre & Arts Admin | 79,937.00 | 81,498.00 | 9-month | 1.95% |
| Smolen,Lynn A. | Prof, Education | Curr & Instr Studies | 93,282.00 | 95,142.00 | 9-month | 1.99% |
| Snell,Andrea F. | Assoc Prof, Psychology | Psychology | 81,238.00 | 82,834.00 | 9-month | 1.96% |
| Snider,Larry D. | Prof, Music | Music | 107,017.00 | 109,061.00 | 9-month | 1.91% |
| Snow,Alan J. | Asst Prof, Biology | Biology-Wayne | 53,209.00 | 54,326.00 | 9-month | 2.10% |
| Song,Hak Joon | Asst Prof, Accounting | Accountancy | 125,000.00 | 127,459.00 | 9-month | 1.97% |
| Soppeland,Mark E. | Dist Prof, Art | Art | 106,839.00 | 108,956.00 | 9-month | 1.98% |
| Sotnak,Eric | Assoc Prof, Philosophy | Philosophy | 75,573.00 | 77,056.00 | 9-month | 1.96% |
| Soucek,Mark | Prof, Polymer Engineering | Polymer Engineering | 128,418.00 | 131,127.00 | 9-month | 2.11% |
| Sozer,Yilmaz | Asst Prof, Elec & Comp Engr | Electrical & Computer Engr | 86,215.00 | 87,940.00 | 9-month | 2.00% |
| Speers,Susan D. | Prof, Theatre Arts | Dance, Theatre & Arts Admin | 105,464.00 | 107,523.00 | 9-month | 1.95% |
| Speight,Suzette L. | Assoc Prof, Psychology | Psychology | 93,320.00 | 95,261.00 | 9-month | 2.08% |
| Spence,Maria A. | Asst Prof, Social Work | Social Work | 54,407.00 | 55,558.00 | 9-month | 2.12% |
| Sperling,James C. | Prof, Political Science | Political Science | 102,025.00 | 104,051.00 | 9-month | 1.99% |
| Spickard Prettyman,Sandra | Assoc Prof, Education | Educ Found & Leadership | 70,481.00 | 71,924.00 | 9-month | 2.05% |
| Spohn,Cydney | Assoc Prof, Dance | Dance, Theatre & Arts Admin | 61,429.00 | 62,701.00 | 9-month | 2.07% |
| Srinivasan,Mahesh | Asst Prof, Management | Management | 107,408.00 | 115,615.00 | 9-month | 7.64% |
| Srivatsan,Tirumalai S. | Prof, Mechanical Engineering | Mechanical Engineering | 130,933.00 | 133,521.00 | 9-month | 1.98% |
| Stallard,Melissa K. | Asst Prof, Art | Art | 52,387.00 | 53,474.00 | 9-month | 2.07% |
| Stanley,Jennifer T. | Asst Prof, Psychology | Psychology | 70,000.00 | 71,382.00 | 9-month | 1.97% |
| Stansberry,Kathleen | Asst Prof, Communications | Communication | 55,000.00 | 56,168.00 | 9-month | 2.12% |
| Steer,David N. | Prof, Geosciences | Geosciences | 86,914.00 | 88,623.00 | 9-month | 1.97% |
| Steiger,James | Prof, Sp-Lang Path & Aud | Speech-Lang Path & Audiology | 89,110.00 | 90,881.00 | 9-month | 1.99% |
| Stein,Karen M. | Sr Coll Lect, Devel Progs | Developmental Programs | 45,609.00 | 46,517.00 | 9-month | 1.99% |
| Sterns,Harvey L. | Prof, Psychology | Psychology | 121,581.00 | 123,910.00 | 9-month | 1.92% |
| Stitz,Tammy A. | Asst Prof, Bibliography | UL Science & Technology | 54,824.00 | 55,936.00 | 12-month | 2.03% |

The University of Akron
AAUP Bargaining Unit 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|-------------------------------|--------------------------------|------------------------------|---|-----------------------------|----------------|-----------|
| Stoyhoff, Catherine A. | College Lecturer, English | English | 40,949.00 | 43,858.00 | 9-month | 7.10% |
| Stuart, Denise H. | Assoc Prof, Education | Curr & Instr Studies | 69,632.00 | 80,063.00 | 9-month | 14.98% |
| Sutter, Carolyn J. | Associate Instr, Nursing | Nursing | 63,035.00 | 64,342.00 | 9-month | 2.07% |
| Svehla, Lance M. | Assoc Prof, English | English | 74,303.00 | 75,892.00 | 9-month | 2.14% |
| Swinscoe, Thomas J. | Assoc Instr, Eng Lang Inst | English Language Institute | 54,590.00 | 55,682.00 | 12-month | 2.00% |
| Szalay, David M. | Asst Prof, Graphic Design | Art | 55,973.00 | 57,108.00 | 9-month | 2.03% |
| Takyi, Baffour K. | Prof, Sociology | Sociology | 84,239.00 | 85,883.00 | 9-month | 1.95% |
| Tang, Tang | Asst Prof, Communication | Communication | 54,804.00 | 55,998.00 | 9-month | 2.18% |
| Tavana, Hossein | Asst Prof, Biomedical Engr | Biomedical Engineering | 79,785.00 | 81,585.00 | 9-month | 2.26% |
| Teague, Colleen M. | Assoc Prof, Busn & Office Tech | Business & Office Tech-Wayne | 69,853.00 | 71,271.00 | 9-month | 2.03% |
| Tessier, Claire A. | Prof, Chemistry | Chemistry | 113,944.00 | 116,103.00 | 9-month | 1.89% |
| Thomas, Andrew Robert | Assoc Prof, Markt & Int Bus | Marketing | 118,679.00 | 121,105.00 | 9-month | 2.04% |
| Thompson, Christine M. | Asst Prof, Classical Studies | Anthropology & Classical St | 57,711.00 | 58,894.00 | 9-month | 2.05% |
| Thompson, Janet Elizabeth | Sr Coll Lect, Devel Progs | Developmental Programs | 44,882.00 | 45,777.00 | 9-month | 1.99% |
| Thomson, Philip G. | Assoc Prof, Music | Music | 70,640.00 | 72,049.00 | 9-month | 1.99% |
| Thornton, Michele D. | Instr, Social Work | Social Work | 53,010.00 | 54,136.00 | 12-month | 2.12% |
| Tokar, David M. | Prof, Psychology | Psychology | 97,993.00 | 99,862.00 | 9-month | 1.91% |
| Toliver, Brooks A. | Prof, Music | Music | 80,870.00 | 82,474.00 | 9-month | 1.98% |
| Tosko, Michael P. | Assoc Prof, Bibliography | UL Research & Learning Svcs | 68,021.00 | 69,380.00 | 12-month | 2.00% |
| Tran, Huu Nghi | Asst Prof, Elec & Comp Engr | Electrical & Computer Engr | 76,843.00 | 78,388.00 | 9-month | 2.01% |
| Triece, Mary E. | Prof, Communication | Communication | 83,260.00 | 84,947.00 | 9-month | 2.03% |
| Troutman, Janice S. | Prof, Art | Art | 79,216.00 | 80,804.00 | 9-month | 2.00% |
| Tsai, I-Chun | Asst Prof, Education | Educ Found & Leadership | 55,476.00 | 56,654.00 | 9-month | 2.12% |
| Tsige, Mesfin | Assoc Prof, Polymer Science | Polymer Science | 116,186.00 | 118,478.00 | 9-month | 1.97% |
| Tsukerman, Igor A. | Prof, Elect & Comp Engr | Electrical & Computer Engr | 113,545.00 | 115,812.00 | 9-month | 2.00% |
| Turner, Carol Michele | Prof, Chemistry | Chemistry-Wayne | 73,930.00 | 75,412.00 | 9-month | 2.00% |
| Turner, Dudley B. | Assoc Prof, Communication | Communication | 75,414.00 | 76,865.00 | 9-month | 1.92% |
| Tusaie, Kathleen | Assoc Prof, Nursing | Nursing | 75,716.00 | 86,256.00 | 9-month | 13.92% |
| Vakil, Shernavaz | Prof, Education | Curr & Instr Studies | 74,175.00 | 75,679.00 | 9-month | 2.03% |
| Veillette, Robert J. | Assoc Prof, Elect & Comp Engr | Electrical & Computer Engr | 99,182.00 | 101,175.00 | 9-month | 2.01% |
| Verstraete, Mary C. | Assoc Prof, Biomedical Engr | Biomedical Engineering | 102,785.00 | 104,990.00 | 9-month | 2.15% |
| Vierheller, Timothy R. | Prof, Physics | Physics-Wayne | 90,725.00 | 92,511.00 | 9-month | 1.97% |
| Vijayaraman, Bindiganavale S. | Prof, Mgt & Info Systems | Management | 140,267.00 | 143,053.00 | 9-month | 1.99% |
| Vinnedge, Laura A. | Assoc Prof, Art | Art | 64,487.00 | 65,792.00 | 9-month | 2.02% |

The University of Akron
AAUP Bargaining Unit 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013- 14 Contract Rate | Contract Basis | % of Incr |
|----------------------|--------------------------------|---------------------------|--|------------------------------------|-------------------|-----------|
| Vogl,Markus V. | Asst Prof, Graphic Design | Art | 60,598.00 | 61,836.00 | 9-month | 2.04% |
| Vogt,Bryan D. | Assoc Prof, Polymer Engr | Polymer Engineering | 117,885.00 | 120,424.00 | 9-month | 2.15% |
| Von Spiegel,Janice | College Lecturer, Mathematics | Mathematics | 40,130.00 | 42,996.00 | 9-month | 7.14% |
| Vukadinovic,Vlada | Assoc Prof, Art | Art | 65,868.00 | 67,166.00 | 9-month | 1.97% |
| Wadia,Adil M. | Assoc Prof, Geosciences | Geosciences-Wayne | 62,532.00 | 63,820.00 | 9-month | 2.06% |
| Waehler,Charles A. | Assoc Prof, Psychology | Psychology | 83,902.00 | 85,556.00 | 9-month | 1.97% |
| Walker,Angela M. | Assoc Prof, Business Mngt Tech | Business Technology | 67,977.00 | 69,233.00 | 9-month | 1.85% |
| Walker,Deborah J. | Instr, Education | Curr & Instr Studies | 42,468.00 | 43,276.00 | 9-month | 1.90% |
| Walter,Heather L. | Assoc Prof, Communication | Communication | 72,516.00 | 74,020.00 | 9-month | 2.07% |
| Wang,Guo-Xiang | Assoc Prof, Mechanical Engr | Mechanical Engineering | 90,801.00 | 92,585.00 | 9-month | 1.96% |
| Wang,Li | Asst Prof, Accounting | Accountancy | 132,208.00 | 141,039.00 | 9-month | 6.68% |
| Wang,Shengyong | Asst Prof, Mech Engineering | Mechanical Engineering | 79,653.00 | 81,345.00 | 9-month | 2.12% |
| Wang,Shi-Qing | Prof, Polymer Science | Polymer Science | 160,107.00 | 163,288.00 | 9-month | 1.99% |
| Ward,Cheryl L. | Assoc Prof, Education | Educ Found & Leadership | 61,871.00 | 63,162.00 | 9-month | 2.09% |
| Ward,Frank | Asst Prof, Music | Music | 46,357.00 | 47,301.00 | 9-month | 2.04% |
| Wasserman,Eric | Asst Prof, English | English | 60,666.00 | 67,986.00 | 9-month | 12.07% |
| Webb,Donna S. | Prof, Art | Art | 93,448.00 | 95,278.00 | 9-month | 1.96% |
| Webb,Kelly A. | Asst Prof, Tech Writing & Comp | Associate Studies | 50,937.00 | 57,994.00 | 9-month | 13.85% |
| Weeks,Stephen C. | Prof, Biology | Biology | 96,420.00 | 98,341.00 | 9-month | 1.99% |
| Weidknecht,Marcia E. | Sr Instr, Polymer Sci | Polymer Science | 66,149.00 | 67,672.00 | 9-month | 2.30% |
| Weigold,Ingrid | Asst Prof, Education | Counseling | 60,538.00 | 67,771.00 | 9-month | 11.95% |
| Weinstein,Paul B. | Prof, History | History-Wayne | 82,307.00 | 83,936.00 | 9-month | 1.98% |
| Wesdemiotis,Chrys | Dist Prof, Chemistry | Chemistry | 133,477.00 | 136,135.00 | 9-month | 1.99% |
| Wessel,Jennifer L. | Asst Prof, Psychology | Psychology | 68,000.00 | 69,413.00 | 9-month | 2.08% |
| Wheland,Ethel R. | Assoc Prof, Mathematics | Mathematics | 78,598.00 | 80,157.00 | 9-month | 1.98% |
| White,Naomi C. | Asst Prof, Social Work | Social Work | 59,778.00 | 61,025.00 | 9-month | 2.09% |
| White,Sylvia E. | Assoc Prof, Communication | Communication | 71,235.00 | 72,657.00 | 9-month | 2.00% |
| Whitmore,Julie | Asst Prof, Interior Design | Family & Cons Sciences | 51,066.00 | 52,173.00 | 9-month | 2.17% |
| Wilber,J. Patrick | Assoc Prof, Mathematics | Mathematics | 76,957.00 | 78,494.00 | 9-month | 2.00% |
| Wilder,Joseph W. | Professor, Mathematics | Mathematics | 115,169.00 | 117,342.00 | 9-month | 1.89% |
| Wilding,James | Assoc College Lect, Music | Music | 43,272.00 | 44,240.00 | 9-month | 2.24% |
| Willett,Stacy Lynn | Professor, Emergency Mgmt | Public Service Technology | 79,093.00 | 80,703.00 | 9-month | 2.04% |
| Williams,Mary B. | Prof, Office Admin | Business Technology | 84,354.00 | 86,059.00 | 9-month | 2.02% |
| Williams,Zachery R. | Assoc Prof, History | History | 69,796.00 | 71,184.00 | 9-month | 1.99% |

The University of Akron
AAUP Bargaining Unit 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|------------------------|--------------------------------|------------------------------|---|-----------------------------|----------------|-----------|
| Willits,Rebecca | Assoc Prof, Biomedical Engr | Biomedical Engineering | 110,478.00 | 112,751.00 | 9-month | 2.06% |
| Wilson,Gregory | Assoc Prof, History | History | 77,250.00 | 78,843.00 | 9-month | 2.06% |
| Wise,Craig | Asst Prof, Const Engr Tech | Engineering & Science Tech | 52,975.00 | 60,100.00 | 9-month | 13.45% |
| Witt,David D. | Prof, Family & Consumer Sci | Family & Cons Sciences | 97,546.00 | 99,383.00 | 9-month | 1.88% |
| Witt,Susan D. | Prof, Family & Consumer Sci | Family & Cons Sciences | 83,571.00 | 85,254.00 | 9-month | 2.01% |
| Wong,Shing-Chung Josh | Assoc Prof, Mechanical Engr | Mechanical Engineering | 104,080.00 | 115,193.00 | 9-month | 10.68% |
| Woods,Douglas B. | Assoc Prof, Business Mngt Tech | Business & Office Tech-Wayne | 69,979.00 | 71,399.00 | 9-month | 2.03% |
| Wyszynski,Matthew | Professor, Modern Languages | Modern Languages | 75,619.00 | 77,150.00 | 9-month | 2.02% |
| Xi,Juan | Asst Prof, Sociology | Sociology | 69,763.00 | 71,172.00 | 9-month | 2.02% |
| Ye,Jun | Asst Prof, Statistics | Statistics | 74,000.00 | 75,470.00 | 9-month | 1.99% |
| Yi,Ping | Prof, Civil Engineering | Civil Engineering | 102,511.00 | 104,609.00 | 9-month | 2.05% |
| Ying,Hui-Chu | Prof, Art | Art | 78,023.00 | 79,556.00 | 9-month | 1.96% |
| Yoder,Janice D. | Prof, Psychology | Psychology | 114,200.00 | 116,457.00 | 9-month | 1.98% |
| Young,Gerald W. | Prof, Mathematics | Mathematics | 140,405.00 | 143,061.00 | 9-month | 1.89% |
| Young,Jennifer J. | College Lecturer, English | English | 40,365.00 | 41,263.00 | 9-month | 2.22% |
| Young,Rita K. | Sr Instr, Nursing | Nursing | 54,206.00 | 55,363.00 | 9-month | 2.13% |
| Young,Susan M. | Sr Coll Lect, Mathematics | Mathematics | 48,464.00 | 49,500.00 | 9-month | 2.14% |
| Youngs,Wiley J. | Dist Prof, Chemistry | Chemistry | 128,231.00 | 130,741.00 | 9-month | 1.96% |
| Yu,Bing | Asst Prof, Biomed Engr | Biomedical Engineering | 82,000.00 | 83,668.00 | 9-month | 2.03% |
| Yun,GunJin | Asst Prof, Civil Engineering | Civil Engineering | 70,727.00 | 78,220.00 | 9-month | 10.59% |
| Yun,Yang Hyun | Assoc Prof, Biomedical Engr | Biomedical Engineering | 98,250.00 | 100,099.00 | 9-month | 1.88% |
| Zentall,Shannon | Asst Prof, Fam & Cons Sci | Family & Cons Sciences | 55,000.00 | 56,159.00 | 9-month | 2.11% |
| Zhang,Ge | Asst Prof, Biomedical Engr | Biomedical Engineering | 81,827.00 | 83,445.00 | 9-month | 1.98% |
| Zhang,Lan | Asst Prof, Civil Engineering | Civil Engineering | 74,104.00 | 75,488.00 | 9-month | 1.87% |
| Zhang,Wei | Asst Prof, English | English | 54,530.00 | 55,655.00 | 9-month | 2.06% |
| Zhao,Baomei | Assoc Prof, Social Work | Social Work | 63,188.00 | 64,374.00 | 9-month | 1.88% |
| Zhao,Gang | Assoc Prof, History | History | 63,587.00 | 64,903.00 | 9-month | 2.07% |
| Zhe,Jiang John | Professor, Mechanical Engr | Mechanical Engineering | 107,034.00 | 109,200.00 | 9-month | 2.02% |
| Zheng,Jie | Assoc Prof, Chem & Biomol Engr | Chemical & Biomolecular Engr | 105,000.00 | 107,178.00 | 9-month | 2.07% |
| Zhu,Yu | Asst Prof, Polymer Science | Polymer Science | 90,000.00 | 91,961.00 | 9-month | 2.18% |
| Ziegler,Christopher J. | Prof, Chemistry | Chemistry | 98,502.00 | 100,537.00 | 9-month | 2.07% |

The University of Akron
Non-Bargaining Faculty 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|---------------------------|--------------------------------|----------------------------|---|--------------------------------|-------------------|-----------|
| Adamowicz-Hariasz, Maria | Assoc Prof, Modern Languages | Modern Languages | 70,079 | 71,499 | 9-month | 2.03% |
| Anderson, Lloyd C. | Prof, Law | Law - Instruction | 151,593 | 153,867 | 9-month | 1.50% |
| Ash, Steven R. | Professor, Management | Management | 139,235 | 151,020 | 12-month | 8.46% |
| Baker, David B. | MCM Ex Dir Ctr for Am Psych | Psychology Archives | 162,331 | 165,577 | 12-month | 2.00% |
| Baker, William E. | Prof, Marketing | Marketing | 161,258 | 164,483 | 12-month | 2.00% |
| Barnes, Gail Kristen | Asst Prof, Law | Law - Instruction | 96,453 | 98,382 | 9-month | 2.00% |
| Baumgartner, Samuel P. | Professor, Law | Law - Instruction | 132,062 | 134,703 | 9-month | 2.00% |
| Belsky, Martin H. | Randolph Baxter Prof, Law | Law Instruction | 212,753 | 217,008 | 9-month | 2.00% |
| Binienda, Wieslaw K. | Prof, Civil Engineering | Civil Engineering | 163,119 | 166,381 | 12-month | 2.00% |
| Calderon, Thomas G. | Prof, Accounting | Accountancy | 214,097 | 218,379 | 12-month | 2.00% |
| Calvo, Kim C. | Assoc Dean, Arts & Sciences | A&S Dean's Office | 136,268 | 139,068 | 12-month | 2.05% |
| Calzonetti, Jo Ann | Prof, Bibliography | UL Science & Technology | 94,640 | 96,532 | 12-month | 2.00% |
| Chernikova, Irina A. | Prof, Tech Mathematics | Associate Studies | 91,540 | 93,371 | 12-month | 2.00% |
| Cohen, Richard C. | Assoc Prof, Law | Law - Instruction | 110,254 | 111,908 | 9-month | 1.50% |
| Cole, Dana | Assoc Prof, Law | Law - Instruction | 102,557 | 104,608 | 9-month | 2.00% |
| Cravens, Sarah M.R. | Assoc Prof, Law | Law - Instruction | 112,793 | 115,049 | 9-month | 2.00% |
| Damson, Enoch E. | Prof, Computer Info Sys | Business Technology | 95,000 | 96,900 | 12-month | 2.00% |
| Davis, Brian L. | Professor, Biomed Engr | Biomedical Engineering | 166,650 | 169,983 | 12-month | 2.00% |
| De Abreu-Garcia, Jose A | Prof, Elect & Comp Engr | Electrical & Computer Engr | 146,523 | 149,453 | 12-month | 2.00% |
| DeChambeau, Aimee L. | Assoc Prof, Bibliography | UL Electronic Services | 82,400 | 84,048 | 12-month | 2.00% |
| Dessin, Carolyn L. | Prof, Law | Law - Instruction | 126,513 | 129,285 | 9-month | 2.19% |
| Divoky, James J. | Assoc Dean, CBA | CBA Dean's Office | 186,001 | 189,721 | 12-month | 2.00% |
| Doll, Gary L. | Dir, Timken Eng Surf&End Chair | Engineering Dean's Office | 164,800 | 168,096 | 12-month | 2.00% |
| Fisher, Elaine M. | Prof, Nursing | Nursing | 115,307 | 117,107 | 12-month | 1.56% |
| Fleischer, S. Victor | Assoc Prof, Bibliography | UL Archival Services | 74,978 | 76,477 | 12-month | 2.00% |
| Foster, Mark D. | Assoc Dean, Prog, Pol & Eng | Polymer Science | 207,849 | 212,490 | 12-month | 2.23% |
| Genetin, Bernadette Bolas | Assoc Prof, Law | Law - Instruction | 114,151 | 116,676 | 9-month | 2.21% |
| Gibson, Willa E. | Prof, Law | Law - Instruction | 133,015 | 135,675 | 9-month | 2.00% |
| Gibson-Lee, Rebecca | Prof, Medical Asst Tech | Allied Health Technology | 94,483 | 96,373 | 12-month | 2.00% |
| Gilpatric, Lawrence | Prof, Hospitality Mngt | Business Technology | 90,413 | 92,221 | 9-month | 2.00% |
| Graham, Elizabeth E. | Prof, Communication | Communication | 120,236 | 122,736 | 12-month | 2.08% |
| Green, John C. | Dir RC Bliss Inst of Appl Pol | A&S Dean's Office | 149,642 | 152,842 | 12-month | 2.14% |
| Gujrati, Purushottam D. | Prof, Physics | Physics | 115,248 | 117,648 | 9-month | 2.08% |
| Gunn, Virginia L. | Prof, Family & Consumer Sci | Family & Cons Sciences | 131,919 | 134,619 | 12-month | 2.05% |
| Hanlon, Susan C. | Assistant Dean, CBA | CBA Dean's Office | 145,200 | 148,104 | 12-month | 2.00% |

The University of Akron
Non-Bargaining Faculty 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|---------------------------|--------------------------------|-------------------------------|---|--------------------------------|-------------------|-----------|
| Hauser, William Joseph | Int Asst Dean & Dir, Grad Prog | CBA Dean's Office | 138,583 | 141,355 | 12-month | 2.00% |
| Hudak, Sandra L. | Assoc Prof, Nutri & Dietetics | Nutrition & Dietetics | 83,460 | 85,160 | 12-month | 2.04% |
| Huff, Robert J. | Prof, Art | Art | 103,947 | 106,047 | 12-month | 2.02% |
| Huhn, Wilson R. | Prof, Law | Law - Instruction | 160,564 | 164,017 | 9-month | 2.15% |
| Jordan III, William S. | Assoc Dean, Law | Law Dean's Office | 177,040 | 180,822 | 12-month | 2.14% |
| Jordan, Karin B. | Prof, Education | Counseling | 124,102 | 127,123 | 12-month | 2.43% |
| Karim, Alamgir | Assoc Dean, Research | Polymers Dean's Office | 207,217 | 211,361 | 9-month | 2.00% |
| Kruse, Sharon D. | Prof, Education | Educ Found & Leadership | 157,722 | 161,554 | 12-month | 2.43% |
| Lavoie, Richard L. | Professor, Law | Law - Instruction | 121,060 | 123,723 | 9-month | 2.20% |
| Lee, Brant T. | Professor, Law | Law - Instruction | 121,130 | 123,553 | 9-month | 2.00% |
| Lee, Matthew T. | Professor, Sociology | Sociology | 105,900 | 108,400 | 12-month | 2.36% |
| Levy, Paul E. | Prof, Psychology | Psychology | 140,740 | 143,590 | 12-month | 2.03% |
| Lyons Jr, William T. | Acting Asst Dean, F & E/OO | A&S Dean's Office | 102,000 | 103,200 | 12-month | 1.18% |
| Mahajan, Ajay Mohan | Assoc Dean, Research | Engineering Dean's Office | 180,000 | 183,600 | 12-month | 2.00% |
| McBurney, Molly | Asst Prof, Legal Writing | Law - Instruction | 78,921 | 80,499 | 9-month | 2.00% |
| McCarragher, Timothy M. | Assoc Prof, Social Work | Social Work | 96,376 | 98,421 | 12-month | 2.12% |
| Menzemer, Craig C. | Assoc Dean, Grad Studies & Adm | Engineering Dean's Office | 156,782 | 159,918 | 12-month | 2.00% |
| Mitzel, Annette R. | Dir, Cntr for Nrsng Clin | Nursing | 80,635 | 82,635 | 12-month | 2.48% |
| Morath, Sarah J. | Asst Prof, Legal Writing | Law - Instruction | 79,997 | 81,839 | 9-month | 2.30% |
| Moritz, E. Stewart | Assoc Prof, Law | Law - Instruction | 101,768 | 103,295 | 9-month | 1.50% |
| Nelson, Michael A. | Prof, Economics | Economics | 132,018 | 134,718 | 9-month | 2.05% |
| Newman, Alan | Prof, Law | Law - Instruction | 128,791 | 131,367 | 9-month | 2.00% |
| Norfolk, Timothy S. | Prof, Mathematics | Mathematics | 140,815 | 145,050 | 12-month | 3.01% |
| Oddi, A. Samuel | Prof, Law | Law - Instruction | 168,162 | 170,684 | 9-month | 1.50% |
| Olson, Susan J. | Assoc Dean, Education | Education Dean's Office | 142,832 | 146,312 | 12-month | 2.44% |
| Padfield, Stefan | Professor, Law | Law - Instruction | 105,369 | 116,476 | 9-month | 10.54% |
| Pinheiro, Victor E. | Professor, Phys & Health Educ | Sport Science & Wellness Educ | 107,229 | 118,849 | 12-month | 10.84% |
| Pugh, Coleen | Prof, Polymer Science | Polymer Science | 166,260 | 169,585 | 12-month | 2.00% |
| Ramsier, Rex D. | Vice Provost, Acad Prog & Ops | Office of Academic Affairs | 180,000 | 183,600 | 12-month | 2.00% |
| Rich, William D. | Assoc Prof, Law | Law - Instruction | 93,361 | 95,228 | 9-month | 2.00% |
| Robbins, Kalyani | Assoc Prof, Law | Law - Instruction | 103,094 | 105,397 | 9-month | 2.23% |
| Ross-Alaolmolki, Kathleen | Assoc Dean, Academics | Health Professions Dean's Off | 126,486 | 128,986 | 12-month | 1.98% |
| Sahl, Joann Marie | Asst Clinical Prof, Law | Law - Instruction | 86,705 | 88,681 | 9-month | 2.28% |
| Sahl, John P. | Prof, Law | Law - Instruction | 114,354 | 116,641 | 9-month | 2.00% |
| Sakezles, Priscilla K. | Prof, Philosophy | Philosophy | 105,370 | 107,570 | 12-month | 2% |

The University of Akron
Non-Bargaining Faculty 2013-14 Rates of Compensation

| Name | Title | Department | 2013-14 Contract Rate Prior to Increase | Final 2013-14 Contract Rate | Contract Basis | % of Incr |
|--------------------------|--------------------------------|-----------------------------|---|--------------------------------|-------------------|-----------|
| Salem, Joseph A. | Assoc Prof, Bibliography | UL Research & Learning Svcs | 88,580 | 90,353 | 12-month | 2.00% |
| Samuels, Jeffrey M. | David L. Brennan Prof, Law | Law - Instruction | 176,782 | 180,318 | 9-month | 2.00% |
| Sapienza, Neil B. | Assoc Dean, Fine Arts | A&S Dean's Office | 136,990 | 138,390 | 12-month | 1.02% |
| Savery, John R. | Dir, Instructional Services | Instructional Services | 118,205 | 120,569 | 12-month | 2.00% |
| Shaver, Elizabeth A. | Asst Prof, Legal Writing | Law - Instruction | 82,800 | 84,456 | 9-month | 2.00% |
| Shott, Michael | Prof, Archaeology | Anthropology & Classical St | 129,033 | 131,633 | 12-month | 2.01% |
| Shubat, Larry C. | Prof, Survey & Map Tech | Engineering & Science Tech | 105,120 | 107,222 | 12-month | 2.00% |
| Spiker, Julia A. | Professor, Communication | Communication | 72,614 | 74,066 | 9-month | 2.00% |
| Spring, Gary W. | Assoc Clinical Prof, Law | Law - Instruction | 81,351 | 82,978 | 9-month | 2.00% |
| Steiner, Richard P. | Prof, Statistics | Statistics | 100,504 | 102,604 | 9-month | 2.09% |
| Stokes, Nancy L. | Special Asst to Ofc of AcadAff | Office of Academic Affairs | 121,357 | 123,785 | 12-month | 2.00% |
| Strong, Richard R. | Asst Prof, Legal Writing | Law - Instruction | 82,800 | 84,456 | 9-month | 2.00% |
| Subich, Linda M. | Assoc Dean, Arts & Sciences | A&S Dean's Office | 143,429 | 146,429 | 12-month | 2.09% |
| Taschner, Michael J. | Prof, Chemistry | Chemistry | 117,416 | 120,016 | 9-month | 2.21% |
| Tausig, Mark B. | Assoc Dean, Graduate School | Graduate School | 127,816 | 130,372 | 12-month | 2.00% |
| Thelin, William | Prof, English | English | 109,624 | 111,824 | 12-month | 2.01% |
| Thomas, Tracy A. | Prof, Law | Law - Instruction | 137,532 | 140,524 | 9-month | 2.18% |
| Thomson, James B. | Prof, Finance | Finance | 181,800 | 185,436 | 12-month | 2.00% |
| Turner, Monte E. | Prof, Biology | Biology | 136,174 | 138,974 | 12-month | 2.06% |
| Usher, Ann L. | Prof, Music | Music | 101,133 | 103,533 | 12-month | 2.37% |
| Vacca, Ryan Gabriel | Assoc Prof, Law | Law - Instruction | 99,632 | 107,866 | 9-month | 8.26% |
| Van Tassel, Katharine A. | Professor, Law | Law - Instruction | 125,000 | 127,742 | 9-month | 2.19% |
| Visco Jr, Donald P. | Assoc Dean, UG Studies | Engineering Dean's Office | 148,843 | 151,820 | 12-month | 2.00% |
| Wainwright, A. Martin | Prof, History | History | 110,552 | 112,852 | 12-month | 2.08% |
| Wallace, Patricia A. | Prof, Early Childhood Dev | Public Service Technology | 112,843 | 115,100 | 12-month | 2.00% |
| Weiss, Robert A. | Prof, Polymer Engineering | Polymer Engineering | 242,034 | 246,391 | 12-month | 1.80% |
| Wrice, Sheldon B. | Assoc Dean, Interdisc & Div | A&S Dean's Office | 118,000 | 119,500 | 12-month | 1.27% |
| Xiao, Yingcai | Assoc Prof, Computer Science | Computer Science | 105,531 | 108,031 | 9-month | 2.37% |
| Zanetta, Maria A. | Prof, Modern Languages | Modern Languages | 87,274 | 87,924 | 9-month | 0.74% |
| Zipp, John F. | Sr Assoc Dean, Arts & Sci | A&S Dean's Office | 167,087 | 170,587 | 12-month | 2.09% |

Guide to Terminology Used in Personnel Reports

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

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

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



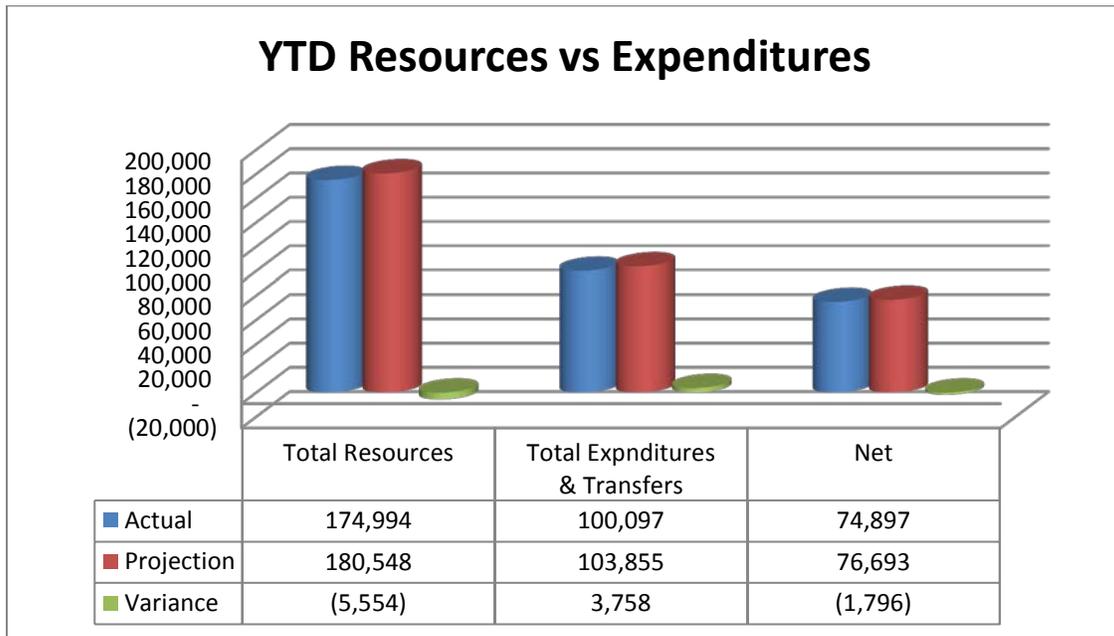
December 11, 2013

SUBJECT: Quarterly Financial Report for July through September 2013

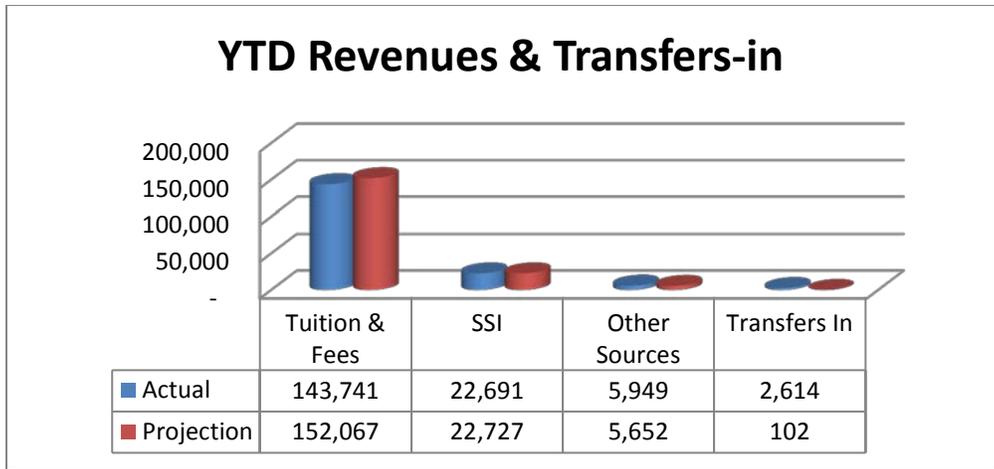
ACTION SUMMARY

The comparisons below are based on the original budget approved by the Board at its June 19 meeting. The comparisons will be adjusted to the revised budget approved at the October 16 meeting for the second quarter analysis.

The FY14 year-to-date revenues and transfers-in trail expenditures and transfers-out by \$1.8 million (2.3%) relative to the original budget projection. Total revenues, including transfers-in, are falling short of the budget estimate by \$5.6 million (3.1%). For the same period total year-to-date expenditures, including transfers-out, are below the budget estimate by \$3.8 million (3.6%).

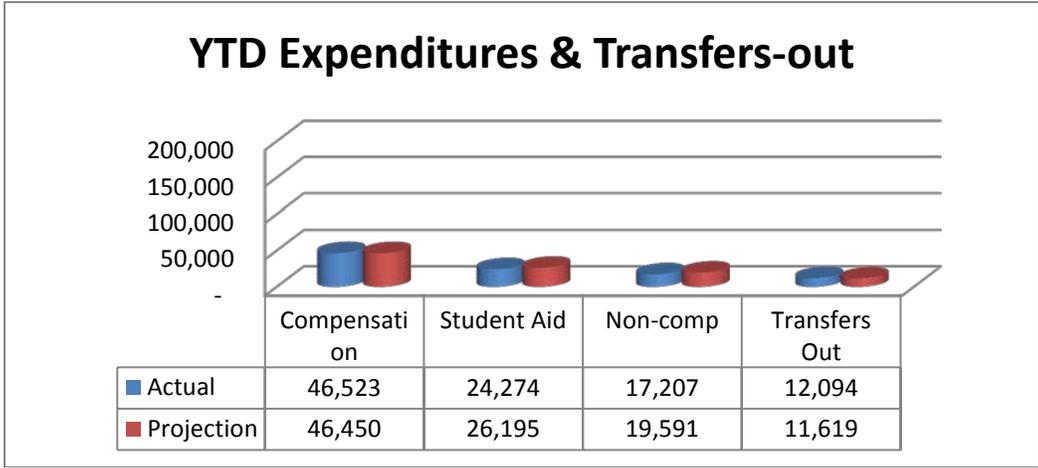


The year-to-date shortfall in tuition and fees is \$8.3 million (5.5%) relative to original budget. Enrollment is trailing last year by over 6%; the shortfall in tuition revenue is consistent with that. Other sources are \$0.3 million above estimate (0.9%).



Overall, total expenditures are less than the year-to-date budget projections. Total Compensation is \$0.1 million (0.2%) over the year-to-date estimate. The revised budget approved in October will assume decreased spending in compensation. However, personnel changes will be implemented throughout the year which will reduce the full impact of savings within FY14.

Supplies & Services is \$2.0 million (14.2%) below estimate. “Other” expenses is also well below estimate at \$2.2 million (33.3%). Utilities expense continues to track below estimate by \$0.3 million (16.3%) due to lower utilization of energy resulting from mild weather conditions and conservative budgeting. Student Aid is \$1.9 million (7.3%) below year-to-date estimate, which may in part be due to timing of awards. The one expense area with a significant negative variance is the “Reduction Holder” line. Not all reductions to the original FY 14 budget have been implemented. Therefore a negative balance is reflected in the Statement that should decline as the year progresses.



Year-to-date combined Auxiliary resources (including transfers-in) were \$25.3 million; combined expenditures were \$27.1 million. The actual negative variance of \$1.8 million exceeds the projected negative variance of \$1.4 million. Residence Life and Housing continues to be negatively impacted by enrollment decline. The starting fund balance of \$943,000 is just enough to cover the first quarter unfavorable variance of \$894,600.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -13

Acceptance of the Quarterly Financial Report for July through September 2013

BE IT RESOLVED, that the recommendation presented by the Finance & Administration Committee on December 11, 2013, accepting the Quarterly Financial Report for July through September 2013, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 11, 2013

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 2

QUARTERLY FINANCIAL REPORT FOR JULY-SEPTEMBER 2013

EXPENDITURES BY EXPENSE POOL

THE UNIVERSITY OF AKRON - Akron Campus
Statement of Unrestricted Current Fund - BY EXPENSE POOL (\$'s in thousands)
July 1, 2013 to September 30, 2013

| | YEAR-TO-DATE SEPTEMBER | | | | | | |
|---|------------------------|----------------------|----------------------------|---------------------|--------------|----------------------|------------------------|
| | Sept. 2012 Actual | Sept. 2013 Actual | Sept. 2013 Orig. Budget | YTD Variance | | FY14 Orig. Budget | Carryover From FY13 |
| RESOURCES | | | | | | | |
| Revenues: | | | | | | | |
| Tuition and Fees: | | | | | | | |
| Undergraduate Tuition & Fees | \$ 102,640.0 | \$ 96,672.0 | \$ 104,503.8 | \$ (7,831.8) | | \$ 184,310.0 | \$ 0.0 |
| Graduate Tuition & Fees | 25,101.5 | 25,721.6 | 25,723.4 | (1.8) | | 43,087.8 | 0.0 |
| Non-resident Surcharge | 7,617.7 | 7,554.1 | 7,462.5 | 91.6 | | 12,500.0 | 0.0 |
| Other Student Fees ¹ | 13,649.9 | 13,793.0 | 14,377.3 | (584.2) | | 25,812.0 | 0.0 |
| Total Tuition and Fees | \$ 149,009.2 | \$ 143,740.8 | \$ 152,067.0 | \$ (8,326.2) | -5.5% | \$ 265,709.8 | \$ 0.0 |
| State Appropriations | \$ 22,772.4 | \$ 22,690.5 | \$ 22,727.3 | \$ (36.7) | -0.2% | \$ 90,909.1 | \$ 0.0 |
| Other Sources: | | | | | | | |
| Earnings on Investments | \$ 561.2 | \$ 995.6 | \$ 802.3 | \$ 193.4 | | \$ 3,209.0 | \$ 0.0 |
| Departmental Sales & Services | 3,938.8 | 3,221.9 | 3,589.0 | (367.1) | | 12,505.2 | 0.0 |
| Workforce Dev./Cont. Ed. | 161.8 | 149.8 | 169.6 | (19.7) | | 540.0 | 0.0 |
| Indirect Cost | 1,261.1 | 1,438.3 | 1,079.7 | 358.6 | | 4,575.0 | 0.0 |
| Miscellaneous | (13.8) | 83.3 | (43.4) | 126.7 | | 1,550.0 | 0.0 |
| Total Other Sources | \$ 5,909.1 | \$ 5,889.0 | \$ 5,597.1 | \$ 291.9 | 5.2% | \$ 22,379.2 | \$ 0.0 |
| Endowment | \$ 57.2 | \$ 59.7 | \$ 55.0 | \$ 4.7 | 8.5% | \$ 220.0 | \$ 0.0 |
| Total Revenues | \$ 177,747.9 | \$ 172,379.9 | \$ 180,446.4 | \$ (8,066.4) | -4.5% | \$ 379,218.1 | \$ 0.0 |
| Transfers-In | \$ 4,190.7 | \$ 2,614.4 | \$ 101.6 | \$ 2,512.8 | 2472.8% | \$ 406.5 | \$ 52,505.3 |
| Total Resources Available | \$ 181,938.6 | \$ 174,994.4 | \$ 180,548.0 | \$ (5,553.6) | -3.1% | \$ 379,624.6 | \$ 52,505.3 |
| EXPENDITURES & TRANSFERS-OUT | | | | | | | |
| E & G Expenses by Pool | | | | | | | |
| Payroll | \$ 33,441.5 | \$ 32,922.6 | \$ 32,603.0 | \$ (319.6) | | \$ 162,204.2 | \$ 3,336.0 |
| Sick leave accrual | 0.0 | 0.0 | 0.0 | 0.0 | | 0.0 | 0.0 |
| Fringe Benefits | 13,637.6 | 13,599.9 | 13,847.3 | 247.4 | | 54,949.5 | 882.2 |
| Subtotal Compensation | \$ 47,079.1 | \$ 46,522.5 | \$ 46,450.3 | \$ (72.2) | -0.2% | \$ 217,153.8 | \$ 4,218.2 |
| Student assistants | \$ 743.2 | \$ 643.2 | \$ 652.0 | \$ 8.8 | | \$ 3,524.5 | \$ 472.4 |
| Supplies & services | 14,677.6 | 11,932.6 | 13,899.5 | 1,966.9 | | 55,597.8 | 35,226.0 |
| Utilities | 1,412.6 | 1,302.1 | 1,555.1 | 253.0 | | 10,724.9 | 0.0 |
| Communications | 574.7 | 876.6 | 315.0 | (561.6) | | 1,740.1 | 962.8 |
| Travel | 664.1 | 604.7 | 406.9 | (197.8) | | 2,591.9 | 1,261.3 |
| Student aid | 25,668.8 | 24,274.2 | 26,195.0 | 1,920.9 | | 48,060.1 | 748.0 |
| Chargeback | (1,882.6) | (1,642.6) | (1,927.6) | (285.0) | | (7,710.4) | (1,054.7) |
| Plant fund & reduction holder | 207.0 | 247.9 | (1,169.0) | (1,416.9) | | (4,675.9) | 6,440.7 |
| Indirect cost | (839.6) | (1,166.3) | (748.9) | 417.4 | | (2,995.7) | 0.0 |
| Other (equip, library books, etc) | 6,153.6 | 4,408.7 | 6,607.9 | 2,199.3 | | 7,377.6 | 3,910.9 |
| Subtotal Non-compensation | \$ 47,379.6 | \$ 41,481.0 | \$ 45,786.0 | \$ 4,305.0 | 9.4% | \$ 114,234.9 | \$ 47,967.3 |
| Total Educational & General | \$ 94,458.6 | \$ 88,003.5 | \$ 92,236.3 | \$ 4,232.8 | 4.6% | \$ 331,388.7 | \$ 52,185.5 |
| Transfers-Out: | | | | | | | |
| Mandatory | \$ 2,485.3 | \$ 2,291.5 | \$ 2,291.5 | \$ 0.0 | | \$ 7,597.8 | \$ 0.0 |
| Non-Mandatory | 9,280.7 | 9,802.3 | 9,327.3 | (475.0) | | 40,638.1 | 320.0 |
| Total Transfers-Out | \$ 11,766.0 | \$ 12,093.8 | \$ 11,618.8 | \$ (475.0) | -4.1% | \$ 48,235.9 | \$ 320.0 |
| Total Expend.& Transfers-Out | \$ 106,224.7 | \$ 100,097.3 | \$ 103,855.1 | \$ 3,757.8 | 3.6% | \$ 379,624.5 | \$ 52,505.5 |
| NET CHANGE IN FUND BALANCE | \$ 75,713.9 | \$ 74,897.1 | \$ 76,692.9 | \$ (1,795.8) | | \$ 0.0 | \$ (0.2) |
| PLUS Transfers-in for Dept'l Carryovers | \$ 13,237.4 | \$ 12,516.6 | \$ 0.0 | \$ 12,516.6 | | | |
| Minus transfers-out for carryover reserve | 0.0 | 0.0 | 0.0 | 0.0 | | | |
| Ending balances | \$ 88,951.3 | \$ 87,413.7 | \$ 76,692.9 | \$ 10,720.8 | | | |

¹ Major categories of "Other Student Fees" include Course Fees, Information Technology Fees and Facility Fees

² For details of transfers-in and transfers-out see attached

EXPENDITURES BY EXPENSE POOL

THE UNIVERSITY OF AKRON - Akron Campus
Statement of Unrestricted Current Fund
Detail of Transfer-In and Transfer-Out

| | <u>Sept. 2012 Actual</u> | <u>Sept. 2013 Actual</u> | <u>Sept. 2013 Orig. Budget</u> | <u>YTD Variance</u> | | <u>FY14 Orig. Budget</u> | <u>Carryover From FY13</u> |
|---|------------------------------|------------------------------|------------------------------------|--------------------------|----------------|------------------------------|--------------------------------|
| TRANSFER DETAIL | | | | | | | |
| <u>Transfers-In</u> | | | | | | | |
| <u>Carryovers and Reallocations:</u> | | | | | | | |
| Departmental Carryovers | \$ 0.0 | \$ 0.0 | 0.0 | \$ 0.0 | | 0.0 | \$ 50,066.4 |
| Reserve for Encumbrances | 3,933.7 | 2,438.9 | 0.0 | 2,438.9 | | 0.0 | 2,438.9 |
| Departmental Sales | 114.7 | 73.9 | 0.0 | 73.9 | | 0.0 | 0.0 |
| <u>Budgeted Transfers-In:</u> | | | | | | | |
| D/S 2012 refunded savings | 142.2 | 101.6 | 101.6 | 0.0 | | 406.5 | 0.0 |
| Total Transfers-In | \$ <u>4,190.7</u> | \$ <u>2,614.4</u> | \$ <u>101.6</u> | \$ <u>2,512.8</u> | 2472.8% | \$ <u>406.5</u> | \$ <u>52,505.3</u> |
| <u>Transfers-Out</u> | | | | | | | |
| Auxiliary Enterprises | \$ 9,019.5 | \$ 9,045.8 | \$ 9,045.8 | \$ 0.0 | | \$ 35,386.5 | \$ 320.0 |
| Plant Funds | 250.0 | 250.0 | 250.0 | 0.0 | | 1,000.0 | 0.0 |
| Additional Plant Projects | 11.2 | 506.6 | 406.6 | (100.0) | | 1,626.2 | 0.0 |
| Bonded Debt Repayment | 1,817.6 | 1,745.6 | 1,370.6 | (375.0) | | 5,482.4 | 0.0 |
| Res for Changing Enrollment | 0.0 | 0.0 | 0.0 | 0.0 | | 4,073.1 | 0.0 |
| Cap Comp/Line of Credit | 667.7 | 545.9 | 545.9 | 0.0 | | 667.7 | 0.0 |
| Total Transfers-Out | \$ <u>11,766.0</u> | \$ <u>12,093.8</u> | \$ <u>11,618.8</u> | \$ <u>(475.0)</u> | -4.1% | \$ <u>48,235.9</u> | \$ <u>320.0</u> |

THE UNIVERSITY OF AKRON
Unrestricted Current Fund Revenues – Akron Campus
Three-Month Period Ended 9/30/13

RESOURCES

Tuition & Fees – First quarter Tuition and General Fee revenues were less than budgeted as credit hour production fell short of planned levels by 8.6% in summer and 6.5% in the fall. Overall, first-quarter student revenues were short of budget by \$8.3 million, or 5.5%.

State Appropriations – Year-to-date receipts of the State Share of Instruction (SSI) came in just shy (-\$36,700, or -0.2%) of the three-month budget.

Departmental Sales and Workforce Development – Revenues in the sales and service areas and Workforce Development were less than budget by \$0.4 million. This variance (-10.3%) is the net result of about 170 revenue-generating operations. By the end of the first quarter the English Language Institute had collected \$1.0 million, about 59% of the annual budget. However this positive result was more than offset by the areas that didn't meet planned revenues.

Indirect Cost Recovery – These revenues were 33.2% greater than budgeted through the end of the third month. The receipts, which relate to externally funded grant activity, are based on the related spending and vary greatly from period to period. A portion of these funds is distributed to offset indirect costs resulting from research activity and the related overhead. As overhead functions face budget reductions, appropriate operating costs are being shifted to these increasing resources.

Earnings from Investments and Endowments – The year-to-date accumulated earnings from investments and endowments exceeded the budget by nearly \$0.2 million, or 23.1%. The annual budget was increased by \$1.0 million and it appears that we are on trend to meet the goal.

Miscellaneous Income – The annual budget of \$1,050,000 relates to any income source that is not included in the above-referenced categories. The first quarter miscellaneous revenue of \$0.08 million is largely from rental income from the Quaker Square retail spaces of \$54,300, and \$70,100 in support of the Confucius Institute (from the China Ministry of Education). Other revenues from miscellaneous sources are minimal and the overall receipts are partially offset with the write-off of nearly \$52,000 of receivables.

Transfers-in – Transfers-in of \$2.4 million covered open purchase orders from FY13. Institutional departmental carryover from FY13 was \$52.5 million.

Total Resources – In total, the first quarter net available resources fell short of the budget by nearly \$5.6 million.

EXPENDITURES BY TYPE

Compensation – Overall compensation expenses were in line with the budget. The budget will be adjusted in future reports to reflect the October BOT-approved FY14 revised budget. This category will reflect significant budget reductions.

Student Assistants – The payments of \$0.7 million to students employed on campus were also in line with the original budget.

Supplies and Services - The budget of \$13.9 million was more than sufficient to support the first quarter spending of \$11.9 million for supplies and services. With the exception of student aid, this is the largest category of non-compensation expenses and primarily includes office supplies, computers and peripherals, and contracted services. The campus community was cognizant of the fiscal concerns related to less-than-anticipated enrollment outcomes, and this was reflected in spending results.

Utilities – Mild weather was a significant factor in the favorable utility variance. As of the end of September, spending for utilities was \$0.25 million less than expected.

Communications – Communications expenses range from phones to postage and in the first quarter of FY14 these expenses exceeded the budget by \$0.6 million, or 178%. This variance is primarily due to timing of significant IT expenses for the CISCO academy and the payment to Ohio State University for the OARnet membership fee and internet bandwidth charges.

Travel and Entertainment – While expenses for travel and entertainment exceeded the original budget by about \$0.2 million, they were about 9% lower than in FY13. This \$2.6 million category includes travel as well as hospitality and efforts have been mildly successful at limiting these types of expenses.

Student Aid – Preliminary fall scholarship spending is less than anticipated by \$1.9 million, or 7.3%. A more thorough analysis will be done when all expenses for the fall term are accounted for.

Transfers-Out – Mandatory transfers-out reflect debt obligations and non-mandatory transfers reflect support to auxiliaries as well as transfers to retire internal debt, facility fee set-aside, and plant funds. To date, these expenses are slightly (4.1%) greater than expected.

THE UNIVERSITY OF AKRON
Unrestricted Current Fund Revenues – Akron Campus
Three-Month Period Ended 9/30/13

EXPENDITURES BY FUNCTION

Introduction: The expenses in each of the functional categories are compared to the original FY14 budget. Through three months of FY14, total functional expenditures were \$4.2 million less than budgeted.

Instruction – All expenses in this category reflect the direct cost of providing instruction to the students. These expenses are primarily compensation at 92% of the total. Expenses within this function were less than budgeted by \$5.4 million, or 18.2%. This variance is largely due to the fact that various reserves are budgeted within this function and then distributed to other functions throughout the fiscal year. Examples are the course fee budget, technology fee budget, start-up funds, merit pool, etc.

Research – Through September, the activity in Research reflects an unfavorable spending variance of \$2.2 million, or -119.9%. This is partially offset by the positive variance in indirect cost revenue. Expenses in the function include start-ups, indirect cost, testing operations and administrative and operational costs associated with research activities.

Public Service – Activity in this function was slightly less than the original budget as first quarter results reflect a favorable variance of \$0.1 million, or 4.7%. Workforce development and departmental sales operations are a significant component of this function and less-than-anticipated revenues are partially offset by related favorable expense variances.

Academic Support – Spending in the Academic Support areas was greater than budget by 17.2%, or \$1.4 million. While library-related expenses exceeded the base budget by \$1.0 million, the remaining academic support operations were also greater than the base budget by \$0.4 million.

Student Services – Year-to-date spending was 15% less than the original budget. This is primarily attributed to the budget for the revenue share related to off-campus instruction. Throughout the year, the funds are dispersed in support of outreach programming.

Institutional Support - Expenses of \$16.9 million exceeded the budgeted \$15.3 million. This unfavorable variance of \$1.6 million, or 10.8%, includes the new pooled fringe benefit results. FY14 is the first year using the pooled rate and at year end the rates will be adjusted if necessary.

Plant Operation & Maintenance – Activity in this function was less than the original budget by \$1.3 million, or 23.6%. Favorable utility spending is partially offset by overtime and chargeback unfavorable results.

Scholarships – The Scholarship function includes student aid as well as costs of administering certain programs such as Choose Ohio First and Success and Achieve. Preliminary expenses related to summer and fall scholarship activity are less than budget by \$2.2 million or 8%.

| FY14 - AKRON E&G EXPENDITURES (\$ in thousands) | SEPTEMBER | | Variance | |
|--|-------------------|-------------------|------------------|-------------|
| | ACTUAL | Original Budget | | |
| Instruction | \$24,105.9 | \$29,481.2 | \$5,375.4 | 18.2% |
| Research | 3,964.5 | 1,803.1 | (2,161.4) | -119.9% |
| Public Service | 1,511.2 | 1,586.3 | 75.2 | 4.7% |
| Academic Support | 9,438.8 | 8,053.5 | (1,385.3) | -17.2% |
| Student Services | 2,768.3 | 3,256.6 | 488.2 | 15.0% |
| Institutional Support | 16,933.6 | 15,284.7 | (1,648.9) | -10.8% |
| Plant Operation & Maintenance | 4,273.7 | 5,596.1 | 1,322.4 | 23.6% |
| Scholarships | 25,007.5 | 27,174.7 | 2,167.1 | 8.0% |
| Total | \$88,003.5 | \$92,236.3 | \$4,232.8 | 4.6% |

THE UNIVERSITY OF AKRON-WAYNE COLLEGE
Statement of Unrestricted Current Fund - BY EXPENSE POOL (\$'s in thousands)
July 1, 2013 to September 30, 2013

YEAR-TO-DATE SEPTEMBER

| RESOURCES | September 2012 Actual | September 2013 Actual | September 2013 Orig. Budget | YTD Variance | | FY14 Orig. Budget | Carryover From FY13 |
|---|--------------------------|--------------------------|--------------------------------|-------------------|---------------|----------------------|------------------------|
| REVENUES | | | | | | | |
| Tuition and Fees: | | | | | | | |
| Undergraduate Tuition & Fees | \$ 5,025.3 | \$ 4,756.1 | \$ 5,023.5 | \$ (267.4) | | \$ 9,040.0 | \$ 0.0 |
| Non-resident Surcharge | 35.9 | 23.6 | 35.3 | (11.7) | | 50.0 | 0.0 |
| Other Fees | 178.2 | 399.4 | 171.8 | 227.6 | | 425.0 | 0.0 |
| Total Tuition and Fees | \$ 5,239.4 | \$ 5,179.1 | \$ 5,230.6 | \$ (51.5) | -1.0% | \$ 9,515.0 | \$ 0.0 |
| State Appropriations | \$ 909.6 | \$ 910.1 | \$ 895.8 | \$ 14.2 | 1.6% | \$ 3,583.3 | \$ 0.0 |
| Other Sources: | | | | | | | |
| Workforce Dev./Cont. Ed. | \$ 121.4 | \$ 113.2 | \$ 148.9 | \$ (35.7) | | \$ 640.0 | \$ 0.0 |
| Departmental Sales & Services | 1.3 | 2.7 | 1.2 | 1.5 | | 4.6 | 0.0 |
| Miscellaneous | 0.0 | 0.0 | 0.0 | 0.0 | | 0.9 | 0.0 |
| Total Other Sources | \$ 122.7 | \$ 115.9 | \$ 150.1 | \$ (34.2) | -22.8% | \$ 645.5 | \$ 0.0 |
| Total Revenues | \$ 6,271.7 | \$ 6,205.1 | \$ 6,276.5 | \$ (71.4) | -1.1% | \$ 13,743.8 | \$ 0.0 |
| TRANSFERS-IN | | | | | | | |
| FY13 Departmental Carryover | \$ 0.0 | \$ 0.0 | \$ 0.0 | \$ 0.0 | | \$ 0.0 | \$ 2,915.6 |
| Change in Enrollment | 0.0 | 0.0 | 0.0 | 0.0 | | 1,100.0 | 0.0 |
| Contingency | 12.5 | 0.0 | 0.0 | 0.0 | | 0.0 | 0.0 |
| Reserve for Encumbrances | 5.6 | 65.5 | 0.0 | 65.5 | | 0.0 | 0.0 |
| \$ 18.1 | \$ 65.5 | \$ - | \$ 65.5 | 0.0% | | \$ 1,100.0 | \$ 2,915.6 |
| Total Resources Available | \$ 6,289.8 | \$ 6,270.6 | \$ 6,276.5 | \$ (5.9) | -0.1% | \$ 14,843.8 | \$ 2,915.6 |
| EXPENDITURES & TRANSFERS-OUT | | | | | | | |
| E & G Expenses by Pool | | | | | | | |
| Payroll | \$ 1,321.8 | \$ 1,327.8 | \$ 1,617.7 | \$ 289.9 | | \$ 8,194.9 | \$ 1,548.4 |
| Fringe Benefits | 506.5 | 519.7 | 578.5 | 58.8 | | 2,500.0 | 304.8 |
| Subtotal Compensation | \$ 1,828.3 | \$ 1,847.5 | \$ 2,196.2 | \$ 348.7 | 15.9% | \$ 10,694.9 | \$ 1,853.2 |
| Student Assistants | \$ 22.2 | \$ 26.3 | \$ 21.7 | \$ (4.6) | | \$ 152.5 | \$ 40.1 |
| Supplies & Services | 544.5 | 704.0 | 791.6 | 87.6 | | 1,323.8 | 710.8 |
| Utilities | 93.8 | 58.7 | 106.4 | 47.7 | | 356.0 | 102.2 |
| Communications | 15.7 | 24.7 | 18.0 | (6.7) | | 67.1 | 73.6 |
| Travel | 23.0 | 13.2 | 21.6 | 8.4 | | 119.0 | 29.4 |
| Student Aid | 470.2 | 0.0 | 394.0 | 394.0 | | 780.0 | 6.8 |
| Other | 108.0 | 367.9 | 606.0 | 238.1 | | 1,350.5 | 99.5 |
| Subtotal Non-Compensation | \$ 1,277.4 | \$ 1,194.8 | \$ 1,959.3 | \$ 764.5 | 39.0% | \$ 4,148.9 | \$ 1,062.4 |
| Total Educational & General | \$ 3,105.7 | \$ 3,042.3 | \$ 4,155.6 | \$ 1,113.2 | 26.8% | \$ 14,843.8 | \$ 2,915.6 |
| Transfers-Out: | | | | | | | |
| Mandatory | | | | | | | |
| | \$ 0.0 | \$ 0.0 | \$ 0.0 | \$ 0.0 | | \$ 0.0 | \$ 0.0 |
| Non-Mandatory | | | | | | | |
| Founders Scholarships | 12.5 | 0.0 | 0.0 | 0.0 | | 0.0 | 0.0 |
| Contingency | 0.0 | 0.0 | 0.0 | 0.0 | | 0.0 | 0.0 |
| Plant Funds | 12.5 | 0.0 | 0.0 | 0.0 | | 0.0 | 0.0 |
| Total Transfers-Out | \$ 25.0 | \$ 0.0 | \$ 0.0 | \$ 0.0 | 0.0% | \$ 0.0 | \$ 0.0 |
| Total Expenditures & Transfers-Out | \$ 3,130.7 | \$ 3,042.3 | \$ 4,155.6 | \$ 1,113.2 | 26.8% | \$ 14,843.8 | \$ 2,915.6 |
| NET CHANGE IN FUND BALANCE | \$ 3,159.1 | \$ 3,228.3 | \$ 2,120.9 | \$ 1,107.3 | 52.2% | \$ - | \$ 0.0 |

THE UNIVERSITY OF AKRON
Unrestricted Current Fund Expenditures – Wayne Campus
Third Month Period Ended 9/30/13

RESOURCES:

Tuition & Fees – The FY14 tuition and general fees was budgeted to reflect a 4% decline in enrollment from the previous fiscal year, and the third-month budget level came in less than planned with an unfavorable variance of \$51,500 or 1%.

State Appropriations – FY14 State Appropriations slightly exceeded the third-month budget projection of \$895,800 by \$14,300.

Departmental Sales and Workforce Development – Continuing Education & Workforce Development departments on The University of Akron main and Wayne College campus officially merged on October 1, 2013. Continuing Education & Workforce Development will be located on main campus only and Wayne College will no longer receive revenue for this department.

Miscellaneous Income – The miscellaneous income is only budgeted to receive \$1,000 in revenue for Farmhouse rentals and other Student Union activities. To date, there is no activity.

Total Revenues – In total, revenues are below the third-month projections by \$71,400 (or 1.1%).

Transfers-in – In addition to the revenue categories listed above, the FY14 annual budget also includes transfers-in totaling \$2,981,107. This is comprised of \$2,915,608 from carryover and \$65,499 in encumbrances. The transfers-in Change in Enrollment budget of \$1.1 million will only be allocated if expenditures surpass revenues.

EXPENDITURES:

Introduction: The expenses in each of the functional categories are compared to the budget in an effort to reflect the year-to-date spending against the approved budget. Overall, functional expenditures are less than the third-month expenditure guideline.

Instruction – All expenses in this category reflect the direct cost of providing instruction to the students. The largest expense component is faculty compensation. Budget surpluses in this area are primarily related to the fact that all vacant positions for the college fall in this category.

| FY14 - WAYNE E&G EXPENDITURES (\$ in thousands) | YTD September 2013 | | YTD Variance % | Annual Budget FY14 | Business Indicator |
|--|--------------------|------------------|-------------------|-----------------------|-----------------------|
| | ACTUAL | BUDGET | | | |
| Instruction | \$988.9 | \$1,102.9 | 10.3% | \$6,529.6 | ● |
| Research | 0.8 | 0.0 | 0.0% | 3.0 | ● |
| Public Service | 146.2 | 166.2 | 12.0% | 640.0 | ● |
| Academic Support | 349.8 | 319.9 | -9.4% | 1,135.0 | ● |
| Student Services | 362.2 | 378.5 | 4.3% | 1,768.9 | ● |
| Institutional Support | 751.4 | 793.3 | 5.3% | 2,516.1 | ● |
| Plant Operation & Maintenance | 443.0 | 581.2 | 23.8% | 1,601.2 | ● |
| Scholarships | - | 369.2 | 0.0% | 650.0 | ● |
| Total | \$3,042.3 | \$3,711.2 | 18.0% | \$14,843.8 | ● |

● On/Above target
● Caution
● Warning

Research – Minimal activity to date.

Public Service – The total expenditures for Public Service came in below expenditure guideline by 12% (or \$20,000).

Academic Support – Spending in the Academic Support areas exceeded the third-month expenditure guideline by 9.4%. This overage was primarily in encumbered funds for Dual Enrollment textbooks.

Student Services – Expenses in the Student Services function are below expenditure guideline by 4.3%.

Institutional Support – Third-month expenditures in Institutional Support came in below guideline.

Plant Operation & Maintenance – Expenditures in this function are below the third-month expenditure guideline by 23.8% (or \$138,200).

Scholarships – No activity to date.

Total E & G – Overall, the total Educational & General expenditures are below the third-month expenditure guideline, with a favorable variance of 18.0% (or \$668,900).

THE UNIVERSITY OF AKRON - Akron Campus
 AUXILIARY ENTERPRISES
 July 1, 2013 to September 30, 2013
 (\$ in Thousands)



| | YEAR-TO-DATE SEPTEMBER | | | | Indicator | Comments | FY14 Approved Budget* |
|---------------------------------------|------------------------|---------------------|---------------------|------------------|---|-------------|-----------------------------|
| | FY 2013 Actual | FY 2014 Actual | FY 2014 Budget | YTD Variance | | | |
| INFOCISION STADIUM | | | | | | | |
| <i>Beginning Fund Balance</i> | \$ 42.4 | \$ (5.0) | \$ (5.0) | \$ - | | | |
| Operating Revenue | \$ 39.4 | \$ 11.8 | \$ 31.1 | \$ (19.3) | Debt service of \$4.35 million comprises approximately 80% of the expense for InfoCision Stadium. While early revenue and expense figures are comparable to FY13, profitability is substantially dependent upon ticket and concession revenues from Football. | \$ 1,714.0 | |
| Transfer-in General Fund | 880.0 | 880.4 | 880.4 | - | | \$ 3,521.5 | |
| Transfer-in Other | 13.0 | 0.4 | 0.4 | - | | 0.4 | |
| LESS: Expenditures | 1,424.1 | 1,333.1 | 1,350.3 | 17.3 | | 5,235.9 | |
| Net Surplus (Deficit) | \$ (491.7) | \$ (440.5) | \$ (438.4) | \$ (2.0) | | \$ - | |
| <i>Ending Fund Balance</i> | \$ (449.4) | \$ (445.6) | \$ (443.5) | \$ (2.0) | | | |
| ATHLETICS | | | | | | | |
| <i>Beginning Fund Balance</i> | \$ 1.6 | \$ (407.8) | \$ (407.8) | \$ - | | | |
| Operating Resources | \$ 416.0 | \$ 1,335.6 | \$ 979.8 | \$ 355.9 | 1st quarter revenues enhanced by one time payments from BCS Orange Bowl football game. Original budget reflects \$705K reduction in general fund support compared to FY13. FY13 carryover deficit of \$407K will need to be addressed. | \$ 5,214.5 | |
| Transfer-in General Fund | 5,186.1 | 5,013.7 | 5,013.7 | - | | 20,431.6 | |
| Transfer-in Other | 27.4 | 27.2 | 27.2 | - | | 127.2 | |
| LESS: Expenditures | 9,666.5 | 9,115.1 | 9,445.9 | 330.8 | | 25,773.3 | |
| Net Surplus (Deficit) | \$ (4,037.0) | \$ (2,738.6) | \$ (3,425.3) | \$ 686.7 | | \$ - | |
| <i>Ending Fund Balance</i> | \$ (4,035.4) | \$ (3,146.4) | \$ (3,833.1) | \$ 686.7 | | | |
| DINING SERVICES | | | | | | | |
| <i>Beginning Fund Balance</i> | \$ 3,411.1 | \$ 1,902.4 | \$ 1,902.4 | \$ - | | | |
| Operating Resources | \$ 3,151.3 | \$ 3,113.2 | \$ 3,529.1 | \$ (415.9) | Decline in student enrollment, particularly the Residence Life & Housing population, correspondingly affects the revenues for Dining Services operations. While cost of goods will relatively decline as well, debt and labor costs (to some extent) do not. Brought in \$1 million from its fund balance for project upgrades in FY14. | \$ 18,389.2 | |
| Transfer-in General Fund | - | - | - | - | | - | |
| Transfer-in Other | 22.6 | 1,389.9 | 1,389.9 | - | | 1,389.9 | |
| LESS: Expenditures | 3,661.6 | 3,787.4 | 4,108.7 | 321.3 | | 19,779.1 | |
| Net Surplus (Deficit) | \$ (487.7) | \$ 715.7 | \$ 810.2 | \$ (94.5) | | \$ - | |
| <i>Ending Fund Balance</i> | \$ 2,923.4 | \$ 2,618.1 | \$ 2,712.6 | \$ (94.5) | | | |
| EJ THOMAS PERFORMING ARTS HALL | | | | | | | |
| <i>Beginning Fund Balance</i> | \$ 63.0 | \$ 126.5 | \$ 126.5 | \$ - | | | |
| Operating Resources | \$ 104.3 | \$ 320.1 | \$ 241.7 | \$ 78.4 | First quarter results for the Performing Arts Hall appear favorable. However, it is difficult to project the financials for this auxiliary operation due to the differences in timing of programs and events from year to year. Auxiliary does appear to have adjusted its business model to current economic climate. | \$ 901.5 | |
| Transfer-in General Fund | 530.6 | 529.8 | 569.8 | (40.0) | | 2,279.3 | |
| Transfer-in Other | - | 4.4 | 4.4 | - | | 4.4 | |
| LESS: Expenditures | 763.7 | 874.9 | 790.1 | (84.7) | | 3,185.2 | |
| Net Surplus (Deficit) | \$ (128.8) | \$ (20.5) | \$ 25.8 | \$ (46.3) | | \$ - | |
| <i>Ending Fund Balance</i> | \$ (65.9) | \$ 105.9 | \$ 152.3 | \$ (46.3) | | | |

THE UNIVERSITY OF AKRON - Akron Campus
 AUXILIARY ENTERPRISES
 July 1, 2013 to September 30, 2013
 (\$ in Thousands)

 On/Above Target
 Caution
 Warning

| | YEAR-TO-DATE SEPTEMBER | | | | Indicator | Comments | FY14 Approved Budget* |
|--|------------------------|---------------------|-------------------|-------------------|---|--|-----------------------------|
| | FY 2013 Actual | FY 2014 Actual | FY 2014 Budget | YTD Variance | | | |
| PARKING SERVICES | | | | | | | |
| <i>Beginning Fund Balance</i> | \$ 1,094.0 | \$ 1,111.6 | \$ 1,111.6 | \$ - | | | |
| Operating Resources | \$ 4,989.0 | \$ 4,545.4 | \$ 5,018.2 | \$ (472.8) | | Transportation Fee collections down \$250K compared to September last year. Assuming spring semester follows similar pattern, Parking is likely to have a deficit for FY14. | \$ 9,359.8 |
| Transfer-in General Fund | - | - | - | - | | Difficult for this auxiliary to financially adjust when approximately 60% of its expenses are related to debt and the Roo Express. | - |
| Transfer-in Other | 130.2 | 81.0 | 81.0 | - | | | 81.0 |
| LESS: Expenditures | 2,608.3 | 3,092.8 | 2,638.4 | (454.4) |  | | 9,440.8 |
| Net Surplus (Deficit) | \$ 2,510.9 | \$ 1,533.6 | \$ 2,460.8 | \$ (927.3) | | | \$ - |
| <i>Ending Fund Balance</i> | \$ 3,604.8 | \$ 2,645.2 | \$ 3,572.5 | \$ (927.3) | | | |
| RESIDENCE LIFE & HOUSING | | | | | | | |
| <i>Beginning Fund Balance</i> | \$ 3,817.8 | \$ 943.1 | \$ 943.1 | \$ - | | | |
| Operating Resources | \$ 3,900.8 | \$ 4,009.7 | \$ 4,547.2 | \$ (537.4) | | Significant debt, external competition, and enrollment decline all continue to substantially hinder the ability of Residence Life and Housing to break even. Organization is implementing cost reduction measures, but is limited by having \$10 million in debt service payments. | \$ 22,180.9 |
| Transfer-in General Fund | 150.0 | 150.0 | 150.0 | - | | | 600.0 |
| Transfer-in Other | 65.3 | 245.1 | 245.1 | - | | | 245.1 |
| LESS: Expenditures | 5,316.8 | 5,490.2 | 5,579.1 | 88.9 |  | | 23,026.0 |
| Net Surplus (Deficit) | \$ (1,200.7) | \$ (1,085.4) | \$ (636.9) | \$ (448.5) | | \$ 0.0 | |
| <i>Ending Fund Balance</i> | \$ 2,617.1 | \$ (142.3) | \$ 306.2 | \$ (448.5) | | | |
| STUDENT RECREATION & WELLNESS | | | | | | | |
| <i>Beginning Fund Balance</i> | \$ 1,262.9 | \$ 1,046.6 | \$ 1,046.6 | \$ - | | | |
| Operating Resources | \$ 128.1 | \$ 148.7 | \$ 117.1 | \$ 31.6 | | SRWS FY14 budget reflects a reduction in University support of \$137K. Auxiliary attempting to meet this amount through a reduction in personnel as opposed to a reduction in programming or services. | \$ 540.2 |
| Transfer-in General Fund | 1,065.5 | 1,028.3 | 1,028.3 | - | | | 4,113.2 |
| Transfer-in Other | 3.3 | 123.8 | 123.8 | - | | | 123.8 |
| LESS: Expenditures | 1,041.5 | 1,119.3 | 1,062.2 | (57.1) |  | | 4,777.2 |
| Net Surplus (Deficit) | \$ 155.4 | \$ 181.5 | \$ 207.0 | \$ (25.5) | | \$ 0.0 | |
| <i>Ending Fund Balance</i> | \$ 1,418.3 | \$ 1,228.1 | \$ 1,253.6 | \$ (25.5) | | | |
| STUDENT UNION | | | | | | | |
| <i>Beginning Fund Balance</i> | \$ 1,132.9 | \$ 1,226.1 | \$ 1,226.1 | \$ - | | | |
| Operating Resources | \$ 310.4 | \$ 323.8 | \$ 336.8 | \$ (13.0) | | Student Union FY14 budget reflects a reduction in University support of \$86K. In recent years, this auxiliary has been able to maintain minor surpluses based upon utility savings and delayed hiring of vacant positions. Revenue side will be affected this year as Computer Store has exited the building (receiving \$10K rent instead of the budgeted \$61KK). | \$ 1,764.5 |
| Transfer-in General Fund | 1,207.4 | 1,093.6 | 1,093.6 | - | | | 4,374.4 |
| Transfer-in Other | 10.2 | 25.0 | 25.0 | - | | | 25.0 |
| LESS: Expenditures | 1,661.2 | 1,472.8 | 1,572.8 | 100.0 |  | | 6,163.9 |
| Net Surplus (Deficit) | \$ (133.3) | \$ (30.4) | \$ (117.4) | \$ 87.0 | | \$ - | |
| <i>Ending Fund Balance</i> | \$ 999.6 | \$ 1,195.7 | \$ 1,108.7 | \$ 87.0 | | | |

THE UNIVERSITY OF AKRON - Akron Campus
 AUXILIARY ENTERPRISES
 July 1, 2013 to September 30, 2013
 (\$ in Thousands)

 On/Above Target
 Caution
 Warning

| | YEAR-TO-DATE SEPTEMBER | | | | Indicator | Comments | FY14 Approved Budget* |
|---|------------------------|---------------------|---------------------|-------------------|---|---|-----------------------------|
| | FY 2013 Actual | FY 2014 Actual | FY 2014 Budget | YTD Variance | | | |
| TELECOMMUNICATIONS | | | | | | | |
| <i>Beginning Fund Balance</i> | \$ 1,244.1 | \$ 1,545.5 | \$ 1,545.5 | \$ - | | | |
| Operating Resources | \$ 796.0 | \$ 880.5 | \$ 731.9 | \$ 148.5 |  | Telecom continues to generate sufficient resources to cover all of its own operating costs while also maintaining / upgrading University wiring infrastructure. | \$ 3,046.6 |
| Transfer-in General Fund | - | - | - | - | | | - |
| Transfer-in Other | 24.6 | 19.7 | 19.7 | - | | | 19.7 |
| LESS: Expenditures | 934.0 | 769.1 | 1,008.6 | 239.5 | | | 3,066.4 |
| Net Surplus (Deficit) | \$ (113.4) | \$ 131.1 | \$ (256.9) | \$ 388.0 | | | \$ - |
| <i>Ending Fund Balance</i> | \$ 1,130.7 | \$ 1,676.6 | \$ 1,288.6 | \$ 388.0 | | | |
| TOTAL AUXILIARY ENTERPRISES - AKRON CAMPUS | | | | | | | |
| <i>Beginning Fund Balance</i> | \$ 12,069.6 | \$ 7,489.0 | \$ 7,489.0 | \$ - |  | | |
| Operating Resources | \$ 13,835.3 | \$ 14,688.9 | \$ 15,533.0 | \$ (844.0) | | | \$ 63,111.4 |
| Transfer-in General Fund | 9,019.5 | 8,695.8 | 8,735.8 | (40.0) | | | 35,320.0 |
| Transfer-in Other | 296.7 | 1,916.4 | 1,916.4 | - | | | 2,016.4 |
| LESS: Expenditures | 27,077.8 | 27,054.6 | 27,556.2 | 501.5 | | | 100,447.7 |
| Net Surplus (Deficit) | \$ (3,926.3) | \$ (1,753.6) | \$ (1,371.1) | \$ (382.5) | | | \$ 0.0 |
| <i>Ending Fund Balance</i> | \$ 8,143.3 | \$ 5,735.4 | \$ 6,117.9 | \$ (382.5) | | | |

* Approved budget includes transfers-in to support prior year open purchase orders.

THE UNIVERSITY OF AKRON - Wayne Campus
 AUXILIARY ENTERPRISES
 July 1, 2013 to September 30, 2013
 (\$ in Thousands)

YEAR-TO-DATE SEPTEMBER

| | FY 2013 Actual | FY 2014 Actual | FY 2014 Budget | YTD Variance | Indicator | Comments | FY14 Approved Budget |
|-------------------------------|-------------------|-------------------|-------------------|-----------------|---|---|----------------------------|
| Wayne Student Union | | | | | | | |
| Beginning Fund Balance | \$ 319.7 | \$ 383.8 | \$ 383.8 | \$ - | | Third-month revenues surpassed expenditures by \$12,100 | |
| Operating Resources | \$ 14.1 | \$ 12.7 | \$ 21.3 | \$ (8.6) |  | | \$ 85.0 |
| Expenditures | 5.2 | 0.6 | 21.3 | 20.7 | | | 85.0 |
| Net Surplus (Deficit) | \$ 8.9 | \$ 12.1 | \$ - | \$ 12.1 | | | \$ - |
| Ending Fund Balance | \$ 328.6 | \$ 395.9 | \$ 383.8 | \$ 12.1 | | | |

THE UNIVERSITY OF AKRON
Restricted Current Fund Activity
Three-Month Period Ended 9/30/13

Introduction: Restricted funds available for financing operations, but are limited by donors and other external agencies to specific purposes, programs, or departments.

| FY14 - RESTRICTED ACTIVITY (\$ in thousands) | Balance * | YTD (09/30/13) | | Balance |
|---|------------------|------------------|------------------|------------------|
| | 07/01/13 | Revenues | Expenditures | 09/30/13 |
| University scholarships | \$ 8,864 | \$ 2,323 | \$ 412 | \$ 10,775 |
| Research grants and contracts | 3,885 | 10,744 | 10,902 | 3,727 |
| Student Aid | (57) | 20,278 | 20,316 | (95) |
| UA Foundation income | 4,492 | 2,101 | 1,043 | 5,550 |
| Other departmental funds | 20,054 | 1,934 | 1,769 | 20,219 |
| Totals | \$ 37,238 | \$ 37,380 | \$ 34,442 | \$ 40,176 |

University Scholarships - Income from the University's endowments to be used for scholarships.

Research - Activities specifically organized to produce research outcomes. Includes research projects, training programs, or similar instructional activities for which amounts are received or expenditures are reimbursable under the terms of a government or private grant or contract.

Student Aid - Federal grants and aid activity to the students.

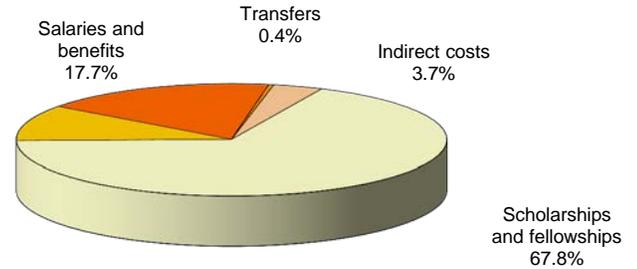
UA Foundation Income - Income from the Foundation used for student scholarships.

Other Departmental Funds - Other resources given to The University for a specific purpose. Includes resources designated for campus departments, sports programs, or unique events.

* Note - Beginning balances were restated for an account realignment in May 2013.

Restricted Expenditures by Type

| (\$ thousands) | Total YTD Expenditures | |
|------------------------------|------------------------|--|
| Salaries and benefits | \$ 6,100 | |
| Supplies, maint., equipment | 3,589 | Supplies, Maintenance, Equipment 10.4% |
| Scholarships and fellowships | 23,351 | |
| Indirect costs | 1,289 | |
| Transfers | 113 | |
| Totals | \$ 34,442 | |

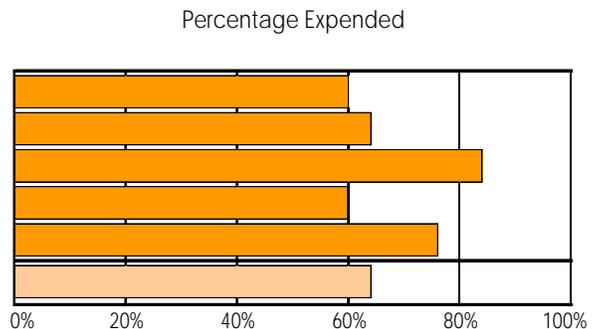


Percentage of Completion by Type of Research Project (Active Projects)

Generally, research grants and contracts are awarded for longer than one year, with many awarded for up to a three-year period. This shows the total amount completed for the entire grant award period.

- Federal** - from US governmental agencies
- State** - from State of Ohio governmental agencies
- Local** - from county or other agencies
- Private** - from institutes, foundations, or corporations
- UARF** - from the UA Research Foundation

| (\$ thousands) | Total Active Project Budgets | Total Active Project Expenditures | Percentage Expended | Number of Active Projects |
|----------------|------------------------------|-----------------------------------|---------------------|---------------------------|
| Federal | \$ 102,588 | \$ 60,406 | 59% | 223 |
| State | 30,183 | 19,191 | 64% | 106 |
| Local | 1,488 | 1,256 | 84% | 26 |
| Private | 33,070 | 23,202 | 70% | 290 |
| UARF | 13,812 | 10,511 | 76% | 91 |
| Totals | \$ 181,141 | \$ 114,566 | 63% | 736 |



The percentage expended reflects the actual grant expenditures and not the status of the work involved on these grants.

THE UNIVERSITY OF AKRON
Plant Fund Activity
Three-Month Period Ended 9/30/13

Introduction: Plant funds are resources for capital facility project costs, debt service costs, and the cost of long-lived assets.

Current Capital Projects are accounts for unexpended resources accumulated to finance the acquisition of long-lived assets. Each capital project is recorded in a separate account.

| FY14 - PLANT ACTIVITY (\$ in thousands) | Balance | YTD (09/30/13) | | Balance |
|--|------------------|-----------------|-----------------|------------------|
| | 07/01/13 | Revenues | Expenditures | 09/30/13 |
| University funded | \$ 7,284 | \$ 1,014 | \$ 936 | \$ 7,362 |
| Billable | 4,766 | 934 | 2,442 | 3,258 |
| Bonds | 3,439 | 445 | 68 | 3,816 |
| Totals | \$ 15,489 | \$ 2,393 | \$ 3,446 | \$ 14,436 |

University funded – projects funded with general fund or auxiliary enterprise resources.

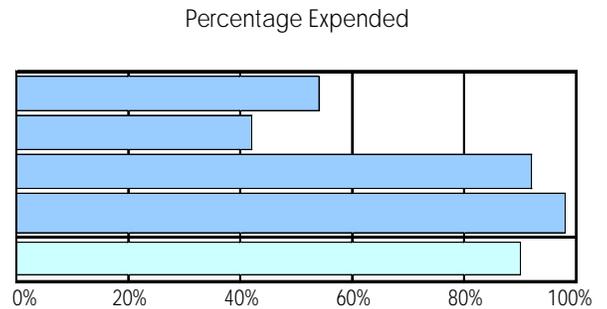
Billable – projects funded with external resources such as pledges or Foundation money.

Bonds – projects funded with the sale of bonded debt.

Percentage of Completion by Source of Funding (Active Plant Project)

Plant projects are budgeted for the entire projects which may last longer than one year. This shows the total amount completed for entire plant projects by funding source.

| (\$ thousands) | Total | Total | Percentage Expended | Number of Projects |
|------------------------|-------------------|----------------------|---------------------|--------------------|
| | Project Budgets | Project Expenditures | | |
| University funded | \$ 20,987 | \$ 11,388 | 54% | 36 |
| Billable | 7,521 | 3,054 | 41% | 13 |
| State Appropriations | 39,921 | 36,369 | 91% | 11 |
| Bond 2008 ² | 183,393 | 179,226 | 98% | 29 |
| Totals | \$ 251,822 | \$ 230,037 | 91% | 89 |



The percentage completed reflects the actual plant expenditures and not the status of the work involved on these projects.

Bond 2008 is for several campus improvements including the Multiplex – Football Stadium, Quaker Square, Robertson Café, Exchange Street Parking Deck expansion, and other renovations. The balance reflects excess interest earnings spent on additional current projects.



December 11, 2013

SUBJECT: Summary of the Quarterly Investment Report for July through September 2013

ACTION SUMMARY

The Quarterly Investment Report for September 30 reflects a first quarter net rate of return of 0.4% and essentially no return for operating funds for the past 12 months, excluding the newly created Long-term Portfolio. These investments, including the Long-term Portfolio, generated nearly \$1.0 million in income through the first quarter, 24% above budget estimate. The market value of endowments increased nearly \$2.9 million through the first quarter of FY14. The portfolio composite of the pooled endowments posted a 6.5% rate of return for the first quarter and a 15.5% return for the past 12 months.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -13

Acceptance of the Quarterly Investment Report for July through September 2013

BE IT RESOLVED, that the recommendation presented by the Finance & Administration Committee on December 11, 2013, accepting the Quarterly Investment Report for July through September 2013, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 11, 2013

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 3

QUARTERLY INVESTMENT REPORT FOR JULY-SEPTEMBER 2013

THE UNIVERSITY OF AKRON
Operating Funds Investment Report
September 30, 2013

Exhibit 1

Policy Compliance: Asset Allocation

- In Compliance
- Not in Compliance

| | Policy Guidelines | | Current Allocation | Compliance Indicator |
|--------------------------------|-------------------|--------|--------------------|--------------------------------------|
| | Range | Target | | |
| Cash and Cash Equivalents | 10-80% | 25.0% | 32.5% | ● |
| Short-Term Fixed Income | 20-65% | 25.0% | 21.8% | ● |
| Intermediate-Term Fixed Income | 0-45% | 35.0% | 23.8% | ● |
| Long-Term Portfolio | 0-35% | 15.0% | 21.9% | ● |

Given the ongoing stagnant interest rate environment for fixed-income investments, the Board of Trustees—at its June 19, 2013, meeting—approved a change to the University Operating Funds Investment Policy in an effort to increase future investment income in support of the University's budget. The policy change creates a new, fourth "bucket" to be invested in a fashion similar to the endowment funds. That bucket will represent a deep-core fund not needed for working capital in any given year and will be treated like an underlying investment in perpetuity.

In July and August a new array of investment fund managers was hired to mirror the target asset allocation of the University's endowments. A total of \$45 million, or 22.5% of the 2013 annual average of \$200 million, was carved out from the two fixed-income portfolios and reinvested in the new long-term portfolio. The new portfolio consists of five active managers of domestic equities, four mutual funds for equities and five mutual funds for fixed income. All mutual funds have daily liquidity.

Since the initial investment of \$45 million in August 2013, the market value has increased to \$46.3 million as of the end of September 2013.

Exhibit 2

Net Rates of Return for the Period Ended September 30, 2013

- Above Benchmark
- 0-100 Basis Pts Below Benchmark
- >100 Basis Pts Below Benchmark

| | Market Value (Excl. Accrual) | Net Rates of Return | | | |
|--|---------------------------------|-----------------------|------------------------|---------------------------------------|--------------------------------------|
| | | Quarter ROR/Benchmark | One Year ROR/Benchmark | Indicator | Indicator |
| Cash and Cash Equivalents <i>Merrill Lynch 3 Month Treasury Index</i> | \$ 68,796,012 | 0.02% 0.02% | 0.17% 0.10% | ● | ● |
| Short-Term Fixed Income <i>Merrill Lynch 1-3 Year Treasury/Agency Index</i> | 46,065,642 | 0.46% 0.30% | 0.59% 0.37% | ● | ● |
| Intermediate-Term Fixed Income <i>Merrill Lynch 1-10 Year Treasury/Agency Index</i> | 50,380,752 | 0.86% 0.43% | -0.76% -1.02% | ● | ● |
| Long-Term Portfolio <i>Policy Balanced Index</i> | 46,286,387 | NA NA | NA NA | ○ | ○ |
| Total Operating Funds | \$ 211,528,793 | NA | NA | ○ | ○ |

The Cash and Cash Equivalents portfolio funds all liquidity needs; fixed-income assets and the new long-term portfolio serve to generate investment income.

PFM's Prime Series Fund posted a 0.10% monthly yield in September 2013. For comparative purposes, the State Treasury Asset Reserve of Ohio (STAR Ohio) posted a 0.02% average monthly yield for the same period.

Although a quarterly return on the long-term portfolio is not yet applicable, the one-month dollar-weighted composite return was 4.55% for September.

Quarterly rates of return for operating funds are presented as unannualized.

Exhibit 3

Investment Income for the Period Ended September 30, 2013

- Over Budget
- Under Budget

| | Three Months | | | Over/ (Under) |
|---------|--------------|------------|-------------|--------------------------------------|
| | Actual | Budget | Variance \$ | |
| Revenue | \$ 995,648 | \$ 802,250 | \$ 193,398 | ● |

The FY14 budgeted revenue increased by one million dollars from FY13 due to expected investment income from the long-term portfolio.

Exhibit 4

State Compliance: Portfolio Composition and Credit Quality

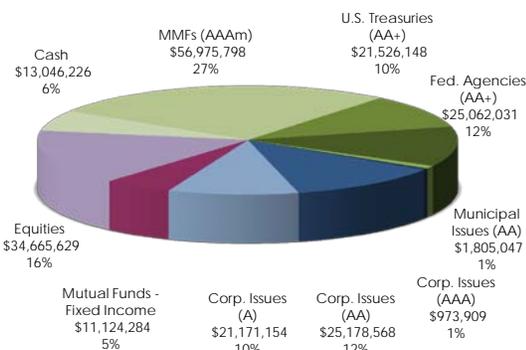
- In Compliance
- Not in Compliance

Compliance Indicator

Section 3345.05 of the *Ohio Revised Code* states:

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

Ohio Revised Code §3345.05 ●



| | Cash and Cash Equivalents | Short-Term Fixed Income | Intermediate-Term Fixed Income | Long-Term Portfolio |
|------------------------------|---------------------------|-------------------------|--------------------------------|----------------------|
| Cash at JPMC | \$ 13,046,226 | | | |
| Money Market Funds | 55,749,786 | \$ 234,646 | \$ 494,892 | \$ 496,474 |
| U.S. Treasuries | | 11,322,939 | 10,203,209 | |
| Federal Agencies | | 12,109,198 | 12,952,834 | |
| Municipal Issues | | 1,805,047 | | |
| Corporate Issues | | 20,593,813 | 26,729,818 | |
| Mutual Funds-Fixed | | | | 11,124,284 |
| Equities | | | | 34,665,629 |
| Total Operating Funds | \$ 68,796,012 | \$ 46,065,642 | \$ 50,380,752 | \$ 46,286,387 |

THE UNIVERSITY OF AKRON
Endowment Funds Investment Report
 September 30, 2013

Exhibit 5

Policy Compliance : Asset Allocation

- In Compliance
- Not in Compliance

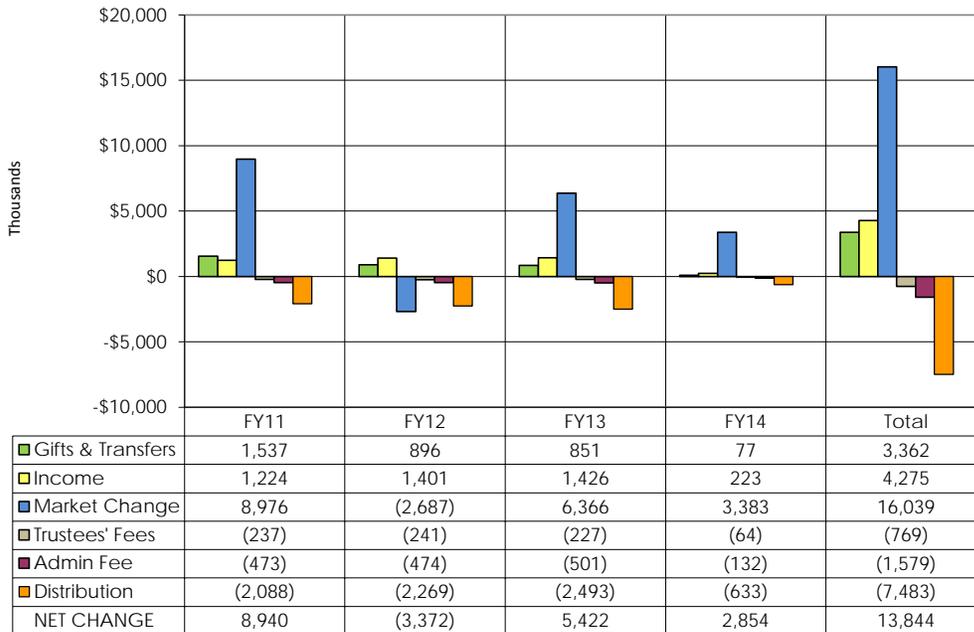
| | Policy Guidelines | | Current Allocation | Compliance Indicator |
|---------------------------------|-------------------|-------|--------------------|----------------------|
| | Range | Model | | |
| Domestic Large Cap Equities | 20-30% | 25% | 27.3% | ● |
| Domestic Small/Mid Cap Equities | 10-20% | 15% | 19.4% | ● |
| International Equities | 15-25% | 20% | 20.1% | ● |
| Alternative Investments | 0-15% | 15% | 10.3% | ● |
| Fixed Income | 20-30% | 20% | 18.8% | ● |
| Cash and Cash Equivalents | 0-10% | 5% | 4.1% | ● |

The ongoing stagnant interest rate environment pulled the current allocation for fixed-income assets slightly below the minimum range as of September 30, 2013.

A total of 66.8% of the endowed assets was invested in equities almost equally between growth and value managers.

Exhibit 6

Market Valuation of University Endowments
(Pool & Separately Invested Funds)
Components of Change
 Fiscal Years Ended 2011 - 2013
 And Three Months Ended 9/30/2013



Gifts & Transfers

No new University endowments have been created since FY10. For over three years, all gifts/transfers to the University have been given in support of existing University endowments.

Total Distributions

It is expected that the University's pooled endowments will distribute a total of \$2.532 million in FY14, half to scholarships.

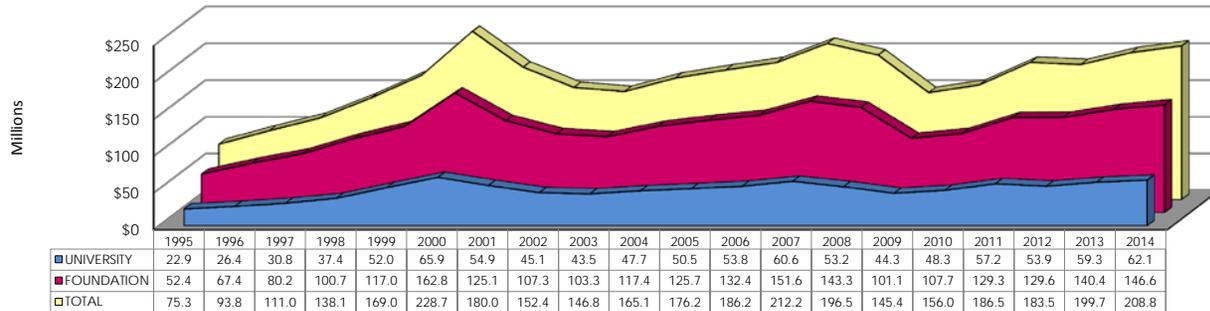
Distributions from separately invested endowments occur infrequently upon request.

Market Advance/Decline

The market advance continued for the first three months of FY14 generating an additional \$3.383 million in mostly unrealized market gains.

The University of Akron and Foundation Endowments
Historical Growth
 Fiscal Years Ended 1995 - 2013
 And Three Months Ended 9/30/2013

Excluding Interest Income for Exhibit 7



During the 20 years presented above, the University's and the UA Foundation's combined portfolios have increased in market value from \$75.3 million to \$199.7 million through the end of FY13. In the first three months of FY14, the combined portfolios experienced an additional 4.53% increase for a total of \$208.8 million.

On an individual basis, the University's total market value as of September 30, 2013, was 4.81% higher than its FY13 ending market value. The current market value of \$62.1 surpasses the \$60.7 million reached in November 2007.

THE UNIVERSITY OF AKRON
Endowment Funds Investment Report
September 30, 2013

Exhibit 8

Net Rates of Return for the Periods Ended September 30, 2013 by Portfolio Composite

- Above Benchmark
- 0-100 Basis Pts Below Benchmark
- >100 Basis Pts Below Benchmark

| | Pooled Market Value | Net Rates of Return | | | |
|-------------------------------------|-------------------------|--------------------------|---------------------------|------------------------------|-----------------------------|
| | | Quarter ROR/Benchmark | One Year ROR/Benchmark | Three Years ROR/Benchmark | Five Years ROR/Benchmark |
| Portfolio Composite | \$ 55,381,679 | 6.53% ● | 15.54% ● | 9.82% ● | 8.59% ● |
| <i>Policy Balanced Index</i> | (Incl. Liquidity Acct.) | 5.34% | 13.59% | 9.42% | 7.60% |
| <i>Difference (in basis points)</i> | | 119 | 195 | 40 | 99 |

Exhibit 9

Net Rates of Return for the Periods Ended September 30, 2013 by Investment Manager

- Above Benchmark
- 0-100 Basis Pts Below Benchmark
- >100 Basis Pts Below Benchmark

| Market Value (Excl. Accrual) | Net Rates of Return | | | |
|---------------------------------|--------------------------|---------------------------|------------------------------|-----------------------------|
| | Quarter ROR/Benchmark | One Year ROR/Benchmark | Three Years ROR/Benchmark | Five Years ROR/Benchmark |

The rates of return are reported net of all fees including advisory, custodial, and management fees.

POOLED ENDOWMENTS

Domestic Large Cap Equities

| | | | | | |
|----------------------------------|--------------|----------|----------|----------|----------|
| Diamond Hill (Value) | \$ 6,903,210 | 5.51% ● | 26.42% ● | 16.61% ● | NA ○ |
| <i>Russell 1000 Value Index</i> | | 3.94% | 22.30% | 16.25% | NA |
| Oak Associates (Growth) | 4,356,394 | 2.77% ● | 17.26% ● | 12.63% ● | 10.15% ● |
| Broadleaf Partners (Growth) | 5,800,347 | 12.38% ● | NA ○ | NA ○ | NA ○ |
| <i>Russell 1000 Growth Index</i> | | 8.11% | 19.27% | 16.94% | 12.07% |

Domestic Small/Mid Cap Equities

| | | | | | |
|----------------------------------|-----------|----------|----------|----------|------|
| Systematic Financial (Value) | 5,887,435 | 10.10% ● | 29.14% ● | 16.81% ● | NA ○ |
| <i>Russell 2500 Value Index</i> | | 6.43% | 27.58% | 17.12% | NA |
| Essex Investments (Growth) | 4,504,589 | 12.70% ● | 34.30% ● | 18.03% ● | NA ○ |
| <i>Russell 2500 Growth Index</i> | | 11.94% | 31.95% | 19.79% | NA |

International Equities

| | | | | | |
|---------------------------------------|-----------|----------|----------|---------|------|
| Oppenheimer International Growth Fund | 5,055,450 | 11.31% ● | 26.00% ● | NA ○ | NA ○ |
| Dodge & Cox International Fund | 5,294,252 | 11.15% ● | 27.75% ● | 8.75% ● | NA ○ |
| <i>MSCI All World x US</i> | | 10.17% | 16.98% | 6.43% | NA |

Alternative Investments

| | | | | | |
|---|-----------|---------|----------|---------|------|
| PIMCO All Asset All Authority (AAAA) Fund | 5,715,465 | 1.73% ● | -1.67% ● | 4.59% ● | NA ○ |
| <i>HFRI Fund of Fund</i> | | 2.13% | 6.94% | 2.61% | NA |

Fixed Income

| | | | | | |
|--------------------------------------|-----------|---------|----------|---------|---------|
| PIMCO Total Return Fund | 3,110,323 | 1.08% ● | -1.39% ● | 3.04% ● | 7.23% ● |
| MetWest Total Return Fund | 2,182,984 | 1.18% ● | 1.44% ● | 5.58% ● | 9.36% ● |
| First Merit Bank | 1,595,513 | 0.56% ● | -1.94% ● | 1.88% ● | NA ○ |
| Loomis Sayles Bond Fund (High Yield) | 1,810,664 | 2.48% ● | 6.51% ● | NA ○ | NA ○ |
| <i>Barclays Aggregate Bond Index</i> | | 0.57% | -1.68% | 2.87% | 5.42% |
| <i>ML High Yield</i> | | 2.25% | 7.09% | NA | NA |
| Templeton Global Bond Fund | 1,751,116 | 1.19% ● | 5.29% ● | NA ○ | NA ○ |
| <i>Barclays Global Aggregate</i> | | 2.80% | -2.62% | NA | NA |

SEPARATELY INVESTED ENDOWMENTS

| | | | | | |
|--|-----------|----------|----------|----------|----------|
| Oelschlagel Leadership Award | 1,807,246 | 3.21% ● | 17.15% ● | 11.63% ● | 11.37% ● |
| <i>S&P 500</i> | | 5.24% | 19.34% | 16.27% | 10.02% |
| Seiberling Chair in Constitutional Law | 1,280,988 | -0.22% ● | -0.14% ● | -0.05% ● | 1.06% ● |
| <i>Barclays Aggregate Bond Index</i> | | 0.57% | -1.68% | 2.87% | 5.42% |

At its June 19, 2013, meeting, the Board of Trustees approved replacing Legacy Strategic Asset Management with Cambridge Associates, LLC who will continue using a non-discretionary advisory consulting model.

The transition from Legacy to Cambridge began in July with the gathering of background information to understand the University's existing financial context and constraints. In September 2013 members of the University's Finance and Administration Committee and other University finance personnel met with Cambridge advisors to discuss investment objectives and long-term policy for the University's pooled endowments. Cambridge proposed an asset allocation with four broad asset class groups: global equity, absolute return, real assets and bonds & cash. The sub-categories within those broad groups would adopt allowable ranges but not specific targets providing flexibility for the portfolio's allocation to change as conditions change.

Investment managers from each of the four broad groups play a different role in the portfolio: global equity managers are intended to be one of several sources of growth for the portfolio; absolute return managers seek to mitigate portfolio volatility and exhibit low correlations to equities; real assets are "tangible" assets that offer some sensitivity to inflation during inflationary shock; and high quality bonds & cash are intended to protect the portfolio during periods of economic contraction.

Since September, Cambridge has prepared for Board approval a revised Investment Policy Statement incorporating the proposed asset allocation. Cambridge is also prepared to recommend investment managers to replace the above slate as hired under Legacy. Before the implementation phase can begin when new managers are hired and assets are transferred, the investment advisory contract between the University and Cambridge must be fully executed.



DATE: November 13, 2013

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

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

SUBJECT: Board Items for Approval

The following purchases for more than \$500,000 are recommended for approval by the Board of Trustees at its meeting on December 11, 2013.

- Third-Party Medical Benefits Provider:** The Office of Talent Development and Human Resources is proposing an award to Apex Health Solutions to be our third-party medical benefits administrator. The University directed its employee benefit plan consultant, Towers Watson, to initiate a request for a renewal proposal from our medical third-party administrator, Apex Health Solutions, for the plan year 2014. Following the analysis of the Apex Health Solutions proposal, the University, in consultation with Towers Watson, recommends to accept the renewal contract to serve as the third-party administrator for the University's self-insured medical benefits program. The contract shall be for three consecutive, one-year terms. The administration fees increase 5 percent per year for each renewal year. The first-year administrative fee is \$24.20 per employee, per month for an aggregate, annual plan-administration cost of approximately \$835,000.

This proposed award is acceptable to the Office of the Vice President for Finance and Administration/CFO, the Department of Talent Development and Human Resources, the Department of Purchasing, and the Office of General Counsel.

I recommend that an award be made to Apex Health Solutions and request your approval and that of the Board of Trustees at its meeting on December 11, 2013.

- Stop-Loss Medical Coverage:** The Office of Talent Development and Human Resources is proposing an award to Highmark Insurance Group (HMIG) to renew our stop-loss coverage for the plan year 2014 in an estimated amount of \$1,708,492.

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

The University directed its employee benefit plan consultant, Towers Watson, to initiate a request for a renewal proposal from our stop-loss carrier, Highmark Insurance Group (HMIG), for plan year 2014. Specific stop-loss coverage is inclusive of combined medical and prescription drug claim costs. Following the analysis of the HMIG proposal, the University, in consultation with Towers Watson, recommends to accept the HMIG proposal for specific stop loss. Annual premiums to provide specific medical and prescription drug stop-loss coverage of \$275,000 per individual, with an unlimited lifetime maximum per individual, are approximately \$1,708,492.

3. **Student Retention Analytics:** The Office of Academic Affairs is proposing the award of a contract to Education Advisory Board (EAB) for a Student Engagement and Retention Analytics Solution. With the shrinking pool of traditional students, tightening budgets, and a State of Ohio subsidy model based on student success, student retention has become one of the University's most urgent priorities. The University is seeking a retention analytics solution that focuses on a student's success from matriculation through graduation and is capable of examining program and student performance to enable senior leadership to make informed strategic decisions. The analytics must provide an understanding of students at risk and reasons for it. With this information, the solution can be used to form an ongoing relationship between the student and advisors, faculty, tutors, and other support services to aid students in completing the goals.

A request for proposal was issued by the Department of Purchasing on behalf of the Office of Academic Affairs for this solution. At bid closing on November 6, 2013, four vendors provided responses. A selection committee was formed including representatives from the faculty, the Office of Academic Affairs, the Office of Student Success, the Department of Purchasing, and Information Technology Services. The committee reviewed the request for proposal responses in detail and scored the results. A unanimous decision was made by the committee that only EAB provided a solution that would meet the University's functional and technical requirements, as well as effectively identify and support efforts to manage the retention issue and assist in achieving Vision 2020 goals. An on-site demonstration was conducted by EAB on November 19, 2013.

There will be a one-time implementation fee of \$70,000 and a first-year subscription fee of \$192,500. The contract can be executed with EAB for either a three-year or five-year term. The proposal from EAB includes a pricing structure that increases subscription costs 5 percent per year making the second and third years of the contract \$202,125 and \$212,232 respectively. If the University chooses to exercise a five-year contract, EAB will freeze the annual subscription cost of \$192,500 for each of the first five years. By exercising the five-year contract, the University will save \$101,187 over five years. The length of contract and applicable pricing currently are being discussed.

With the proposed solution, the University intends to examine retention and graduation rates, develop a plan for improvement and execute that plan through strong collaboration and teamwork among all University units. Student success is the ultimate goal, and this

solution will be a key enabler for improving success metrics to align with the State of Ohio Complete College Task Force recommendations and the University's Vision 2020 plan.

This proposed award is acceptable to the Office of Academic Affairs, the Department of Purchasing and the Office of General Counsel.

I recommend that an award be made to EAB and request your approval and that of the Board of Trustees at its meeting on December 11, 2013.

4. **Custodial Services for Five PFOC Buildings and E. J. Thomas Performing Arts Hall:** Due to employee reductions at the Physical Facilities Operations Center and the expiration of the existing custodial contract, a request for proposal was issued by the Department of Purchasing on behalf of the Physical Facilities Operation Center and E. J. Thomas Performing Arts Hall. Bids were sought to provide custodial services for six buildings: E. J. Thomas Hall, Polsky, Bierce Library, Central Hower, Arts & Sciences and Rhodes Arena. Separate bids were provided for each specific building. A bid closing on November 5, 2013, ten vendors provided responses. A selection committee consisting of representatives from the PFOC and E. J. Thomas facilities and the Department of Purchasing was formed and recommends to award all six buildings to ABM (the current provider). The anticipated annual spend for all six buildings is \$641,112. The term of agreement is two years with the option to renew for three-additional two-year periods. The contract is expected to begin December 15, 2013. The anticipated savings of this contract is at least \$200,000 per year as compared to providing internal custodial services.

This proposed award is acceptable to the Office of the Vice President for Capital Planning and Facilities Management, the Department of Purchasing and the Office of General Counsel.

I recommend that an award be made to ABM and request your approval and that of the Board of Trustees at its meeting on December 11, 2013.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -13

Acceptance of Purchases for More Than \$500,000

BE IT RESOLVED, that the recommendations presented by the Finance & Administration Committee on December 11, 2013, be approved.

Award to Apex Health Solutions a renewal contract to serve as the third-party administrator for the University's self-insured medical benefits program for three consecutive, one-year terms in the approximate annual amount of \$835,000 increasing 5 percent per year for each renewal year

Award to Highmark Insurance Group (HMIG) a contract to renew the University's stop-loss coverage for the plan year 2014 in an estimated amount of \$1,708,492

Award to Education Advisory Board for a Student Engagement and Retention Analytics Solution for either a three-year or five-year term in the total amount of \$676,857 over a three-year term (\$70,000 implementation fee plus \$192,500 in year one increasing 5 percent per year in years two and three) or \$1,032,500 over a five-year term (\$70,000 implementation fee plus \$192,500 per year for five years)

Award to ABM a contract for custodial services for six University buildings for a period of two years commencing on December 15, 2013 with the option to renew for three additional, two-year periods in the anticipated amount of \$641,112

Ted A. Mallo, Secretary
Board of Trustees



November 18, 2013

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

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

SUBJECT: Revised Endowment Funds Investment Policy

Subsequent to the appointment of Cambridge & Associates, LLC, as the University's Investment Advisor (approved by the Board in June, Resolution No. 6-11-13), the Treasury Services staff has been working closely with Cambridge to revise the Endowment Funds Investment Policy in accordance with stated objectives and guidelines as defined during the RFP and selection process. In early September, a joint meeting of the University and Foundation investment committees was held with Cambridge to introduce their investment team and to review the respective existing investment policies. Trustees Pavloff and Palmisano were in attendance and participated in the review/discussion of the University's policy and objectives. Attached is the resulting proposed policy as mutually agreed to by Cambridge and the University.

The contract with Cambridge is still under review by the Office of General Counsel. Once the contract has been fully executed, the assets managed under the former advisor (Legacy) will be transferred to Cambridge.

With your concurrence, I recommend that the proposed Endowment Funds Investment Policy be submitted to the Board of Trustees for approval at its meeting on December 11, 2013.

clh
attachment

c: John Reilly
Brian Davis
Elizabeth Voth

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

THE UNIVERSITY OF AKRON ENDOWMENT FUNDS
STATEMENT OF INVESTMENT POLICIES, OBJECTIVES, AND GUIDELINES

This statement provides guidance for the investment objectives, policy, strategy, and management of the pooled endowment funds (the “Portfolio”) of The University of Akron (the “University”). It will be effective until modified by The University of Akron Board of Trustees (the “Board”).

I. Objectives

The overall financial objectives of the Portfolio are (1) to support the current and future operations of the University and (2) to maintain the real (inflation-adjusted) purchasing power of the Portfolio over time.

The primary investment objective of the Portfolio is to achieve an average annual real total return¹ of 6.5%, net of investment fees, over the long term. It is recognized that this return will likely not be attained in every 10-year period, but the Portfolio will seek to achieve the objective over a series of 10-year periods.

The Portfolio will be invested in a manner that is expected to maximize long-term total return within reasonable and acceptable levels of investment risk. In the long term, the Portfolio should achieve the stated return objective with a level of volatility (annualized standard deviation) similar to that of a blend of 65% global stocks and 35% bonds.

II. Portfolio Composition and Asset Allocation

The Portfolio is expected to be diversified by manager, asset class, and investment strategy. The purpose of diversification is to provide reasonable assurance that no single security, class of securities, or manager will have a disproportionate impact on the Portfolio. The Portfolio will be managed according to the long-term asset allocation targets and allowable ranges presented below.

| Asset Class | Target | Allowable Range |
|----------------------------------|---------------|------------------------|
| Global Equity | 60.0% | 40 – 80% |
| ▪ U.S. Public Equity | --- | 15 - 50% |
| ▪ Non-U.S. Public Equity | --- | 15 - 50% |
| ▪ Emerging Markets Public Equity | --- | 0 - 20% |
| ▪ Private Equity | --- | 0 - 15% |
| Absolute Return | 15.0% | 0 – 25% |
| Real Assets | 12.0% | 10 – 25% |
| ▪ Commodities | --- | 0 - 15% |
| ▪ Public Real Estate | --- | 0 - 15% |
| ▪ Public Natural Resources | --- | 0 - 15% |
| ▪ Private Real Estate | --- | 0 - 10% |
| ▪ Private Natural Resources | --- | 0 - 10% |
| Bonds & Cash | 13.0% | 10 – 25% |
| ▪ Bonds | --- | 0 - 25% |
| ▪ Cash | --- | 0 - 15% |
| Total Private Investments | --- | 0 – 20% |

¹ Real total return is the sum of capital appreciation (or loss) and current income achieved in the form of dividends and interest adjusted for inflation as measured by the CPI(U) index.

Asset Class Definitions and Roles

Asset classes generally have the definitions and roles presented below.

Global Equity includes investments in stocks listed on public exchanges (in both developed and emerging markets) and private equity partnerships. Public equity managers may hold stocks long and sell them short. The role of the global equity portfolio is to generate long-term growth.

Absolute Return includes a diverse group of managers and strategies with a goal of earning positive, equity-like returns over time, but with less volatility and smaller interim declines than that of the public equity markets. Included in this category are strategies often pursued by hedge funds, including event-driven and special situations investing, merger and capital structure arbitrage, and distressed securities. This category also encompasses strategies focused on corporate and structured bonds, including those rated below investment grade. The roles of the absolute return portfolio are to provide long-term growth and diversification. The absolute return portfolio should generate a return commensurate with equities, but with a different pattern of returns over the short term.

Real Assets include commodities and commodity futures, public and private real estate, natural resource stocks, oil and gas, timber, inflation-linked bonds, and other inflation-sensitive investments. The primary role of the real asset portfolio is to provide a partial hedge in the event of significant and unanticipated inflation. It is expected that this portion of the portfolio would serve as one of the primary sources of spending during such periods, when the prices of other assets in the Portfolio may decline. The real assets portfolio should also provide diversification. It is expected to generate a return between equities and bonds over the long term, but with a different pattern of returns over the short term.

High-Quality Bonds & Cash includes obligations of sovereign nations and corporations, mortgage- and asset-backed securities, money market instruments, and bank deposits, which, on average, are expected to have a high quality rating (typically “A” or better by a recognized bond rating agency). The primary role of the high-quality bonds and cash portfolio is to provide a partial hedge in the event of economic contraction, deflation, and/or severe flight to quality. It is expected that this portion of the portfolio would serve as one of the primary sources of spending during such periods, when the prices of other assets in the Portfolio may decline.

III. Performance Expectations and Benchmarks

Portfolio performance is expected to:

1. Exceed the rate of inflation plus 6.5% over the very long term. This objective should be measured over rolling ten-year periods.
2. Exceed the return of a simple blend of 65% global stocks (MSCI All Country World Index) and 35% U.S. bonds (Barclays Aggregate Bond Index) over time. This objective should be measured over rolling five-year periods.
3. Exceed the return of a “policy benchmark” composed of appropriate asset class benchmarks weighted according to the asset class targets shown in Section II. This objective should be measured over rolling three-year periods.

| Allocation | Benchmark |
|----------------------------------|---|
| Global Equity | MSCI All Country World Index |
| Absolute Return | HFRI Fund of Funds Conservative Index |
| Real Assets | 50% Barclays US TIPS Index/50% DJ-UBS Commodity Index |
| High Quality Fixed Income & Cash | Barclays Aggregate Bond Index |

It is expected that short-term performance will often vary significantly from these objectives. Additional benchmarks may be used to evaluate performance from time to time.

IV. Investment Restrictions

A. Liquidity

Illiquid investments, defined as investments from which funds are not expected to be redeemable for a period of two or more years, should not exceed 20% of the Portfolio (based on current net asset value). It is recognized that significant changes in investment market values could cause the portfolio to be positioned outside of this liquidity guideline. If this occurs, no new commitments to illiquid investments will be made until illiquid investments represent less than 20% of the Portfolio.

At a minimum, liquidity available from the Portfolio within a three-month period in a stress case market scenario should be sufficient to cover expected spending needs and outstanding capital commitments for two years.

B. Fund Concentration

With the exception of diversified index funds, no single manager or fund should represent more than 10% of the Portfolio (based on current net asset value).

C. Derivatives and Leverage

It is understood that certain investment managers in the Portfolio, chiefly those generally categorized as “hedge funds,” may use derivatives and leverage as part of their investment strategies. Managers using derivatives and/or leverage should have in place systems to analyze and monitor liquidity and counterparty credit risk in order to minimize the risks associated with the use of derivatives.

No outright borrowing of money (e.g., margin leverage) will be used at the total Portfolio level.

Derivatives may be used at the Portfolio level to hedge investment risks or to replicate investment positions in a more efficient manner or at a lower cost than would otherwise be possible in the cash markets. Selling of uncovered options is prohibited. In any given calendar-year period, the net cost of options premia should not exceed 0.5% of the Fund at the beginning of that period.

V. Roles and Responsibilities

Major duties and responsibilities are as follows:

Board of Directors

The Board is responsible for approving this statement.

Finance and Administration Committee

The major responsibilities of the Finance and Administration Committee of the University (the “Committee”) are as follows:

- ◆ Establish investment objectives.
- ◆ Develop policy guidelines.
- ◆ Establish the long-term asset allocation policy, which is comprised of the long-term target asset allocation and allowable ranges.
- ◆ Establish suitable benchmarks for Portfolio performance.
- ◆ Ensure that the Portfolio is managed according to this statement.
- ◆ Review this statement at least annually.
- ◆ Recommend modifications to this statement to the Board in response to changes in applicable laws, changing economic and market conditions, and current income needs of the University.
- ◆ Evaluate the performance of investment managers and advisors.
- ◆ Monitor, engage and terminate investment managers, investment advisors, and other service providers.
- ◆ Review at least annually all investment-related costs affecting the Portfolio.
- ◆ Every five years, circulate requests for proposals (RFPs) to firms who may be interested in serving as the University’s investment advisor. Deviations from this five-year time frame must be approved by the Board.

Administrative Officers

The major responsibilities of the Vice President for Finance and Administration /CFO (the “Vice President”) and assignees are as follows:

- ◆ Invest the Portfolio’s assets through investment managers as approved by the Committee.
- ◆ Contract with appropriate investment advisors to independently monitor and audit the performance and strategies of investment managers.
- ◆ Oversee the administration of the Portfolio.
- ◆ Maintain the records of investment of the Portfolio.
- ◆ Monitor compliance with this statement.
- ◆ Obtain from its investment advisor written disclosure of all affiliations, cross-ownership arrangements, referral arrangements, discounts, compensation arrangements, and any other business relationships existing or being negotiated between the investment advisor and any investment manager whose termination or retention is being considered. The term “business relationships” refers to those relationships considered conflicts of interest under the Ohio ethics law as applicable to the University.

Investment Advisor

The University shall engage a non-discretionary investment advisor (the “Investment Advisor”) to assist in the management and oversight of the Portfolio. The major responsibilities of the Investment Advisor are as follows:

- ◆ Assist and advise the Committee in fulfilling its responsibilities by providing overall strategic investment guidance..
- ◆ Proactively recommend changes to this statement if appropriate.
- ◆ Provide recommendations regarding how to position the Portfolio’s asset allocation within the allowable ranges.
- ◆ Recommend specific investment managers.
- ◆ Monitor the investment managers in the Portfolio and recommend changes when appropriate.

- ◆ Regularly provide to the Committee and the Vice President all information required to understand the risk profile of the Portfolio and confirm that the Portfolio is compliance with this statement. This will include reports describing:
 - Portfolio asset allocation compared with the relevant targets and allowable ranges described in this statement.
 - Portfolio liquidity and manager concentration compared with the limits described in this statement.
 - Portfolio activity, including changes to asset allocation and investment managers, and the rationale for this activity.
 - The rationale for how the portfolio is positioned.
 - Portfolio performance compared to relevant benchmarks, along with commentary on the major contributors to and detractors from performance.
 - The capital market environment and its impact on the portfolio.
- ◆ Provide full disclosure of the expenses and other costs associated with its management of the Portfolio.
- ◆ Attend meetings as deemed necessary by the Committee.

Investment Managers

The Portfolio's assets shall be managed primarily by investment managers as approved by the Committee. The investment managers will generally have the full discretion to invest the assets to best achieve the stated objectives and performance standards. Investment decisions shall be subject to the usual standards of fiduciary prudence, commonly referred to as the "Prudent Investor Rule," and to the general guidelines of the Uniform Prudent Management of Institutional Funds Act (UPMIFA). Each investment manager shall be provided with a copy of this statement. Major responsibilities of investment managers are as follows:

- ◆ Manage the Portfolio's assets in accordance with the objectives and guidelines expressed in this statement or governing fund documents.
- ◆ Submit a written request to the Committee whenever the investment manager feels that the relevant guidelines in this statement should be changed
- ◆ Adhere to the investment management style or styles for which the manager was hired.
- ◆ Provide quarterly reports describing portfolio holdings, transactions, and performance net of fees.
- ◆ Promptly inform the Committee regarding all significant matters pertaining to the investment management of the assets of the Portfolio. For example, significant changes in the firm's ownership, affiliation, organizational structure, financial condition, professional personnel or fundamental investment philosophy.

Custodian

The major responsibilities of any custodian retained by the University are as follows:

- ◆ Set up accounts for individual investment managers.
- ◆ Hold all assets in safe keeping excluding commingled or mutual funds and passive index funds.
- ◆ Value assets at fair market value.
- ◆ Credit all dividends and interest to account on payable date and sweep cash to money market daily.
- ◆ Settle all trades made in the various accounts.
- ◆ Facilitate distributions from and additions to the accounts.
- ◆ Facilitate transfers between investment managers.
- ◆ Pay investment management fees from individual accounts after review by the Vice President or assignees.
- ◆ Provide monthly statements of all activity and account balances.
- ◆ Provide on-line access to view activity and account balances.

VI. Statement of Social Responsibility

The Board recognizes the interest in the moral and social implications of the management of the Portfolio and reserves the right to review all investment decisions of investment managers.

VII. Additional Administrative Items

Spending Policy

The goal of the University's endowment spending policy is to balance the long-term objective of maintaining the purchasing power of the Fund while providing a predictable, stable, and sustainable level of income to support current needs.

The annual payout under the endowment spending policy shall be calculated as a percentage of the moving average of the market value of the Portfolio, using the three preceding year-end market values. The endowment spending policy shall be 5%.

Exceptions to the endowment spending policy shall be made for restricted gifts calling for annual payments which differ from the standard.

Administrative Fee Policy

The Vice President of the University may levy an administrative fee, where feasible, not to exceed one-and-one-half percent (1.5%) of the market value of the Portfolio.

Operating Procedures

The Portfolio shall be commingled or pooled for investment purposes unless a donor specifically directs that the gift be separately invested, or unless the funds given are in securities that do not have a ready market or for other reasons are unacceptable to hold in an endowment pool.

Additions and Withdrawals

The Committee will establish and regularly review a set of interim working targets for each asset class and investment manager. The working targets may differ from the policy targets in this statement, so long as they remain within the allowable ranges.

Additions to and withdrawals from the Portfolio will be done such that they have the effect of moving the Portfolio's allocation toward the interim targets. Additions should generally be added to asset classes and managers whose actual allocations are most below their interim targets. Withdrawals should generally be taken from asset classes and managers whose actual allocations are most above their interim targets. The Investment Advisor shall provide recommendations to assist with this process.

The University's Vice President or assignees shall determine the timing of the gift allocation process. The frequency shall be as deemed appropriate. New gifts may be used to rebalance the portfolio or to contribute toward the quarterly distribution requirements.

Annual Audit

The Fund shall be subject to audit by the independent accountant engaged by the University to conduct the annual audit, who shall report audit findings to the Board through the Audit Committee.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -13

Pertaining to the Revised
University Endowment Funds Investment Policy

BE IT RESOLVED, that the recommendation of the Finance & Administration Committee on December 11, 2013, pe rtaining to the revised University Endowment Funds Investment Policy, be approved.

Ted A. Mallo, Secretary
Board of Trustees

REPORT TO THE UNIVERSITY OF AKRON BOARD OF TRUSTEES

Department of Development
December 11, 2013

The University of Akron recorded total giving of \$25,219,439 for **July-October 2013**. That total compares to \$24,149,119 for July-October 2012 (an increase of 4 percent) and a year-to-date average of \$16,742,167 for the previous five years (an increase of 51 percent). During July-October 2013, 8,660 gifts were received, as compared with 7,993 for the same period in the last fiscal year (an increase of 8 percent).

Comparable Year-to-Date Totals for October 2013

| Fiscal Year | 2008-2009 | 2009-2010 | 2010-2011 | 2011-2012 | 2012-2013 | 2013-2014 |
|--------------|-------------|--------------|--------------|--------------|--------------|--------------|
| Total Giving | \$7,557,689 | \$13,473,853 | \$13,199,386 | \$25,330,790 | \$24,149,119 | \$25,219,439 |
| Total Gifts | 7,576 | 7,798 | 8,237 | 7,973 | 7,993 | 8,660 |

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

THE UNIVERSITY OF AKRON

RESOLUTION 12- -13

Gift Income Report July-October 2013

BE IT RESOLVED that the recommendation of the Finance & Administration Committee on December 11, 2013, pertaining to the Gift Income Report for July-October 2013 be approved.

Ted A. Mallo, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 6

GIFTS

REPORT TO THE UNIVERSITY OF AKRON BOARD OF TRUSTEES

DEPARTMENT OF DEVELOPMENT

December 11, 2013

October 2013 FYTD

Contributions by Gift Amounts – **Exhibit 1**

Cumulative Gift Income Report – **Exhibit 2**

Program Centered Private Support FYTD – **Exhibit 3**

Program Centered Private Support – **Exhibit 4**

CAMPAIGN REPORTS – September 2013 FYTD

Annual Giving – Monthly-YTD, July, August, September Quarterly – **Exhibit 5**

Annual Giving – 5 years - FYTD – **Exhibit 6**

Bequest Report – Monthly-YTD, July, August, September Quarterly – **Exhibit 7**

Bequest Report – 5 years, September FYTD – **Exhibit 8**

School of Law Building Campaign - \$23.5M Goal – **Exhibit 9**

College of Engineering Building Campaign - \$10M Goal – **Exhibit 10**

Soccer Stadium Campaign - \$5M Goal – **Exhibit 11**

Bequest Campaign, FY2010 – \$75M Goal – **Exhibit 12**

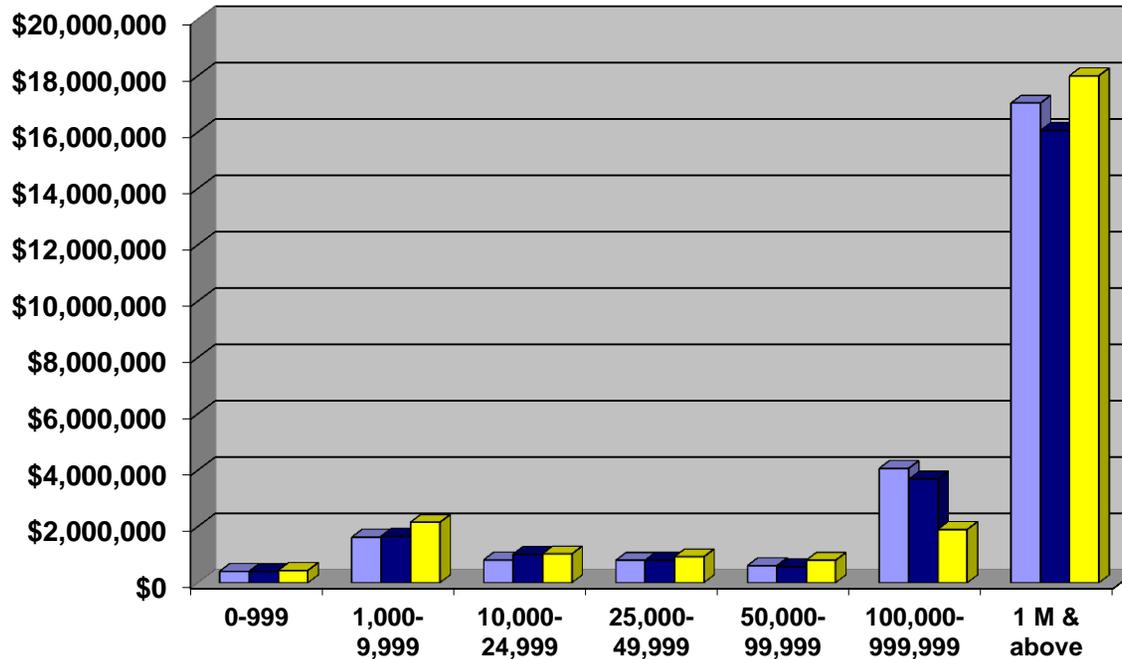
Center for Gift and Estate Planning Campaign

Family Campaign Report – 10 years - \$20M Goal – **Exhibit 13**

The University of Akron Size of Gift Comparison

Exhibit 1

Comparison July 1 - October 31, 2013 -- FY 2012, FY 2013, FY 2014

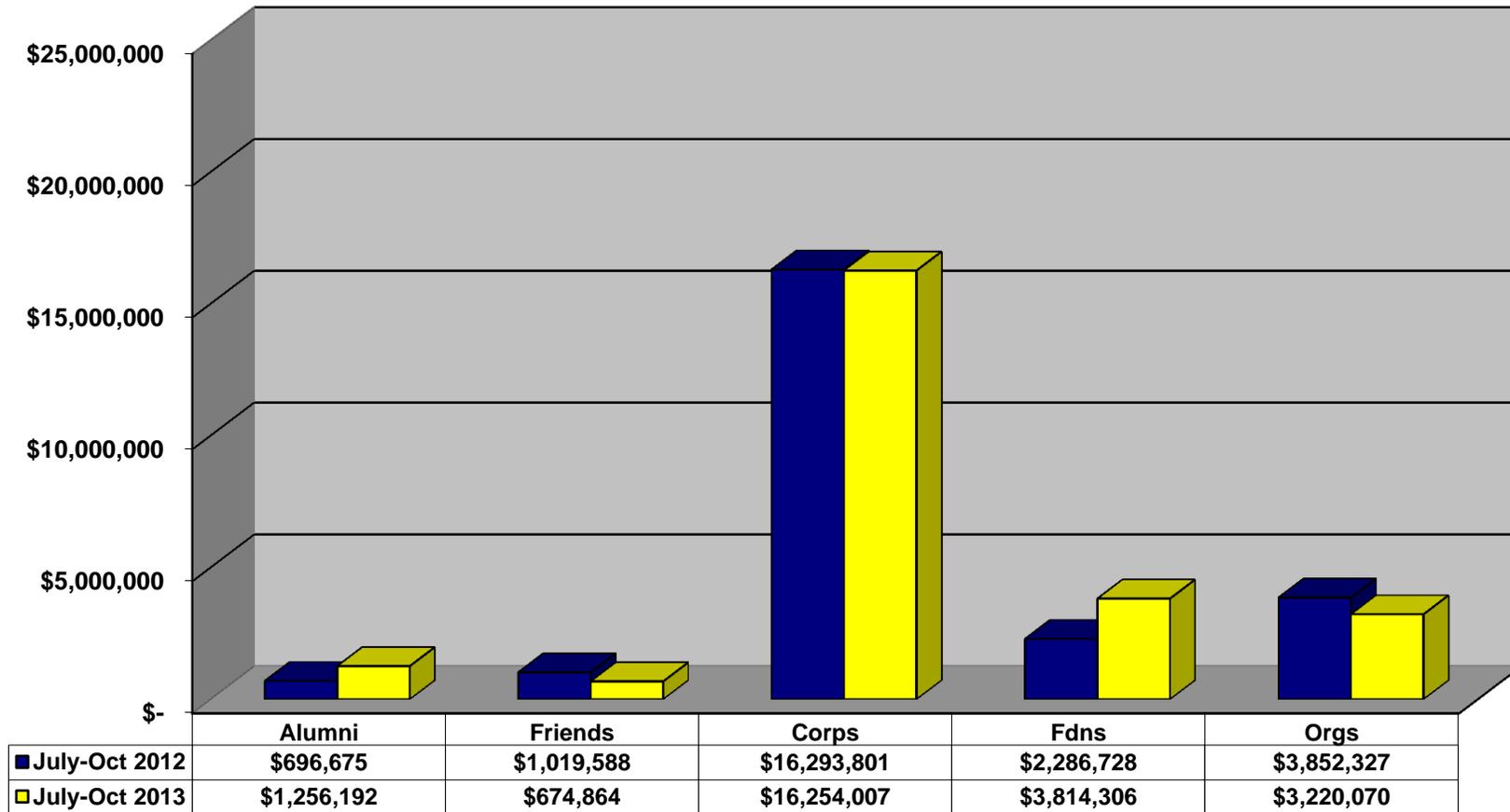


| | | | | | | | | | TOTAL |
|-----------|----------|-----------|-------------|-------------|-----------|-----------|-------------|--------------|--------------|
| 2011-2012 | \$ Level | \$408,514 | \$1,617,062 | \$813,985 | \$792,667 | \$610,032 | \$4,061,355 | \$17,026,575 | \$25,330,790 |
| | # Gifts | 7,225 | 640 | 54 | 23 | 10 | 15 | 6 | 7,973 |
| 2012-2013 | \$ Level | \$388,201 | \$1,652,643 | \$1,014,552 | \$798,394 | \$561,956 | \$3,675,428 | \$16,057,945 | \$24,149,119 |
| | # Gifts | 7,180 | 688 | 72 | 24 | 9 | 15 | 5 | 7,993 |
| 2013-2014 | \$ Level | \$439,277 | \$2,145,181 | \$1,023,509 | \$921,386 | \$794,914 | \$1,893,382 | \$18,001,790 | \$25,219,439 |
| | # Gifts | 7,705 | 829 | 73 | 27 | 13 | 8 | 5 | 8,660 |

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

The University of Akron
Cumulative Gifts Income Report
Comparison July 1 - October 31, 2013- FY 2012-2013, FY 2013-2014

Exhibit 2



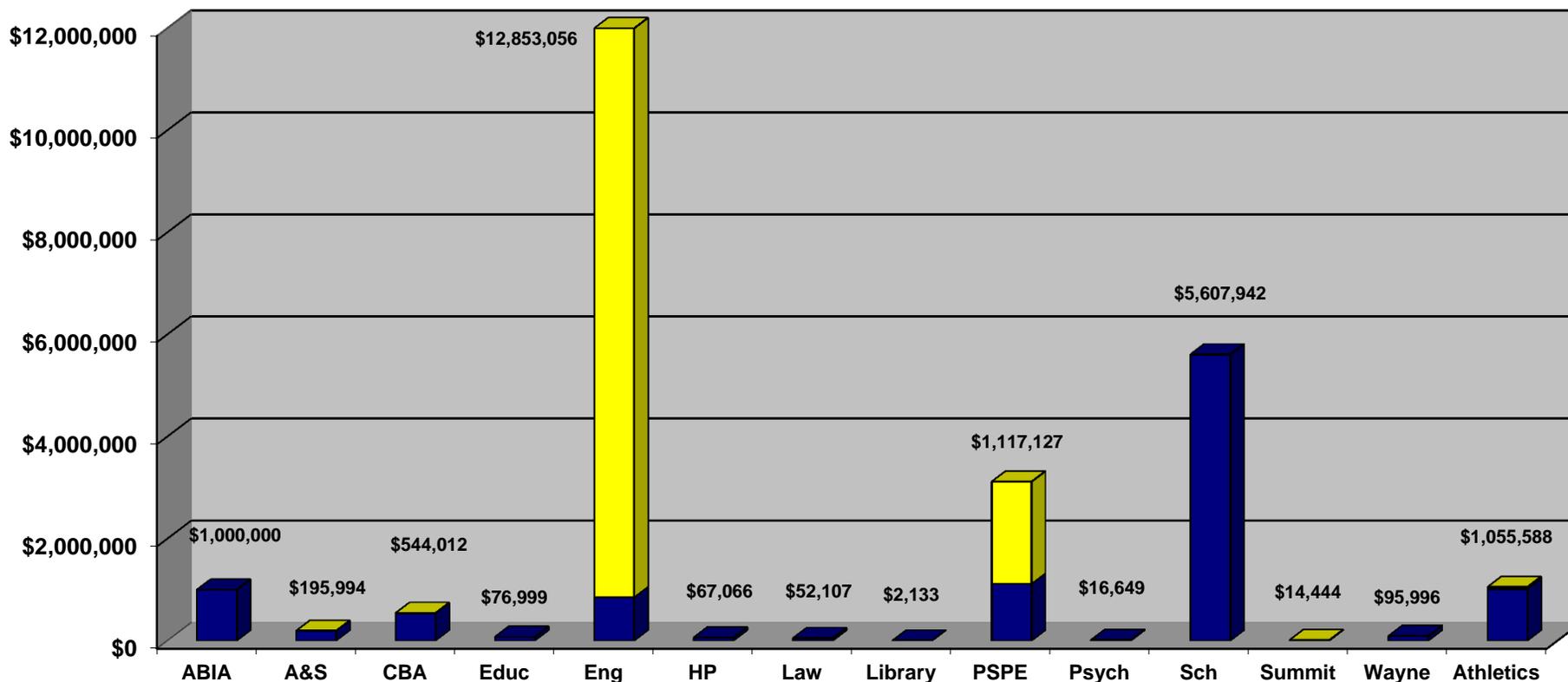
Alumni: graduates and former students of UA
Friends: individuals who are not alumni
Corporations: private, for profit entities

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 2012 - 2013
July 1, 2013 - October 31, 2013

Exhibit 3



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

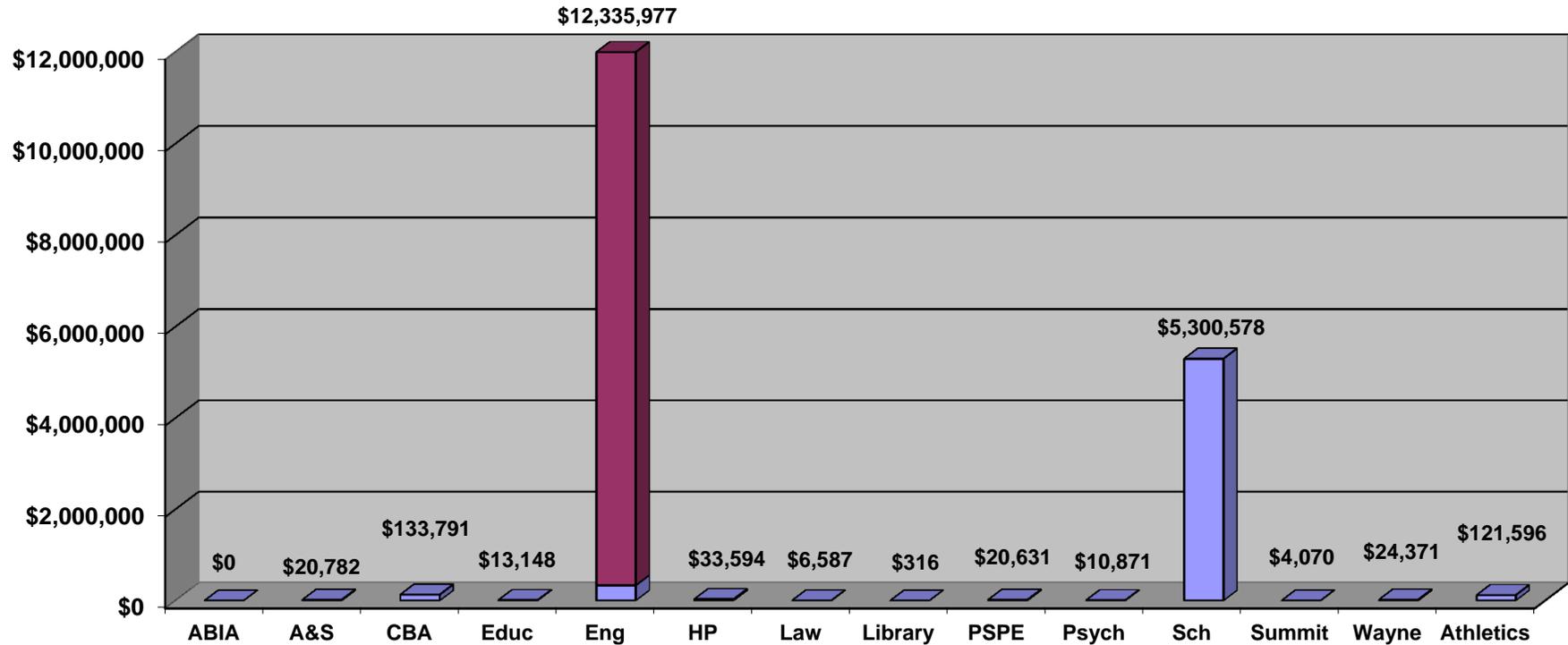
C&PA: Creative and Professional Arts
HS&HS: Health Sciences & Human Services
Law: School of Law
Library: University Libraries
Nurs: College of Nursing

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

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

The University of Akron
Program Centered Private Support
Fiscal Year 2013-2014
October 1 - October 31, 2013

Exhibit 4



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

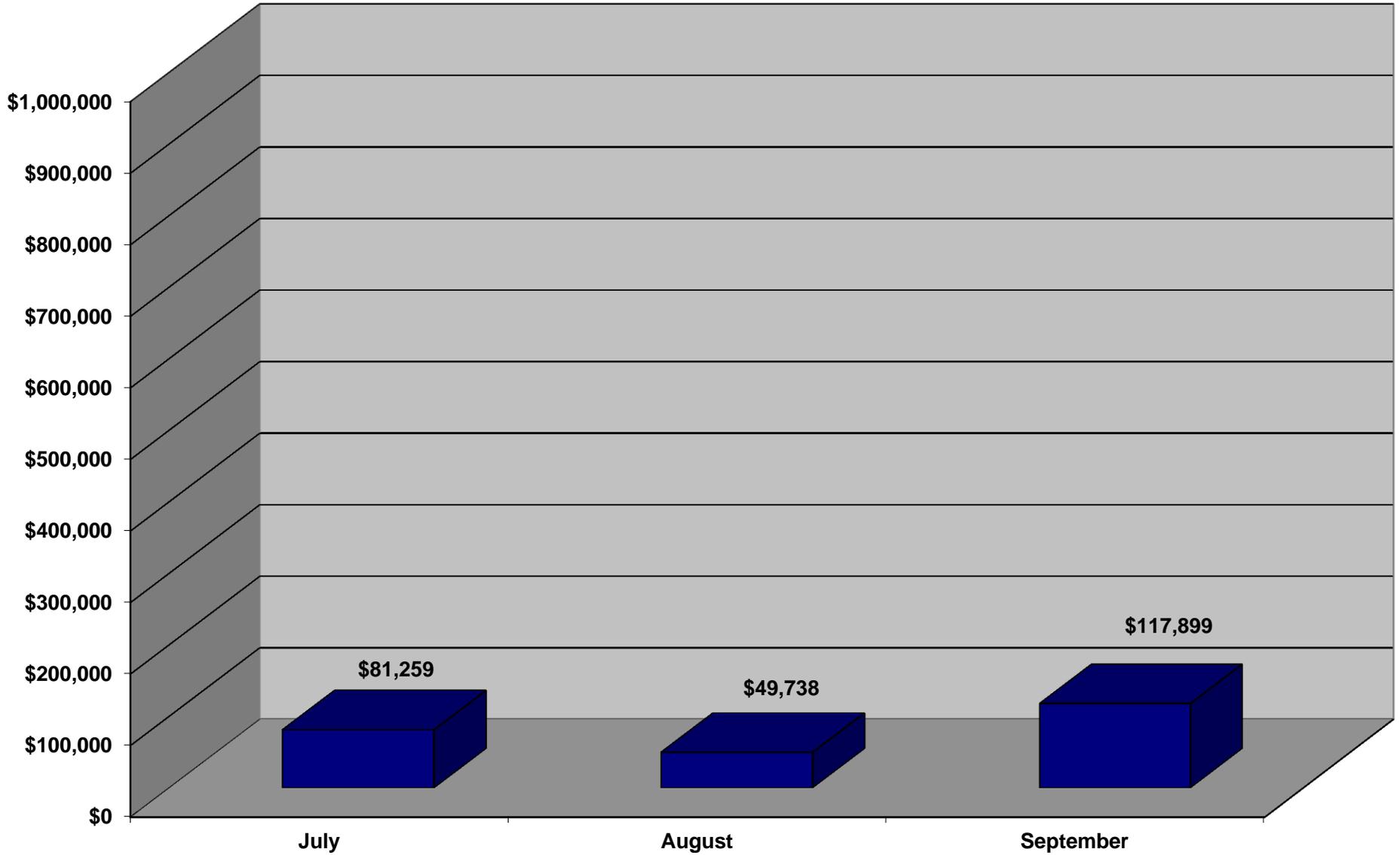
HP: Health Professions
Law: School of Law
Library: University Libraries
PSPE: College of Polymer Science and Polymer Engineering

Psych: Psychology Archives
Sch: General Scholarships
Summit: Summit College
Wayne: Wayne College
Athletics: Zips Athletics Scholarships Fund (Z-Fund)

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

THE UNIVERSITY OF AKRON
UA Annual Giving
Monthly - July, August, September FY 2013-2014

Exhibit 5



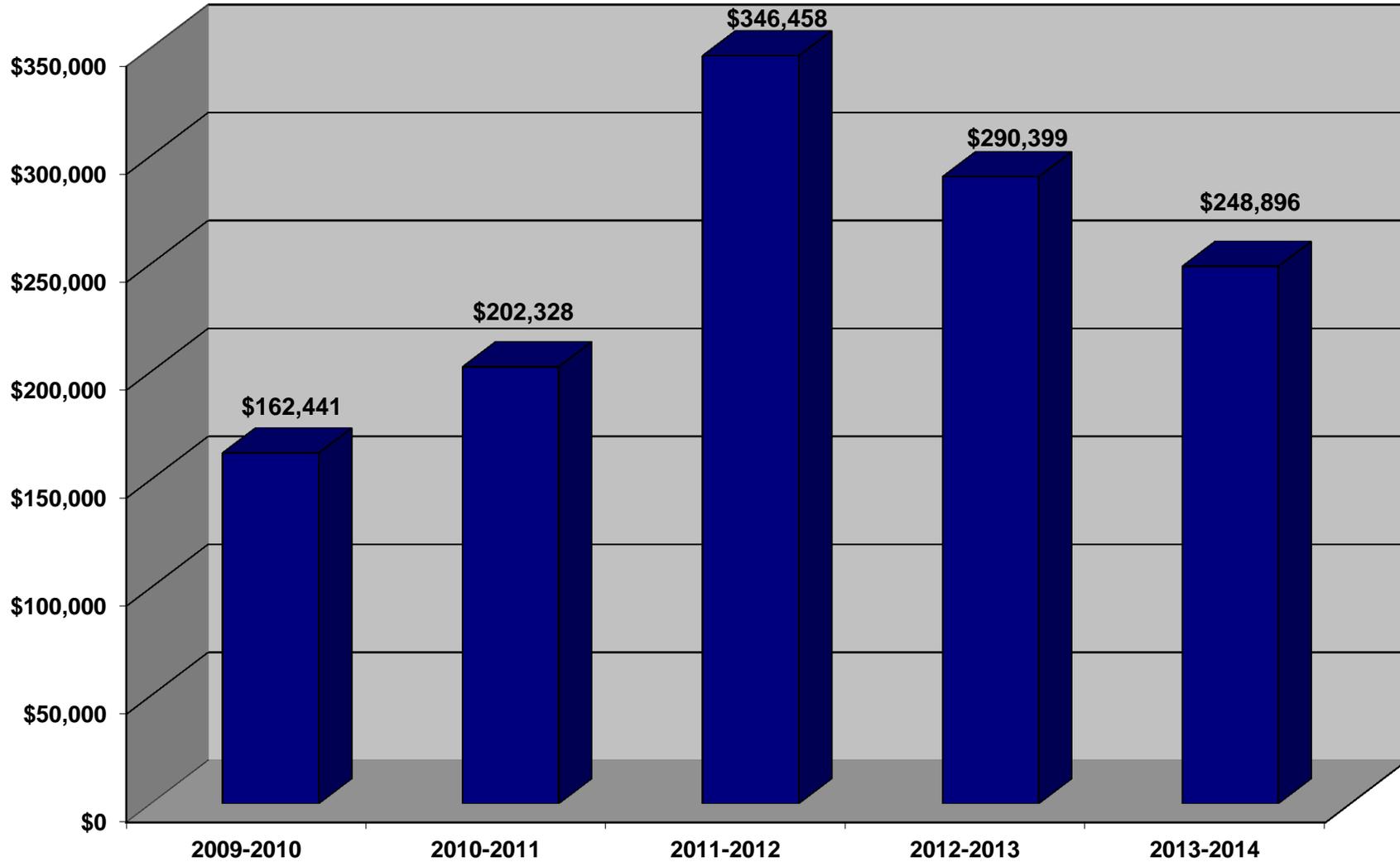
***UA Annual Giving is primarily direct mail and telemarketing only.**

THE UNIVERSITY OF AKRON

UA Annual Giving

Exhibit 6

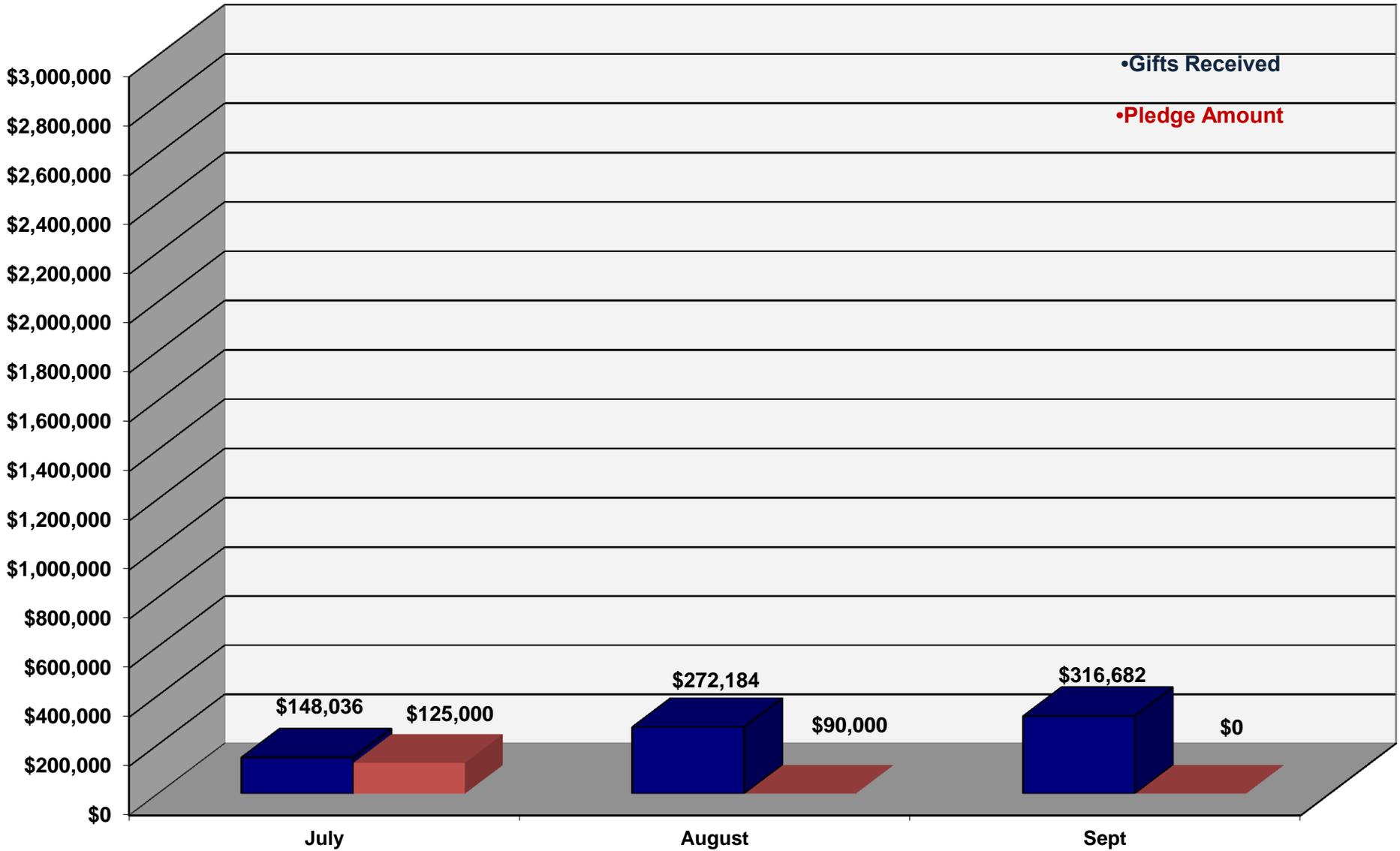
FY2009-2010, FY2010-2011, FY2011-2012, FY2012-2013, FY 2013-2014
July 1 through September 30, 2013 FYTD



*UA Annual Giving is primarily direct mail and telemarketing only.

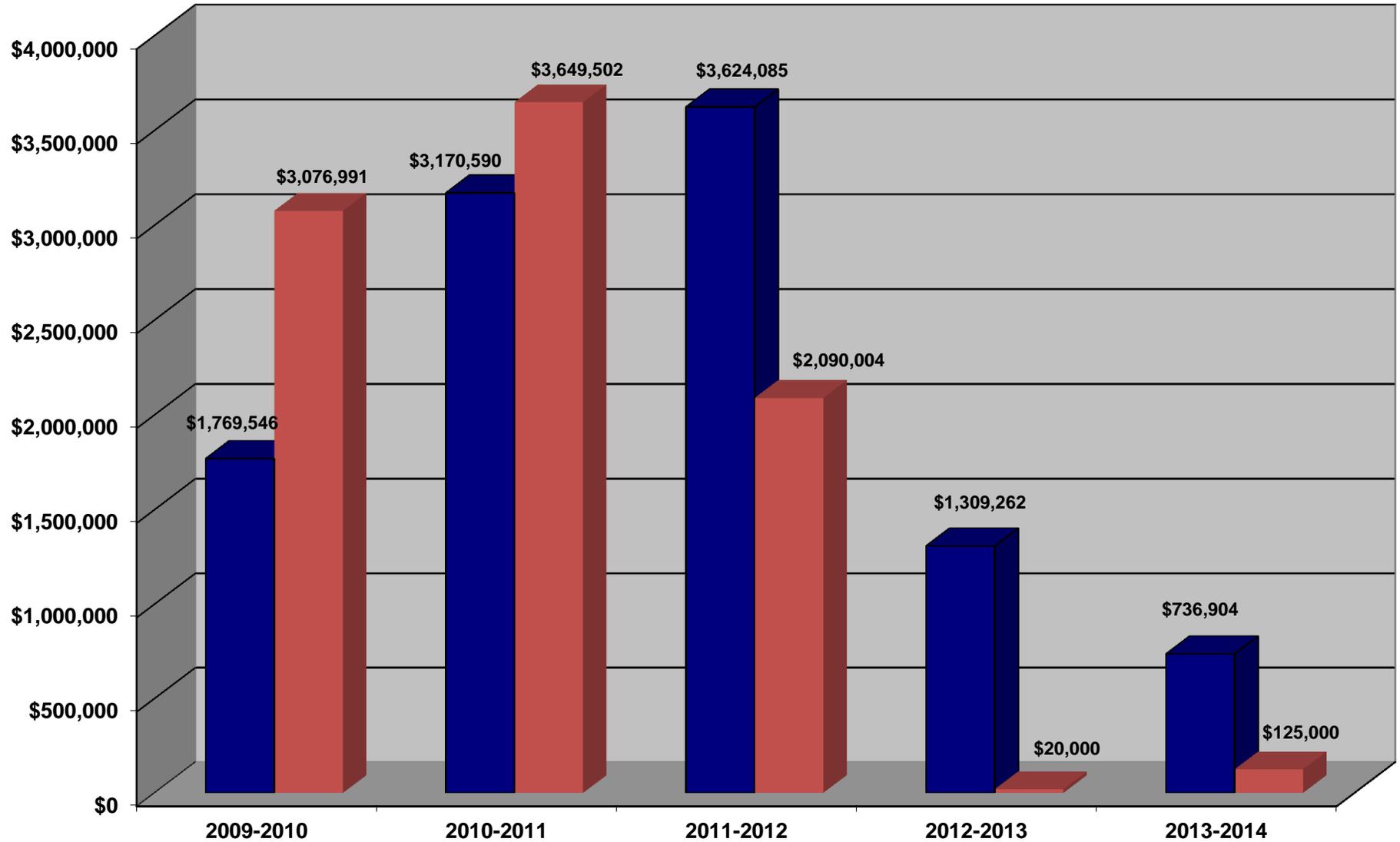
THE UNIVERSITY OF AKRON
Bequests Campaign Report
Monthly Totals
July-August-September FY 2013-2014

Exhibit 7



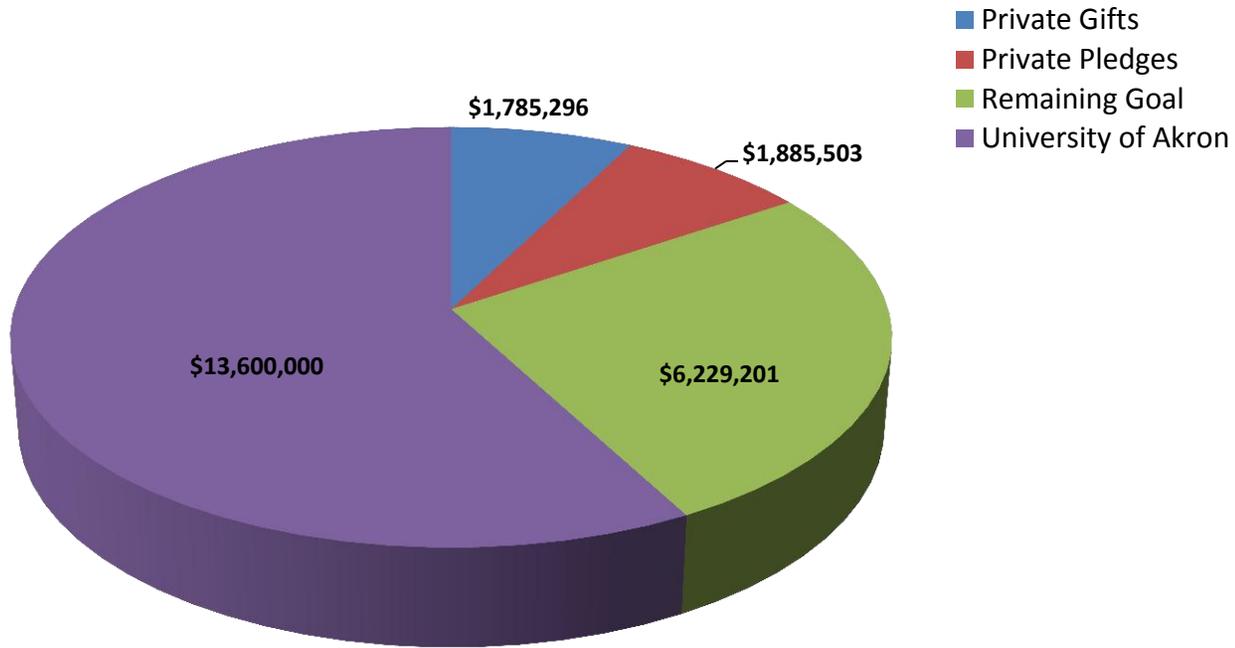
THE UNIVERSITY OF AKRON
Bequest Report
FY2009-2010, FY2010-2011, FY2011-2011, FY 2012-2013, FY 2013-2014
September 30, 2013, FYTD

Exhibit 8



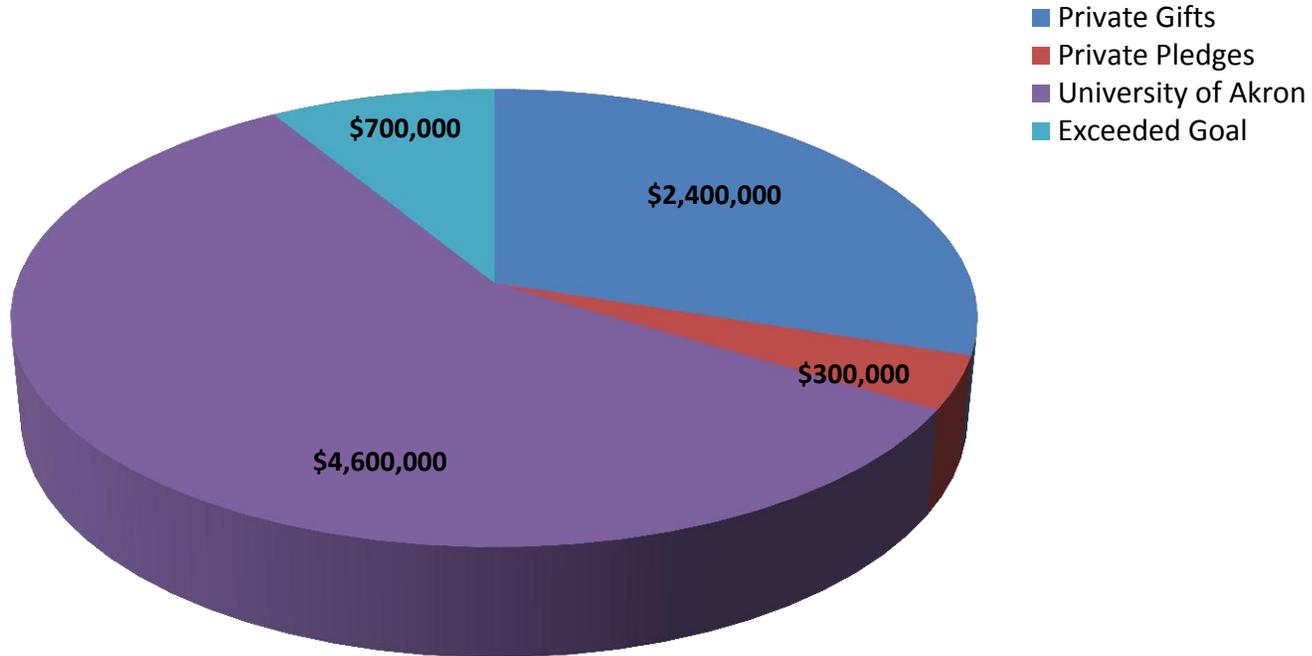
**The University of Akron
School of Law Building Campaign- \$23.5M Goal
September 30, 2013, FYTD**

Exhibit 9



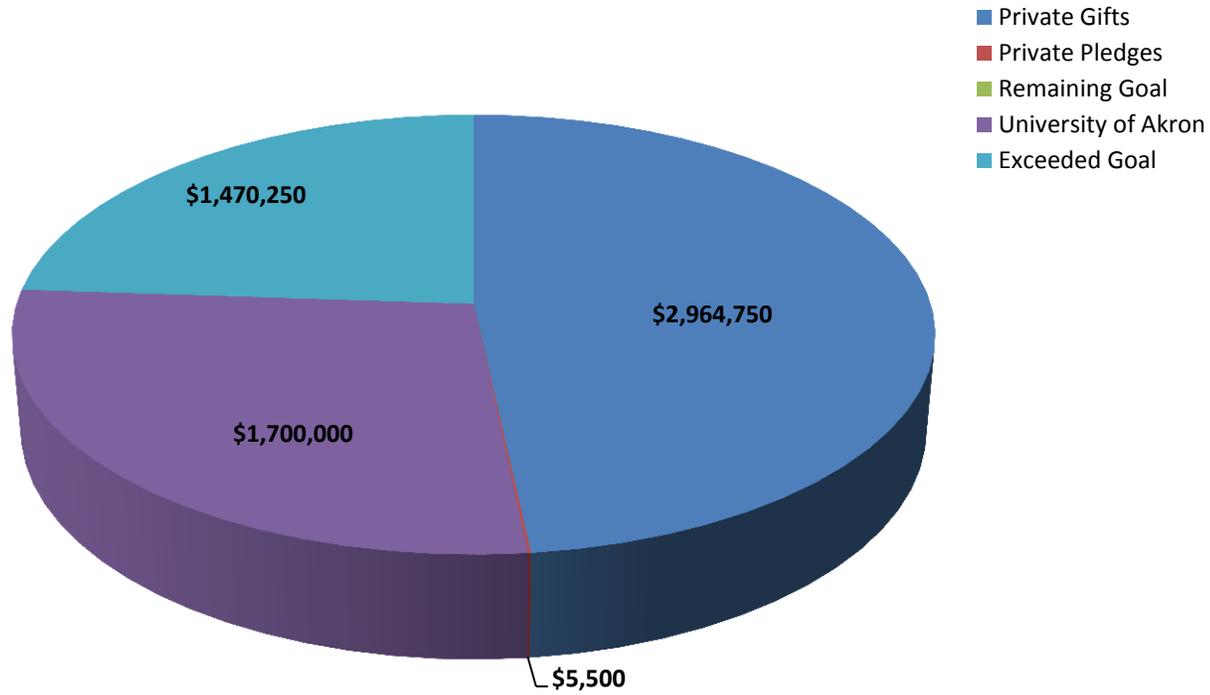
**The University of Akron
College of Engineering Building Campaign- \$6.6M Goal
September 30, 2013, FYTD**

**Exhibit 10
Phase I-Complete**



**The University of Akron
Soccer Stadium Campaign - \$3.2 M Goal
September 30, 2013, FYTD**

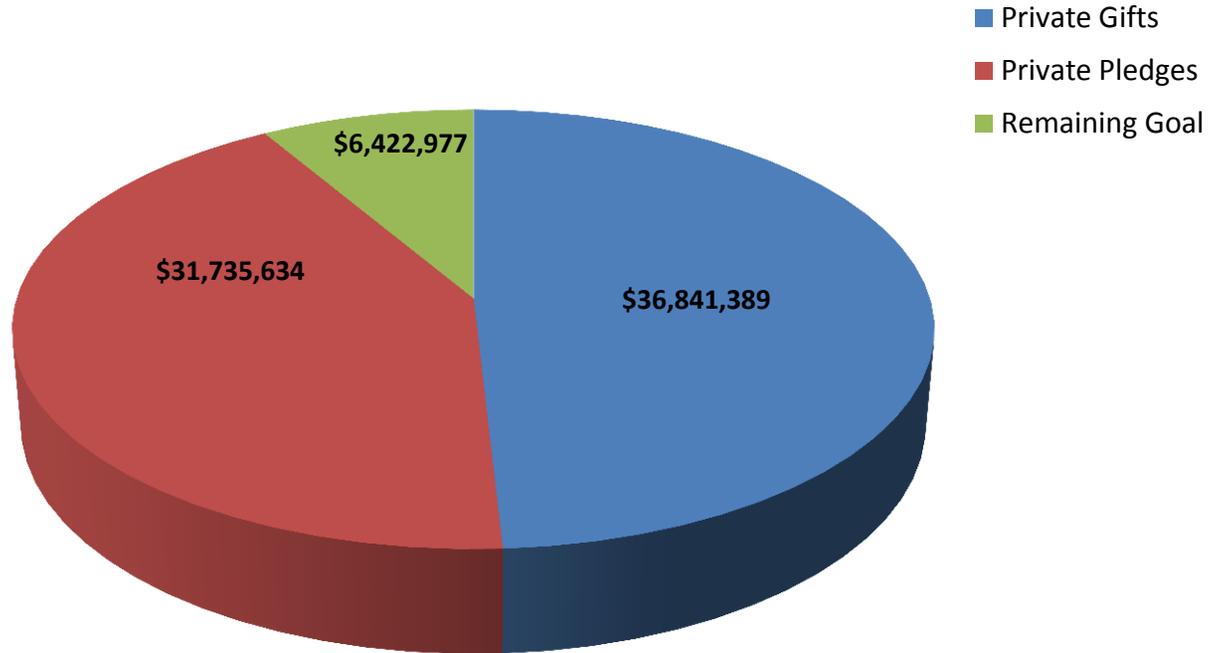
**Exhibit 11
Campaign Goal Exceeded**



PHASE II

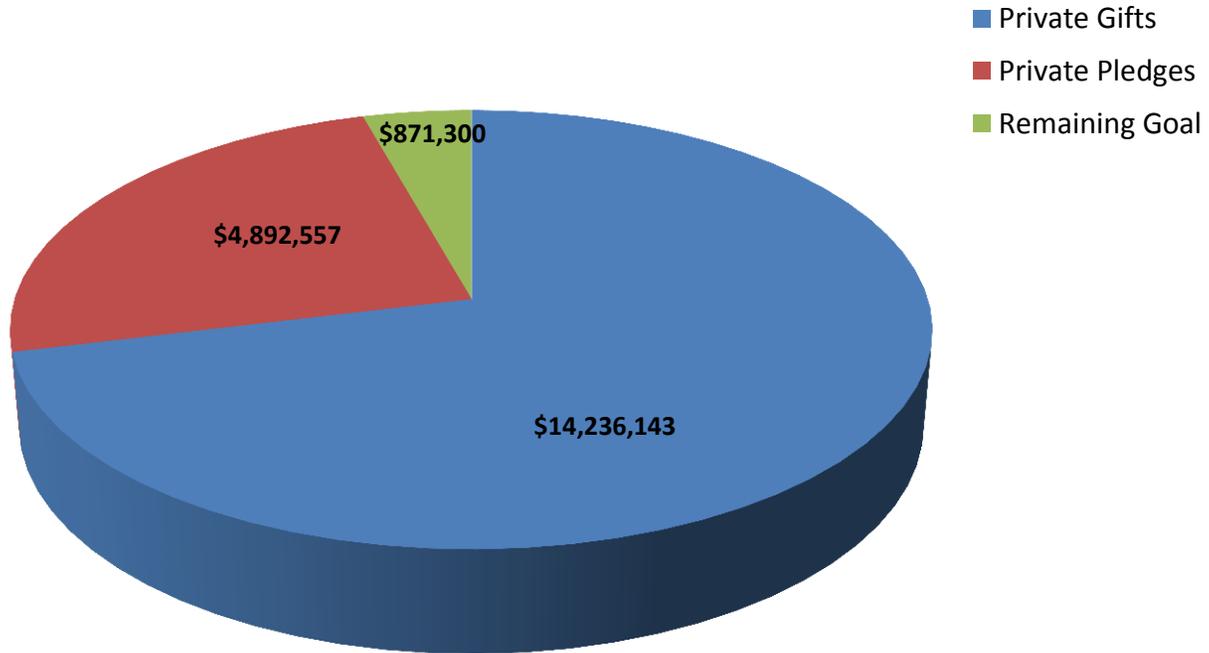
**The University of Akron
Bequest Campaign - \$75M Goal
**Center for Gift and Estate Planning*
September 30, 2013, FYTD**

Exhibit 12



**The University of Akron
Family Campaign - \$20M Goal
September 30, 2013, FYTD**

Exhibit 13





November 25, 2013

SUBJECT: Purchases for September 2013 and October 2013 between \$25,000 and \$500,000 (information only)

REPORT SUMMARY

For September 2013, there were 26 purchases in this category totaling \$1,479,137.18. The information below provides a breakout of purchases by funding source. The account numbers indicate the funding source.

- The Dept/Fund numbers beginning with 2 are General Fund. Total General Fund is \$1,087,242.23.
- The Dept/Fund numbers beginning with 3 are Auxiliaries. Total Auxiliaries is \$111,702.95.
- The Dept/Fund numbers beginning with 5, 6 and 7 are Grants/Restricted Funds. Total Grants/Restricted is \$280,192.

For October 2013, there were 22 purchases in this category totaling \$1,237,130.25. The information below provides a breakout of purchases by funding source. The account numbers indicate the funding source.

- The Dept/Fund numbers beginning with 2 are General Fund. Total General Fund is \$717,140.95.
- The Dept/Fund numbers beginning with 2 and 3 are Auxiliaries. Total Auxiliaries is \$301,963.30.
- The Dept/Fund numbers beginning with 5, 6, 7 and 9 are Grants/Restricted Funds. Total Grants/Restricted is \$218,026.

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 7

PURCHASES ≤\$500,000

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 \$500,000.00.

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

| VENDOR | PURCHASE ORDER | DATE | DESCRIPTION | AMOUNT |
|--|-----------------------|-------------|--|---------------|
| DEPT/FUND | NUMBER | | DEPARTMENT | |
| General Fund | | | | |
| 1. ABM Janitorial A4801013/10000/205021 | B1421520 | 2013-09-20 | Blanket PO-Janitorial Cleaning Svcs-Polsky Contract Building Services | \$150,480.00 |
| 2. ACT Inc. A4650001/10000/200610 | B1436095 | 2013-09-30 | Blanket PO-Student Names from ACT Tests Admissions Office | \$25,000.00 |
| 3. B & B Microscopes LTD A0322113/10000/207115 | 0000081764 | 2013-09-25 | Olympus BX51WI w/ Gibraltar Stage Start Up Funds - Renna,J | \$61,517.60 |
| 4. Barnes & Noble Booksellers Inc. W4700017/11000/213003 | B1454360 | 2013-09-23 | Blanket PO-Books at Wayne College Dual Enrollment Program -Wayne | \$100,000.00 |
| 5. Central Insulation Inc. A4801007/10000/205013 | B1460627 | 2013-09-11 | Blanket PO-Campus HVAC Labor & Materials Zone Maintenance | \$50,000.00 |
| 6. Children's Hospital Medical Center A4630001/10000/200670 | 0000081470 | 2013-09-10 | Medical Services for Campus Health Services | \$34,096.52 |
| 7. College Board A4650001/10000/200610 | B1441310 | 2013-09-30 | Blanket PO-Student Names PSAT-SAT Tests Admissions Office | \$25,000.00 |
| 8. Davis Printing Company Inc. A4650001/10000/200610 | 0000081009 | 2013-09-09 | Printing of Viewbooks for 2013-2014 Admissions Office | \$29,604.77 |
| 9. Desire2Learn Inc. A4752001/10000/200265 | 0000081554 | 2013-09-05 | Renewal of Annual Software Maintenance Academic Software | \$191,900.00 |

| VENDOR DEPT/FUND | PURCHASE ORDER NUMBER | DATE | DESCRIPTION DEPARTMENT | AMOUNT |
|--|--------------------------|------------|---|-----------------------|
| 10. Enterprise Group /10000/013100 | 0000080837 | 2013-09-09 | 1320 Cases of Xerox Copier Paper Inv-Central Stores | \$37,340.00 |
| 11. Innovative Interfaces Inc. A4206002/10000/204060 | 0000081779 | 2013-09-24 | Annual Maint. License for Online Catalog UL Systems | \$79,836.00 |
| 12. JEOL USA Inc. A3704001/10000/204330 A3704004/10000/204333 A4268010/10887/309887 | 0000081586 | 2013-09-06 | Service Agreement & Supplies for Microscope Institute of Polymer Science IPS - Microscopes Akron Polymer Training Center | \$60,759.40 |
| 13. MathWorks Inc. A4752001/10000/200265 | 0000081550 | 2013-09-05 | Annual Software License Renewal Academic Software | \$35,001.00 |
| 14. PCM Sales Inc. A4751003/10000/200703 | 0000081726 | 2013-09-30 | Wireless Network Switches for Campus Tech Fees (Cisco) | \$111,141.89 |
| 15. Sirius Computer Solutions Inc. A4751002/10000/200701 | 0000081681 | 2013-09-13 | Installation of IBM Servers and Software Student Info Tech Fee | \$29,300.00 |
| 16. Tri-City Communications A4758002/10000/200143 | B1411634 | 2013-09-10 | Blanket PO-Two-Way Radio Equip. & Repairs Radio System | \$30,000.00 |
| 17. Workforce Software LLC A4752017/10000/200729 | 0000081684 | 2013-09-30 | Workforce Time & Attendance Software Time & Labor/Absence Mgmt Proj | \$62,968.00 |
| General Fund Total | | | | \$1,087,242.23 |
| Auxiliary Fund | | | | |
| 18. D & H Distributing Co. A4756011/10874/309874 | B1441606 | 2013-09-09 | Blanket PO-Computer Items for Resale Computer Store | \$35,000.00 |
| 19. US Foods Inc. A1841001/10844/309844 | 0000081531 | 2013-09-11 | Blanket PO-Food for The Crystal Room Crystal Room | \$25,000.00 |
| 20. Wingfoot Comm. Tire Systems LLC A8610001/20600/308101 | B1469428 | 2013-09-03 | Blanket PO-Roo Bus Tire & Road Repairs Parking & Transportation Svcs | \$25,000.00 |
| *Auxiliary Fund Total | | | | *\$111,702.95 |

| VENDOR DEPT/FUND | PURCHASE ORDER NUMBER | DATE | DESCRIPTION DEPARTMENT | AMOUNT |
|--|----------------------------------|-------------|--|-----------------------|
| Grants/Restricted Fund | | | | |
| 21. Coastal Quality Construction Inc. A4802000/72263/772263 | 0000081775 | 2013-09-23 | Gen. Trades EJT Restroom Renovations EJ Carpet Replacement(40th An) | \$99,592.00 |
| 22. Fire Protection Inc. A4234000/36354/636354 | 0000081522 | 2013-09-04 | Fire Suppression System Ctr History of Psych-Fundraisg | \$26,200.00 |
| 23. Mark Elliott Company A3706000/32002/535064 | 0000081445 | 2013-09-06 | Chiller & Pump for Polymer Mesocoat Lab ODOD TECH 11-104 Soucek | \$34,500.00 |
| 24. Mettler Toledo AutoChem Inc. A3706000/32002/535064 | 0000081535 | 2013-09-06 | Automated Chemical Reactor System ODOD TECH 11-104 Soucek | \$65,750.00 |
| 25. Moody's Investors Services Inc. A4802000/72214/772214 | 0000081541 | 2013-09-10 | Cancellation Fee, Bond Series 2013A Grant Street Housing Ph I | \$26,250.00 |
| 26. Synergy LLC A4802000/72263/772263 | 0000081777 | 2013-09-23 | Plumbing EJ TPAH Restroom Ren. EJ Carpet Replacement(40th An) | \$27,900.00 |
| Grants/Restricted Fund Total | | | | \$280,192.00 |
| GRAND TOTAL OF ALL FUNDS | | | | \$1,479,137.18 |

*The Auxiliary Fund includes \$26,702.95 from item# 12 which is partially charged to the General Fund and the remainder to the Auxiliary Fund.

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 \$500,000.00.

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

| VENDOR DEPT/FUND | PURCHASE ORDER NUMBER | DATE | DESCRIPTION DEPARTMENT | AMOUNT |
|--|--------------------------|------------|---|-------------|
| General Fund | | | | |
| 1. Akron General Medical Center A1880013/10000/202552 | 0000081847 | 2013-10-02 | Ohio Accreditation/AGMC Paramedic Edu. Rev Sharing - EMT/Paramedic | \$38,400.00 |
| 2. Allied Equipment A4801005/10000/205011 | 0000082135 | 2013-10-29 | Tube Bundle for Heat Exchanger -JAR PFOC Projects | \$34,924.00 |
| 3. Chemical Analytics Inc. A4758003/10000/200370 | B1412677 | 2013-10-03 | Blanket PO-Hazardous Waste Disposal Hazardous Materials Management | \$38,000.00 |
| 4. Clear Channel Outdoor A4773001/10000/200550 | 0000081956 | 2013-10-18 | Outdoor Bulletin Advertising Cleveland/Akron University Advertising | \$56,950.00 |
| 5. Cleveland Vicon Company Inc. A4802026/10000/206433 | 0000082010 | 2013-10-18 | Door Locks for Central Hower Central Hower Projects (UA) | \$52,386.25 |
| 6. Continuum Corp. A0660118/10000/207135 | 0000082106 | 2013-10-29 | Continuum Surelite III Laser Start Up Funds - Ye,Chang | \$39,750.00 |
| 7. Davis Printing Company Inc. A4650001/10000/200610 | B1434097 | 2013-10-11 | Blanket PO-Printing/Mailing Svcs-Admissions Admissions Office | \$50,000.00 |
| 8. Glazen Creative Studios Inc. A4773001/10000/200550 | 0000081720 | 2013-10-29 | Create a (:30) Broadcast TV Spot University Advertising | \$27,000.00 |
| 9. Kapper & Associates Inc. A4704001/10000/200105 | 0000078172 | 2013-10-17 | Gov't & Community Relations Consulting Svcs. Advice/Counsel Special Purpose Fund | \$48,000.00 |

| VENDOR DEPT/FUND | PURCHASE ORDER NUMBER | DATE | DESCRIPTION DEPARTMENT | AMOUNT |
|---|----------------------------------|-------------|--|---------------------|
| 10. Nikon Instruments Inc. A0355127/10000/207127 | 0000081855 | 2013-10-10 | Nikon A1 Confogal System Start Up Funds - Konopka,M | \$253,970.70 |
| 11. Star Printing Company Inc. A4781001/10000/200691 | 0000080950 | 2013-10-02 | Printing of 2013-14 Commencement Program Commencement | \$27,760.00 |
| 12. Towers Watson Delaware Inc. A4721006/10000/200350 | 0000081911 | 2013-10-14 | Blanket PO-Benefits Consulting Services Fringe Benefit Control | \$50,000.00 |
| General Fund Total | | | | \$717,140.95 |
| Auxiliary Fund | | | | |
| 13. ASI Campus Laundry Solutions A5100011/20107/300801 A5100040/20124/301301 A5100015/20115/301601 A5100012/20108/300901 A5100009/20105/300601 A5100043/20125/301401 A5100007/20103/300401 A5100008/20104/300501 A5100048/20127/301901 A5100010/20106/300701 A5100045/20126/301701 | 0000081941 | 2013-10-24 | Laundry Equipment for Resident Students Bulger Residence Hall Exchange Street Hall Gallucci Hall-Admin Honors Residential Complex Orr Residence Hall Quaker Square Residence Hall Ritchie Residence Hall Sisler - McFawn Residence Hall South Residence Hall Spanton Residence Hall Spicer Residence Hall | \$32,668.30 |
| 14. Bond, Schoeneck & King PLLC A7600001/20400/305001 | 0000081942 | 2013-10-16 | Intercollegiate Athletics Rules Compliance Athletic Administration | \$36,000.00 |
| 15. Graybar Electric Inc. A4749003/20900/309603 | B1463103 | 2013-10-29 | Blanket PO-Various Telecomm. Equip. Telecom Infrastructure Expansn | \$34,999.00 |
| 16. IMG Learfield Ticket Solutions Inc. A7600047/20400/305033 | 0000081899 | 2013-10-09 | Revenue Share for Sales 7/2013-9/2013 ATHL Ticket Sales(Commissions) | \$77,797.00 |

| VENDOR DEPT/FUND | PURCHASE ORDER NUMBER | DATE | DESCRIPTION DEPARTMENT | AMOUNT |
|--|----------------------------------|-------------|--|-----------------------|
| 17. Microsoft Corp. A4756011/10874/309874 | 0000079746 | 2013-10-30 | Blanket PO-Microsoft Resale Items Computer Store | \$34,999.00 |
| 18. Pritt Entertainment Group LLC A7602001/20400/305006 | 0000081802 | 2013-10-29 | Create BackTheZips.com Microsite Athl Marketing & Promotion | \$30,500.00 |
| 19. Xerox Corporation A4742001/10825/309825 | B1473399 | 2013-10-31 | Blanket PO-PACS Xerox 8000 Click Charges Printing Services | \$55,000.00 |
| Auxiliary Fund Total | | | | \$301,963.30 |
| Grants/Restricted Fund | | | | |
| 20. Cadence Design Systems Inc. A0630000/32002/532488 | 0000081903 | 2013-10-10 | Renewal of License for Circuit Design Cleveland St U/ODOD(WCSSE-Cap | \$131,376.00 |
| 21. Steinway Hall - Akron Inc. A0840000/38843/638843 | 0000081928 | 2013-10-23 | Steinway Hall Model M5'7" Ebony Satin Piano Steinway Piano Campaign | \$52,900.00 |
| 22. Yaskawa America Inc. A0660000/32001/540152 | 0000081874 | 2013-10-15 | SIA Axis Robot Arm Engeberg 1000002036 NSF | \$33,750.00 |
| Grants/Restricted Fund Total | | | | \$218,026.00 |
| TOTAL OF ALL FUNDS | | | | \$1,237,130.25 |

**Office of the Alumni Association Strategy Report to
The University of Akron's Board of Trustees
December 11, 2013**

College-Centered Alumni

Alumni Association board and event information:

- More than 725 alumni and their families purchased family packs for the Homecoming 2013 Zips vs. Ohio University football game on October 5.
- Thirty members of the National Alumni Board of Directors attended its meeting on November 11, which featured President Proenza as the keynote speaker.
- Ohio Alumni Directors held their annual meeting at The University of Akron Alumni Association office on Friday, November 8.
- The College of Education Alumni Board Selection Committee met on November 25 to identify recipients of the 2014 Distinguished College of Education Alumni Award.
- More than 200 College of Education candidates for December 2013 graduation and their guests attended the Fall 2013 College of Education Graduate Reception on November 26.
- The 2014 Simonetti Award Selection Committee met on December 5 to identify recipients of the College of Business annual spring awards.

Student – Alumni Continuum

Roo Crew Initiatives

- More than 700 Roo Crew members were registered.
- Twenty-five Roo Crew members participated in the October and November Fall Visit Days welcoming prospective students and their families to campus.
- Roo Crew mentors have been assigned to first-year students for the fall 2013 semester. Mentors will provide ongoing academic, career and life-skills support throughout fall semester (August-December).
- Roo Crew members provided mock interviews for students and helped with resume critiques during a UA Career Center fall program.

**Office of the Alumni Association Strategy Report to
The University of Akron's Board of Trustees
December 11, 2013**

Roo Crew Initiatives *(continued)*

- Sixty-five Roo Crew members sent emails to 750 students congratulating them for completing half the fall semester. Roo Crew members also provided advice from UA graduates, and students were reminded to schedule spring 2014 classes.
- The Roo Crew E-Newsletter is distributed during the first week of every month. Features include opportunities for involvement and updates on UA.

Communications

LinkedIn®

- The University of Akron Alumni Association has 7,850 registered members as of November 2013.

Facebook®

- The University of Akron Alumni Association has 10,718 likes as of November 2013.
- The Alumni-Five-Days-of-Giving-Campaign begins the first week of December 2013.



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

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

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

DATE: November 18, 2013

SUBJECT: Capital Planning and Facilities Management Board Report

The report contains the following sections:

INFORMATION ITEMS

- A. Status of Projects and Planning Issues
- B. Information Items
- C. State Capital Request Prioritization (2013-2018)
- D. 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 |  | Exterior masonry staining. Construction schedule: <u>09/2010 through 12/2013.</u> |  | Construction 96% complete. |
| ASB Plaza Concrete Replacement | UAK130009 |  | Replace concrete in plaza south of building. Construction schedule: <u>08/2013 through 11/2013.</u> |  | Construction complete. <i>Additional scope of work proposal under review.</i> |
| Auburn Science 379 Lab Buildout | 130003 |  | Build out tissue research lab. |  | Construction complete. Closeout in progress. |
| Bierce Library Exterior Restoration and Roof Replacement | UAK090005 |  | Bid Event A: Replace deteriorated sealants in building envelope. Bid Event B: Replace roof. Construction schedule: <u>08/2013 through 12/2013.</u> |  | <i>Construction 65% complete.</i> |
| Buchtel Field Tennis Facility - Phase I | 130028 |  | Relocate tennis courts from Lee Jackson Field to Buchtel Field. Construction schedule: <u>08/2013 through 05/2014.</u> |  | <i>Construction 60% complete.</i> |
| Campus Guide Plan Update | 110025 |  | Update to the Campus Development Guide Plan completed by Sasaki Associates in 1999 for the future development of campus. |  | Update presented June 2012 meeting. |

 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 November 18, 2013)

| PROJECT NAME | PROJECT NUMBER | IMAGE | DESCRIPTION | STATUS | |
|--|----------------|---|---|---|--|
| Campus Implementation - Coleman Common Phase IV | 04013 |  | Development and design of last phase of Coleman Common. Includes tennis court removal, west walkways, associated lighting, etc. |  | Closeout in progress. |
| Chilled Water System Cooling Tower #1 and #3 Improvements | UAK130012 |  | Phase I: Cooling Tower #1 Rebuild (new fill, hot water basins, cold water basins & miscellaneous parts, coating, etc.) Phase II: Piping replacements for Cooling Towers #1 & #3. |  | Phase I - Work complete 09/2013. Closeout in progress. Phase II - In design. |
| EJ Thomas Deferred Maintenance | 100017 |  | Exterior Renovations Interior Renovations (Restrooms, Carpet, Painting and Electrical) Construction schedule: Fall 2013. |  | <i>Closeout in progress (Exterior).</i> <i>Construction complete (Restrooms - Phase I).</i> <i>Construction continuing (Restrooms - Phase II).</i> |
| General Purpose Classroom Technology and Furniture Upgrade Phase I | 130033 |  | Install Audio/Visual technology and replace tablet arm chairs with tables and chairs. Schedule: Fall 2013. |  | Project on schedule. Installation underway. |
| Grant Street Student Housing Phase IA (South Hall) | 110022 |  | 533 bed residence hall at Grant, Sherman and Exchange Streets. |  | <i>Closeout complete.</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 November 18, 2013)

| PROJECT NAME | PROJECT NUMBER | IMAGE | DESCRIPTION | STATUS | |
|---|----------------|---|--|---|--|
| InfoCision Stadium - Development and Alumni Renovations | 120023 |  | Renovate vacant space on 2nd level for Development and Alumni offices. Renovate vacant space on the north end of the 2nd level for a 1,900 SF kitchen and a Visitor Center in the 1st level lobby. Revised parking along Vine and S. Union Streets and a new Pylon sign along Exchange St. |  | 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. |  | Additional scheme requested which includes revised seating and south lobby renovation. |
| Knight Chemical Room 104 Renovation | 130023 |  | Renovate the existing lab room finishes, casework, countertops, and lab utility connections. |  | <i>Construction complete.</i> <i>Closeout in progress.</i> |
| Kolbe Hall Daum Theater Renovation | 130024 |  | Renovate the Paul Daum Theater in Kolbe Hall. |  | Close out in progress. |
| Law School Renovation | 100008 |  | Complete renovation of the Law School. |  | Additional scheme for renovation of existing building 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 November 18, 2013)

| PROJECT NAME | PROJECT NUMBER | IMAGE | DESCRIPTION | STATUS | |
|--|----------------|---|---|---|---|
| Student Union Career Center | 130036 |  | Renovations to 106, 140A and 307. Construction schedule: <u>completion 12/2013.</u> |  | Construction 50% complete. |
| Student Union Zee's and Zip Card Renovation | 130027 |  | Add Freshen's Bar and reconfigure the two spaces. |  | Construction complete. Closeout in progress. |
| Title V Boiler Compliance | UAK130004 |  | To meet Environment Protection Agency standards, new low NOx burners and related modifications need to be added to each of the three High Temp Hot Water boilers in UA's main plant. Construction schedule: <u>Anticipated completion 03/2014.</u> |  | Construction start 11/2013. |
| Water-Energy Conservation Performance Contract | 130030 |  | Approximately \$60 million in campus wide mechanical, electrical, & plumbing improvements and associated energy savings. Construction schedule: <u>Fall 2013 through Fall 2016.</u> |  | Project planning with campus community and scheduling. Construction 0% complete. |
| Wayne Campus North Entrance Drive | 120012 |  | The project will construct a new main entry into the north side of Wayne Campus. The new access will enter at the North Crown Hill/ Back Massillon Road intersection. It will include 3,000 feet of new roadway, 2,750 feet of bike path and 33 new parking spaces (including 12 accessible). |  | Construction 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 November 18, 2013)

| PROJECT NAME | PROJECT NUMBER | IMAGE | DESCRIPTION | STATUS | |
|---|----------------|---|--|---|--|
| Wayne College Science Lab Renovation | UAK120019 |  | Renovation for Biology and Chemistry laboratories. |  | <i>Construction complete. Closeout in progress.</i> |
| Wolf Ledges Engineering Building (The University of Akron Engineering Research Center) | UAK100002 |  | New Research Building located south of Buckingham Hall. Corrosion Chair Labs & Shared Instruments Lab <u>Construction schedule: 09/2013 through 12/2013.</u> |  | <i>Corrosion Chair Lab & Shared Instruments Lab construction 75% complete.</i> |
| Zook Hall Renovation | UAK120015 |  | Total renovation of Zook Hall. |  | <i>Associate and Construction Manager reviewing updates on swing space programming for Central Hower. Zook Hall program of requirements under review with Dean, Provost Office and Capital Planning.</i> |

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

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 9

CAPITAL PROJECTS

INFORMATION ITEMS DECEMBER 11, 2013

1. Detective Angela Paonessa named *Top Cop* for the month of October 2013 – see attached letter.
2. **Dominion East Ohio Company** will be replacing 3,300 FT of old pipe installed between 1936 & 1953 which is within Dominion's easement through the campus. This pipeline extends parallel to the closed Union Street beginning at Mill Street and running southerly to Carroll Street and will be adjacent to Bierce Library, Olin Hall, Kolbe Hall and the JAR Arena. Pedestrian walkways will be maintained adjacent to the construction with the appropriate safety barricades.

This \$500,000 project should begin on or about 11/25/2013 with a planned completion date of 01/04/2014. There may be some natural gas service interruptions for short periods of time, generally 1-3 hours, with a 24/48 hour prior notification for such interruptions. The project is totally funded by Dominion East Ohio.

3. Properties Magazine Article (November Issue) – InfoCision Stadium Development and Alumni Renovations.
4. I am happy to report that the **2013 Game Day Recycling Challenge** preliminary results are in (please see attached). The University of Akron ranked 1st overall (out of 88 Universities/Colleges) in Organics Reduction and 5th overall in Diversion Rate. Within the MAC, we ranked 1st in 4 of the 5 recycling categories.



SHERRI BEVAN WALSH
Summit County Prosecuting Attorney

53 University Avenue, 6th Floor
Akron, Ohio 44308-1608



MARY ANN KOVACH
Chief Counsel

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(330) 643-8708 Fax

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(330) 643-2745 Fax

JUVENILE DIVISION
650 Dan Street
Akron, OH 44310-3989
(330) 643-2943
(330) 379-3647 Fax

October 24, 2013

Chief Paul Callahan
University of Akron Police Department
146 Hill Street
Akron, OH 44308

Dear Chief Callahan:

It is with great pleasure that I have named Detective Angela Paonessa as *Top Cop* for the month of October 2013. Detective Paonessa handled the drug trafficking case against Danielle L. Hileman, Daniel I. Dearment, Harry E. Jackson and Eugene B. Hoover.

Detective Paonessa did an excellent and thorough job investigating the many complaints received about the sale of illegal drugs at the Odd Corner store. The amount of time Detective Paonessa spent working surveillance on the store, reviewing, and summarizing the monthly and daily sales of bath salts was evident when all four defendants were found guilty at trial.

Assistant Prosecutor Mike Cody nominated Detective Paonessa for her hard work and assistance on this case. On October 8, 2013, Judge Judith Hunter sentenced Hileman to two years in prison and a three-year driver's license suspension; Dearment received 18 months community control and a six-month driver's license suspension; Jackson received four years in prison and a \$25,000 fine; and Hoover received 30 months community control and a six-month driver's license suspension.

Congratulations on having a *Top Cop* at the University of Akron Police Department. We appreciate your department and all of your officers' hard work.

Sincerely,

Sherri Bevan Walsh
Prosecuting Attorney

/map



Building Support

University of Akron elevates Alumni Relations, Development staff with new offices

By Mark Watt | Photos by Jim Maguire

Creating a 'wow' factor. That was a key goal in designing the University of Akron's new Alumni Relations and Development offices. And it's exactly what's been achieved at the departments' new home at InfoCision Stadium, according to Dr. Ted Curtis, AIA, NCARB, vice president of Capital Planning and Facilities Management.

Opened this fall, the new \$2.7 million offices occupy 22,250 square feet on the second floor of InfoCision Stadium's press tower, a prime location on the southeast corner of the UA campus. The space – which had sat vacant and earmarked for build-out since the stadium was constructed in 2009 – now features 56 private offices and five conference rooms, which are arranged to maximize expansive views of campus through glass curtain wall that wraps the offices' western exterior. What better setting to showcase the university when meeting with potential private and corporate donors?

"The big impact of the location is what we like more than anything," Curtis says. "If you're talking to someone who's never been to University of Akron before or who hasn't been here in a long time, you simply tell them: come to the stadium. You can see it from any direction, so it's easy to find. It's an impressive building and inside are impressive new spaces."

Designed by Four Points Architectural Services, Inc. and built with Kenmore Construction acting as Construction Manager, the new offices strategically bring the Alumni Relations and Development departments together

beneath one roof for the first time, Curtis notes. Previously, the Alumni Relations team operated from within outdated office space in the Stitzlein Alumni Center, an old 1870-era Victorian house on the corner of East Buchtel Avenue and Fir Hill Street. Similarly, the Development department, which pursues and manages financial gifts to the university, was situated within an aging facility, the Paul E. Martin University Center at 105 Fir Hill St.

"For the first time, these two entities are together as they should be," Curtis says. "They work hand-in-hand

We were proud to serve as General Trades contractor for the new Alumni Services & Development Offices at University of Akron!



**COASTAL QUALITY
CONSTRUCTION**

**General Contractor | Construction Manager
Design/Builder | Carpentry Contractor**





OPEN AMBIENCE Transoms and sidelights frame a wood feature wall at the entrance to the new Alumni Relations and Development offices. Above, long, thin recessed linear lights cut across a clean, white ceiling from the elevator lobby and into the administrative spaces.

all the time and now they can do so more efficiently than ever. Although we didn't add square footage for either department, the new offices have growth built in. That's because they can share multi-use areas, including meeting rooms and offices. It's a better and smarter usage of space."

While the new offices occupy most of the second floor, a separate \$660,000, 1,900-square-foot kitchen was incorporated to serve culinary needs within the stadium.

The overall building project – which kicked off in April 2013 and wrapped up this September – also included 77

additional parking spaces, new signage outside and a canopy entry feature, plus a \$338,000 renovation of first-floor lobby space, creating a new, 2,950-square-foot Welcome Center.

Guiding inside

Today, as guests approach the main entrance on the west side of the seven-story InfoCision press tower, a newly designated Alumni Relations and Development entry immediately attracts attention. A new metal-paneled soffit intersects with a glass entry vestibule, its curved shape echoed by a stained concrete pattern in the sidewalk.

Inside, through a pair of new blue doors, visitors and prospective donors pass into an enlarged lobby, featuring the new Welcome Center. A series of four existing display cases showcasing UA memorabilia leads to a new flexible meeting area with an array of nine flat-screen monitors. A curved glass operable partition stacks and slides back to enlarge the space for special events.

Nearby, bamboo wood paneling, a circular patch of carpeting and a ceiling cloud direct awareness to an elevator that is now designated specifically for Alumni Relations and Development office access.



LANDMARK LOCATION The offices occupy the second floor of a very visible building on campus: InfoCision Stadium's press tower.

"The university's intent was to create a new entry point, something unique and special to guide visitors into the building and direct them up to the second floor," says Jim Presutto, project architect with Four Points Architectural Services, Inc.

Upstairs, guests exit the elevator into a lobby with wide glass exterior walls to the west.

"There's a 'gotcha' moment once you come into the space and you get this explosive view of campus," Curtis says. "It's an impressive vantage point."

Complementing the view are upscale details, including a wood feature wall

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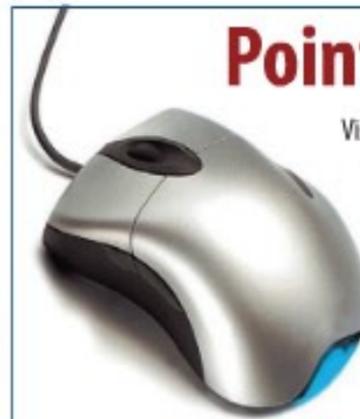
Ted Curtis
University of Akron

with bamboo and ash veneer panels; in all, the project utilized 1,600 square feet of wood veneer, Curtis notes.

"There were a lot of intricate details in the woodwork," says Dave Gutfranski, president of Coastal Quality Construction, which served as general trades contractor on the project. "It was a bit of a challenge to make sure the paneling was set just right and the reveals were intersecting with each other exactly as the architect intended."

Framing the feature wall are transoms and sidelights, while long, thin recessed linear lights cut across a clean, white

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INTRODUCING MATERIALS Bamboo wood paneling and a ceiling cloud direct awareness to an elevator now designated for Alumni Relations and Development office access.

ceiling. Applied terrazzo tiles mimic a similar-looking poured flooring product in the first-floor lobby.

"We carried certain materials, like the bamboo and terrazzo-style flooring, from the new, enhanced entrance downstairs up through the second floor to give these spaces a different feeling than the rest of the stadium," Presutto says.

Cut into the feature wall are separate entrances into the Alumni Relations and Development offices. The Development department entry leads past an anteroom and into an executive boardroom equipped with high-end furnishings, including a state-of-the-art audio/video conferencing system. An ash ceiling cloud and custom cabinetry with glass doors and tops mimic a large conference table.

"This is a special space that the university can use for meetings with prospective donors," Presutto says.

Nearby, the Alumni Relations entry includes a reception desk and opens to an adjoining corridor that spans most of the second floor. The balance of the office space includes a mix of open workstations and closed offices, as well as four glass-enclosed meeting rooms.

As the east side of the press tower is dominated by seating for InfoCision Stadium, outside views are limited to the west. This created a design challenge in the new office areas. The answer was to guide natural light deep into the interior through a number of devices, including glass interior walls, doors and sidelights. A strategically placed corridor along the outer wall helps as well.

"We pulled the offices away from that glass wall and it works as a cor-

ridor to distribute light into the office spaces," Curtis says, noting that ceilings taper from 11-feet, 4-inches along this western hallway to a more common 9-foot height on the east. "The slope creates a funnel that pulls natural light inside."

Fit for food services

Sharing the second floor with the Alumni Relations and Development offices is a new commercial kitchen on the northeast corner of the floor. Furnished with stainless steel equipment, a walk-in cooler, commercial hoods and a storage room, the space provides the school's Dining Services with a modern food preparation facility for games and events within InfoCision Stadium.

"The kitchen allows for finer control and more efficiency," Presutto says, noting that previously food was trucked to the facility from offsite.

Maximizing space

As roughly 50 Development and Alumni Relations staff members move into their new offices, Curtis says he's satisfied with the results.

"We've been able to provide these two essential departments with a more efficient and enjoyable environment in which to work, and very importantly, give them a home that is easy to find, easy to access and impressive to visitors," Curtis says.



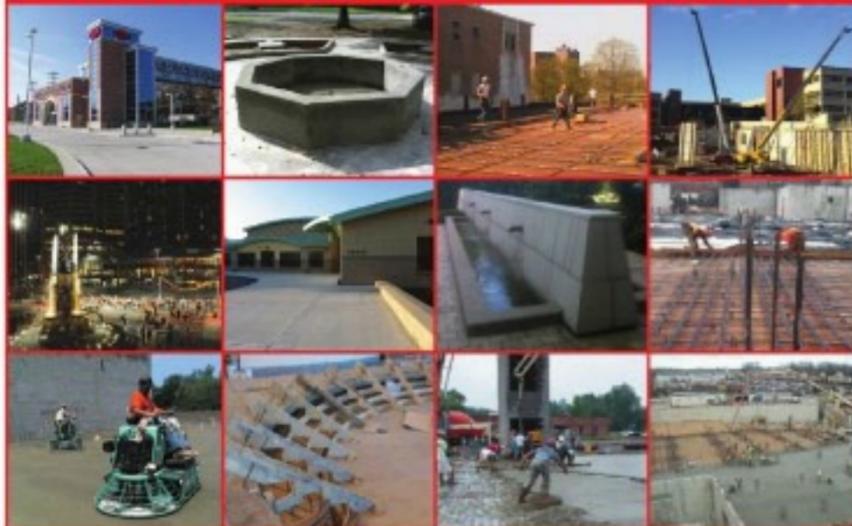
MEETING NEEDS An executive boardroom features an ash ceiling cloud and custom cabinetry, as well as sweeping views of campus.

Four years after InfoCision Stadium opened, the highly visible facility is now almost completely occupied, Curtis adds. Only 8,000 square feet of third-floor space remain to be filled. In addition to the new second-floor spaces, the balance of the building includes classrooms for sports science and medi-

cine on floors three and four, while upper floors house stadium suites, club loges and media facilities.

"We built this stadium with the idea that we would use it 365 days a year," he says. "We've accomplished that as there is always a lot of activity in the building." **P**

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2013 Game Day Recycling Challenge Preliminary Results

Ranked first in the MAC in 4 of 5 competition categories:
 Diversion %, Recycling, Organics, GHG Reduction.



MAC - Mid-American Conference

| Rank | Diversion % | Waste Minimization | Recycling | Organics | GHG reduction |
|------|-------------------------------|-------------------------------|-------------------------------|-------------------------|-------------------------------|
| 1 | The University of Akron | Miami University-Oxford | The University of Akron | The University of Akron | The University of Akron |
| 2 | Miami University-Oxford | Kent State University at Kent | Central Michigan University | Miami University-Oxford | Central Michigan University |
| 3 | Kent State University at Kent | The University of Akron | Kent State University at Kent | | Kent State University at Kent |
| 4 | Central Michigan University | Central Michigan University | Miami University-Oxford | | Miami University-Oxford |

National Results

New Champion!

The University of Akron Ranked 1st Overall in Organics Reduction.

(88 Universities/Colleges)

The University of Akron Ranked 5th Overall in Diversion Rate.



Organics Reduction

Schools will be ranked based on the per capita weight of organic waste reduced using the following formula:

$$\text{Organics Reduction} = \frac{\text{Pounds of Organics Donated, Reused, or Composted}}{\text{Total Attendance}} \times \text{Per Capita}$$

The school with the highest organic reduction rate wins.

Top 5 Schools

| Rank | School | Organics Reduction (lbs/person) |
|------|---|---------------------------------|
| 1 | University of Akron | 0.290 |
| 2 | University of Nevada-Las Vegas | 0.289 |
| 3 | University of Minnesota | 0.205 |
| 4 | The University of Washington-Seattle Campus | 0.192 |
| 5 | University of Colorado-Boulder | 0.179 |



Diversion Rate

Schools will be ranked based on their overall recycling rate which combines trash, recycling, and composting data using the following formula:

$$\text{Diversion Rate} = \frac{\text{Pounds of Recyclables/Compostables}}{\text{Pounds of Trash} + \text{Pounds of Recyclables/Compostables}} \times 100$$

The school with the highest recycling rate wins.

Top 5 Schools

| Rank | School | Diversion % |
|------|-----------------------------------|-------------|
| 1 | Ohio State University-Main Campus | 98.473 |
| 2 | University of Colorado-Boulder | 90.611 |
| 3 | Harvard University | 88.717 |
| 4 | University of Minnesota | 88.129 |
| 5 | The University of Akron | 86.206 |

In 2012, The University of Akron was Ranked 7th (0.135 lbs./person) Overall in Organics Reduction.

In 2012, The University of Akron was Ranked 22nd (53.8% Diversion) Overall in Diversion Rate.

Full Results to Follow.

The University of Akron

Capital Projects 2013-2018

| Main Campus | State Funding | Local/Other Funding | Total |
|---|----------------------|------------------------|----------------------|
| First Biennium Projects 2013-2014 | | | |
| Zook Hall Renovation | \$ 16,000,000 | \$ 2,150,000 | \$ 18,150,000 |
| Sub-Total First Biennium | \$ 16,000,000 | \$ 2,150,000 | \$ 18,150,000 |
| Second Biennium Projects 2015-2016 | | | |
| Awaiting Sasaki Recommendation | \$ - | \$ - | \$ - |
| Sub-Total Second Biennium | \$ - | \$ - | \$ - |
| Third Biennium Projects 2017-2018 | | | |
| Awaiting Sasaki Recommendation | \$ - | \$ - | \$ - |
| Sub-Total Third Biennium | \$ - | \$ - | \$ - |
| Wayne Campus | State Funding | Local/Other Funding | Total |
| First Biennium Projects 2013-2014 | | | |
| Wayne College Science Lab Renovation | \$ 800,000 | \$ 808,182 | \$ 1,608,182 |
| Sub-Total First Biennium | \$ 800,000 | \$ 808,182 | \$ 1,608,182 |
| Second Biennium Projects 2015-2016 | | | |
| | \$ - | \$ - | \$ - |
| Sub-Total Second Biennium | \$ - | \$ - | \$ - |
| Third Biennium Projects 2017-2018 | | | |
| | \$ - | \$ - | \$ - |
| Sub-Total Third Biennium | \$ - | \$ - | \$ - |
| Total (Capital Projects) | \$ 16,800,000 | \$ 2,958,182 | \$ 19,758,182 |

Capital Planning and Facilities Management February 21, 2012

STATUS OF SELECTED PROJECTS

- Page 1** **Administrative Services Building Phase IIIB**
- Page 2** **Auburn Science 379 Lab Buildout (Biomedical Engineering Lab) –
Construction Complete**
- Pages 3-5** **Bierce Library Roof Replacement**
- Pages 6-7** **Buchtel Field Tennis Facility**
- Pages 8-9** **General Purpose Classroom Technology and Furniture Upgrade Phase I –
Olin Room 117A & Olin Room 117B**
- Pages 10-11** **James A. Rhodes Arena Lobby**
- Page 12** **Knight Chemical Room 104 Renovation (General Chemistry Education Lab) -
Construction Complete**
- Page 13** **Quaker Station Tuck Pointing – Quaker Station West Elevation, Quaker
Square Building 10 West Elevation**

Administrative Services Building Phase IIIB – Southeast Elevation Before



Administrative Services Building Phase IIIB – Southeast Elevation



Auburn Science 379 Lab Buildout (Biomedical Engineering Lab) – Construction Complete



Auburn Science 379 Lab Buildout (Biomedical Engineering Lab) – Construction Complete



Bierce Library Roof Replacement – Upper Roof Membrane



Bierce Library Roof Replacement – Upper Roof Membrane



Bierce Library Roof Replacement – Upper Roof Coping



Bierce Library Roof Replacement – Middle Roof Membrane



Bierce Library Roof Replacement – Middle Roof Temporary Membrane



Bierce Library Roof Replacement – Lower Roof Temporary Membrane



Buchtel Field Tennis Facility – Looking Southwest



Buchtel Field Tennis Facility – Retention Basin



Buchtel Field Tennis Facility – Looking East



Buchtel Field Tennis Facility – Looking Northeast



General Purpose Classroom Technology & Furniture Upgrade Phase I – Olin Room 117A



General Purpose Classroom Technology & Furniture Upgrade Phase I – Olin Room 117B



General Purpose Classroom Technology & Furniture Upgrade Phase I – Olin Room 117B



James A. Rhodes Arena Lobby – Looking West



James A. Rhodes Arena Lobby – Looking East



James A. Rhodes Arena Lobby – Looking North



James A. Rhodes Arena Lobby – Kiosk Area



**Knight Chemical Room 104 Renovation (General Chemistry Education Lab) –
Construction Complete**



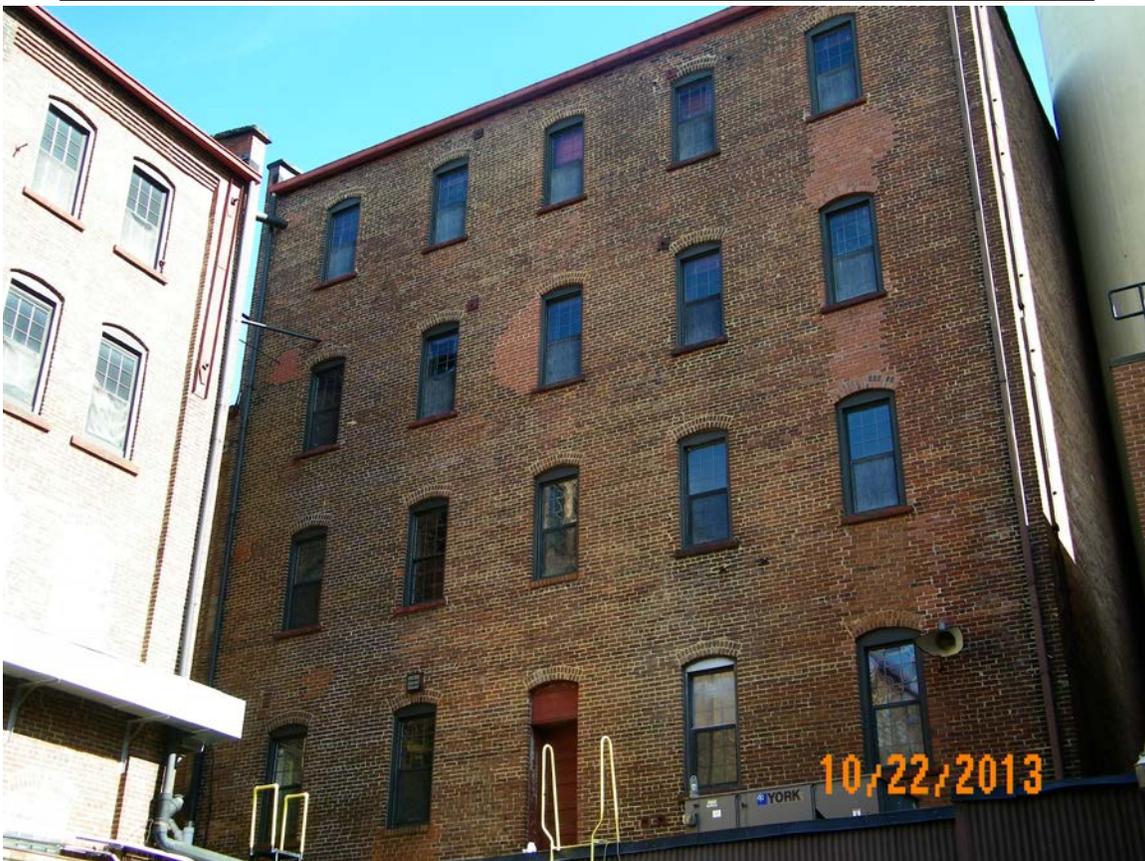
**Knight Chemical Room 104 Renovation (General Chemistry Education Lab) –
Construction Complete**



Quaker Station Tuck-Pointing – Quaker Station West Elevation



Quaker Station Tuck-Pointing – Quaker Square Building 10 West Elevation



CHANGE ORDER REPORT AS OF NOVEMBER 18, 2013

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

ADMINISTRATIVE SERVICES BUILDING PHASE 111B (PROJECT# UAK07007)**DSV Builders, Inc.**

| | | |
|--------|--|------------------|
| 028-01 | Stain existing concrete, face brick and paint existing coping on the south side of ASB | 14,274.43 |
| 029-01 | Tuck-point mortar, concrete brick repairs on the south side of ASB | 27,507.66 |
| 030-01 | Clean and stain exterior white brick and repair siding at 32 South College Street | 16,518.55 |
| | | <u>58,300.64</u> |

AUBURN SCIENCE 379 LAB BUILDOUT (PROJECT# 130003)**Coastal Quality Construction**

| | | |
|--------|-----------------------------|---------------|
| 002-01 | Added cost for wall repairs | 323.23 |
| | | <u>323.23</u> |

CAMPUS IMPLEMENTATION - COLEMAN COMMON PHASE IV (PROJECT# 04013)**Cavanaugh Building Corp.**

| | | |
|--------|--|------------------|
| 009-01 | Subsurface reinforcement due to poor soil conditions. Place geogrid and additional 6" ODOT below walk along soccer field. | 4,920.29 |
| 010-01 | Provide material and install low retaining wall to support grade behind fountain vaults | 3,748.53 |
| 011-01 | Replace 8" storm line demolished during the removal of tennis court south wall | 3,115.22 |
| 012-01 | Remove & replace two sections of concrete at fountain pad to facilitate proper drainage of fountain heads. Reset fountain heads. | 4,794.82 |
| 013-01 | Remove and replace miscellaneous concrete flatwork in south walkway near fountain area | 4,406.00 |
| 014-01 | Provide winter drain mode option for fountain system reservoir tank | 8,001.53 |
| 015-01 | Additional fill at brick columns and in removed tennis court area | 7,668.38 |
| 016-01 | Installation and sitework associated with a new 60' flagpole | 13,145.36 |
| 017-01 | Furnish and install one trash receptacle | 2,110.85 |
| 018-01 | Replace section of colored concrete adjacent to northeast gathering table. Replace utility casting and reset band of Pavers. | 4,121.11 |
| | | <u>56,032.09</u> |

CHILLED WATER SYSTEM COOLING TOWER #1 AND #3 IMPROVEMENTS (PROJECT# UAK130012)**OBR Cooling Towers, Inc.**

| | | |
|--------|--|------------------|
| 002-01 | Steel overlay and coating on cooling tower cold water basins | 18,000.00 |
| 003-01 | Provide and install Marley driveshaft assembly parts for cooling tower | 2,100.97 |
| 004-01 | Change oil and oil lines in three cells of the cooling tower and replace one input shaft seal in one cell of the cooling tower | 1,995.00 |
| | | <u>22,095.97</u> |

E.J. THOMAS DEFERRED MAINTENANCE (PROJECT# 100017)**Coastal Quality Construction**

| | | |
|--------|--|-----------|
| 001-01 | Replace countertop material for the main restrooms | 12,945.55 |
| 002-01 | Remove the project dumpster and fencing for the anniversary event on November 1. Return after event. | 1,744.80 |

M & M Electrical Contractors, Inc.

| | | |
|--------|--|------------------|
| 001-03 | Furnish lamps for University pre-purchased lighting fixtures | 454.11 |
| | | <u>15,144.46</u> |

INFOCISION STADIUM DEVELOPMENT AND ALUMNI RENOVATION (PROJECT# 120023)**Coastal Quality Construction, Inc.**

| | | |
|--------|---|------------|
| 012-01 | Repair the sink hole in the existing Union Street parking lot | 3,460.80 |
| 021-01 | Replace the Paired Compasso ceiling trim with standard Compasso ceiling throughout the second floor | 208.66 |
| 029-01 | Provide & install aluminum corner trim at all outside corners at the wood-veneered walls and soffits and adjust panels | 11,663.70 |
| 031-01 | Work performed during overtime hours | 641.37 |
| 032-01 | Relocate and flip the frame for Door 292A to accommodate the revised length of the kitchen hood | 613.04 |
| 033-01 | Provide and install handrails designed to accommodate the revised first floor plan and corresponding stair revisions | 1,420.01 |
| 038-01 | Remove the 1/4" safety glazing installed in walls of Conference Rooms 258 & 262 and replace 1/4" glass with 1/2" safety glass | 4,136.74 |
| 039-01 | Revise the exterior and interior signage | (2,850.72) |
| 040-01 | Provide and install additional wall covering in the large conference room | 302.82 |
| 041-01 | Install a lay-in ceiling in Anteroom 202 in place of the wood panels | 1,176.24 |
| 044-01 | Remove the existing carpet tiles in the First Floor Vestibule (100) and replace with new carpet tiles | 1,877.48 |
| 046-01 | Provide and perform additional drywall installation and patching at various locations | 830.75 |
| 047-01 | Install ceiling pads during overtime hours to facilitate the completion of this portion of the project | 521.11 |
| 048-01 | Paint the existing E.I.F.S. exterior soffit above the main entrance | 1,059.87 |
| 050-01 | Revise framed openings for the linear light fixtures to be installed in various locations | 1,506.86 |
| 051-01 | Remove portion of existing concrete walk and asphalt drive/parking to find location of conduit serving light pole & restore power | 9,085.52 |
| 052-01 | Provide additional landscaping | 1,000.00 |
| 053-01 | Provide a credit for the remaining allowance not used to add signage to the first floor welcome center | (13.00) |
| 054-01 | Provide & install 20 aluminum glass stops in the Second Floor Lobby (200), Anteroom (202) and the Conference Room (203) | 881.42 |
| 055-01 | Change the wood veneer of the coat closet shelf in Reception 210 from bamboo to ash | 418.76 |
| 056-01 | Remove and replace the existing quarry-tiled ramp leading to the walk-in cooler/freezer in the Kitchen | 2,379.30 |
| 059-01 | Temporarily remove five composite metal panels at new soffit above main entrance to for relocation/ resizing of can lights | 5,150.36 |
| 061-01 | Install sign for Room 215, install new signs for the directories on the 5th, 6th and 7th floors | 507.22 |

R.T. Hampton Plumbing & Heating, Inc.

| | | |
|--------|---|--------|
| 032-03 | Relocate a previously installed gas line to accommodate the final size and location of the kitchen hood | 388.50 |
|--------|---|--------|

Synergy, LLC

| | | |
|--------|--|----------|
| 058-04 | Provide and install ducted returns in rooms 231, 258 and 262 | 2,473.20 |
|--------|--|----------|

| | | |
|--------------------------------|---|------------------|
| Speelman Electric, Inc. | | |
| 008-05 | Electrical revisions associated with the Kitchen | 14,546.42 |
| 043-05 | Replace four existing downlights in the existing exterior soffit outside of the first floor vestibule | 776.75 |
| 045-05 | Provide and install one smoke detector in AHU-2 | 2,035.71 |
| 051-05 | Perform work in order to investigate and correct the problems with the power to the existing light pole/s on Union Street | 3,659.95 |
| 057-05 | Install one additional security camera in the first floor vestibule | 487.54 |
| 059-05 | Reimbursement from electrical contractor for incorrect can light locations | (5,150.36) |
| | | <u>65,196.02</u> |

KNIGHT CHEMICAL ROOM 104 RENOVATION (PROJECT# 130023)

| | | |
|---|--|-----------------|
| Stonecreek Interior Systems, LLC | | |
| 001-01 | Provide ten additional aspirators | 820.45 |
| M & M Electrical Contractors, Inc. | | |
| 003-04 | Furnish and install 120v single outlet for refrigerator on north wall of Lab 104 | 373.24 |
| | | <u>1,193.69</u> |

STUDENT RECREATION AND WELLNESS CENTER - WEIGHT AREA FLOOR REPLACEMENT (PROJECT# 130034)

| | | |
|---------------------------|---|-----------------|
| PLAE Vertical Inc. | | |
| 003-01 | Additional installation materials to complete job shortage in installation area | 4,138.53 |
| | | <u>4,138.53</u> |

STUDENT UNION ZEE'S AND ZIP CARD RENOVATION (PROJECT# 130027)

| | | |
|--|---|-----------------|
| Coastal Quality Construction | | |
| 006-01 | Provide and install a 30" x 46" kickplate onto Door 107B | 172.24 |
| 008-01 | Install resilient wall base to hide transition between the luxury vinyl floor tile and stainless steel base of existing walk-in coolers | 223.61 |
| 010-01 | Provide additional time to unload the Freshens equipment and transport it from loading docks to project area | 562.12 |
| R.T. Hampton Plumbing & Heating, Inc. | | |
| 013-02 | Remove and replace the piping associated with the 3-compartment sink in the Storage/Scullery area | 741.61 |
| M & M Electrical Contractors | | |
| 004-04 | Remove & reinstall light fixtures in the ceiling area above food prep area to allow for the installation of the scrubable ceiling tiles | 685.24 |
| 011-04 | Provide and install wiring to connect the lit wall-mounted Freshens sign with the junction box located in the ceiling | 87.04 |
| 012-04 | Provide & install five telecom jacks and corresponding cabling under curved countertop for final P.O.S. systems and scales | 2,523.90 |
| | | <u>4,995.76</u> |

WAYNE COLLEGE SCIENCE LAB RENOVATION (PROJECT# UAK120019)

| | | |
|-------------------------------|---|------------------|
| Intec Building Systems | | |
| 005-01 | Lock function changed at classrooms/ labs | 1,373.56 |
| 006-01 | Remove shelves and add pegboard, supply & install cabinets, remove drawer glides, supply & install 18" deep drawer glides | 5,380.28 |
| 007-01 | Installation of taller closure panels in lieu of drywall soffit at 11 fume hoods in Chemistry and Chemistry Prep | 3,470.33 |
| 008-01 | Labor to patch soffit where downlights were removed in A212 | 357.33 |
| 009-01 | Added new Dutch door with shelf, frame and additional hardware to replace Door A227 | 853.60 |
| 010-01 | Added two walls, modify Biology setup due to unseen conditions discovered after demolition, and miscellaneous items | 8,180.30 |
| Schmid Mechanical | | |
| 004-02 | Install Water Polisher and Cup Sinks | 564.68 |
| 005-02 | Cabinet re-layout | 1,411.74 |
| 006-02 | Work for air to pass through fume hood | 564.70 |
| 007-02 | Cover work for dishwasher hook-up | 494.11 |
| Wood Electric, Inc. | | |
| 002-04 | Installation of above-ceiling receptacles in the Chemistry and Biology Labs for usage by cameras | 484.45 |
| 003-04 | Professor's request for additional receptacles on Punch List #3 | 887.00 |
| | | <u>24,022.08</u> |

WOLF LEDGES ENGINEERING BUILDING (PROJECT# UAK100002)

| | | |
|---|---|-------------------|
| DSV Builders, Inc. | | |
| 188-06 | Provide additional signs | 539.70 |
| D & A Plumbing & Heating, Inc. | | |
| 182-09 | Labor, material, equipment and supervision to deduct Life Safety inspection fees for sprinkler by the State of Ohio | (100.00) |
| 189-09 | Install additional plumbing work | 2,554.66 |
| Prout Boiler Heating & Welding, Inc. | | |
| 181-11 | Complete additional HVAC work | 98,879.30 |
| J.W. Didado Electric, Inc. | | |
| 182-12 | Deduct Life Safety inspection fees on Fire Alarm System by the State of Ohio | (100.00) |
| 185-12 | Add a 1" conduit for future Altitude Chamber | 406.83 |
| Stonecreek Interior Systems, LLC | | |
| 181-13 | Install P L casework & tops | 14,900.00 |
| | | <u>117,080.49</u> |
| | Total All Change Orders | <u>368,522.96</u> |

Summary of Contingency Funds for Projects listed on the Board of Trustees Report
as of November 18, 2013

| PROJECT NUMBER | PROJECT NAME | ORIGINAL BUDGET | ACTUAL BUDGET | STATE FUNDS | LOCAL FUNDS | BOND FUNDS | DESIGN FEE | REIMBUR-SABLES | CM FEE | SAO FEE/ LOCAL AD FEE | % FOR ART | CONSTRUCTION CONTRACTS | STILL TO BE BID/ OTHER USES | FF&E | BUDGETED CONTINGENCY | CONTINGENCY USED TO DATE CHANGE ORDERS | CONTINGENCY USED TO DATE MISC CHARGES | REMAINING CONTINGENCY | % CONTINGENCY USED TO DATE | % PROJECT COMPLETION |
|----------------|---|-----------------|----------------|---------------|---------------|---------------|--------------|----------------|------------|-----------------------|------------|------------------------|-----------------------------|--------------|----------------------|--|---------------------------------------|-----------------------|----------------------------|----------------------|
| UAK07007 | Administrative Services Building Phase III | \$ 1,344,536 | \$ 1,344,536 | \$ 1,344,536 | \$ - | \$ - | \$ 99,800 | \$ 12,500 | \$ - | \$ 20,879 | \$ - | \$ 1,038,060 | \$ - | \$ - | \$ 173,297 | \$ 158,537 | \$ - | \$ 14,760 | 91.48% | 96.00% |
| UAK130009 | ASB Plaza Concrete Replacement | \$ 130,000 | \$ 128,200 | \$ 116,800 | \$ 11,400 | \$ - | \$ 15,800 | \$ 1,100 | \$ - | \$ 1,324 | \$ - | \$ 99,650 | \$ - | \$ - | \$ 10,326 | \$ - | \$ - | \$ 10,326 | 0.00% | 99.90% |
| 130003 | Auburn Science 379 Lab Buildout | \$ 244,518 | \$ 244,518 | \$ - | \$ 244,518 | \$ - | \$ 16,627 | \$ 3,424 | \$ - | \$ - | \$ - | \$ 164,391 | \$ - | \$ - | \$ 60,076 | \$ 12,580 | \$ 10,990 | \$ 36,506 | 39.23% | 99.90% |
| UAK120004 | Auburn South/West/North Tower Roof Replacement | \$ 675,000 | \$ 775,000 | \$ 725,000 | \$ 50,000 | \$ - | \$ 35,047 | \$ 328 | \$ - | \$ 9,870 | \$ - | \$ 658,000 | \$ - | \$ - | \$ 71,755 | \$ 15,520 | \$ - | \$ 56,235 | 21.63% | 100.00% |
| UAK090005 | Bierce Library Exterior and Roof Replacement | \$ 1,150,000 | \$ 1,250,000 | \$ 1,250,000 | \$ - | \$ - | \$ 66,000 | \$ 5,000 | \$ - | \$ 31,584 | \$ - | \$ 1,088,283 | \$ - | \$ - | \$ 59,133 | \$ (31,955) | \$ - | \$ 91,088 | -54.04% | 65.00% |
| 130028 | Buchtel Field Tennis Facility - Phase I | \$ 1,000,000 | \$ 1,000,000 | \$ - | \$ - | \$ 1,000,000 | \$ 64,000 | \$ 10,000 | \$ - | \$ - | \$ - | \$ 819,127 | \$ - | \$ - | \$ 106,873 | \$ - | \$ 15,926 | \$ 90,947 | 14.90% | 60.00% |
| 110025 | Campus Guide Plan Update | \$ 660,800 | \$ 600,000 | \$ - | \$ 600,000 | \$ - | \$ 600,000 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| 04013 | Campus Implementation - Coleman Commons Phase IV | \$ 300,000 | \$ 837,113 | \$ - | \$ 537,113 | \$ 300,000 | \$ 29,300 | \$ - | \$ - | \$ - | \$ - | \$ 391,230 | \$ - | \$ - | \$ 416,583 | \$ 379,359 | \$ 29,198 | \$ 8,026 | 98.07% | 99.90% |
| UAK130012 | Chilled Water System Cooling Tower #1 and #3 Improvements | \$ 345,000 | \$ 345,000 | \$ 345,000 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 25,500 | \$ - | \$ 179,600 | \$ 120,400 | \$ - | \$ 19,500 | \$ 65,656 | \$ - | \$ (46,156) | 336.70% | 59.00% |
| 100017 | EJ Thomas Deferred Maintenance | \$ 2,300,000 | \$ 2,300,000 | \$ - | \$ - | \$ 2,300,000 | \$ 150,002 | \$ 49,206 | \$ 25,618 | \$ - | \$ - | \$ 1,473,185 | \$ - | \$ - | \$ 601,989 | \$ 456,860 | \$ 147,668 | \$ (2,539) | 100.42% | 99.90% |
| 130033 | General Purpose Classroom Technology and Furniture Upgrade Ph I | \$ 544,920 | \$ 544,920 | \$ - | \$ 544,920 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 167,443 | | | | | | |
| 110022 | Grant Street Student Housing Phase I | \$ 34,108,701 | \$ 35,286,083 | \$ - | \$ 35,286,083 | \$ - | \$ 1,590,469 | \$ - | \$ - | \$ - | \$ - | \$ 27,315,921 | \$ 6,379,693 | | | | | | | 100.00% |
| 120023 | InfoCision Stadium - Development and Alumni Renovations | \$ 3,600,000 | \$ 5,013,608 | \$ - | \$ 5,013,608 | \$ - | \$ 259,268 | \$ 229,664 | \$ 137,275 | \$ - | \$ - | \$ 3,196,539 | \$ - | \$ 676,881 | \$ 513,981 | \$ 162,991 | \$ 41,930 | \$ 309,061 | 39.87% | 98.00% |
| 110028 | James A. Rhodes Arena Feasibility Study | \$ 50,000 | \$ 50,000 | \$ - | \$ 50,000 | \$ - | \$ 48,000 | \$ 9,019 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ (7,019) | \$ - | \$ 316 | \$ (7,335) | -4.51% | 99.90% |
| 130023 | Knight Chemical Room 104 Renovation | \$ 125,000 | \$ 125,000 | \$ - | \$ 125,000 | \$ - | \$ 9,450 | \$ 2,500 | \$ - | \$ - | \$ - | \$ 109,346 | \$ - | \$ - | \$ 3,704 | \$ 2,330 | \$ 845 | \$ 529 | 85.73% | 99.90% |
| 130024 | Kolbe Hall Daum Theater Renovation | \$ 215,000 | \$ 215,000 | \$ - | \$ 215,000 | \$ - | \$ 14,580 | \$ 925 | \$ - | \$ - | \$ - | \$ 150,496 | \$ - | \$ - | \$ 48,999 | \$ 4,769 | \$ 12,435 | \$ 31,795 | 35.11% | 99.90% |
| 100008 | Law School Renovation | \$ 20,000,000 | | | | | \$ 504,000 | \$ 63,020 | \$ 123,936 | \$ - | \$ - | | | | | | | | | |
| 130017 | Quaker Square Cooling Tower Replacement | \$ 191,000 | \$ 330,349 | \$ - | \$ 330,349 | \$ - | \$ 18,680 | \$ 1,667 | \$ - | \$ - | \$ - | \$ 242,940 | \$ - | \$ 49,900 | \$ 17,162 | \$ 11,606 | \$ 3,424 | \$ 2,132 | 87.57% | 100.00% |
| 130036 | Student Union Career Center | \$ 450,000 | \$ 450,000 | \$ - | \$ 450,000 | \$ - | \$ 13,300 | \$ 3,000 | \$ - | \$ - | \$ - | \$ - | \$ - | | | | \$ 158,183 | | | |
| 130027 | Student Union Zee's and Zip Card Renovation | \$ 354,772 | \$ 354,772 | \$ - | \$ 354,772 | \$ - | \$ 21,303 | \$ 7,500 | \$ - | \$ - | \$ - | \$ 224,997 | \$ - | \$ 76,253 | \$ 24,719 | \$ 17,839 | \$ 9,849 | \$ (2,970) | 112.01% | 99.90% |
| UAK130004 | Title V Boiler Compliance | \$ 750,000 | \$ 1,250,000 | \$ 1,250,000 | \$ - | \$ - | \$ 55,250 | \$ 5,200 | \$ - | \$ 15,968 | \$ - | \$ 1,064,508 | \$ - | \$ - | \$ 109,074 | \$ 40,300 | \$ - | \$ 68,774 | 36.95% | 0.00% |
| 130030 | Water Energy Conservation Performance Contract | \$ 58,982,756 | \$ 58,982,756 | \$ - | \$ - | \$ 58,982,756 | | | | | | | | | | | | | | |
| 120012 | Wayne Campus North Entrance Drive | \$ 2,027,047 | \$ 1,962,886 | \$ - | \$ 1,962,886 | \$ - | \$ 169,038 | \$ 12,600 | \$ - | \$ - | \$ - | \$ 1,427,100 | \$ - | \$ - | \$ 354,148 | \$ 57,536 | \$ 860 | \$ 295,752 | 16.49% | 99.90% |
| UAK120019 | Wayne College Science Lab Renovation | \$ 1,608,182 | \$ 1,672,343 | \$ 1,608,182 | \$ 64,161 | \$ - | \$ 122,500 | \$ 10,000 | \$ - | \$ 15,702 | \$ - | \$ 1,046,770 | \$ - | \$ 64,161 | \$ 413,210 | \$ 53,445 | \$ - | \$ 359,765 | 12.93% | 99.90% |
| UAK100002 | Wolf Ledges Engineering Building | \$ 4,000,000 | \$ 13,823,876 | \$ 294,211 | \$ 7,373,191 | \$ 6,156,474 | \$ 896,711 | \$ 645,708 | \$ 277,811 | \$ - | \$ - | \$ 5,819,404 | \$ - | \$ 360,315 | \$ 5,823,927 | \$ 5,784,799 | \$ 115,912 | \$ (76,784) | 101.32% | 99.90% |
| UAK120015 | Zook Hall Renovation | \$ 18,150,000 | \$ 16,000,000 | \$ 13,850,000 | \$ - | \$ 2,150,000 | \$ 882,949 | \$ 1,271,830 | \$ 413,341 | \$ - | \$ 160,000 | | | | | | | | | |
| Grand Total | | \$ 153,307,232 | \$ 144,885,960 | \$ 20,783,729 | \$ 53,213,000 | \$ 70,889,230 | \$ 5,682,075 | \$ 2,344,190 | \$ 977,981 | \$ 120,827 | \$ 160,000 | \$ 46,509,547 | \$ 6,500,093 | \$ 1,394,952 | \$ 8,821,438 | \$ 7,192,173 | \$ 547,535 | \$ 1,239,913 | 61.68% | 88.85% |

*Wolf Ledges Engineering Building % complete is based on original program. It does not include the additional buildouts that have been funded.

Notes (changed October 6, 2010 BOT Report):
Contingency Report = 50 projects
Board Report = 48 Projects

| | | |
|--|-----|--------------------|
| Difference: | BOT | Contingency |
| | 48 | 48 |
| Demo of Acquired Properties | (1) | not on Contingency |
| Mixed Use Development | (1) | not on Contingency |
| Multi-Plex Football Stadium | | (1) not on BOT |
| Multi-Plex Football Stadium Academic Development | | (1) not on BOT |
| Total Projects | 46 | 46 |

Items removed from Contingency entirely:
Computer Center Fire Alarm
Wayne College Expansion and Renovation
Campus Implementation-Coleman Commons
College of Nursing Programming and Feasibility Study
Compter Center Access Floor Replacement
Mary Gladwin Hall Simulation Space
Polsky Criminal Justice Forensic Lab
Polsky Office Reconfiguration School of Speech/Language
Quaker Squire Fire Alarm System

Presiding:
Warren L. Woolford
December 11, 2013

| | |
|----------|--|
| | Report of the Sr. Vice President, Provost and Chief Operating Officer |
| | Presentation |
| 1 | *Proposed Honorary Doctorate |
| 2 | *Tentative Graduation List and Statistics for Fall 2013 |
| 3 | *Proposed Move of the Department of Sports Science and Wellness Education |
| 4 | *Research Services and Sponsored Programs Summary of Activity Reports for September and October 2013 |
| | For Information Only: |
| 5 | Office of Academic Affairs Report |
| 6 | Information Technology Report |
| 7 | Student Affairs Report |
| 8 | Summit on Retention Report |
| | CONSENT AGENDA: ITEMS 1, 2, 3, 4 |

THE UNIVERSITY OF AKRON

RESOLUTION 12- -13

Mrs. Kathleen A. Coleman

WHEREAS, Kathleen A. Coleman, a woman whose gracious style and inspired commitment to helping others through philanthropy, has advanced a host of important causes benefitting the Northeast Ohio community and making profound differences in the lives of many; and

WHEREAS, a graduate of both Hiram College and Dartmouth College, Mrs. Coleman has been a tireless advocate on behalf of higher education and public service, establishing the Lester E. and Kathleen A. Coleman Foundation in 1995; and

WHEREAS, Mrs. Coleman has long been an exemplary member of The University of Akron community, serving as a member of The University of Akron Foundation Board of Directors and as a member of its Executive Committee and Chair of its Stewardship Committee, has served on the Buchtel College of Arts and Sciences Dean's Council, and has been the recipient of the 2009 Elizabeth Davidson Buchtel Award; and

WHEREAS, Mrs. Coleman's philanthropic largess has transformed the physical landscape of The University of Akron campus, providing funding for The Les and Kathy Coleman Common, an open-lawn amphitheater featuring terraces, a labyrinth and splendid green spaces that create a bucolic environment considered a jewel on the Akron campus; and

WHEREAS, along with her late husband, Dr. Lester E. Coleman, who in 1952 graduated from The University of Akron's Buchtel College of Arts and Sciences with a degree in Chemistry, Mrs. Coleman has set a high standard for other philanthropists in the pursuit of academic excellence with the establishment of the Lester and Kathleen Coleman Graduate Fellowship in Chemistry, The John Franklin Coleman Memorial Scholarship in Chemistry and the Lester and Kathleen Coleman Chair in Chemistry; and

WHEREAS, Mrs. Coleman has been a leading philanthropist for such laudable causes, including cancer research at University Hospitals, and was named that institution's 2013 Samuel Mather Visionary Award recipient; and

WHEREAS, Mrs. Coleman has held always the belief that society functions best as a caring community and has involved herself in numerous Northeast Ohio organizations, including the Cleveland Music School Settlement, Cleveland Restoration Society, the American Red Cross and the Cleveland Orchestra's Women's Committee; Now, Therefore;

BE IT RESOLVED that an Honorary Doctor of Humane Letters degree be awarded to Kathleen A. Coleman in appreciation of her noteworthy achievements, valued leadership and outstanding service to her community and to The University of Akron.

Ted A. Mallo, Secretary
Board of Trustees

Available for your review are the tentative Graduation Statistics for fall and a list of prospective graduates from the Office of the Registrar. Included in this information are the names of the students, listed by college and degrees. These are the candidates eligible to participate in The University of Akron Fall 2013 Commencement ceremonies. Tentative totals of 1,516 degrees conferred include:

| | |
|-----|---------------|
| 53 | Doctoral |
| 347 | Master |
| 33 | Juris Doctor |
| 888 | Baccalaureate |
| 195 | Associate |

| Term | Undergraduate | | Graduate | | Law | | Total Degrees |
|---|---------------|---------------|--------------|------------|----------|------------|----------------|
| | Associate | Baccalaureate | Master's | Doctoral | Master's | Doctoral | |
| Total Degrees Awarded through Spring 2008 | | | | | | | 142,151 |
| Summer 2008 | 153 | 341 | 262 | 32 | | | 788 |
| Fall 2008 | 149 | 533 | 227 | 33 | 0 | 23 | 965 |
| Spring 2009 | 156 | 992 | 338 | 27 | 1 | 121 | 1,635 |
| Academic Year 2008-2009 | 458 | 1,866 | 827 | 92 | 1 | 144 | 3,388 |
| Summer 2009 | 145 | 349 | 270 | 37 | | | 801 |
| Fall 2009 | 117 | 678 | 206 | 29 | 0 | 25 | 1,055 |
| Spring 2010 | 188 | 1,416 | 520 | 21 | 1 | 110 | 2,256 |
| Academic Year 2009-2010 | 450 | 2,443 | 996 | 87 | 1 | 135 | 4,112 |
| Summer 2010 | 149 | 481 | 357 | 46 | | | 1,033 |
| Fall 2010 | 147 | 796 | 255 | 19 | 2 | 21 | 1,240 |
| Spring 2011 | 271 | 1,569 | 551 | 30 | 2 | 95 | 2,518 |
| Academic Year 2010-2011 | 567 | 2,846 | 1,163 | 95 | 4 | 116 | 4,791 |
| Summer 2011 | 128 | 485 | 330 | 39 | | | 982 |
| Fall 2011 | 113 | 785 | 251 | 29 | 0 | 14 | 1,192 |
| Spring 2012 | 319 | 1,577 | 557 | 38 | 3 | 125 | 2,619 |
| Academic Year 2011-2012 | 560 | 2,847 | 1,138 | 106 | 3 | 139 | 4,793 |
| Summer 2012 | 141 | 475 | 314 | 43 | | | 973 |
| Fall 2012 | 197 | 888 | 233 | 28 | 2 | 36 | 1,384 |
| Spring 2013 | 389 | 1,631 | 561 | 39 | 7 | 130 | 2,757 |
| Academic Year 2012-2013 | 727 | 2,994 | 1,108 | 110 | 9 | 166 | 5,114 |
| Summer 2013 | 265 | 490 | 300 | 53 | | | 1,108 |
| Total Degrees Awarded through Summer 2013 | | | | | | | 165,457 |

THE UNIVERSITY OF AKRON

RESOLUTION 12- -13

Pertaining to Approval of Proposed Degree Recipients for Fall 2013

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on December 11, 2013, pertaining to the proposed list of degree recipients for The University of Akron Fall Commencement 2013, contingent upon candidates' fulfillment of requirements, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 11, 2013

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

APPENDIX 2

**TENTATIVE GRADUATION LIST AND
STATISTICS FOR FALL 2013**

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

| | | | |
|--|---|----|------------|
| Juris Doctor | | 29 | |
| Master of Laws | | 4 | |
| | School of Law | | 33 |
| | | | 33 |
| | | | 33 |
| Doctor of Philosophy | | 11 | |
| | Buchtel College of Arts and Sciences | | 11 |
| Doctor of Philosophy | | 18 | |
| | College of Engineering | | 18 |
| Doctor of Philosophy | | 5 | |
| | College of Education | | 5 |
| Doctor of Philosophy | | 19 | |
| | College of Polymer Science and Polymer Engineering | | 19 |
| | | | 53 |
| | | | 53 |
| Master of Applied Politics | | 5 | |
| Master of Arts | | 29 | |
| Master of Arts in Family and Consumer Sciences | | 4 | |
| Master of Fine Arts in Creative Writing | | 1 | |
| Master of Music | | 11 | |
| Master of Public Administration | | 11 | |
| Master of Science | | 38 | |
| | Buchtel College of Arts and Sciences | | 99 |
| Master of Science in Chemical Engineering | | 3 | |
| Master of Science in Civil Engineering | | 16 | |
| Master of Science in Electrical Engineering | | 17 | |
| Master of Science in Engineering | | 8 | |
| Master of Science in Mechanical Engineering | | 6 | |
| | College of Engineering | | 50 |
| Master of Arts in Education | | 71 | |
| Master of Science in Curriculum and Instruction | | 24 | |
| Master of Science in Education | | 26 | |
| Master of Science in Teaching and Training Technical Professionals | | 12 | |
| | College of Education | | 133 |
| Master of Business Administration | | 41 | |
| Master of Science in Accountancy | | 3 | |
| Master of Science in Management | | 5 | |
| Master of Taxation | | 3 | |
| | College of Business Administration | | 52 |
| Master of Science | | 3 | |
| Master of Science in Polymer Engineering | | 5 | |
| | College of Polymer Science and Polymer Engineering | | 8 |
| Master of Arts in Child Life Specialist | | 1 | |
| Master of Public Health | | 4 | |

| College of Health Professions | | 5 |
|---|-----|------------|
| Masters Degree Candidates | | 347 |
| Bachelor of Arts | 146 | |
| Bachelor of Arts in Business and Organizational Communication | 29 | |
| Bachelor of Arts in Family and Child Development | 22 | |
| Bachelor of Arts in Fashion Merchandising | 5 | |
| Bachelor of Arts in Interdisciplinary Anthropology | 5 | |
| Bachelor of Arts in Interdisciplinary Studies | 3 | |
| Bachelor of Arts in Interior Design | 2 | |
| Bachelor of Arts in Interpersonal and Public Communication | 5 | |
| Bachelor of Arts in Mass Media - Communication | 22 | |
| Bachelor of Arts in Theatre Arts | 5 | |
| Bachelor of Fine Arts | 17 | |
| Bachelor of Music | 10 | |
| Bachelor of Science | 45 | |
| Bachelor of Science in Computer Science | 8 | |
| Bachelor of Science in Geography - Geographic Information Sciences | 3 | |
| Bachelor of Science in Labor Economics | 1 | |
| Bachelor of Science in Political Science/Criminal Justice | 23 | |
| Buchtel College of Arts and Sciences | | 351 |
| Bachelor of Science in Biomedical Engineering | 3 | |
| Bachelor of Science in Chemical Engineering | 1 | |
| Bachelor of Science in Civil Engineering | 7 | |
| Bachelor of Science in Mechanical Engineering | 10 | |
| College of Engineering | | 21 |
| Bachelor of Arts in Education | 36 | |
| Bachelor of Science in Education | 150 | |
| Bachelor of Science in Teaching and Training Technical Professionals | 3 | |
| College of Education | | 189 |
| Bachelor of Business Administration | 142 | |
| Bachelor of Science in Accounting | 40 | |
| College of Business Administration | | 182 |
| Bachelor of Arts | 5 | |
| Bachelor of Arts in Speech - Language Pathology and Audiology | 2 | |
| Bachelor of Arts/Social Work | 18 | |
| Bachelor of Science in Dietetics | 5 | |
| Bachelor of Science in Food and Environmental Nutrition | 2 | |
| Bachelor of Science in Nursing | 22 | |
| College of Health Professions | | 54 |
| Bachelor of Arts in Interdisciplinary Studies | 1 | |
| Bachelor of Science in Automated Manufacturing Engineering Technology | 6 | |
| Bachelor of Science in Computer Information Systems | 11 | |
| Bachelor of Science in Construction Engineering Technology | 6 | |
| Bachelor of Science in Electronic Engineering Technology | 12 | |
| Bachelor of Science in Emergency Management and Homeland Security | 10 | |
| Bachelor of Science in Mechanical Engineering Technology | 7 | |
| Bachelor of Science in Organizational Supervision | 35 | |
| Bachelor of Science in Respiratory Therapy Technology | 1 | |
| Bachelor of Science in Surveying and Mapping | 2 | |

| | | |
|---|----|------------|
| Summit College | | 91 |
| Baccalaureate Degree Candidates | | 888 |
| Associate of Applied Business in Business Management Technology | 11 | |
| Associate of Applied Business in Computer Information Systems | 20 | |
| Associate of Applied Business in Hospitality Management | 10 | |
| Associate of Applied Business in Marketing and Sales Technology | 2 | |
| Associate of Applied Science in Community Services Technology | 10 | |
| Associate of Applied Science in Construction Engineering Technology | 8 | |
| Associate of Applied Science in Criminal Justice Technology | 18 | |
| Associate of Applied Science in Early Childhood Development | 3 | |
| Associate of Applied Science in Electronic Engineering Technology | 10 | |
| Associate of Applied Science in Emergency Medical Services Technology | 1 | |
| Associate of Applied Science in Fire Protection Technology | 5 | |
| Associate of Applied Science in Geographic and Land Information Systems | 1 | |
| Associate of Applied Science in Land Surveying | 4 | |
| Associate of Applied Science in Manufacturing Engineering Technology | 1 | |
| Associate of Applied Science in Mechanical Engineering Technology | 9 | |
| Associate of Applied Science in Paralegal Studies | 4 | |
| Associate of Applied Science in Surgical Technology | 1 | |
| Associate of Arts | 31 | |
| Associate of Science | 14 | |
| Summit College | | 163 |
| Associate of Applied Business in Business Management Technology | 2 | |
| Associate of Applied Business in Computer and Business Technology | 1 | |
| Associate of Applied Business in Health Care Office Management | 9 | |
| Associate of Applied Science in Exercise Science Technology | 1 | |
| Associate of Applied Science in Paraprofessional Education | 1 | |
| Associate of Applied Science in Social Services Technology | 3 | |
| Associate of Arts | 9 | |
| Associate of Science | 6 | |
| Wayne College | | 32 |
| Associate Degree Candidates | | 195 |

1,516 Total Degrees

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall**

Following are the names of prospective degree candidates who have applied by Tuesday, November 26, 2013. This list may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

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

Law Degree Candidates

School of Law

Juris Doctor

David A. Armstrong
Kristen H. Boone
Zachary G. Brown
Kelly A. Carmen
Christopher S. Coleridge
Hannah L. Crews
Amber R. Crowe
Matthew E. Devore
Christy M. Donnelly
Stephen P. Gubbins
Tiffany L. Hoover
Michelle L. Jack
Claire S. Lee
Emmanuel S. Makris
Ashton E. McEvoy
Scott A. Newman
Peter W. Nischt
Rodney B. Schofield
Lawrence J. Spoljaric
Nathan S. Summers
Raeed N. Tayeh
Julie A. Toth
Sara N. White
Andrew J. Wides
Chong M. Won
Elisa J. Wood
April L. Woodward
Chad B. Yoder

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Scott A. Zackaroff

Master of Laws

Kenneth M. Cochran
Christopher R. Dandridge
Tiffany L. Hoover
Erik S. Keister

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Doctoral Degree Candidates

Buchtel College of Arts and Sciences

Doctor of Philosophy

Nadrah Alawani
Sarah L. Binkley
Yusheng Chen
Theresa M. Davis
David W. Ferguson
Heath W. Garris
Charlesa A. Hann
James M. Holland
Christina M. Rummell
Darlene J. Thompson
Laura D. Turner-Essel

College of Engineering

Doctor of Philosophy

Sudeep Adhikari
Abdulwahab S. Aljuhani
Mustafa U. Culcuoglu
Binod Dhakal
Ali Y. Elrayyah
Haijian Fan
Majid Hosseini
Mathew T. Isenberg
Xin Jiang
Zhongye Lin
Anandi Mahadevan
Nikul G. Patel
Maysam Sodagari
Thanyawalai Sujidkul
Seyed Ali Tabatabaei
Chao Zhang
Jun Zhao
Jun Zhou

College of Education

Doctor of Philosophy

Kathleen M. Benson
Constantine G. Farmakidis
Amy B. Hollingsworth
Benson C. Okpara
Sara N. Sayre

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

College of Polymer Science and Polymer Engineering

Doctor of Philosophy

Shiwang Cheng
Cheng Ching K. Chiang
Rostyslav Dolog
Xuehui Dong
Hany Elbatal
Pengzhan Fei
Lei Feng
Tongzhai Gao
Guillermina C. Garcia
Xilan Liu
Gladys Rocio Montenegro Galindo
Cheng Qu
Emily Q. Rosenthal-Kim
Yu Sun
Vershima I. Tachia
Emre Unsal
Jinping Wu
Orcun Yucel
Kan Yue

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Masters Degree Candidates

Buchtel College of Arts and Sciences

Master of Applied Politics

Brian J. Becker
Rachel L. Jackson
Carolyn Mangas
Tara L. McCulloch
Matthew C. Mullen

Master of Arts

Rokaih R. Almuaallim
Keith Aukeman
Robert K. Baape
Jose M. Cajigas
Jarrett J. Chorba
Laura K. Clift
Brandy M. Friedt Kiouisis
Arnissa M. Hopkins
Joanna M. Hunkins
Jeremy A. Hunter
Erin Kahoa
Alec M. Kammer
Benjamin M. Leo
Hye Ree Lim
Ashely Lizewski
David S. Maple
Tracee A. McClain
Jordan M. Mihalik
Joshua L. Morgan
Courtney R. Mortland Baker
Kelsey L. Risman
Raymond W. Sarvis
Seth D. Snow
Brandon T. Sweitzer
Rebecca R. Wehr
Mary B. Williams
Amy L. Wingerter
Daniel B. Witmer
Royce L. Woods

Master of Arts in Family and Consumer Sciences

Shajuana M. Boyer
Alicia N. Fabrizi
Kristin M. Sarver
Carly R. Wamboldt

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Master of Fine Arts in Creative Writing

David E. Materna

Master of Music

Alexander J. Aeschliman
Alisha N. Atkins
Shawn P. Brandt
Merissa A. Coleman
Alexandros D. Fragiskatos
Alanna C. Furst
Yao Lu
Samuel S. McKenzie
Catherine M. Neff
Scott A. Sell
Eryn E. Stark

Master of Public Administration

Albert A. Bragg
Carol A. Giulitto
Malcolmnette B. Green
Dong Liang
David M. Roberts
Kyle Rossi
Ryan A. Slate
Mi-Lin L. Tate
Shakita T. Van Liew
Elizabeth W. Wainaina
Kognia M. Woodall

Master of Science

Curtis J. Anderson
Ryan C. Ault
Elizabeth A. Bair
Kendra F. Barnes
Elsworth C. Beach
Tara B. Buk
Bo Cai
Brian Chiang
Enoch E. Damson
Troy S. Dunn
Yeswanth Eruvaram
Samuel C. Evans
Sarah A. Fraker
Gregory A. Franckowiak
Chrystal E. Fretz
Naveen Kumar Gadamsetty

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Rebecca A. Gerevics
John J. Graham
Moshaddek Hasan
Badr I. Iskandar
Michael D. Johnston
Mahider M. Kitil
Peter J. Knall
Ashley S. Koenig
Ramya Kondeti
Alyssa M. Krumpak
Nicholas S. Larson
Kyounga Lim
Jiayi Lu
Ping Lu
Robert B. Miller
Gihan U. Panapitiya
Patrick J. Showers
Hillary E. Stewart
Olubukola O. Tejumola
Scott A. Thomas
Lu Wang
Melissa K. Wilks

College of Engineering

Master of Science in Chemical Engineering

Mohamed A. Alqadhi
Anthony M. Coffman
Oluyomi Sodunke

Master of Science in Civil Engineering

Alireza Azimi
Vinod Bolla
David R. Bridenstine
Saikrishna Ganapuram
Mohamed I. Habouh
Yudhveer Kandukuri
Mohammed Imtiaz Khan
Hosanna J. Le
Abdul Menem Y. Osman
Sandeep M. Paparaju
Heather L. Parker
Wenjing Shen
Joshua J. Slaga
Shaghayegh Sorouri
Sarah E. Sullivan
Aileen C. Yenco

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Master of Science in Electrical Engineering

Hari Prasad Ambaripeta
Sneha Bhattaram
Joseph P. Davis
Soumya Kondapalli
Mohit Kumar
Pongpachara Limpisathian
Jian Liu
Shiva Kumar Madishetty
Rakesh Mitra
Chaya Narayan
Ernest Ofori
Uma Sadhvi Potluri
Tamseel Mahmood Syed
Hao Wang
Randeel W. Wimalagunarathe
Michael J. Zemba
Guanglei Zhang

Master of Science in Engineering

Aditi Deshpande
Bharath Koya
Christopher A. Mela
Kunal Patel
Patrick B. Patterson
Walid P. Qaqish
Karan S. Shah
Spencer L. York

Master of Science in Mechanical Engineering

Heng-Hsueh Chen
Leisa M. Clark
Michael R. Crawford
Santhosh Reddy Gunukula
Mohammad A. Hossain
Greg A. Pavlik

College of Education

Master of Arts in Education

Marwah W. Ahmed
Ganiah I. Ain
Neda F. Aldajani
Ali F. Aldakhil
Hujaylan A. Alhujaylan
Khadra-Ladan J. Ali

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall**

Majed Mnahi H Alqahtani
Fahad Nasser S. Alsanad
Amy R. Bacon
Aqila M. Brown
Laura G. Bucci
Angela L. Burns
Bridget N. Butzier
Adam D. Calvin
Michelle A. Cappetto
Erin Carpenter
Matthew J. Carpenter
Kimberlee R. Cool
Christine A. Dispina
James Dowdell
Kelly R. Dreher
Meredith A. Duncan
Emily C. Ellison
Timothy P. Fitch
Lisa J. Flood
Jessica K. Ford
Lynn Gagnon
Michelle N. Gary
Holly A. Goetz
Deborah J. Holliday
Sharon E. Jackson
Vanessa M. Johnson-Horn
Carissa M. Knight
Cassandra L. Konen
Jacqueline M. Krupa
Brittany J. Laino
Mark H. Leiendecker
Sha Li
Shannon M. Loudy
Michelle D. Mauck
Melissa S. May
Jennifer N. McConnell
Natalie M. McGhee
Nakia N. Miller
Jacqueline A. Misiak
Elizabeth T. Molla
Adam D. O'Connell
Justin R. Pascoe
Chelsea M. Peticca
Melissa E. Pope
Kellie L. Porter
Eileen M. Potter
Michelle L. Richardson
Shawn P. Roberts
Christina M. Rudnicki
Daniel J. Savage

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall**

Kimberly S. Schaffter
Andrea M. Severyn
Mackenzie J. Smith
Rollen T. Smith
Anita M. Souders
Christina M. Stanovcak
John M. Telloni
Judy A. Toplack
William M. Voelkerding
Jenna M. Ward
Jessica M. Warstler
Jason C. White
James A. Young
Malory Zaun
Ping Zhou

Master of Science in Curriculum and Instruction

Samantha L. Arnold
Angela B. Barton
Jessica L. Boyle
Andrew N. Bratcher
William J. Byerly
Christen B. Cowley
Virginia Doty
William F. Dye
Heidi A. Fisher
William C. Graham
Megan Houk
Benjamin J. Miller
Bradley J. Nyholm
Darrell T. Parker
Jamie M. Ralston
Melissa E. Reinhart
Amanda L. Ritchie
Allison M. Ross
Lisa M. Sharnsky
Jessica J. Smith
Kevin A. Somerville
Steven J. Staszak
Cary N. Wade
Kyle M. Wasserman

Master of Science in Education

Joshua W. Banks
Lee-Anna J. Bardun
Micklos Blake
Thomas V. Crabill
Stephanie L. Feedback

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall**

Amanda M. Fox
Lissia K. Gerber
Kreig M. Hozalski
Zachary L. Isla
Megan B. Johnston
Lisa A. Matchette
Michael C. McCall
Cedrick A. Middleton
Brian Miller
Elizabeth A. Moles
Jason R. Morgan
Nicole A. Myers
Kellen D. Nebelski
Angela D. Payden
Peter M. Quent
Jennifer L. Skala
Terrance R. Stratton
Hilary E. Tonni
Tyler A. Tully
Daniel E. Webb
Eric S. Williams

Master of Science in Teaching and Training Technical Professionals

Samuel L. Adair VI
Lawrence J. Atkinson
James A. Bell
Donna J. Chaff
Amelia E. Curry
Kellie M. Geiger
Melinda J. Krych
Christina M. Raftery
Theodore J. Schafer
Robert D. Shultz
Cheryl A. Slusarczyk
Sherrey A. Thacker

College of Business Administration

Master of Business Administration

Radwa Ahmed Mohamed Ahmed Elmoneer
Abdulrahman S. Alsahlawi
David A. Armstrong
Desiree N. Baird
Raymond J. Browning
Dean G. Coutris
Jennifer A. Cundiff
Joseph F. Dolder

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall**

Amr M. Ebied
Mohamed M. El Teriaky
Michael V. Esposito
Mahmoud F. Farrag
Osama A. Francis
Martin W. Fritz
Saikrishna Ganapuram
William R. Gibson
William R. Hardy
Tiffany L. Hoover
Nathan K. Hurd
Alfonso E. Jimenez
Erik S. Keister
Aaron G. Kroll
Eva Lum
Mitchell J. Metzger
Peter W. Nischt
Vimalkumar T. Patel
Christina M. Perna
Ashley M. Privett
Kimberly A. Quinn
Ty J. Rogers
Matthew T. Ryan
Amar P. Shah
Michael P. Shimp
Julianne Simcox
Moriah L. Stutler
Nathan S. Summers
Tessa R. Tegel
Benjamin S. Trent
Matthew K. Wade
Ahmed F. Yassin
Stephen M. Zelasko

Master of Science in Accountancy

Nathaniel A. Ash
Steven M. Bacher
Kristen M. Pero

Master of Science in Management

Michael L. Buckwell
Lu Chu
Ayodele A. Odekunle
Srisoumya Pusapati
Arvind Subramanian

Master of Taxation

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Ashley M. Bunch
Keith A. Corbin
Bao Vue

College of Polymer Science and Polymer Engineering

Master of Science

Elisabeth A. Collette
Nickolas R. Kaiser
Manshi Li

Master of Science in Polymer Engineering

Maher M. Alrashed
Romny Garcia Buduen
Ruofan Liu
Xing Lu
James Shin

College of Health Professions

Master of Arts in Child Life Specialist

Katie L. Riley

Master of Public Health

Laura N. Craft-Eummer
Richard J. Gajdowski
Brett M. Sitzlar
John K. Thomas

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Baccalaureate Degree Candidates

Buchtel College of Arts and Sciences

Bachelor of Arts

Sondos K. Abed
Nicholas A. Adair
Saleh Alawami
Juliana R. Amir
Cory R. Ando
Leigh Ann W. Andreani
Chantel Alexis J. Arrighi
Vanessa L. Askew
Sendek Assefa
Victoria E. Barrientos
Tracie R. Baxter-Wintrow
Nancy E. Bean
Nicholas H. Beck
Matthew G. Benko
Alissa P. Birkhimer
Hannah E. Blossom
Andre T. Borders
Nicol E. Bowen
Meghen R. Broman
Ryan J. Brosnahan
Lindi N. Brown
Katherine M. Bubna
Whitney L. Burden
Aaron B. Campbell
Kyra G. Casalinova
Ryan N. Cash
Brandi L. Clay
Dajah C. Crawford
Michael H. Crossland
Michael J. Cunniff
Nicholas P. Dalessandro
Alyssa D. Damron
Rachel L. Dennis
Nicole L. Dietrich
Cecil Dutch
Kelsey T. Dyke
Joseph M. Felicjan
Luroy S. Ferguson
Melissa R. Fetzer
Rhea D. Floyd
Jason J. Frederick
Elizabeth M. Gage
Angela N. Genet
Anna N. Glotzer

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall**

Sean M. Gorrell
Joseph M. Goubeaux
Kathleen R. Graca
Meredith R. Grom
Sheryl Grubb
Daniel J. Hall
Tyler J. Harding
Emily L. Harig
Jillian L. Hartline
Matthew T. Hazlett
Matthew T. Hazlett
Diego S. Hernandez
Briana R. Hinkle
Alexander W. Hosner
Leigha D. Howard
Brittney A. Humes
Benjamin J. Iselin
Candice Jack
Antonia D. Jackson
Nicholas J. Jackson
Tyler W. Jeske
Diamonique C. Johnson
Ian M. Johnston
Abigail R. Jones
Kevin P. Kane
Abraham K. Keeton
Justin R. Kornhaus
Megan L. Lachowski
Amanda Layman
Jennifer R. Lehaney
Jennifer J. Lones
Ethan M. Love
Pamela M. Luich
Kyle D. Maksuta
Tiffany L. Malecki
Andrew F. Matchett
Rhachelle P. McCraw
Maggie M. McElvenny
Lance R. Melvin
Rebecca A. Metzger
Nicole D. Meyo
Jeffrey Miles
Deanna J. Miller
Anthony M. Montagno
Veronica L. Morales
Alyssa L. Morter
Symphanie S. Moss
Symphanie S. Moss
Megan M. Mosti
Ryan J. Ogorek

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall**

Keisha N. Otoo
William C. Palmer
Dominic M. Parish
Francine N. Pavlik
Adam J. Payne
Tyler A. Peterson
Christopher D. Petsko
Christopher M. Phillips
James M. Popela
Hannah M. Pyett
Ethan E. Radatz
Kara A. Raresheid
William E. Rininger
Jordan M. Robinson
Rebecca N. Robson
John J. Roth
Brian E. Said
Shannon L. Sales
Megan E. Saro
David C. Schaub
Nicole E. Schultz
Lauren M. Scudder
Keyra M. Sheares
Shannon M. Simons
Rachael M. Skrbin
Laurie A. Spenik
Jonathan Spikermann
Anthony D. Stratis
Emily E. Suciu
Bianca H. Taylor
Alysse S. Thomas
Maxwell J. Timmins
Ewyn Tsang
Jennifer R. Turner
James M. Turneur
Amanda R. Underwood
Paul J. Valatka
Ashley R. Vogelpohl
Dineca R. Walker
Elizabeth G. Walker
Jane K. Walter
Jill Ward
Katelyn E. Warren
Kristen J. Weibel
Chauncey K. Widder
Karima B. Williamson
Crystal E. Wilson
Brandon M. Winter
Chris Wirkus
Michael P. Wohlwend

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Dominique R. Woods
Bethany F. Woznicki

**Bachelor of Arts in Business and Organizational
Communication**

Ryan C. Adams
Marissa L. Barrett
Megan C. Beaty
Heather R. Bliss
Abigail L. Boyer
Suzanne M. Capron
Rhianna A. Carvino
Maria L. Cousins
Marisha A. Daniels
Mitchell L. Dorfman
Alaina K. Fausett
Kayleigh D. Forgacs
Gillian I. Gross
Tori E. Hackney
Jasmine M. Jones
Sharon R. Jones
Megan E. Knight
Lauren A. Kukta
Carly A. McNutt
Marissa D. Meadows
Alexis M. Metezier
Madison A. Morell
Cecily D. Nobles
Cali L. Pitman
Kevin M. Pitts
Thomas R. Rager
Elaina M. Rhea
Bailey A. Roth
Nicholas G. Simcox

Bachelor of Arts in Family and Child Development

Brooke C. Battle
Briana L. Brinker
Sarah F. Davis
Amanda B. DiBacco
Alexis G. Field
Mary E. Frederick
Ashley N. Glover
Megan-Elizabeth M. Heavrin
Brittany M. Jarvis
Mallory D. Kavan
Jamie P. Kirsch
Susanna C. Molnar

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Lindsay D. Niehenke
Hannah L. Palmer
Marianne E. Pickett
Allyson B. Porter
Leslie M. Santos
Deanna M. Shriver
Alexis E. Sich
Courtney M. Vujas
Vickie P. Whatley
Kali M. Whitlock

Bachelor of Arts in Fashion Merchandising

Mary K. Kekic
Jennifer L. Konopka
Rachel L. Oliver
Emma L. Schilling
Erin E. Simmers

Bachelor of Arts in Interdisciplinary Anthropology

Tracie R. Baxter-Wintrow
Elizabeth C. Dachtyl
Andrew R. Pavlenda
Jared W. Ropp
Leslie R. Tetrick

Bachelor of Arts in Interdisciplinary Studies

Christine M. Cox
Andre Manuel De Castro Ferreira
Chante N. Robinson

Bachelor of Arts in Interior Design

Sara M. McGuire
Kara L. Treen

**Bachelor of Arts in Interpersonal and Public
Communication**

Jessica A. Brumfield
Rock L. Gable
Andria Kaplan
Angelo E. Salvatore
Andrew P. White

Bachelor of Arts in Mass Media - Communication

Jessica M. Baer

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall**

Aaron J. Billow
Kurtis J. Boykin
Robert J. Braidich
Troy B. Calapa
Casey D. Church
KaLonna J. Davis
Samuel E. Flinn
Willie J. Hooper
Cheyenne A. Huber
Eric R. Hudson
Michael B. Jeffers
Samuel A. Johnson
Julie M. Kline
Michael J. Michalec
Jeffrey S. Pritt
Kasondra L. Scott
Richard J. Smetana
Troy A. Taylor
Marcus H. Ullom
Sasha R. Wollenburg
William L. Young

Bachelor of Arts in Theatre Arts

Ivoree S. Farrier
Alex C. Funk
Rosilyn K. Jentner
Samantha E. Ost
Nicole M. Romo

Bachelor of Fine Arts

Sofia M. Bastulli
Cassie L. Cruz
Eli C. Donahue
Rachel M. Dudzenski
Steven J. Hudson
Andrew B. Kapish
Megan M. Locher
Susan Lopez
Nathan D. Mayfield
Rachael A. Reinhardt
Samantha L. Solan
Devon T. Spierling-Linton
Jamie L. Suvak
Stephanie A. Tremble
Nathan J. VanTwisk
Ingrid Westberg
Mary K. White

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Bachelor of Music

Miranda M. Burbridge
Kaitlin G. Johnson
Alisha L. Knight
Jaimie L. McRae
Laura C. Runion
Thomas M. Russell
Thomas M. Russell
Daniel J. Schneck
Aundrea B. Souza
Melissa S. Sugalski

Bachelor of Science

Sarah C. Barrow
Caitlyn R. Baumert
Derek T. Burkholder
Kelsey J. Corle
Victoria M. Demeter
Bradley R. Domanovics
Sean P. Doyle
Steven C. Dunker
Rebecca S. Eagle
Manraj S. Grewal
Ian T. Gulick
Raynard Hammond
Brittany N. Hardy
Daniel A. Hunsicker
Brian J. Huntsman
Kenneth C. Jambor
Sarah J. Kay
Nicolette S. Khan
Brian E. Kurr
Veronica R. Linger
Craig J. Marshall
Goran Martic'
Sara R. McCaulley
Patrick J. Moore
Bridee N. Morris
Alexander J. Pero
Krista M. Rakich
Jennifer L. Reznik
Mandeep S. Sahota
Cameron A. Schmidt
Kristina M. Schutte
Michelle M. Sergi
Brian J. Shaum
Patrick J. Showers
Robert W. Smith

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Joseph L. Snell
Robert Socha
Haden Solmen
Dejana Soprenic
David R. Stanek
Daniel Tanudjaja
Matthew J. Taylor
Andrew J. Toth
Bradley A. Ullman
Bo Yang

**Bachelor of Science in Geography - Geographic
Information Sciences**

Joseph P. Benes
Jason S. Kulik
Ian J. Ondrus

Bachelor of Science in Labor Economics

Jenna R. Watkins

**Bachelor of Science in Political Science/Criminal
Justice**

Brent E. Barbe
Anastasia M. Billow
Kevin C. Dixon
Kali A. Dudek
Charles G. Dutro
Jared D. Hnath
Tiffany A. Hunka
Adam M. Jasionowski
Kevin W. Kaczmariski
Rahmon D. Key
Julie A. Kuhn
Joseph V. Letta
Ashlei R. McCutcheon
Kyle C. Meyer
Shalane E. Mick
Nicholas E. Myrda
Sara E. Neavill
Raymond J. Palermo
Michael Pesosky
Ryan C. Reavy
John D. Stephens
Lesley D. Stiggers
Justin L. Suddieth

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Bachelor of Science in Computer Science

Ryan J. Brosnahan
Andrew A. Edwards
Bryan P. Herman
Nicholas S. Miesmer
Evan M. Purkhiser
Scott M. Ramer
Samuel M. Trela
Caleb D. Weaver

College of Engineering

Bachelor of Science in Biomedical Engineering

Kathleen M. Angel
Vanessa I. Trevizo Nava
Todd D. Weinberg

Bachelor of Science in Chemical Engineering

Mohammed G. Alyanbaawi

Bachelor of Science in Civil Engineering

Brian M. Culek
Robert W. Drsek
Cameron L. Gatian
Sandra Haddad
Nicholas E. Simko
Benjamin J. Thoburn
Scott M. Windsor

Bachelor of Science in Mechanical Engineering

Abdulaziz Y. Alnuzhah
Cory A. Austin
Aaron W. Bridgman
Benjamin C. Harvey
Mathew D. Jacob
Nicholas P. Marsh
Jason R. Negrey
Francis Rogers
Jessica N. Warner
Kristin L. Wright

College of Education

Bachelor of Arts in Education

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Matthew T. Balsinger
Emily K. Barry
Tylor S. Bennetts
Bryant Brookover
Chelsea A. Ciptak
Sarah M. Conard
Evan R. Croy
Michael B. Denissoff
Bobbi S. Eggeman
Amber E. Flores
Rachel A. French
Megan R. Griffin
Kirk J. Haschak
Jessica L. Hensal
Rachel M. Hunsinger
Kelsey L. Kapper
Michael A. Kekic
Erin M. Kisela
William J. Lane
Leigh Leonard
Salvatore G. Maiorana
Brandon T. Markle
Tyler M. Pacifico
William S. Paluch
Gregory M. Powell
Charles J. Ray
Zachary H. Rhodes
Dillon R. Rogers
Tonja L. Skufca
Brady M. Stewart
Elizabeth M. Ubelhart
Jesse D. Unk
James J. Weber
Nicholas S. Widder
Darla A. Woods
Bethany F. Woznicki

Bachelor of Science in Education

Amanda K. Albanese
Jasmyne A. Anderson
Amanda A. Aramouni
Sarah T. Bacon
Sarah T. Bacon
Angalina M. Baisden
Misty R. Barber
Rachel A. Betz
Joseph P. Bishop
Tetyana M. Bissell
Heath M. Bodo

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall**

Matthew J. Bova
Gabrielle T. Braude
Haley L. Brown
Joshua T. Brown
Shameka A. Burnett
Michael L. Byers
Chrysayne J. Calabrese
Lana K. Cantanzriti
Danielle M. Casteel
Victoria M. Catullo
Jessica E. Copper
Jacob L. Crislip
Brittany N. Cross
Nicole Dannery
Carl J. Davanzo
Lauren E. Dicker
Lauren E. Dicker
Joseph J. Diehm
Michael S. DiFalco
Melissa I. Dombrowski
Scot G. Elkins
Amber A. Ergh
Brittney N. Fike
Dynasty M. Fischer
Ella E. Fox
Malachi O. Freeman
Taylor L. Frey
Jade M. Giglio
Jade M. Giglio
Joseph Gimmarco
Eric W. Gleisinger
Sean J. Graves
Emily A. Gross
Bethany D. Hafley
Brittany N. Hardman
Zataviah M. Harper
Jennifer M. Harsh
Ryan E. Hart
Haley M. Hawthorne
Robin C. Hignite
Steven E. Hoerger
Samantha J. Hower
Erik M. Jendre
Brittany N. Jobanputra
Tommy L. JoDon
Michael A. Joy
Jacqueline A. Just
Andrew Kamer
Chelsea L. Kerr
Megan E. Kerr

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall**

Sarah M. Knepper
Rebecca L. Koester
Dillon J. Kosmach
Samantha M. Kost
Asha A. Lanham
Kimberly N. Larich
Emmanuel L. Lartey
Galina Legky
Kenton D. Lemon
Claire E. Leuchtag
Zachary S. Lintz
Mindy J. Long
Alicia M. Loreta
Kelsey L. MacWherter
Garett A. Manack
Stephanie C. Manos
Sandra A. Mauk
Sandra A. Mauk
Abbey C. McLuckie
Laura A. Medvec
Ashlee M. Metko
Amy M. Metsch
Matthew T. Miller
Nicole C. Minch
Allison M. Moore
Catherine A. Morgan
Catherine A. Morgan
Kyle R. Mothersbaugh
Sara Mullen
Nicholas B. Nay
Laura M. Noble
Kyle W. Otto
Daniel J. Parmelee
Benjamin L. Pearson
John A. Petrenko
Joseph M. Petrides
Ashley R. Phillippi
Ashley Pintner
Samuel J. Plastow
Nicholas J. Plevris
Jennifer S. Putt
Jacqueline S. Reece
Lynn M. Repasky
Sarah Riley
Alex S. Ritter
Jose M. Rivera
Katie G. Rotellini
Emily R. Roth
James C. Rutt
Amy G. Schneider

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Kaley R. Schnittke
Jennifer Seidel
Rudolph E. Severhof
Shawn E. Sheridan
Sarah Y. Shriver
Megan M. Simmons
Cameron X. Simpson
Paul M. Skolmutch
Laura E. Smallsreed
Jamie L. Smith
Joshua G. Snyder
Samantha A. Snyder
Abbie J. Spencer
Emily D. Steele
Sarah E. Stegall
Sean M. Stevens
Kaitlyn J. Stewart
Alyssa M. Syhabandith
Rachel A. Szymkowiak
Blake E. Takala
Traceylee D. Talley
Tia M. Theodosopoulos
Tara L. Thompson
Tara L. Thompson
Andrew W. Trent
Hannah M. Tyson
Angela M. Waggaman
Anthony C. Walker
Hannah Ward
Jessica M. Wenger
Sarah A. Werner
Alicia M. White
Alexis D. Williams
Amanda M. Willis
Kelle C. Wise
Alexandra M. Wood
Landry R. Wooley
Alyse N. Zelinsky
Rebecca A. Zimmer

**Bachelor of Science in Teaching and Training Technical
Professionals**

David R. Day
David A. Horn
Rhonda Massie

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

College of Business Administration

Bachelor of Business Administration

Anna L. Allen
Jacob A. Anders
Adam R. Arman
Ryan J. Arman
Andrew C. Ash
Holly G. Ashby
Chelsea M. Baglia
Samantha R. Barkley
Christopher R. Barr
James D. Barton
Greg N. Beck
Karly M. Becker
Mason T. Berle
James E. Bischoff
James E. Bischoff
Kimberley N. Bizzell
Curry A. Bloom
Jordan A. Bock-Nelson
Monica J. Bodiford
Michelle A. Bodnar
Matthew J. Bogdan
Amanda L. Bokar
Ashley M. Bolina
Lori B. Borden
Alan M. Bowdler
Tori A. Butler
Joseph A. Cochran
Thomas A. Corbo
James A. Cramer
Christopher C. Crosby
Kyle P. Crowe
Eric T. Crump
Michelle F. DiGeroloma
Grant W. Dornon
Crystal A. Duncan
John J. Eckstein
Amanda R. Evans
David M. Farah
Chase K. Fryer
Jami N. Gangwer
Matthew R. Goodson
Phillip A. Grizer
Jordan T. Haitz
Brittany A. Hamad
Aaron R. Hamborg
Marrisa Harper

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall**

Robert N. Hash
Vance E. Hawkins
David T. Herbruck
Nicholas R. Hissong
Casey C. Hochstetler
Drew A. Hochstetler
Mark A. Jaspersen
Toriene M. Johnson
Kiley J. Jones
Emily A. Joyce
Tyler C. Just
Anthony G. Karam
Christopher J. Karpie
Jeremy M. Kasburg
Thomas M. Kefalos
Ryan C. Kette
Tooba Khan
Geoff Latona
Rocco A. Laurie
Jesse C. Lazar
Benjamin P. Levy
Robert S. Lewis
Ross J. Locigno
Jamie E. Mapus
Holly M. Marcinowski
Cody L. Martter
Mark R. McCarron
Samuel J. McClure
Christopher P. McPherson
Kelsey R. Meyer
Joshua R. Milette
Kayla E. Miracle
Ryan J. Molinelli
Cody Montgomery
Kristen M. Mosier
Joshua D. Mullet
McKenna M. Musci
Marie J. Music
Michael P. Nalepka
Andrew F. Nation
Clay Nussbaum
Daniel J. Okesson
Andrea E. O'Neal
Brandi L. Owen
Jordan T. Pana
Nidhi K. Patel
Viral R. Patel
April L. Pauken
Stephanie L. Payne
Jason R. Peace

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Brittani M. Pekar
Christian A. Perez
Kimberly L. Petroff
Christopher J. Purdy
Alexandra Rahe
Robert L. Rando
Nicholas M. Razzante
Jessica N. Reiter
Ryan T. Rimmele
Danny J. Rizk
Joseph J. Rudnicki
Troy S. Rufener
Brian S. Rumsey
Anthony M. Salupo
Zachary T. Savage
Leandra F. Schindler
Benjamin M. Seidner
Insha Shah
Kelli J. Shultz
Thomas E. Simon
Tanjit Singh
Elii B. Skeans
Dale G. Smith
Rebecca K. Smith
Daniel M. Stallard
Eric M. Stevenson
Meredith K. Stewart
Brian A. Stillman
Abigail M. Strbjak
Heidi S. Sweeney
Jessica N. Syler
Collin A. Syphard
Margaret L. Thomas
Brian J. Turner
Brian J. Turner
Courtney C. Turner
Isaiah T. Tyler
Ryan J. Viglione
Brandon K. Warner
Jesse J. Warren
Tamika M. Warren
Liz R. Weber
Anthony R. Widder
Aaron N. Wildenhaus
Lori A. Wypasek
Jaimie K. Yu

Bachelor of Science in Accounting

Scott B. Bailey

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Christopher R. Barr
Nicholas R. Booth
Andrew P. Boronka
Megan N. Clutter
Stephanie A. Craig
Ross D. Davis
Teresa A. Denning
Kevin R. Eberle
Kellie K. Foster
Alexis A. Grzybowski
Tinatin N. Gviniashvili
Timothy P. Hagenbaugh
Marcus M. Hardy
Joshua P. Jonaitis
Erik L. Kasminsky
Stacie M. Kelley
Joel V. Kirbawy
Joel Kirkwood
Thaddeus A. Lair
Melissa M. Lawver
Christian A. Logsdon
Luke M. Lucas
Bryant A. Marnin
Han Nguyen
April L. Pauken
Darren M. Pejnovic
Andrew D. Perkins
Jennifer L. Phillips
Connie L. Rankin
Jacob A. Saks
Deanna V. Schaeffer
Tyler J. Sebastian
Jacob D. Sheffer
Deandre E. Stith
Matthew Tabin
Duncan C. Tanner
Julie A. Whitehouse
Reese M. Wymer
Amelia R. Ylisaari

College of Health Professions

Bachelor of Arts

Elizabeth N. Kapity
Janine W. Lawler
Sabrina M. Richards
Marcus W. Samblanet
Dijana Sankovic

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

**Bachelor of Arts in Speech - Language Pathology and
Audiology**

Halie M. Cullen
Lauren S. Taylor

Bachelor of Arts/Social Work

Elisabeth A. Albrecht
Sarah N. Bishop
Anna L. Copeland
Hope Evans
Stephanie R. Fairley
Henri E. Fletcher-Lockhart
Lori L. Frase
Sherri L. George
Jayma S. Gill
Lorinda J. Irby
Vicktoria L. LaRiche
Cassandra I. Lowery
Leslie McCalister
Arielle A. Miller
Rozlyn M. Pinkins
Jessica M. Rwejuna
Molly A. Woods
Cindy L. Zweifel

Bachelor of Science in Dietetics

Amy L. Coen
Sarah J. Fleischer-Fischbach
Jasmine M. Leach
Amanda R. Privitera
Dianne L. Wheatley

Bachelor of Science in Food and Environmental Nutrition

Nicole K. Johns
Amanda R. Privitera

Bachelor of Science in Nursing

Stephanie L. Boesch
Nicole D. Bruffy
Jamie M. Bruneau
Kristopher A. Fischer
Nicholas A. Hawkins
Jessica F. Herhold
Joseph X. Kist
Hallie J. Leonard

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Tammy M. Nau
Robert E. Pickup
Steve A. Rexroad
David W. Rider
Michele L. Ries
Wesley K. Sarpong
Andrea D. Segulin
Hailey M. Staubs
Jacklyn N. Sykes
Shelby L. Torre
Alani J. Watkins
Precious C. Williams
Gregory N. Wittler
Natalie Ziegman

Summit College

Bachelor of Arts in Interdisciplinary Studies

Tracy Z. Greenberg

**Bachelor of Science in Automated Manufacturing
Engineering Technology**

Richard W. Ballas
Sam F. Coleman
Kenneth S. Dillinger
Jeannie M. Hill
Sasa Jovanovic
Thomas E. Williams

Bachelor of Science in Computer Information Systems

Joshua A. Andrea
Christopher M. Bittner
Marc C. Compher
Nicholas A. Gaba
Mark A. Graham
Udell Holmes
Joshua R. Poindexter
Dane O. Schroyer
Matthew J. Smithkey
Michael J. Super
Michael A. Tabor

**Bachelor of Science in Construction Engineering
Technology**

Dustin A. Albright
Neil D. Chikik

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Robert J. Hays
David W. Howd
Matthew R. Prusky
Chelsea K. Schumacher

Bachelor of Science in Electronic Engineering Technology

Turki S. Alhenaki
Christopher A. Ball
David A. Barton
Alexander T. Gorgievski
Stephen D. Hill
Kevin P. Kostko
Scott L. Miller
Timothy M. Nichols
Cody A. Shields
Casey A. Sutton
Terry J. Withers
Tyler C. Young

Bachelor of Science in Emergency Management and Homeland Security

Abdalla H. Alkaabi
James M. Barbur
Heather R. Campbell
Christopher K. Dahs
James W. Donaldson
Bryan M. Garey
Gregory T. Kennedy
Thomas C. Koehler
Ben K. Pantzer
Colin P. Stinson

Bachelor of Science in Mechanical Engineering Technology

Jacob M. Adams
Brandon D. Cole
Samuel K. Geer
Zachary P. Lewis
Mohammad Mottair
Connor W. Rowley
Derek P. Troyer

Bachelor of Science in Organizational Supervision

Amy M. Anderson
Christina A. Augustine
Christopher A. Batten
Laurie A. Beal

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall**

Matthew S. Berghone
Aaron M. Brown
Cheryl A. Carroll
Danyele L. Chetwynd
Elizabeth A. Daugherty
Inita Davis
Jacob M. Dugan
Donald W. Hollamon
Megan F. Hughes
Brooke E. Jarvis
Chan'lle A. Johnson
Deborah J. Jones
Timothy J. Lessak
Arthur R. Lloyd
Elizabeth A. Lucey
Crystal M. McCullick
G Felicia Miller
Michael S. Misura
Jonathan R. Nelson
Jacob D. Ocheltree
Megan E. Pitman
Thomas A. Ralston
Tyler R. Schneider
Nonya R. Stalnaker
Megan S. Swaggard
Danielle R. Sworak
Curtis Walton
Kimberly A. Wheeler
Mitchell R. Wiebe
Brian Williams
Kenna W. Wilson

Bachelor of Science in Respiratory Therapy Technology

Carrie B. Gilbride

Bachelor of Science in Surveying and Mapping

Joshua G. Carpenter
Derek E. Everett

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Associate Degree Candidates

Summit College

Associate of Applied Business in Business Management
Technology

Mohammed H. Almazrou
Kevin M. Bailosky
Donald C. Edmunds
Rebecca E. Geer
Talmange L. Grace
Antoinette Id-Deen
Justin A. Krickovich
Robert D. Logsdon
Ryan P. Miller
Jessica L. Mullins
Susan Nicholas

Associate of Applied Business in Computer Information
Systems

Hikomichi Asamura
Samuel R. Basch
Nicholas B. Bordo
David L. Byrd
Robert J. Ellis
Thomas A. Forbes
Jesse N. Garlock
Adrienne M. Holyfield
Brandon L. King
Joshua D. Little
Matthew M. Matheny
Kevin K. Matney
Brian J. Megenhardt
Kevin T. Pitz
Nathan S. Roberts
Nei-Hsiung Rodriguez
Scott T. Sarah
Tyler R. Schrock
Matthew K. Smith
Alec J. Thompson

Associate of Applied Business in Hospitality Management

Carl J. Corall
Jocelyn P. Crisp
Jennifer M. Gentile
Grant S. Hamilton
Justin R. Hoffmaster

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Adam P. O'Karma
Jenna L. Robinson
Jenna L. Robinson
Mark D. Wagner
Sydney M. Weeks

**Associate of Applied Business in Marketing and Sales
Technology**

Salam M. Alkhalilee
Michele G. Giudici

**Associate of Applied Science in Community Services
Technology**

Nelda A. Anderson
Jasmine D. Bogan
Darnell J. Howard
Roberta L. Hubler
Megan M. Husk
Stuart C. McClendon
Andrew J. Redmond
Angelica M. Smith
Danielle L. Sutton
Katlyn A. Williams

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

Craig A. Bunner
Neil D. Chikik
Derek E. Everett
David W. Howd
Brian M. Kalbaugh
Miles A. McClure
Joseph E. Parker
Colton C. Rock

**Associate of Applied Science in Criminal Justice
Technology**

Jordan K. Alfman
Valerie L. Boone
Shane V. Creekmore
Nicholas M. Deuri
Madeline S. Englehart
Brittany N. French
Mitchell E. Hawkins
Larry T. Johnson
Alyssa N. Kline

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Vincent J. LaVallee
Ashley S. Morgan
David L. Nuske
Christina Y. Porter
Franklin D. Puz
Thomas E. Snedeker
Angelique S. Spraggins
Matthew F. Trunko
Samantha G. Whitmire

**Associate of Applied Science in Early Childhood
Development**

Pamela S. Garland
Kayla M. Miller
Lisa R. Williams

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

Turki S. Alhenaki
David A. Barton
Andrew D. Cannon
Paul Emerson
Ethan B. Fleming
Matthew D. Gates
Jamey A. Hamilton
Stephen D. Hill
Timothy M. Nichols
Jesse Valles

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

Andrew D. Baxter

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

Hamad S. Al Jadeedi
Brandon A. Holbrook
Katlyn M. Porter
James T. Rogers
Brian J. Welcome

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

Sherri B. Hamm

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Associate of Applied Science in Land Surveying

Derek E. Everett
Jake A. Korngable
Joseph M. Pirri
Brian Siebenthal

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

David Faris

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

Matthew R. Downing
Steven P. Goshia
Bryan D. Johnson
Peter H. Naujoks
Drew A. Nekola
William A. Reiser
Michael R. Serena
Wesley G. Sigler
Christopher E. Strong

Associate of Applied Science in Paralegal Studies

Alexis S. Belcher
Tara R. Fought
Tracie K. Laning
Jessica L. Randau

Associate of Applied Science in Surgical Technology

Helen M. Feudo

Associate of Arts

Amy E. Adams
Amy M. Anderson
Michael R. Batis
George E. Beard
Matthew G. Benko
Stacy D. Carson
Crystle P. Collins
Julie L. Corl
Michael S. Debalski
Nicole M. Distefano
Melvin L. Driscoll
Michael A. Flanders

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Julie L. Gradwohl
Katyra J. Grinter
Alfonso Holmes
Farrah D. Howard
Megan F. Hughes
Lewis R. Kreider
Elizabeth A. Little
Angela L. Moses
Jonathan R. Nelson
Megan E. Pitman
Heather L. Purvis
Michael E. Robinson
Kara Schlegel
Keyantamora L. Shanklin
Cole V. Shawhan
Michael J. Thewes
Curtis Walton
Mitchell R. Wiebe
Brian Williams

Associate of Science

Matthew T. Austin
Inita Davis
Mariah C. Domers
Angela C. Eaton
Jamie A. Germuska
Ashlee M. Glass
Desheia M. Herring
Alexandria M. Karmie
Loc D. Le
Breton L. Lutz
Daniel A. Patchin
Desiree J. Philmore
Megan E. Pitman
Edward V. Stokes

Wayne College

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

Lori A. Battilochi
Erin E. Mohny

**Associate of Applied Business in Computer and Business
Technology**

Joshua S. Corpman

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2013 Fall

Associate of Applied Business in Health Care Office Management

Angela D. Henthorn
Christian J. Iams
Stephanie L. Krska
Jessie L. Leatherman
Jesseca A. Mast
Stephanie L. Murzin
Rachel L. Smith
Samantha M. Thompson
Christy N. Zurcher

Associate of Applied Science in Exercise Science Technology

Allie M. Lance

Associate of Applied Science in Paraprofessional Education

Kimberly A. Johnson

Associate of Applied Science in Social Services Technology

Sarah E. Hinkel
Katherine A. Paluscsak
Melanie D. Wolf

Associate of Arts

Lori A. Caricofe
Travis J. Enos
Terrance W. Rabbitts
Sian Russell
Stephanie M. Schultz
Michael E. Shivak
Jessica R. Stoler
Christine L. Varnes
Alisha K. Wiles

Associate of Science

Richard S. Bales
Taylor L. Goodrich
Daniel M. Katanic
Kayla M. Lemon
James B. Petty
Cipriana Sutter

1,516 Total Degrees

The purpose of the move of The Department of Sports Science and Wellness Education (SSWE) as an academic unit to the College of Health Professions is to better align our health related programs within one college. The SSWE and College of Education faculty voted to approve the move and the College of Health Professions voted to accept the move, and made the necessary changes to their College Bylaws and Retention, Tenure and Promotion processes. The Academic Policies Committee, the Faculty Senate, Provost, and the President each concluded that the mission of the Department of Sports Science and Wellness Education aligns well with the mission of the College of Health Professions and support the move of the Department of Sports Science and Wellness Education as a unit to the College of Health Professions, where it shall be named the School of Sports Science and Wellness Education

THE UNIVERSITY OF AKRON

RESOLUTION 12 -- 13

Proposed Move of the Department of Sports Science and Wellness Education

WHEREAS, the faculty of the Department of Sports Science and Wellness Education voted to move as an academic unit to the College of Health Professions; and

WHEREAS, the faculty of the College of Education voted to approve the move; and

WHEREAS, the faculty of the College of Health Professions voted to accept the move and made the necessary changes to their College Bylaws and Retention, Tenure and Promotion processes; and

WHEREAS, the Academic Policies Committee concluded that the mission of the Department of Sports Science and Wellness Education aligns well with the mission of the College of Health Professions; and

WHEREAS, the Faculty Senate concluded that the mission of the Department of Sports Science and Wellness Education aligns well with the mission of the College of Health Professions; and

WHEREAS, the President and the Provost concluded that the mission of the Department of Sports Science and Wellness Education aligns well with the mission of the College of Health Professions; Now, Therefore;

BE IT RESOLVED, that the Academic Issues & Student Success Committee recommends that on December 11, 2013 the Board of Trustees approve the move of the Department of Sports Science and Wellness Education as a unit to the College of Health Professions, where it shall be named the School of Sports Science and Wellness Education.

Ted A. Mallo, Secretary
Board of Trustees

December 11, 2013

Research Grants and Sponsored Programs Report, July-October 2013

For July-October 2013, funding for externally funded research and other sponsored programs totaled \$14,952,587 for 220 awards as compared with \$17,461,053 for 239 awards for the previous year. For July-October 2013, 12 new patents were issued, 24 patent applications were filed, and 29 disclosures were submitted—compared to 9, 8 and 25, respectively, for the previous year.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -13

Acceptance of the Office of Research Summary of Activity Reports
for September and October 2013

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on December 11, 2013, pertaining to the acceptance of the Office of Research Summary of Activity Reports for September and October 2013, be approved.

Ted A. Mallo, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

APPENDIX 4

RESEARCH

September 2013

Office of Research Administration (ORA): pp. 2-4
Office of Technology Transfer (OTT): p. 5
University of Akron Research Foundation (UARF): p. 6

SUMMARY

July 1, 2013 through September 30, 2013

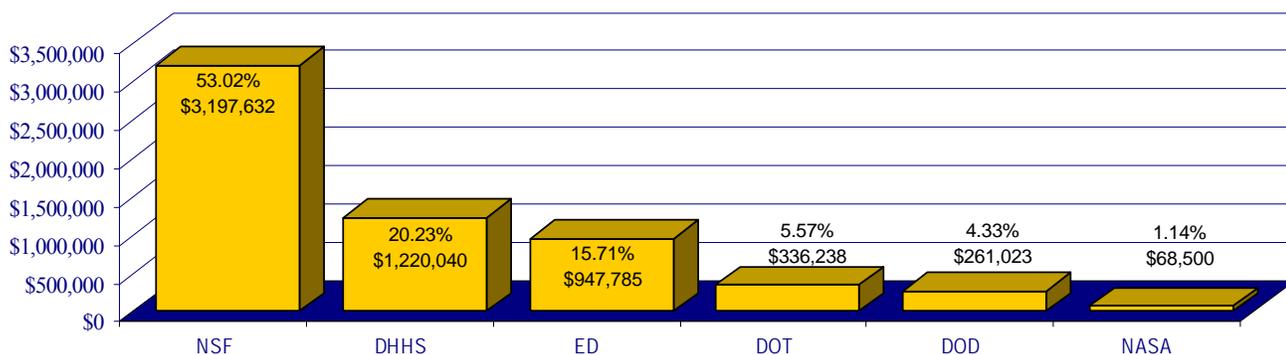
| | | | | |
|---|------------------|----------------|--------------|------------------------------------|
| UA & UARF Research and Sponsored Programs | AWARDS | <i>Dollars</i> | \$12,754,008 | 24.9% toward goal of \$51,258,750 |
| | | <i>Numbers</i> | 190 | 35.8% toward goal of 530 |
| | PROPOSALS | <i>Dollars</i> | \$26,883,622 | 14.3% toward goal of \$187,907,788 |
| | | <i>Numbers</i> | 188 | 25.1% toward goal of 748 |

| | | | |
|-----------------------|----------------|-------------|-----------------------------------|
| FEDERAL AWARDS | <i>Dollars</i> | \$6,031,218 | 18.5% toward goal of \$32,589,755 |
| | <i>Numbers</i> | 48 | 33.1% toward goal of 145 |

| | | | |
|--------------------------|----------------|--------------|------------------------------------|
| FEDERAL PROPOSALS | <i>Dollars</i> | \$20,089,706 | 15.6% toward goal of \$128,557,301 |
| | <i>Numbers</i> | 58 | 19.7% toward goal of 295 |

UA & UARF
Federal
Research

2013-2014 Federal Awards ~ By Sponsor



| | | | |
|--------------------|----------------|----------|--------------------------------|
| License Revenue | <i>Dollars</i> | \$42,500 | 18.8% toward goal of \$226,111 |
|--------------------|----------------|----------|--------------------------------|

| | | | |
|------------------------|---------------------------------|----|-------------------------|
| Technology Transfer | DISCLOSURES OF INVENTION | 20 | 29.0% toward goal of 69 |
| | NEW U.S. PATENTS FILED | 13 | 31.0% toward goal of 42 |
| | U.S. PATENTS ISSUED | 8 | 40.0% toward goal of 20 |

Research and Sponsored Programs Activity By College

| <u>Awards</u> | FY'14 v. FY'13, Year-to-Date Comparison | | | | | | As percent of Total FY'13 | | | |
|--------------------------|--|----------------|--------------|-----------------------|----------------|---------------------|----------------------------------|--------------|------------------|---------------------|
| | Numbers | | | Dollars | | | Fy'14 | FY'13 | Fy'14 | FY'13 |
| | July-September | | | July-September | | | | | | |
| | FY'14 | %Change | FY'13 | FY'14 | %Change | FY'13 | %-to-date | Total | %-to-date | Total |
| Arts & Sciences | 33 | -36.5% | 52 | 1,996,686 | -47.2% | 3,784,964 | 32.0% | 103 | 32.4% | 6,171,668 |
| Business Admin | 13 | 85.7% | 7 | 94,049 | 7.6% | 87,415 | 76.5% | 17 | 65.1% | 144,543 |
| Education | 5 | -16.7% | 6 | 197,759 | -73.6% | 750,201 | 21.7% | 23 | 5.8% | 3,427,657 |
| Engineering | 50 | 4.2% | 48 | 3,318,247 | -16.2% | 3,960,818 | 31.3% | 160 | 12.6% | 26,364,413 |
| Health Professions | 42 | -4.5% | 44 | 587,529 | 29.6% | 453,383 | 66.7% | 63 | 56.8% | 1,034,243 |
| Poly Sci & Poly Engr | 38 | 26.7% | 30 | 3,007,568 | 77.7% | 1,692,797 | 31.1% | 122 | 37.7% | 7,983,206 |
| Law | 0 | --- | 0 | 0 | --- | 0 | --- | 3 | --- | 69,000 |
| Summit College | 2 | -50.0% | 4 | 538,390 | 11.0% | 484,981 | 18.2% | 11 | 58.9% | 914,418 |
| Wayne College | 0 | --- | 2 | 0 | --- | 7,688 | --- | 2 | --- | 7,688 |
| Other Units | 7 | 40.0% | 5 | 3,013,780 | 252.8% | 854,336 | 35.0% | 20 | 143.3% | 2,102,560 |
| Total Awards | 190 | -4.0% | 198 | \$12,754,008 | 5.6% | \$12,076,583 | 36.3% | 524 | 26.4% | \$48,219,396 |
| UARF (in UA totals) | 36 | 24.1% | 29 | 1,175,235 | 81.92% | 646,009 | 39.1% | 92 | 44.6% | 2,636,724 |
| UARF ONLY** | 0 | --- | 1 | 0 | --- | 10,820 | --- | 6 | --- | 936,705 |
| UARF Total Awards | 36 | 20.0% | 30 | \$1,175,235 | 78.93% | \$656,829 | 36.7% | 98 | 32.9% | \$3,573,429 |
| State Appropriations | | | | 0 | --- | 0 | --- | | --- | 949,379 |
| Additional Research | | | | | | | | | | 1,153,270 |
| Grand Total | 190 | -4.5% | 199 | \$12,754,008 | 5.51% | \$12,087,403 | 35.8% | 530 | 24.9% | \$51,258,750 |

| <u>Proposals</u> | FY'14 v. FY'13, Year-to-Date Comparison | | | | | | As percent of Total FY'13 | | | |
|--------------------------|--|----------------|--------------|---------------------|----------------|---------------------|----------------------------------|--------------|------------------|----------------------|
| | Numbers | | | Dollars | | | Fy'14 | FY'13 | Fy'14 | FY'13 |
| | July-August | | | July-August | | | | | | |
| | FY'14 | %Change | FY'13 | FY'14 | %Change | FY'13 | %-to-date | Total | %-to-date | Total |
| Arts & Sciences | 42 | -19.2% | 52 | 5,027,856 | -29.5% | 7,130,813 | 31.1% | 135 | 18.6% | 27,049,132 |
| Business Admin | 12 | 71.4% | 7 | 86,399 | 49.9% | 57,635 | 63.2% | 19 | 8.0% | 1,085,201 |
| Education | 5 | -54.5% | 11 | 191,747 | -94.4% | 3,422,321 | 14.3% | 35 | 2.8% | 6,955,119 |
| Engineering | 63 | 10.5% | 57 | 11,804,944 | 7.4% | 10,991,384 | 22.1% | 285 | 15.1% | 78,347,247 |
| Health Professions | 22 | 15.8% | 19 | 249,263 | 98.7% | 125,459 | 45.8% | 48 | 19.0% | 1,310,108 |
| Poly Sci & Poly Engr | 38 | -7.3% | 41 | 6,861,118 | -67.4% | 21,059,597 | 20.8% | 183 | 10.4% | 66,167,239 |
| Law | 1 | --- | 0 | 299,444 | --- | 0 | --- | 3 | --- | 129,596 |
| Summit College | 0 | --- | 3 | 0 | --- | 2,500 | 0.0% | 11 | 0.0% | 1,919,604 |
| Wayne College | 0 | --- | 1 | 0 | --- | 9,602 | --- | 3 | --- | 849,584 |
| Other Units | 5 | -28.6% | 7 | 2,362,851 | -5.1% | 2,247,557 | 25.0% | 20 | 74.8% | 3,158,253 |
| Total Awards | 188 | -5.1% | 198 | \$26,883,622 | -40.3% | \$45,046,868 | 25.3% | 742 | 14.4% | \$186,971,083 |
| UARF (in UA totals) | 31 | 14.8% | 27 | 396,250 | -38.4% | 643,419 | 35.6% | 87 | 22.1% | 1,794,196 |
| UARF ONLY** | 0 | --- | 1 | 0 | --- | 10,820 | --- | 6 | 0.0% | 936,705 |
| UARF Total Awards | 31 | 10.7% | 28 | \$396,250 | -39.4% | \$654,239 | 33.3% | 93 | 14.5% | \$2,730,901 |
| Grand Total | 188 | -5.5% | 199 | \$26,883,622 | -40.3% | \$45,057,688 | 25.1% | 748 | 14.3% | \$187,907,788 |

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

Cumulative data may differ from previous monthly reports provided to the UA Board of Trustees due to database adjustments.

Research and Sponsored Programs Activity By College

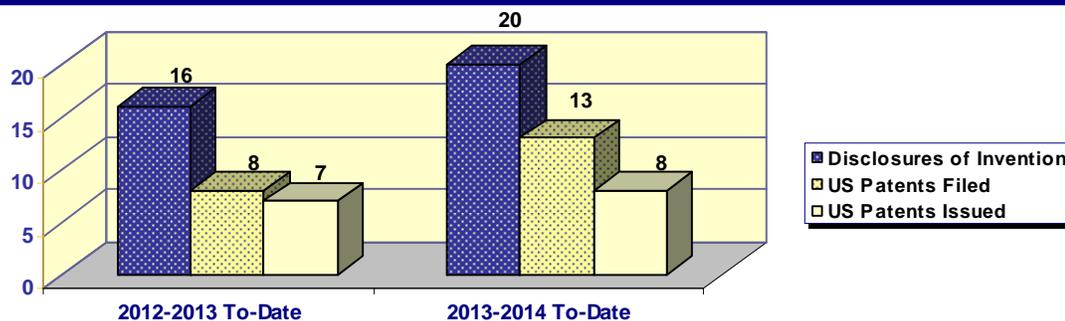
| PI's Department <i>Co-PI(s) Dept's [Italics]</i> | Sponsor | Project Title | Principal Investigator/ <i>Co-PI(s) [Italics]</i> | % Credit | Total Award |
|---|---|--|--|-------------|----------------|
| BUCHTEL COLLEGE OF ARTS AND SCIENCES | | | | | |
| Biology | National Science Foundation # | <i>Collaborative Research: Performance and Evolution of Environmentally Responsive Biomaterials in a Unique Biological Adhesive System: Spider Orb Web Capture Threads</i> | Blackledge, Todd A | 65% | \$280,000 |
| <i>Institute of Polymer Science</i> | | | Dhinojwala, Ali | 35% | |
| Biology | Parker Hannifin Corporation | <i>Community Industrial Assistantship</i> | Niewiarowski, Peter H | 100% | \$20,400 |
| Computer Science | National Science Foundation through Illinois State University | <i>Service Oriented Paradigm Across Introductory Information Technology Curricula</i> | Liszka, Kathy J | 100% | \$5,000 |
| Computer Science | National Science Foundation through Illinois State University | <i>Service Oriented Paradigm Across Introductory Information Technology Curricula</i> | O'Neil, Timothy W | 100% | \$5,000 |
| Geosciences | National Science Foundation through University of Southern California | <i>Carbon Dynamics in Cool Ridge--Flank Hydrothermal Springs: The Dorado Outcrop of the Eastern Pacific</i> | McManus, James | 100% | \$49,993 |
| Geosciences | National Science Foundation through Duquesne University | <i>Expanding and Refining the Application-Based Service-Learning Pedagogy</i> | Senko, John M | 100% | \$12,686 |
| Mathematics | Binational Science Foundation | <i>Studies in Combustion of Gas-Permeable Solid Explosives</i> | Gordon, Peter | 100% | \$14,950 |
| Public Administration & Urban Studies | Akron Planning and Urban Development Department | <i>Community Industrial Assistantship</i> | Cox, Raymond W | 100% | \$4,597 |
| Public Administration & Urban Studies | City of Akron | <i>Community Industrial Assistantship</i> | Cox, Raymond W | 100% | \$6,042 |
| Sociology | NEOMED | <i>Shared Staff Agreement for Graduate Assistant</i> | Erickson, Rebecca J. | 100% | \$6,630 |
| COLLEGE OF BUSINESS ADMINISTRATION | | | | | |
| Dean's Office | Summit County Internal Audit Department | <i>Student Internship</i> | Grambo, Nichole | 100% | \$6,074 |
| COLLEGE OF ENGINEERING | | | | | |
| Biomedical Engineering | National Science Foundation | <i>Configuration of Microprinted Stem Cell Colonies in Heterocellular Niches Regulates Neural Differentiation</i> | Tavana, Hossein | 75% | \$310,000 |
| <i>Biomedical Engineering</i> | | | Willits, Rebecca | 25% | |
| Chemical and Biomolecular Engineering | Multiple Corporate Sponsors * | <i>Testing</i> | Castaneda-Lopez, Homero | 100% | \$3,000 |
| Chemical and Biomolecular Engineering | Virginia Tech through the University of Akron Research Foundation | <i>Develop Greener Technology</i> | Puskas, Judit | 100% | \$15,000 |
| Civil Engineering TESL | Multiple Corporate Sponsors * | <i>Testing</i> | Doll, Gary | 100% | \$3,619 |
| Civil Engineering | Multiple Corporate Sponsors * | <i>Testing</i> | Miller, Christopher | 100% | \$15,000 |
| Mechanical Engineering | National Science Foundation | <i>NRI: Small: EEG and EMG Human Model-Based Adaptive Control of a Dexterous Artificial Hand</i> | Engeberg, Erik D | 100% | \$250,000 |
| Mechanical Engineering | Air Force Office of Scientific Research | <i>University Engineering Design Challenge Program</i> | Gerhardt, Jon S | 100% | \$20,000 |
| Mechanical Engineering | Virginia Tech through the University of Akron Research Foundation | <i>Using Finite Element Analysis to Simulate the Dynamic Fracture of Rubber</i> | Hoo Fatt, Michelle S | 100% | \$15,000 |
| Mechanical Engineering | Multiple Corporate Sponsors * | <i>Testing</i> | Wong, Shing-Chung Josh | 100% | \$1,800 |
| Mechanical Engineering | The Timken Company * | <i>Reinforced Polymers for Bearings Cages Phase 3</i> | Wong, Shing-Chung Josh | 100% | \$34,254 |
| Mechanical Engineering | Virginia Tech through the University of Akron Research Foundation | <i>Rolling Resistance of Smart Fabrics for Smart Tires</i> | Wong, Shing-Chung Josh | 100% | \$15,000 |
| COLLEGE OF HEALTH PROFESSIONS | | | | | |
| Speech-Language Pathology and Audiology | Oberkotter Foundation | <i>Evaluation of Provider & Participant Competencies & Clinical Procedures in Telepractice</i> | Houston, K Todd | 100% | \$100,000 |
| Speech-Language Pathology and Audiology | Bellefaire JCB | <i>Student Work Experience</i> | Wade, Kelly A | 100% | \$7,140 |
| Speech-Language Pathology and Audiology | Language Learning Associates | <i>Student Internship</i> | Wade, Kelly A | 100% | \$642 |

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 POLYMER SCIENCE AND POLYMER ENGINEERING | | | | | |
| Institute of Polymer Engineering | Ohio Department of Development through Kent Displays | <i>Electronically Changeable Color Skins for Consumer Electronics</i> | Cakmak, Mukerrem | 100% | \$21,000 |
| Institute of Polymer Engineering | Virginia Tech through the University of Akron Research Foundation | <i>Continuous Ultrasonic InSitu Copolymerization of Rubber Blends Suitable in Tire Applications</i> | Isayev, Avraam | 100% | \$15,000 |
| Institute of Polymer Engineering | Multiple Corporate Sponsors * | <i>Testing</i> | Jana, Sadhan | 100% | \$18,750 |
| Institute of Polymer Engineering | Schneller | <i>Community Industrial Assistantship</i> | Karim, Alamgir | 100% | \$25,500 |
| Institute of Polymer Engineering | Virginia Tech through the University of Akron Research Foundation | <i>A Novel Methodology for Durability Assessment of Tire Materials</i> | Sancaktar, Erol | 100% | \$15,000 |
| Institute of Polymer Engineering | Multiple Corporate Sponsors * | <i>Testing</i> | Soucek, Mark | 100% | \$3,300 |
| Institute of Polymer Science | Austen BioInnovation Institute in Akron | <i>Development of Degradable, Biocompatible Polymeric Biomaterial for use in Soft Tissue Repair</i> | Becker, Matthew L | 100% | \$56,220 |
| Institute of Polymer Science | National Institutes of Health through SUNY Stony Brook | <i>Novel Fibronectin-Derived Peptides to Support Optimal Dermal Fibroblast Adhesion and Migration</i> | Becker, Matthew L | 100% | \$26,629 |
| Institute of Polymer Science | Multiple Corporate Sponsors * | <i>Testing</i> | Jia, Li | 100% | \$3,600 |
| Institute of Polymer Science | Gunze Limited * | <i>Basic Study of Bone and Cartilage Regeneration</i> | Landis, William J | 100% | \$30,000 |
| Institute of Polymer Science | National Science Foundation | <i>Self-Recognition in the Self-Assembly of Hydrophilic Macroionic Solutions</i> | Liu, Tianbo | 100% | \$390,000 |
| Institute of Polymer Science | Multiple Corporate Sponsors * | <i>Testing</i> | Seiple, Robert | 100% | \$10,996 |
| SUMMIT COLLEGE | | | | | |
| Dean's Office | U.S. Department of Education through the Ohio Department of Education | <i>Early College High School - Race to the Top Funds</i> | Herold, Kelly M | 100% | \$105,832 |
| OTHER UNITS | | | | | |
| Graduate School | National Science Foundation | <i>I-Corps Site: University of Akron Technology Innovation and Entrepreneurial Preparation Grant</i> | Newkome, George R | 100% | \$100,000 |
| UA Libraries | Graftech International | <i>Library Project</i> | Calzonetti, Jo Ann | 100% | \$136,080 |
| UA Libraries | GOJO Industries | <i>Library Services</i> | Calzonetti, Jo Ann | 100% | \$15,000 |
| VP for Student Success | Ohio Board of Regents # | <i>Choose Ohio First: Diversifying Undergraduate Engagement, Retention and Success in STEMM Disciplines</i> | Smith, Adam A | 96% | \$2,145,600 |
| Biology | | | Londrville, Richard L | 2% | |
| Computer Science | | | Duan, Zhong-Hui | 2% | |

* University of Akron Research Foundation Award

Collaborative Research



Disclosures of Invention

(September 2013: 10)

| Disclosure Number | Title | Inventor(s) |
|-------------------|--|--|
| 1072 | <i>Cross-Linked Plant-Oil Based Polymers</i> | Coleen Pugh, Paula Watt, and Brinda Mehta |
| 1073 | <i>Cyclic PEG Coatings</i> | Coleen Pugh and Gladys Montenegro-Galindo |
| 1074 | <i>Switched Reluctance Machines</i> | Yilmaz Sozer, Tausif Husain, and Ali Elrayyah |
| 1075 | <i>Convertible Goggle Systems</i> | Yang Liu |
| 1076 | <i>Rubbery Polysiloxanes</i> | Joseph Kennedy, Istvan Szanka, and Amalia Szanka |
| 1077 | <i>ACL and PCL Grafts During Knee Reconstruction</i> | Brian Davis |
| 1078 | <i>Prosthetic Socket</i> | Brian Davis |
| 1079 | <i>Radial Compositional Gradient in Polymer/Silver Composite</i> | Mukerrem Cakmak, Tsang-Min Huang, Fang Peng, and I-Fan Hsieh |
| 1080 | <i>Thermoset Rubber</i> | Li Jia and Gary Hamed |
| 1081 | <i>Shape Memory Rubber</i> | Kevin Cavicchi and Nicole Brostowitz |

New Patents Filed

(September 2013: 6)

| Disclosure Number | Application Type | Patent Title | Inventor(s) |
|-------------------|------------------|--|---|
| 1058 | Provisional | <i>Mechanoluminescence Paint Sensor for Stress and Crack Visualizations</i> | GunJin Yun |
| 1067 | Provisional | <i>Method of Application of a Surgical Adhesive</i> | Joseph Kennedy and David Kay |
| 1071 | Provisional | <i>Methods for Post-Fabrication Functionalization of Poly(ester ureas)</i> | Matthew Becker and Fei Lin |
| 1072 | Provisional | <i>Synthesis of Cross-Linked Plant-Oil Based Polymers Using Bismaleimides as Crosslinkers</i> | Coleen Pugh, Paula Watt, and Brinda Mehta |
| 1073 | Provisional | <i>Cyclic PEG Coatings Increase the Blood Circulation Time of Particles Used in Drug Delivery Applications</i> | Coleen Pugh and Gladys Montenegro-Galindo |
| 1080 | Provisional | <i>Thermoset Rubber Reinforced by Oligo(Beta-Alanine)</i> | Li Jia and Gary Hamed |

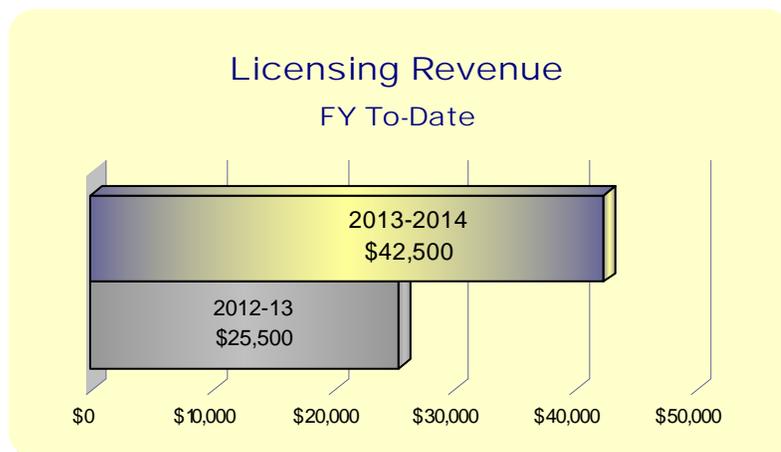
Patents Issued

(September 2013: 3)

| U.S. Patent No. | Issue Date | Patent Title | Inventor(s) |
|-----------------|----------------|---|---|
| 8,522,604 | Sept. 3, 2013 | <i>Metal Wear Detection Apparatus and Method Employing Microfluidic Electronic Device</i> | Jiang Zhe, Ling Du, Joan Carletta, and Robert Veillette |
| 8,524,942 | Sept. 3, 2013 | <i>Synthesis of Inimers and Hyperbranched Polymers</i> | Coleen Pugh and Anirudha Singh |
| 8,535,632 | Sept. 17, 2013 | <i>Ceramic Nanofibers Containing Nanosize Metal Catalyst Particles and Medium Thereof</i> | George Chase, George Newkome, Sphurti Bhargava, Soo-Jin Park, and Sneha Swaminathan |

LICENSING
 REVENUE

For the month of:
September 2013: \$0
 September 2012: \$0



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 2013.

AWARDS

| PI's Department <i>Co-PI(s) [Italics]</i> | Sponsor | Project Title | Principal Investigator/ <i>Co-PI(s) [Italics]</i> | % Credit | Total Award |
|---|-----------------------------|---|--|-------------|----------------|
| COLLEGE OF ENGINEERING | | | | | |
| Chemical and Biomolecular Engineering | Multiple Corporate Sponsors | <i>Testing</i> | Castaneda-Lopez, Homero | 100% | \$3,000 |
| Civil Engineering TESL | Multiple Corporate Sponsors | <i>Testing</i> | Doll, Gary | 100% | \$3,619 |
| Civil Engineering | Multiple Corporate Sponsors | <i>Testing</i> | Miller, Christopher | 100% | \$15,000 |
| Mechanical Engineering | Multiple Corporate Sponsors | <i>Testing</i> | Wong, Shing-Chung Josh | 100% | \$1,800 |
| Mechanical Engineering | The Timken Company | <i>Reinforced Polymers for Bearings Cages Phase 3</i> | Wong, Shing-Chung Josh | 100% | \$34,254 |
| COLLEGE OF POLYMER SCIENCE AND POLYMER ENGINEERING | | | | | |
| Institute of Polymer Engineering | Multiple Corporate Sponsors | <i>Testing</i> | Jana, Sadhan | 100% | \$18,750 |
| Institute of Polymer Engineering | Multiple Corporate Sponsors | <i>Testing</i> | Soucek, Mark | 100% | \$3,300 |
| Institute of Polymer Science | Multiple Corporate Sponsors | <i>Testing</i> | Jia, Li | 100% | \$3,600 |
| Institute of Polymer Science | Gunze Limited | <i>Basic Study of Bone and Cartilage Regeneration</i> | Landis, William J | 100% | \$30,000 |
| Institute of Polymer Science | Multiple Corporate Sponsors | <i>Testing</i> | Seiple, Robert | 100% | \$10,996 |

October 2013

Office of Research Administration (ORA): pp. 2-4
Office of Technology Transfer (OTT): p. 5
University of Akron Research Foundation (UARF): p. 6

SUMMARY

July 1, 2013 through October 31, 2013

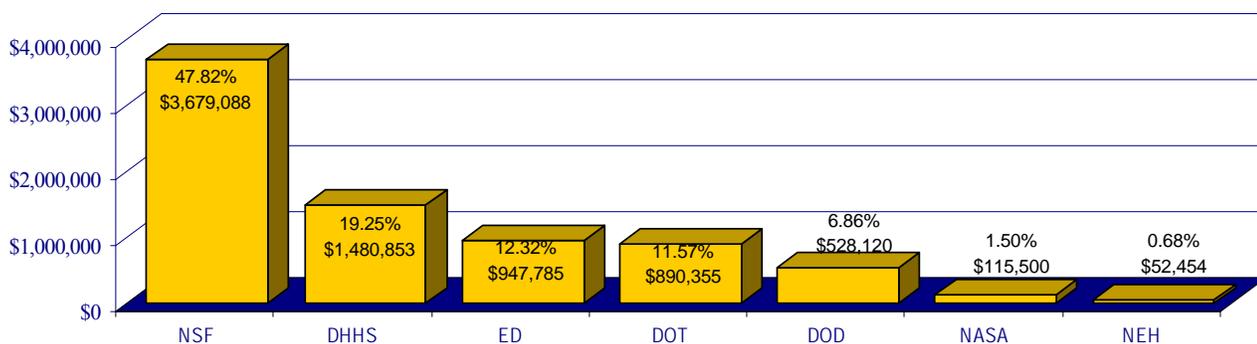
UA & UARF
Research
and
Sponsored
Programs

| | | | |
|------------------|----------------|--------------|------------------------------------|
| AWARDS | <i>Dollars</i> | \$14,952,587 | 29.2% toward goal of \$51,258,750 |
| | <i>Numbers</i> | 220 | 41.5% toward goal of 530 |
| PROPOSALS | <i>Dollars</i> | \$33,761,678 | 18.0% toward goal of \$187,907,788 |
| | <i>Numbers</i> | 232 | 31.0% toward goal of 748 |

| | | | |
|--------------------------|----------------|--------------|------------------------------------|
| FEDERAL AWARDS | <i>Dollars</i> | \$7,694,155 | 23.6% toward goal of \$32,589,755 |
| | <i>Numbers</i> | 64 | 44.1% toward goal of 145 |
| FEDERAL PROPOSALS | <i>Dollars</i> | \$23,806,122 | 18.5% toward goal of \$128,557,301 |
| | <i>Numbers</i> | 75 | 25.4% toward goal of 295 |

UA & UARF
Federal
Research

2013-2014 Federal Awards ~ By Sponsor



License
Revenue

| | | |
|----------------|----------|--------------------------------|
| <i>Dollars</i> | \$62,500 | 27.6% toward goal of \$226,111 |
|----------------|----------|--------------------------------|

Technology
Transfer

| | | |
|---------------------------------|----|-------------------------|
| DISCLOSURES OF INVENTION | 29 | 42.0% toward goal of 69 |
| NEW U.S. PATENTS FILED | 24 | 57.1% toward goal of 42 |
| U.S. PATENTS ISSUED | 12 | 60.0% toward goal of 20 |

Research and Sponsored Programs Activity By College

| <u>Awards</u> | FY'14 v. FY'13, Year-to-Date Comparison | | | | | | As percent of Total FY'13 | | | |
|--------------------------|--|--------------|------------|---------------------------------|----------------|---------------------|----------------------------------|--------------|--------------|---------------------|
| | Numbers July-October | | | Dollars July-October | | | Fy'14 | FY'13 | Fy'14 | FY'13 |
| | FY'14 | %Change | FY'13 | FY'14 | %Change | FY'13 | %-to-date | Total | %-to-date | Total |
| Arts & Sciences | 40 | -28.6% | 56 | 2,701,000 | -33.5% | 4,062,496 | 38.8% | 103 | 43.8% | 6,171,668 |
| Business Admin | 13 | 62.5% | 8 | 94,049 | 2.1% | 92,118 | 76.5% | 17 | 65.1% | 144,543 |
| Education | 6 | -40.0% | 10 | 206,259 | -93.5% | 3,184,149 | 26.1% | 23 | 6.0% | 3,427,657 |
| Engineering | 61 | -3.2% | 63 | 4,310,148 | -22.2% | 5,541,401 | 38.1% | 160 | 16.3% | 26,364,413 |
| Health Professions | 46 | 2.2% | 45 | 894,029 | 35.7% | 659,053 | 73.0% | 63 | 86.4% | 1,034,243 |
| Poly Sci & Poly Engr | 43 | -2.3% | 44 | 3,097,912 | 24.1% | 2,496,643 | 35.2% | 122 | 38.8% | 7,983,206 |
| Law | 0 | --- | 0 | 0 | --- | 0 | --- | 3 | --- | 69,000 |
| Summit College | 2 | -50.0% | 4 | 538,390 | 11.0% | 484,981 | 18.2% | 11 | 58.9% | 914,418 |
| Wayne College | 0 | --- | 2 | 0 | --- | 7,688 | --- | 2 | --- | 7,688 |
| Other Units | 9 | 28.6% | 7 | 3,110,800 | 233.6% | 932,524 | 45.0% | 20 | 148.0% | 2,102,560 |
| Total Awards | 220 | -7.9% | 239 | \$14,952,587 | -14.4% | \$17,461,053 | 42.0% | 524 | 31.0% | \$48,219,396 |
| UARF (in UA totals) | 42 | 44.8% | 29 | 1,241,092 | 92.12% | 646,009 | 45.7% | 92 | 47.1% | 2,636,724 |
| UARF ONLY** | 0 | --- | 1 | 0 | --- | 10,820 | --- | 6 | --- | 936,705 |
| UARF Total Awards | 42 | 40.0% | 30 | \$1,241,092 | 88.95% | \$656,829 | 42.9% | 98 | 34.7% | \$3,573,429 |
| State Appropriations | | | | 0 | --- | 0 | --- | | --- | 949,379 |
| Additional Research | | | | | | | | | | 1,153,270 |
| Grand Total | 220 | -8.3% | 240 | \$14,952,587 | -14.42% | \$17,471,873 | 41.5% | 530 | 29.2% | \$51,258,750 |

| <u>Proposals</u> | FY'14 v. FY'13, Year-to-Date Comparison | | | | | | As percent of Total FY'13 | | | |
|--------------------------|--|--------------|------------|---------------------------------|---------------|---------------------|----------------------------------|--------------|--------------|----------------------|
| | Numbers July-October | | | Dollars July-October | | | Fy'14 | FY'13 | Fy'14 | FY'13 |
| | FY'14 | %Change | FY'13 | FY'14 | %Change | FY'13 | %-to-date | Total | %-to-date | Total |
| Arts & Sciences | 51 | -17.7% | 62 | 7,603,971 | -21.4% | 9,678,896 | 37.8% | 135 | 28.1% | 27,049,132 |
| Business Admin | 12 | 33.3% | 9 | 86,399 | -25.7% | 116,338 | 63.2% | 19 | 8.0% | 1,085,201 |
| Education | 8 | -50.0% | 16 | 224,425 | -94.4% | 3,995,706 | 22.9% | 35 | 3.2% | 6,955,119 |
| Engineering | 80 | -2.4% | 82 | 14,759,299 | -14.0% | 17,153,381 | 28.1% | 285 | 18.8% | 78,347,247 |
| Health Professions | 27 | 42.1% | 19 | 687,013 | 447.6% | 125,459 | 56.3% | 48 | 52.4% | 1,310,108 |
| Poly Sci & Poly Engr | 45 | -16.7% | 54 | 7,629,656 | -65.9% | 22,373,989 | 24.6% | 183 | 11.5% | 66,167,239 |
| Law | 1 | --- | 0 | 299,444 | --- | 0 | --- | 3 | --- | 129,596 |
| Summit College | 0 | --- | 3 | 0 | --- | 2,500 | 0.0% | 11 | 0.0% | 1,919,604 |
| Wayne College | 0 | --- | 1 | 0 | --- | 9,602 | --- | 3 | --- | 849,584 |
| Other Units | 8 | -20.0% | 10 | 2,471,471 | 6.1% | 2,329,745 | 40.0% | 20 | 78.3% | 3,158,253 |
| Total Awards | 232 | -9.4% | 256 | \$33,761,678 | -39.5% | \$55,785,616 | 31.3% | 742 | 18.1% | \$186,971,083 |
| UARF (in UA totals) | 42 | 55.6% | 27 | 1,429,792 | 122.2% | 643,419 | 48.3% | 87 | 79.7% | 1,794,196 |
| UARF ONLY** | 0 | --- | 1 | 0 | --- | 10,820 | --- | 6 | 0.0% | 936,705 |
| UARF Total Awards | 42 | 50.0% | 28 | \$1,429,792 | 118.5% | \$654,239 | 45.2% | 93 | 52.4% | \$2,730,901 |
| Grand Total | 232 | -9.7% | 257 | \$33,761,678 | -39.5% | \$55,796,436 | 31.0% | 748 | 18.0% | \$187,907,788 |

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

Cumulative data may differ from previous monthly reports provided to the UA Board of Trustees due to database adjustments.

Research and Sponsored Programs Activity By College

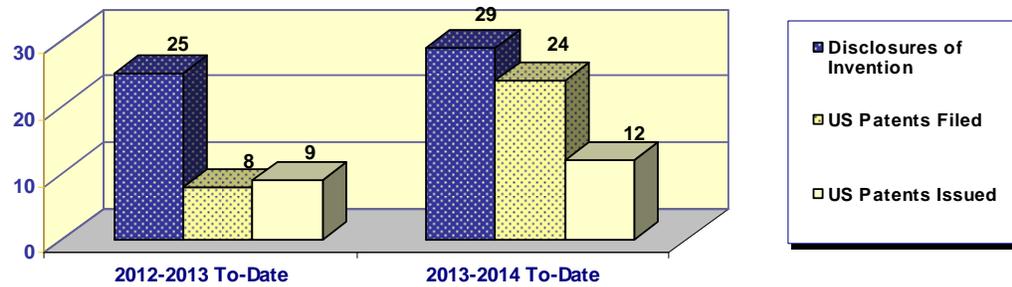
| PI's Department <i>Co-PI(s) Dept's [Italics]</i> | Sponsor | Project Title | Principal Investigator/ <i>Co-PI(s) [Italics]</i> | % Credit | Total Award |
|---|---|--|--|-------------|----------------|
| BUCHTEL COLLEGE OF ARTS AND SCIENCES | | | | | |
| Biology | Crowland | <i>Monitoring of the Tamarack Bog Restoration at the Bath Nature Preserve</i> | Mitchell, Randall J | 100% | \$82,708 |
| Biology | Air Force Office of Scientific Research | <i>Characterization and Biomimicry of Multifunctional Avian Optical Nanostructures</i> | Shawkey, Matthew D | 100% | \$197,097 |
| Chemistry | Multiple Corporate Sponsors * | Testing | Leeper, Thomas | 100% | \$400 |
| Chemistry | National Institute of Diabetes & Digestive & Kidney Diseases through Washington University in St. Louis | <i>Adhesin-Based Nanotherapeutics in Urinary Tract Infection</i> | Youngs, Wiley J | 100% | \$51,588 |
| Chemistry | | | Panzner, Matthew J | 0% | |
| Computer Science | Akron Community Foundation | <i>Community Industrial Assistantship</i> | Xiao, Yingcai | 100% | \$2,000 |
| Geosciences | National Science Foundation | <i>Expedition Objective Research (IODP Expedition 340): Diagenesis in Tephra-Rich Marine Sediments and the Impact of Reactive Iron on Enhanced Carbon Burial</i> | McManus, James | 100% | \$150,000 |
| Institute of Bioscience and Social Research | NEOMED | <i>Joint Faculty Appointment for Zhenyu Jia</i> | Midha, Chand | 100% | \$181,693 |
| COLLEGE OF EDUCATION | | | | | |
| Curricular & Instructional Studies | University Circle Inc. | <i>Early Learning Initiative Assessment (ELI)</i> | Lenhart, Lisa A | 100% | \$8,500 |
| COLLEGE OF ENGINEERING | | | | | |
| Biomedical Engineering | National Institutes of Health | <i>A Novel High Throughput Tumor Spheroid Microtechnology</i> | Tavana, Hossein | 100% | \$257,466 |
| Biomedical Engineering | National Science Foundation through University of Alabama | <i>Life Goals, Gender Roles, and STEM Career Interest</i> | Verstraete, Mary C | 100% | \$23,995 |
| Civil Engineering | Federal Highway Administration through Ohio Department of Transportation | <i>Optimization of Patching for Spray Infection Equipment</i> | Abbas, Ala R | 100% | \$191,776 |
| Civil Engineering | Federal Highway Administration through Ohio Department of Transportation | <i>Development of a Pavement Marking Materials Matrix for ODOT District 11</i> | Abbas, Ala R | 100% | \$232,913 |
| Civil Engineering TESL | Multiple Corporate Sponsors * | Testing | Doll, Gary | 100% | \$681 |
| Civil Engineering | Federal Highway Administration through Ohio Department of Transportation # | <i>Evaluation of Box Culvert Maintenance Methods</i> | Miller, Christopher M | 70% | \$129,428 |
| Geosciences | | | Donnelly, Shanon | 30% | |
| Civil Engineering | National Institute for Occupational Safety through University of Texas at Arlington | <i>Incorporating Topographic Stress Perturbations and Geologic Structures into Roof Stability Forecasting in Underground Mines</i> | Pan, Ernian | 100% | \$30,975 |
| Mechanical Engineering | NASA Glenn Research Center at Lewis Field through University Space Research Association | <i>Advanced Research and Technology Support</i> | Daniels, Christopher C | 100% | \$47,000 |
| Mechanical Engineering | Multiple Corporate Sponsors * | Testing | Hoo Fatt, Michelle S | 100% | \$2,000 |
| Mechanical Engineering | U.S. Department of Navy through Alpha STAR Corporation | <i>Interlaminar Mode I and Mode II Fracture Toughness in Ceramic Matrix Composites (CMCs)</i> | Morscher, Gregory N | 100% | \$20,000 |
| Mechanical Engineering | OESplus * | <i>Pursuit of Operational Excellence Using Systems Modeling and Analytics</i> | Wang, Shengyong | 100% | \$45,000 |
| COLLEGE OF HEALTH PROFESSIONS | | | | | |
| Nursing | Ohio Board of Regents | <i>Ohio Innovation Partnership, Choose Ohio First Scholarship Program</i> | Ross-Alaolmolki, Kathleen M | 100% | \$60,000 |
| Social Work | Department of Health and Human Services through Ohio Department of Job and Family Services | <i>Child Welfare Workforce Professional Education Program</i> | McCarragher, Timothy M | 100% | \$123,250 |
| Social Work | Administration for Children and Families through Ohio Department of Job and Family Services | <i>Child Welfare Workforce Professional Education Program - Pilot Program</i> | McCarragher, Timothy M | 100% | \$55,000 |
| Social Work | Ohio Department of Job and Family Services | <i>Child Welfare Workforce Professional Education Program - Years 1 and 2</i> | McCarragher, Timothy M | 100% | \$68,250 |

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 POLYMER SCIENCE AND POLYMER ENGINEERING | | | | | |
| Institute of Polymer Engineering | Air Force Office of Scientific Research through Howard University | <i>Feasibility Study to Evaluate Candidate Materials of Nanofilled Block Copolymers for Use in Ultra High Density</i> | Karim, Alamgir | 100% | \$50,000 |
| Institute of Polymer Science | Lubrizol Advanced Materials | <i>Community Industrial Assistantship</i> | Cheng, Stephen Z D | 100% | \$22,068 |
| Institute of Polymer Science | National Science Foundation through Akron Ascent Innovations # | <i>SBIR Phase I: Prototyping Reusable Dry Adhesives Based on Scalable Fiber Spinning Technologies</i> | Newkome, George R | 1% | \$49,995 |
| | | <i>Mechanical Engineering</i> | Wong, Shing-Chung Josh | 99% | |
| Institute of Polymer Science | Multiple Corporate Sponsors * | <i>Testing</i> | Seiple, Robert | 100% | \$16,516 |
| Institute of Polymer Science | Multiple Corporate Sponsors * | <i>Testing</i> | Wang, Bojie | 100% | \$1,260 |
| OTHER UNITS | | | | | |
| UA Libraries | American Chemical Society Rubber Division | <i>Library Services</i> | Calzonetti, Jo Ann | 100% | \$44,566 |
| UA Psychology Archives | Institute of Museum and Library Services | <i>Focusing on Field Trips: Engaging High School Audiences in the History of the Human Sciences</i> | Faye, Cathy | 100% | \$52,454 |

* University of Akron Research Foundation Award

Collaborative Research



Disclosures of Invention
(October 2013: 9)

| Disclosure Number | Title | Inventor(s) |
|-------------------|---|---|
| 1082 | <i>A Robotic Fiber Optic Instrument</i> | Bing Yu and Erik Engeberg |
| 1083 | <i>A High Drug Loading System</i> | Gang Cheng, Qiong Tang, and Bin Cao |
| 1084 | <i>Set Screw (MS3)</i> | Ajay Mahajan and Jason King |
| 1085 | <i>Solution for Organic Electronics</i> | Xiong Gong, He Ren, and Bohao Li |
| 1086 | <i>Natural Polysaccharides</i> | Gang Cheng |
| 1087 | <i>Rubbers with Improved Performance</i> | Avarrem Isayev and Mark Soucek |
| 1088 | <i>Graft Tissue Engineering</i> | Matthew Becker and Darrell Reneker |
| 1089 | <i>Methods for Removing Fibrous Tubes</i> | Darrell Reneker, Matthew Becker, and Yaohua Gao |
| 1090 | <i>Screening Kit</i> | Marnie Saunders |

New Patents Filed
(October 2013: 11)

| Disclosure Number | Application Type | Patent Title | Inventor(s) |
|-------------------|------------------|---|--|
| 1059 | Provisional | <i>Apparatus for Quantitative Measurements of Stress Distributions from Mechanoluminescence Materials</i> | GunJin Yun |
| 1066 | Provisional | <i>Integrated Zwitterionic Conducting Polymers for Biosensing, Regenerative Medicine, and Energy Applications</i> | Gang Cheng |
| 1075 | Provisional | <i>Convertible Goggle Systems for Defense and Medical Applications</i> | Yang Liu |
| 1076 | Provisional | <i>Rubbery Polysiloxanes Carrying Cyanoacrylate Functions</i> | Joseph Kennedy, Istvan Szanka, and Amalia Szanka |
| 1077 | Provisional | <i>Algorithm for Optimal Placement of ACL and PCL Grafts During Knee Reconstruction Surgery</i> | Brian Davis |
| 1078 | Provisional | <i>Prosthetic Socket with Integrated Cooling Channels</i> | Brian Davis |
| 1082 | Provisional | <i>A Robotic Fiber Optic Instrument (RFOI) for Detecting Tissue Damage During Electrosurgical or Ultrasonic Surgery</i> | Bing Yu and Erik Engeberg |
| 1083 | Provisional | <i>A High Drug Loading System to Co-Deliver Camptothecin and Small-Interfering RNA for Multidrug Resistant Cancer Therapy</i> | Gang Cheng, Qiong Tang, and Bin Cao |
| 1084 | Provisional | <i>Minimal Shock Set Screw (MS3)</i> | Ajay Mahajan and Jason King |
| 1086 | Provisional | <i>Zwitteration of Dextran: A Facile Route to Integrate Antifouling, Switchability, and Optical Transparency into Natural Polysaccharides</i> | Gang Cheng |
| 1088 | Provisional | <i>Resorbable, Amino Acid-Based Poly(ester urea)s Scaffold for Vascular Graft Tissue Engineering</i> | Matthew Becker and Darrell Reneker |

Patents Issued
(October 2013: 4)

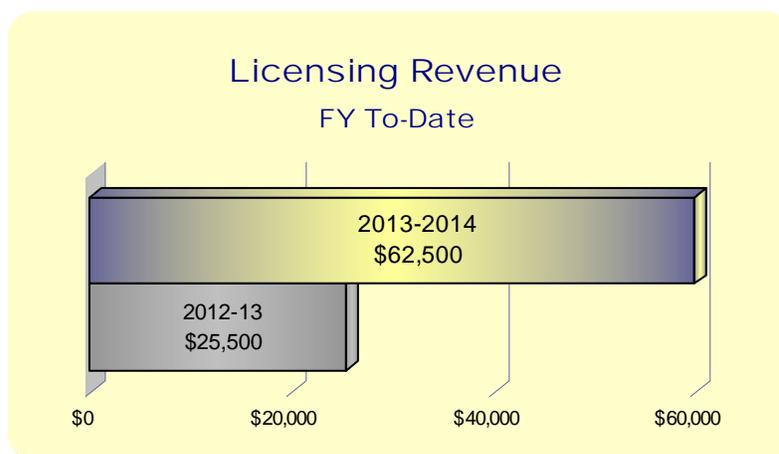
| U.S. Patent No. | Issue Date | Patent Title | Inventor(s) |
|-----------------|------------------|--|--|
| 8,552,118 | October 8, 2013 | <i>Polyisobutylenes and Process for Making Same</i> | Joseph Kennedy, Yongmoon Kwon, and Subramanyam Ummadisetty |
| 8,552,143 | October 8, 2013 | <i>Method for the Preparation of Poly(disulfide) Polymers and Gels</i> | Judit Puskas and Emily Rosenthal |
| 8,568,768 | October 29, 2013 | <i>Sequestered Reactive Materials</i> | Darrell Reneker and Daniel Smith |
| 8,569,420 | October 29, 2013 | <i>Singly-Terminated Polyisobutylenes and Process for Making Same</i> | Joseph Kennedy and Subramanyam Ummadisetty |

LICENSING
 REVENUE

For the month of:

October 2013: \$20,000

October 2012: \$0



LICENSE ACTIVITY

Vetta Sounds, LLC

Inventor: Dezarae Holman

The University of Akron Research Foundation (UARF) signed an exclusive license agreement with Vetta Sounds, LLC under UA technology related to a direct digital amplifier for electrostatic loudspeakers. UARF will receive a 5% ownership stake, royalties, and a share of sub-license fees.

AWARDS

| 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 |
|---|-----------------------------|--|--|-------------|----------------|
| BUCHTEL COLLEGE OF ARTS AND SCIENCES | | | | | |
| Chemistry | Multiple Corporate Sponsors | Testing | Leeper, Thomas | 100% | \$400 |
| COLLEGE OF ENGINEERING | | | | | |
| Civil Engineering TESL | Multiple Corporate Sponsors | Testing | Doll, Gary | 100% | \$681 |
| Mechanical Engineering | Multiple Corporate Sponsors | Testing | Hoo Fatt, Michelle S | 100% | \$2,000 |
| Mechanical Engineering | OESplus | Pursuit of Operational Excellence Using Systems Modeling and Analytics | Wang, Shengyong | 100% | \$45,000 |
| COLLEGE OF POLYMER SCIENCE AND POLYMER ENGINEERING | | | | | |
| Institute of Polymer Science | Multiple Corporate Sponsors | Testing | Seiple, Robert | 100% | \$16,516 |
| Institute of Polymer Science | Multiple Corporate Sponsors | Testing | Wang, Bojie | 100% | \$1,260 |

University Council

The University Council bylaws were submitted to the Board of Trustees for review at the June 2013 Board meeting. Based upon the feedback from the Strategic Issues Committee, the bylaws were sent back to University Council in order to make revisions that responded to the committee concerns, including:

- 1) broad-based representation in the consultative decision-making process;
- 2) alignment of committees with vice presidential areas, at minimum;
- 3) a structure that provides for timely guidance and advice so the institution can be nimble and responsive; and
- 4) minimal overlap with the Faculty Senate and Akron AAUP.

Subsequently, the University Council established a Revision Committee to make appropriate changes to the bylaws. The bylaws were updated and approved by the University Council on November 12 and are to be reviewed by the Board of Trustees at the December meeting.

New Directions for Institute for Teaching and Learning

The Office of Academic Affairs/Institute for Teaching and Learning (ITL) is redefining its mission to provide support for faculty, administrators and staff in teaching, research, leadership and outreach through a comprehensive program of professional development activities including: orientations; faculty and instructional development; organizational and leadership development; community building; and scholarship and resources. Five new programs include presentations by content-area experts from within our University community and peer-to-peer learning through case studies, panel discussions, interactive vignettes and Q&A sessions. Online components provide relevant readings, ready reference to key documents and forms, and examples of best practices. For example, a new [*Department Chair & Director Guide*](#) provides a quick resource to administrative processes, forms, University rules and campus resources. Assessment of these new ITL programs, described below, will inform further refinement of the office's mission, goals and future directions.

Department Chair Development

More than 70 academic administrators began the academic year with a full-day orientation and refresher session for new and returning chairs, directors and deans. Case studies, panel discussions and interactive theater engaged our academic leaders in problem solving during sessions on Connecting with the Community; Managing People; Managing Budgets; Managing Space; Serving Students; Legal and Ethical Issues; and Working with Deans and Administration. Each month, there are 90-minute sessions to provide opportunities for chairs and directors to consider key issues, such as faculty recruitment, retention, promotion and tenure; timekeeping and workload; budgeting; conflict management and disciplinary actions; succession planning; legal and ethical issues; community and alumni relations; revenue enhancement strategies; and strategic planning. The majority of chairs and directors have attended at least one of the monthly meetings, and both session evaluations and the ITL advisory group have provided very positive feedback on this initiative. The information shared has been deemed valuable, as has the opportunity to build a more supportive community of colleagues among our chairs and directors.

Supporting Student Success Series

Each month, ITL provides workshops on tangible ways we can all better support the success of our students, including: Giving Feedback to Students; Weaving Diversity into the Curriculum;

Embracing Undergraduates and their Learning; Setting and Maintaining High Expectations for Student Performance; Using Engaging Pedagogies; Building on Students' Knowledge, Abilities, and Talents; Clarifying what Students Need to Do to Succeed; Making Time for Students; and Holding Students Accountable for their Share of the Responsibility for their Learning.

For each Supporting Student Success Series topic, there are in-the-classroom and outside-the-classroom workshops for faculty and academic support professionals. We have completed five of the twenty workshops scheduled for this academic year, and the continual review of session evaluations inform future topic selection and coverage. Approximately 75 faculty and staff have attended these workshops.

Classroom Excellence Series

The academic year started with a one-day orientation for all new faculty, both part time and full time. A second orientation was held for graduate teaching assistants. These two orientations provided key information regarding resources for teaching and research, and nearly 200 faculty and teaching assistants attended. Session evaluations were very positive, with the strongest expressed interest in the topics of technology in the classroom and technology support for faculty research. Each week, throughout the academic year, there are sessions to provide additional instruction and resources on teaching techniques, the use of technology in the classroom, and learning outcomes and assessment. During spring semester, we will add a brown-bag series for faculty to come together and discuss what they can do to implement the student retention and completion action plans developed during our campus-wide retention efforts.

Workplace Wisdom

This year-long series, designed for a broad audience of faculty, contract professionals, staff and students, presents practical support for workplace issues, such as Effective Leadership; Change Management; Customer Service; Consensus Building; Safety at Work; Technical Skills for Administrative Professionals; and Confronting Difficult Situations. The initial session on Effective Leadership had 25 registrants.

The Faculty Career

This series will begin early in 2014 to provide support for faculty at every stage of life and career. Scheduled topics include Issues for New and Pre-Tenure Faculty; Building Your Research; Aligning Teaching and Service; Supporting Mid-Career Faculty for Promotion; Work-Life Balance; and Retirement Readiness.



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: November 18, 2013

Student Success

- iPads for Mobile Recruiters Assist Admissions Officers to improve recruiting process
- Royall Improvements for marketing and recruitment of students
- PeopleSoft Recruiting Modifications to PeopleSoft to support Royall
And Retention Support
- eCampus Emergency notification system
- Akron Experience Rebranding of Zipline

Global Relevance

- System Center Configuration Manager Upgrade Upgrade to include Macintosh and Linux clients
- Online Learning (eLearning) Expansion of online offerings to underserved markets
- Shared Service: Supporting PeopleSoft at LCCC Akron continues work with PeopleSoft at Lorain
- NEOshare Northeast Ohio Shared Service Center for computer services

Distinction

- Seeking a Retention Analytics Solution Solution to assist with student retention
- Collaborative Advising and Tutoring Solution Improvements for the quality and effectiveness of academic advising
- Speech-Language Pathology Competency Tracking Tracking competencies and clinical clock hours for students

Community

- Mobile Device Management Management of mobile devices

Integrated Planning

- Respondus monitor Protection of non-proctored, online exams
- Wireless Network difficulties Problems with wireless connections on campus
- Time & Labor Absence Mgmt New application to streamline time reporting

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

APPENDIX 6

IT

Information Technology Services

Report to the Board of Trustees
December 11, 2013



Information Technology Services

December 11, 2013

(Prepared November 18, 2013)

| STUDENT SUCCESS | Commitment to Excellence |
|---|--|
| <ul style="list-style-type: none">iPads for Mobile Recruiters  | <p>iPads were provided to Admissions recruiters to improve their recruiting processes.</p> <p>The iPads provide recruiters with remote, mobile access to the application forms and status, scholarship status, and other important information for prospective and committed students. They have also been pre-loaded with a selection of videos, photos and other marketing materials to share with prospective students and their parents.</p> <p>Due to the success of this program, it has been expanded to include recruiters from MCUC, Lakewood and Wayne campuses.</p> |
| <ul style="list-style-type: none">Royall | <p>Royall is working with the University to leverage their marketing and recruitment expertise in order to increase the number of undergraduate applications to the University. Royall targets qualified students and optimizes the application fee and credential chase processes. Phase one of the project, which focuses on recruiting traditional high schools students, was implemented this Fall, with marketing focused on current high school seniors in the target market area as well as to UA-identified prospects. We have already begun to see the results of the Royall campaign, as new freshman applications as of the first of November are up over 80% compared to the same time last year. Future phases will include recruitment of international students, underclass high school students and transfer students.</p> |

- PeopleSoft Recruiting and Retention Support

To support the focused business process redesign around recruitment and retention, the redesigned auto-admit process was implemented to support the Pathways model and to determine students' eligibility for the honors program. Processes were developed to support the enhancements to the scholarship program, the 2013 BCSE and MAP-Works survey results were made available to advisors. ZipStart reporting was enhanced and the Early Warning system was developed and implemented. Future projects include campus-wide deployment of the GradesFirst advising software, procurement and implementation of retention analytics software and the automation of the inter-college transfer process.

- eCampus



A new emergency notification system, e2campus, was implemented to provide faster, better emergency notifications to students, faculty and staff at the University.

- All data from the old system was exported and cleaned to produce a database of active students, faculty and staff.
- A new system has been configured and is ready to deliver mass communications.
- A campaign was run in the university portal to confirm and/or gather new cell phone numbers to add to the database, increasing the coverage of our notifications.
- University Police dispatchers were trained in the use of the system.
- Large scale test of the system is being scheduled for early December.

Next steps include:

- Integration of e2campus messaging with electronic message boards, social networks; Facebook and Twitter.
- Integration with other emergency systems such as fire alarm systems, campus loud speaker systems and telephone bridges.

- Akron Experience



Based on feedback from the Office of Student Success, further adjustments are being made to the MyAkron interface as follows:

- Text messaging sign up and maintenance will be added in October as a single sign-on feature.
- New roles are being added for adult students and military veterans to enhance the ability of all offices to target messaging to these groups.
- Reminders have been enhanced with a dedicated person focused on providing important, timely information to assist students in their studies and college life.
- A new menu system for MyAkron is being tested. The purpose of this system is to improve the navigation in MyAkron and thus improve the user experience.
- General alerts – messages that pertain to actionable items for individuals are enhanced and now appear on the home page of the student My Experience tab.

GLOBAL RELEVANCE

Develop Dynamic and Globally Relevant Programs

- System Center Configuration Manager (SCCM) 2012 Upgrade



SCCM is used to manage over 6,000 PC-based clients on campus. The upgrade to SCCM 2012 provides the benefit of including our Macintosh and Linux clients in with one management system rather than separate systems for each OS architecture. The upgrade will provide a potential savings of \$22,000 per year by changing the process and the elimination of other software products. Additional benefits include the management of systems not only while on campus but also when they are away from campus.

ITS can ensure these machines are secured and patched when they leave campus for extended periods of time. The SCCM 2012 environment will take advantage of Information Technology Services VMWare virtualization architecture aligning with the Information Technology Services data center and Information Technology server virtualization strategic direction. The upgrade implementation has started.

- Online Learning (eLearning)



The strategic enrollment services staff has identified a set of courses and programs, in consultation with the colleges, which are strategically important to the University's online learning initiative. We are in the process of supporting the curriculum development and approval efforts for the courses in these programs. As of November, there were 97 curriculum proposals in the system for mode of delivery change to online. In the last six months, Design and Development staff assisted faculty with the development of 45 new online courses. There were 142 online sections offered in Fall 2013.

In collaboration with ITL, DDS staff will be hosting a 40-hour workshop to assist faculty members in the creation of an online course. There are currently 18 instructors enrolled in the Fall section. A spring session has been announced. This session will be taught in a Distance Learning Classroom between main campus and the Wayne campus.

- Shared Service: Supporting PeopleSoft at LCCC



UA continues to work with LCCC (Lorain County Community College) to create shared service initiatives for the benefit of both institutions and provide support for LCCC's PeopleSoft administrative enterprise application.

LCCC Chargebacks: A new chargeback plan was presented to the LCCC/UA Governance Committee. The plan calls for an upgrade to the existing hardware platform used to support PeopleSoft for LCCC by UA. New projections were included for staffing services UA provides to LCCC. Software prices remained unchanged with typical price increases included for annual maintenance charges. In all, the annual charges to LCCC were reduced by approximately 20% due to decreases in hardware costs and some licensing fees for software being paid off.

Technology Summit: Two half-day sessions are being planned with UA and LCCC to discuss projects and plans between the schools. The first day topics such as infrastructure including enterprise hardware, infrastructure strategy, desktop environment, and IT Service Desk will be discussed. Day two will focus on PeopleSoft strategy, recruitment and retention strategy, data warehouse, and future technologies.

Oracle Collaboration: LCCC and UA are working with Oracle and other PeopleSoft schools across the State of Ohio to see if the vendor can provide assistance in meeting the schools' technical priorities.

- NEOshare -- The Northeast Ohio Independent Shared Service Center



The University of Akron is working with NEOnet, a northeast Ohio shared service center for computer services. It supports regional K-12 school districts and is developing similar services for higher education, K-12, government, and other public sector organizations.

IT Service Desk: UA and NEOnet are working together to create a shared services IT Service Desk that is more efficient and cost effective than each participating organization individually owning and staffing their own operation. The plan is to expand the existing UA Service Desk operation to support local school districts and eventually other governmental/public sector organizations.

A pilot project will be launched to determine if the service is cost-effective and beneficial to participants. Two school systems will be selected for the pilot initially starting with just one. Work will begin in mid-November to determine which functions must be supported and a plan to support and transition to the new service. The pilot will launch in early January. Metrics will be kept to determine the business case for using the shared service. Go, no go decision points will occur each month with the project team presenting status reports to the Steering Committee.

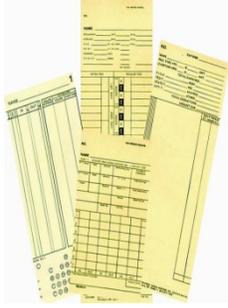
Straight A Grant: UA has provided synchronous video delivery of college credit general education courses via Distance Learning (DL) to high schools since 1997. NEOnet (our local ITC), has partnered with UA, CISCO, and MCPc to submit a \$14.4m grant for providing DL technology to fourteen additional high schools. The project would provide two-way connectivity to a fully-equipped distance learning classroom at each of the schools. This arrangement would allow high school students to participate in the Post-Secondary Education Option (PSEO) program to earn university course credits while remaining in their physical building. In addition, teachers could leverage the DL technology for professional development workshops or the school to connect students with a shared AP class. NEOnet would provide maintenance to the DL equipment in each building so the school would not need to hire additional technical support.

| DISTINCTION | Facilitate Faculty Development and Success by Expanding Clusters of Interdisciplinary Teaching and Research |
|--|---|
| <ul style="list-style-type: none"> Seeking a Retention Analytics Solution | <p>Four vendors provided a response to the RFP for a Software-as-a-Service solution that assists with retention and persistence of students and predicts the likelihood of student success towards graduation. The Education Advisory Board’s (EAB) proposed solution was selected.</p> <p>EAB’s solution offers the most sophisticated predictive modeling and data analysis tool for measuring student and program performance. This tool focuses on student success from matriculation through graduation and is capable of examining program and student’s performance to enable senior leadership to make informed strategic decisions. The analytics provide an understanding of students at risk and reasons for it. With this information, the solution can be used to form an ongoing relationship between the student and advisors, faculty, tutors and other support services to aid students in completing the goals.</p> <p>Services provided by the EAB solution includes:</p> <ul style="list-style-type: none"> Development of academic progress indicators and milestones Web-based student progress tracking for advisors Web-based at-risk reporting for administrators Ongoing orientation, training, and support Best practice sharing, benchmarking, and member networking Workflow integration assessment and technology audit Continual access to in-house retention experts A sophisticated web based technology for analytics, predictive modeling, data mining and strategic reporting <p>The project to implement the retention analytics tool is estimated to take about six months. Work is scheduled to begin in early January following the agreement of contractual terms.</p> |

| | |
|---|---|
| <ul style="list-style-type: none"> • Collaborative Advising and Tutoring Solution | <p>GradesFirst provides early alert, advising management, integrated communications, and tutoring management services for the purpose of improving the quality and effectiveness of academic advising.</p> <p>A presentation of the GradesFirst business case was made to the Steering Committee who approved moving forward with the purchase of additional seats to support the entire campus. A high level project plan, project team, and timeline were reported to the committee. Work is expected to begin mid-November. The first milestone will occur March 22, 2014 when Phase I is projected to be complete. What is included in the first phase will be determined during the assessment phase in late November.</p> |
| <ul style="list-style-type: none"> • Speech-Language Pathology Competency Tracking | <p>The School of Speech-Language Pathology and Audiology tracks competencies and clinical clock hours for students in their graduate programs. Prior to Fall 2013 semester, the system for tracking this information required a significant amount of manual data entry by staff and graduate assistants, and it was in dire need of an upgrade.</p> <p>Design & Development staff worked with the director of the Audiology & Speech Center to migrate the existing process to a new system. The competencies are now tracked via a site in Springboard, where instructors can check off competencies as students complete them. The clinical clock hours were migrated to a custom web-based application that allows students to submit clock hour entries themselves, and allows supervisors to approve or decline those entries.</p> <p>Since the beginning of the Fall 2013 semester, students have submitted over 4,500 clock hour entries.</p> |

| | |
|--|--|
| <p>COMMUNITY</p> | <p>Promote Vibrant and Engaging Environments and Facilities</p> |
| <ul style="list-style-type: none"> • Mobile Device Management  | <p>Mobile Device Management (MDM) is the management system and software that secures, monitors, manages and supports mobile devices deployed to University personnel or labs. MDM functionality typically includes over-the-air distribution of applications, data and configuration settings for all types of mobile devices, including smartphones, tablet/slate devices and mobile laptops.</p> <p>MDM should be applied to both University-owned and employee-owned (BYOD) devices that require access to University network, file share and data resources. MDM allows Information Technology Services to manage the demands of a more complex mobile computing and communications environment by supporting device security, network services, and software and hardware management across multiple OS platform while continuing to provide the best overall user experience to the user. The contract for the MDM solution has been awarded to AirWatch and implementation will start in November 2013.</p> |
| <p>INTEGRATED PLANNING</p> | <p>Achieve Measurable Success</p> |
| <ul style="list-style-type: none"> • Respondus monitor | <p>Design & Development staff is working with the College of Nursing to pilot Respondus Monitor. Respondus Monitor is a product that enables institutions to protect the integrity of non-proctored, online exams. Students use their own computer and a webcam to record assessment sessions, all without leaving Springboard.</p> |
| <ul style="list-style-type: none"> • Wireless Network Difficulties | <p>Throughout the semester we were experiencing problems with wireless connections on campus. The Networking group, with the assistance of Cisco engineers, isolated the problem in a security device, called a firewall. Rebuilding the firewall eliminated the intermittent network connection issue.</p> <p>Over the next three years, we will be upgrading our wired and wireless networks to accommodate the addition data traffic created by the multiple wireless devices (i.e. cell phones, ipads, tablets/laptops, TVs, gaming machines, etc.) students are bringing on campus.</p> |

- Time & Labor Absence Management



All salaried employees, including full and part-time faculty, went live on the EmpCenter system on November 1st. Testing continues for the hourly and student employees. This group is expected to go live with EmpCenter later in November.

Training dates are being communicated to employees and scheduled in conjunction for the go-live events in November.

This new system eliminates all the paper required to report time worked and paid time off (i.e. sick, vacation, etc.) taken.



Division of Student Affairs

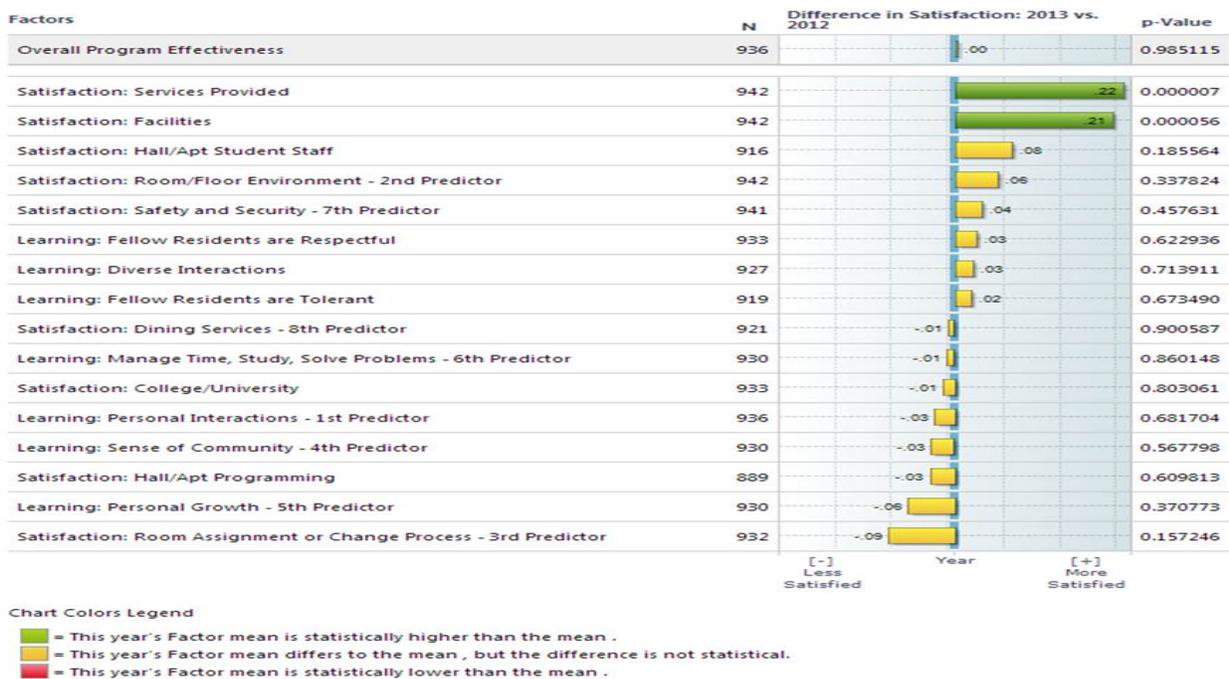
Report to the Board of Trustees December 11, 2013 Executive Summary

The Department of Residence Life and Housing (RLH) reports the results of its annual Association of College and University Housing Officers International (ACUHO-I)/Educational Benchmarking Institute (EBI) Resident Assessment. This survey tool, which RLH has administered since 2002, analyzes factors that contribute to overall resident satisfaction, overall resident learning and overall program effectiveness. Results afford comparisons to six self-selected peer institutions, other participating institutions in the same Carnegie Class and all participating institutions.

Focusing specifically on Ohio public institutions for comparison, peer institutions selected for the 2012-2013 survey were Kent State University, The Ohio State University, Ohio University, University of Cincinnati, University of Toledo and Youngstown State University. In 2011-2012, RLH benchmarked results to Central Michigan University, Kent State University, University of Buffalo, University of Dayton, Walsh University and Youngstown State University.

Results from 2012-2013 are similar to 2011-2012. Dining services and safety and security—specifically “how safe you feel walking on campus at night” – continue to generate lower scores compared to other institutions. Mean scores for The University of Akron were statistically significantly higher than the mean scores for its Carnegie Class comparison group for satisfaction with the student staff, room/floor environment, room change process, services provided and overall satisfaction. Figure 1 below shows results for the last two survey years. Statistically significant improvements were made in the services provided and in facilities; all other differences were not statistically significant.

Figure 1 Difference in Factor Responses comparing 2012-2013 to 2011-2012 academic years



**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

APPENDIX 7

STUDENT AFFAIRS

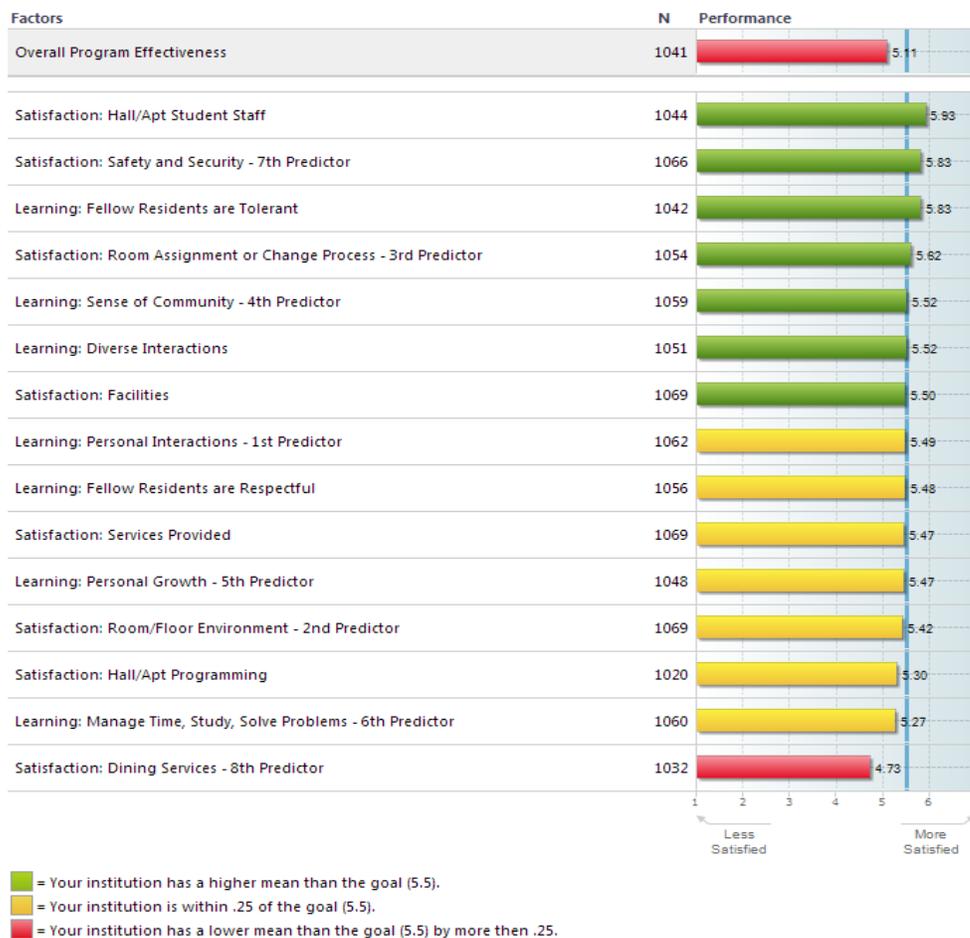
Report to the Board of Trustees December 11, 2013
Department of Residence Life and Housing:
Utilizing Educational Benchmarking Institute (EBI) Resident Assessment

The Department of Residence Life and Housing (RLH) has administered the ACUHO-I/EBI Resident Assessment annually since 2002. The Association of College and University Housing Officers International (ACUHO-I) and the Educational Benchmarking Institute (EBI) collaborated to develop this survey tool that analyzes 16 factors as well as combined factors for overall resident satisfaction, overall resident learning, and overall program effectiveness. Many institutions across the country, 250 in 2012-2013, utilize this tool. Participating schools may select six peer institutions with which to benchmark survey results. For 2012-2013, RLH was asked to focus on Ohio public institutions and chose the following institutions for peer comparison: Kent State University, The Ohio State University, Ohio University, University of Cincinnati, University of Toledo and Youngstown State University. The tool also allows benchmark comparisons with other participating institutions within the same Carnegie Class (34 institutions for 2012-2013).

Strengths and Weaknesses: Internal comparison

The 2012-2013 survey revealed that The University of Akron’s greatest strength as a unit is its student staff, and its greatest weakness is dining services (Figure 1).

Figure 1: Factors Ranked from Greatest Strength to Greatest Weakness



As noted in

Figure 1, the top-three predictors of overall program effectiveness were “Personal Interactions,” “Room/Floor Environment” and “Room Assignment or Change Process.” Figure 2 illustrates the performance of the University’s strengths that predict overall effectiveness over time, while Figure 3 illustrates the longitudinal performance of its weaknesses.

Figure 2: Longitudinal Trends of Top Performing Predicting Factors of Overall Program Effectiveness

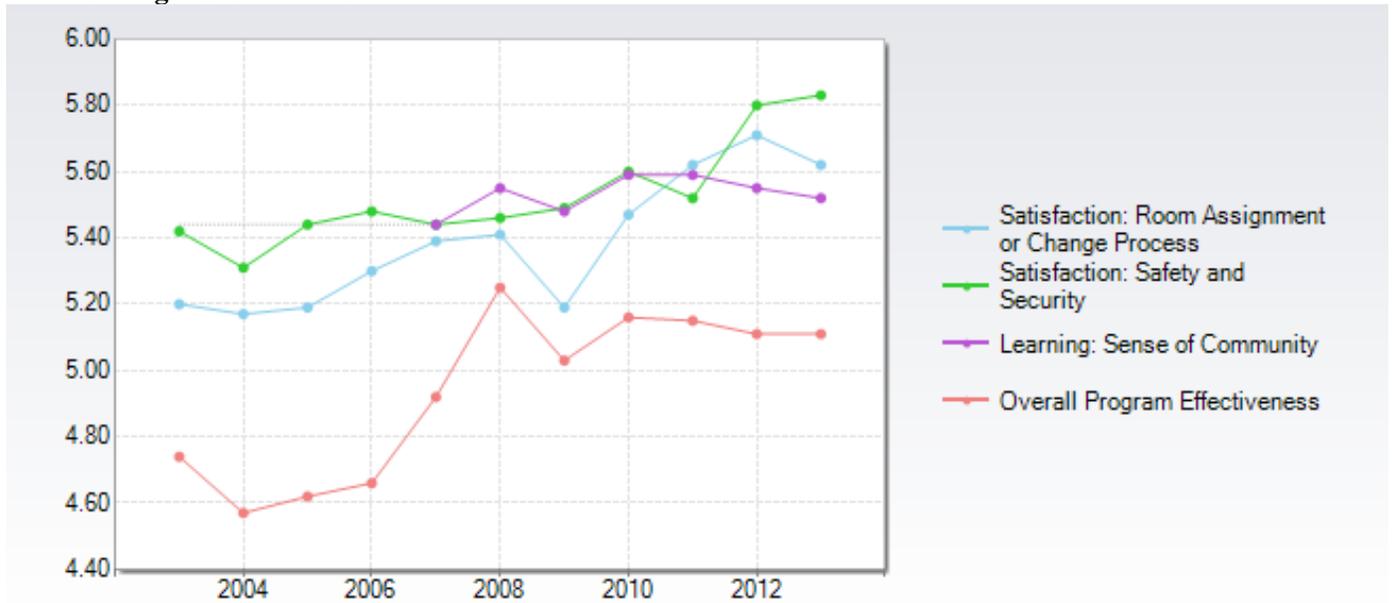
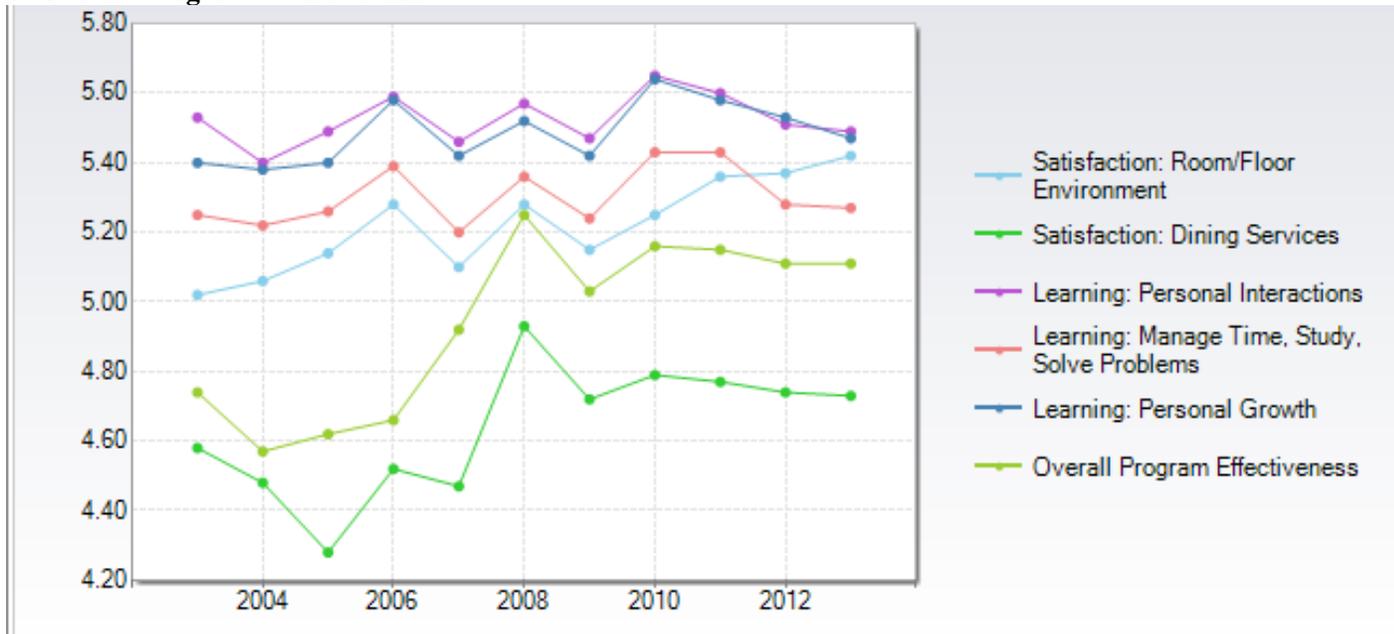


Figure 3: Longitudinal Trends of Lower Performing Predicting Factors of Overall Program Effectiveness



Strengths and Weakness: External Benchmarks

Figure 4 shows comparisons regarding the selected peer institutions, Carnegie Class, and all institutions that participated in the survey. RLH scored statistically significantly lower than the selected peer institutions, the Carnegie Class, and all institutions ($p < .05$; $p < .01$) on the “Safety and Security” factor, even though this was a strength within the internal comparison. Upon further examination, RLH scored higher than these other institutional groups on “security of possessions in your room,” “how safe you feel in your room” and “how safe you feel in your hall/apartment building.” The question that caused lower scores in comparison to other institutions was “how safe you feel walking on campus at night.” Also, RLH scored statistically significantly lower than the selected peer institutions, the Carnegie Class, and all institutions ($p < .05$; $p < .01$) on the “Sense of Community” factor, even though this was a strength within the internal comparison. Upon further investigation, the two questions in this factor that caused the lower scores are “to what degree do you trust other students” and “to what degree do you feel accepted by other students.”

Figure 4: Factor Comparison to External Benchmarks

| Factor Description | Predictor Status | Peer Institutions | Carnegie Class | All Institutions |
|---|---------------------------|-------------------|----------------|------------------|
| Factor 1. Satisfaction: Hall/Apt Student Staff | 6th Predictor | | | |
| Factor 2. Satisfaction: Hall/Apt Programming | Non Predictor | | ↑ | |
| Factor 3. Satisfaction: Room/Floor Environment | 2 nd Predictor | ↑ | ↑ | ↑ |
| Factor 4. Satisfaction: Facilities | Non-Predictor | ↑ | ↑ | ↑ |
| Factor 5. Satisfaction: Services Provided | Non Predictor | ↑ | ↑ | ↑ |
| Factor 6. Satisfaction: Room Assignment or Change Process | 3 rd Predictor | ↑ | ↑ | ↑ |
| Factor 7. Satisfaction: Safety and Security | 7 th Predictor | ↓ | ↓ | ↓ |
| Factor 8. Satisfaction: Dining Services | 8 th Predictor | ↓ | | |
| Factor 9. Satisfaction: College/University | Non Predictor | ↓ | | |
| Factor 10. Learning: Fellow Residents are Tolerant | Non Predictor | | ↓ | |
| Factor 11. Learning: Fellow Residents are Respectful | Non Predictor | ↑ | | |
| Factor 12. Learning: Sense of Community | 4 th Predictor | ↓ | ↓ | ↓ |
| Factor 13. Learning: Personal Interactions | 1 st Predictor | | | |
| Factor 14. Learning: Diverse Interactions | Non Predictor | | | |
| Factor 15. Learning: Manage Time, Study, Solve Problems | 6 th Predictor | ↑ | | ↑ |
| Factor 16. Learning: Personal Growth | 5 th Predictor | | | |
| Factor 17. Overall Satisfaction | Non Predictor | ↑ | ↑ | |
| Factor 18. Overall Learning | Non Predictor | | | |
| Factor 19. Overall Program Effectiveness | Dependent Variable | ↑ | ↑ | |



While Figure 4 shows satisfaction with dining services ranked as the eighth predictor in this survey, its significance is related to survey timing. This survey was administered during the fall semester. For surveys completed in the spring semesters, satisfaction with dining services – that consistently produces scores statistically significantly lower than comparison institutions – rises to the second predictor of student satisfaction. In response to the RLH benchmark survey, recent housing study and feedback from student groups, Dining Services management has been addressing ways to make improvements.

Summary

Overall, RLH has demonstrated consistently strong performance in regard to student satisfaction with the hall student staff, sense of community in its halls and with the room-assignment processes. Since 2010, RLH has made sweeping improvements related to student satisfaction with safety and security and with their satisfaction with the room/floor environment. Further, RLH continues to struggle with student satisfaction related to how safe students feel on campus and their satisfaction with dining services. RLH will continue to assess these areas and work to make improvements that would lead to greater satisfaction.

Division of Student Affairs Overview

The Division of Student Affairs (SA) supports the Akron Experience and provides educational services and activities to meet the developmental needs of students and promotes their growth through individual student participation and involvement throughout their college experience. SA offers a broad range of services, cocurricular activities, programs, and events and is comprised of the following departments:

- Academic Achievement Programs
- Off-Campus Student Services
- Residence Life and Housing
- Student Health Services
- Student Conduct & Community Standards
- Student Life
- Student Recreation and Wellness Services

Each department within SA impacts the lives of many students throughout the year. In general, SA provides services and programming for approximately 15,000 students per month (duplicative number) totaling more than 90,000 students (duplicative number) for the 2012-13 academic year.

| | 2012-13* | 2013-14 |
|---------------|----------------------------|----------------------------|
| | Actual | Budgeted |
| General Fund | <u>\$2,818,538</u> | <u>\$2,615,191</u> |
| Auxiliary | <u>\$63,305,791</u> | <u>\$67,568,628</u> |
| Grant Dollars | <u>\$1,433,800</u> | <u>\$1,433,800</u> |
| Total | <u>\$67,558,129</u> | <u>\$71,617,619</u> |

*2012-13 *budgeted* General Fund \$2,985,118, Auxiliary \$69,387,458

| Employees 2013 | |
|------------------------|-------------------|
| Full time | 148 |
| Part time | <u>81</u> |
| Total Employees | <u>229</u> |

| Student Employees 2013 | |
|--------------------------------|-------------------|
| Graduate Assistants | 22 |
| Student Assistants | <u>367</u> |
| Total Student Employees | <u>389</u> |

Office of Academic Affairs and Division of Student Success
The University of Akron Summit on Retention with Dr. Vincent Tinto
November 13-14, 2013

More than 500 faculty, staff and students participated in one or more sessions during the UA Summit on Retention with Dr. Vincent Tinto. The engagement of a diverse constituency across campus is the first and most important step in *Building our Action Plan from Persistence to Completion and Placement*.

The University of Akron is an institution with much pride and extraordinary history – an institution that values student development and academic success above all other goals. As a metropolitan university, Akron is experiencing many of the challenges that higher education faces today, particularly public institutions that are inclusive in nature. Because we provide greater access to more students with diverse needs, we have in place programs to enhance the success of all students, including efforts to close the achievement gaps that limit college preparedness levels.

Over the last 10 years, the University's six-year graduation rates have ranged from 35 to 40 percent, and first-year retention rates have ranged from 65 to 72 percent. Since student success is our ultimate goal, these numbers must be improved. We must work harder together to ensure the short- and long-term success of our students and, consequently, the fiscal health of our institution. All employees at The University of Akron are accountable for student success. It is time to closely examine retention and graduation rates, develop a plan for improvement and execute that plan through strong collaboration and teamwork among all University units.

As Dr. Vincent Tinto so eloquently (and repeatedly) said: This is hard work. It does not happen overnight. Our plan must be intentional, structured, coordinated and sustainable. He also stressed it is not so much about what we do or say at the Summit on Retention, but much more about what we do in the days, weeks and, indeed, the years ahead. Institutional change takes time, but it can happen with dedicated people to make it happen.

Next Steps

A new retention website is being set up to include ideas for implementation and highlights from the Summit along with a video of Dr. Tinto's addresses. The site will go live by the end of November. All employees have been asked to participate in sending their retention and completion ideas to retention@uakron.edu.

In January, a team of faculty, staff and administrators will work together to organize the ideas from campus, aligning them with the recommendations of Dr. Tinto, to determine the pilot projects to begin, as well as to provide guidance for retention and completion initiatives. As Dr. Tinto pointed out, student success begins in the classroom. The Office of Academic Affairs will be working with the Institute of Teaching and Learning to support faculty with excellence in teaching and learning, as well as learning assessment efforts. With the important input from across campus, a Retention and Completion Plan will be finalized for the Board of Trustees' approval prior to May 2014, the due date for Ohio institutions' Completion Agenda plans to be sent to the Chancellor.

1

University Council and Operational Bylaws

(Removed from consent agenda. Deferred to 2/5/2014)

Presiding:

Nicholas C. York

December 11, 2013

Strategic Issues

THE UNIVERSITY OF AKRON

RESOLUTION 12- -13 (DEFERRED TO FEB. 5, 2014)

Approval of University Council and Operational Bylaws

WHEREAS, The University of Akron Board of Trustees supports the concept of shared governance described as “...*consultative decision-making...where the faculty’s opinion and advice is sought but where authority remains with the senior administration and the board of trustees...a model that revolves around information sharing and discussion rather than joint decision-making...*”; and

WHEREAS, The University of Akron Board of Trustees and Akron-AAUP have mutually agreed that the Board may consult with the Faculty Senate about shared collegial academic governance in such fundamental areas as curriculum, subject matter and methods of instruction, and faculty research, but administrative decisions about the utilization of available resources, organizational structure, the operation and staffing of all auxiliary facilities, and administrative personnel shall be the exclusive prerogative of the Board; and

WHEREAS, The University of Akron Board of Trustees has by rule established the Faculty Senate as the legislative body of the faculty regarding its academic mission and empowered it with certain authority, in accord with established policies of the Board; and

WHEREAS, the President of the University has presented the Board with a proposal and bylaws for the creation, organization and operation of a University Council, the membership of which would be broad-based, and include representatives of many campus constituency groups of employees and undergraduate and graduate students; and

WHEREAS, the Board of Trustees has determined that such a University Council operating in conformance with the proposed bylaws is in the best interests of The University of Akron, and would serve to support the concept of shared governance as “consultative decision-making” and thereby promote campus information sharing and discussion; and

WHEREAS, it is the desire and intent of the Board of Trustees that the University Council operate in a manner that favors dispatch and alacrity of those matters with which it considers, and that it avoid duplicative efforts with respect to those matters that are within the purview of the Faculty Senate, collective bargaining or other such entities; Now, Therefore,

BE IT RESOLVED, that the recommendation of the President pertaining to the creation, organization, operation and bylaws of a University Council be approved; and

BE IT FURTHER RESOLVED, that the President informs the Board from time to time regarding the operations of the University Council.

Ted A. Mallo
Secretary
Board of Trustees

1

*New University Rule 3359-1-04.1, Open Meetings;
Rescind University Rule 3359-4-04, Compliance with
Sunshine Law

2

*Revisions to University Rule 3359-1-05, President of the
University

3

*Revisions to University Rule 3359-10-02, Bylaws of the
Faculty Senate

Presiding:

Olivia P. Demas

4

*Revisions to University Rule 3359-20-04.3, Faculty
Privileges and Benefits

December 11, 2013

5

*Revisions to University Rule 3359-20-06.1, Part-Time
Faculty Appointments

6

*Revisions to University Rule 3359-26-02, General Staff
Personnel Policies and Procedures

7

*Rescind University Rule 3359-26-06, Part-Time Staff
Group Health Insurance Coverage

*

CONSENT AGENDA:
Items 1, 2, 3, 4, 5, 6, 7



November 25, 2013

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 Rules Committee Agenda Items for the
December 11, 2013 Meeting of the Board of Trustees**

The Rules Committee will be asked to consider revisions to the following Rules at its meeting on December 2, 2013:

1. **O.A.C. 3359-1-04.1 Open Meetings** (new)
O.A.C. 3359-4-04 Compliance with Sunshine Law (to be rescinded)

New Rule 3359-1-04.1 Open Meetings is replacing and updating Rule 3359-4-04 Compliance with Sunshine Law. The changes consist of the following:

- Re-numbering the new rule to reflect proper placement within the series of University Rules
- Modifying the language from resolution format in 3359-4-04 to rule-filing format in 3359-1-04.1
- Updating the language to reflect current practice

2. **O.A.C. 3359-1-05 President of the University**

The proposed revisions to this Rule consist of correcting/updating language on pages 2 and 3, as well as adding the Contract Professional Advisory Committee (CPAC) and Staff Employee Advisory Committee (SEAC) to the constituencies and/or advisory groups to be provided an opportunity to meet with finalist candidates during the presidential search process.

3. **O.A.C. 3359-10-02 Bylaws of the Faculty Senate**

The proposed revisions to this Rule appear on pages 12 and 13 and consist of including in the Faculty Senate a representative of the full-time academic advisors. These revisions were approved by Faculty Senate at its meeting on September 5, 2013.

Office of the Vice President and General Counsel

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

4. **3359-20-04.3 Faculty Privileges and Benefits**

The proposed revisions to this Rule consist of the following:

- The language about part-time faculty health benefits on page 1 is being removed from this Rule. The Affordable Care Act created new health insurance exchanges which offer more affordable health care options for part-time employees. Given this new option, The University of Akron will discontinue group health insurance to part-time employees effective December 31, 2013.
- The annuity options language on pages 4 and 5 has been updated to more accurately reflect the University's annuity plans.
- The fee reduction language beginning on page 8 is being updated to include same sex domestic partners. Currently, the Collective Bargaining Agreement with Akron-AAUP includes fee remission for same sex domestic partners. In addition, health benefits are provided to same sex domestic partners for all categories of employees at the University.
- In October, the Board approved the name change of Workforce Development and Continuing Education to UA Business Solutions. That name change is reflected on pages 6 and 13.
- The language on page 16 pertaining to term life insurance is being updated to reflect the discontinuation of retiree life insurance except for those employees grandfathered prior to 1977 who elected term life insurance offered through the University.

5. **3359-20-06.1 Part-Time Faculty Appointments**

This Rule contains language about part-time group health insurance coverage in section Q on page 11. As explained above for Rule 3359-20-04.3, that language is being removed from this Rule.

6. **3359-26-02 General Staff Personnel Policies and Procedures**

The fee reduction language beginning on page 13 is being updated to include same sex domestic partners (as explained above for 3359-20-04.3).

7. **3359-26-06 Part-Time Staff Group Health Insurance Coverage**

It is recommended that this Rule be rescinded since the University will discontinue group health insurance to part-time employees as explained above for Rule 3359-20-04.3.

Please let me know if you have any questions.

kab

c: Ted A. Mallo
Paul A. Herold
Julie Burdick

3359-1-04.1 Open meetings.

- (A) The board of trustees shall comply with all provisions of the Ohio open meeting law set forth in section 121.22 of the Revised Code.
- (B) The chair of the board of trustees of the university of Akron shall, at a regular springtime meeting of the board, announce the time, date and place for the regularly scheduled meetings of the board of trustees for the succeeding fiscal year, commencing July 1 and lasting twelve months, and shall, at each scheduled meeting of the board, announce the time, date and place of the next scheduled meeting of the board.
- (C) The secretary of the board of trustees shall place on file in the university library and post in the board office and on the board's website the schedule of regular meetings as announced by the chair of the board.
- (D) A representative of the media may request notification of regularly scheduled meetings for the year beginning July 1 and ending June 30 by submitting to the secretary of the board a sufficient number of self-addressed, stamped envelopes in which to mail such notices or by submitting an email address or fax machine phone number.
- (E) Any person desiring notification of regularly scheduled meetings of the board of trustees may receive same (for twelve months) by depositing with the secretary of the board a sufficient number of self-addressed, stamped envelopes in which to mail such notification or by submitting an email address or fax machine phone number.
- (F) In the event of any change in the calendar of regularly scheduled meetings of the board of trustees during the year commencing July 1 and ending June 30, the chair and the secretary of the board shall provide notice of such change no later than one week prior to the next regularly scheduled meeting.
- (G) The secretary of the board of trustees shall, upon receipt of notice from chair of the board of trustees, members of the board of trustees or the president of the university, of the scheduling of a special meeting of the board of trustees or of a meeting of a committee where five or more members of the board are expected to attend, but in no event later than twenty-four hours prior to the commencement of the meeting, notify representatives of the media and all other persons who have so requested

of the date, time, place and stated purpose of the meeting using self-addressed, stamped envelopes, email addresses or fax machine phone numbers provided by the aforementioned representatives or other persons. In the event of an emergency situation where twenty-four hour notification is not possible, the secretary shall verbally notify such media representatives by telephone call to the local telephone number specified by such media representatives and shall record the fact of such notice in the minutes of the meeting.

- (H) Persons desiring notice of any regular or special meeting of the board of trustees at which specific subject matters designated by the person desiring notice are included in the agenda of the meeting, may request such notice in writing to the secretary of the board, including with the request a sufficient supply of self-addressed, stamped envelopes for mailing the notice or an email address or fax machine phone number.
- (I) The secretary of the board may rely on the assistance of any member of the university staff, and any such notice is complete if given by such staff member in the manner provided herein.

Replaces: 3359-4-04

Effective:

Certification:

 Ted A. Mallo
 Secretary
 Board of Trustees

Prom. Under: 111.15

Rule Amp.: Ch. 3359

Prior Effective Dates: Prior to November 4, 1977

TO BE RESCINDED

THE UNIVERSITY OF AKRON
Conformity to section 121.22 of the Revised Code
as provided in the requirements of
Amended substitute Senate Bill No. 74
enacted by the Ohio general assembly on July 31, 1975

3359-4-04 Compliance with sunshine law.

- (A) Whereas the meetings of the board of trustees of the university of Akron have been regularly conducted as public meetings for a number of years; and
- (B) Whereas on July 31, 1975 t he general assembly of the state of Ohio enacted Amended Substitute Senate Bill No. 74 to amend section 121.22 of the Revised Code to eliminate executive sessions of state and local public bodies unless specifically authorized by law, and to insure open public meetings; and
- (C) Whereas said act was. approved by the governor and filed in the office of the secretary of state on August 29, 1975; and
- (D) Whereas the act requires that a public body shall, by rule, establish a reasonable, method whereby any person may determine the time and place of all regularly scheduled meetings and the time, place and purpose of all special meetings; and
- (E) Whereas the act requires that a public body shall not hold a special meeting unless it gives at least twenty-four hours advance notice to the news media that have requested notification, except in the event of an emergency requiring immediate official action; and
- (F) Whereas the act provides that the public body may hold an executive session only at regular or special meetings for the sole purpose of considering those items permitted by law and specified in section 121.22 of the Revised Code; and
- (G) Whereas the act also provides that in the event of an emergency, the member or members calling the meeting shall notify the news media that have requested notification immediately of the time, place, and purpose of the meeting; and
- (H) Whereas the rule shall provide that any person may, upon request and payment of a reasonable fee, obtain reasonable advance notification of all meetings at which any specific type of public business is to be discussed; and
- (I) Whereas provisions for advance notification may include, but are not limited to, mailing the agenda of meetings to all subscribers on a mailing list or mailing notices in self addressed, stamped envelopes provided by the person:
Therefore be it
- (J) Resolved, that

- (1) The chairman of the board of trustees of the university of Akron shall, at the September meeting of the board, announce the time, date and place for the regularly scheduled meetings of the board of trustees for the succeeding twelve months and shall, at each scheduled meeting of the board, announce the time, date and place of the next scheduled meeting of the board.
- (2) The secretary of the board of trustees shall place on file in the university library and post on a bulletin board in the secretary's office the schedule of regular meetings as announced by the chairman of the board.
- (3) The secretary of the board of trustees shall, upon a doption of this resolution, notify one or more newspapers of general circulations in Summit county, Ohio, one or more VHF and one or more UHF television stations whose broadcasts are received in Summit county, Ohio, one or more AM and one or more FM radio stations whose broadcasts are received in Summit county, Ohio, and any official student newspaper publication and radio station which may then be operating on the campus of the university of Akron of the adoption of this resolution.
- (4) A representative of any of the hereinbefore mentioned media may request notification of regularly schedule meetings for the year beginning in October and ending in September by submitting to the secretary of the board a sufficient number of self-addressed, stamped envelopes in which to mail such notices.
- (5) Any person desiring notification of regularly scheduled meetings of the board of trustees may receive same (for twelve months) by depositing with the secretary of the board a sufficient number of self addressed, stamped envelopes in which to mail such notification.
- (6) In the event of any change in the calendar of regularly scheduled meetings of the board of trustees during the year commencing in October and ending in September, the chairman and the secretary of the board shall follow the procedures hereinabove set forth not later than thirty days preceding the first meeting conducted under such revised schedule.
- (7) The secretary of the board of trustees shall, upon receipt of notice from chairman of the board of trustees, members, of the board of trustees, or the president of the university, of the scheduling of a special meeting of the board of trustees or of a meeting of a committee where five or more members of the board are expected to attend, but in no event later than twenty-four hours prior to the commencement of the meeting, notify representatives of the public media hereinbefore specified and all other persons who have so requested, of the date, time, place and stated purpose of the meeting using self addressed, stamped envelopes provided by the

aforementioned representatives or other persons. In the event of an emergency situation where twenty-four hour notification is not possible, the secretary shall verbally notify such media representatives by telephone call to the local telephone number specified by such media representatives and shall record the fact of such notice in the minutes of the meeting.

- (8) Persons desiring notice of any regular or special meeting of the board of trustees at which specific subject matters designated by the person desiring notice are included in the agenda of the meeting, may request such notice in writing to the secretary of the board, including with the request a sufficient supply of self-addressed, stamped envelopes for mailing the notice.
- (9) In giving notice provided for in this resolution, the secretary of the board may rely on the assistance of any member of the university staff and any such notice is complete if given by such staff member in the manner provided herein.

Effective: Prior to November 4, 1977

Certification: _____
Assistant Secretary
Board of Trustees

Prom. Under: 111.15

Rule Amp.: Ch. 3359

THE UNIVERSITY OF AKRON

RESOLUTION 12 - - 13

New University Rule 3359-1-04.1 Open Meeting to replace
Rescinded Rule 3359-4-04 Compliance with Sunshine Law

BE IT RESOLVED, that the recommendation presented by the Rules Committee on December 11, 2013, to create a new rule 3359-1-04.1 Open Meetings to replace 3359-4-04 Compliance with Sunshine Law, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 11, 2013

3359-1-05 President of the university.

- (A) The board shall elect a president of the university to hold office at its discretion, in accord with its authority set forth in Revised Code 3359-03. The following procedures shall serve to guide the selection process, unless revised as provided herein.
- (1) The entire board of trustees, including student trustees, shall convene as a committee of the whole to constitute the presidential search committee for the president of the university of Akron.
 - (2) Pursuant to the bylaws of the board of trustees, the chairperson of the board shall name four voting trustees as a presidential advisory and screening committee with the following responsibilities:
 - (a) To make initial and ongoing recommendations to the full committee regarding the criteria, process, and scheduling for the search for the president;
 - (b) To recommend executive search firms for consideration by the full committee;
 - (c) To receive applications and nominations on behalf of the search committee;
 - (d) To serve as a first level screening for candidates, and make recommendations to the full search committee;
 - (e) To conduct those activities related to the search as may be assigned by the chairperson of the search committee.
 - (3) In recognition of the legitimate concerns and interests of faculty, staff, academic and senior administration, students, alumni and community leaders, the search committee will involve such appropriate constituencies in the search process as follows:
 - (a) Prior to the invitation for nominations or applications of candidates, the presidential advisory and screening committee shall have the responsibility to meet and discuss the proposed criteria, process and scheduling for the search process with the representative constituency and advisory

groups, including but not limited to, the council of deans, representatives of the department chairs, faculty senate, senior administration, contract professional advisory committee (CPAC), staff employee advisory committee (SEAC), students, and community leaders, as identified in this section.

- (b) Prior to the selection of the president, the candidates (finalists) who are determined by the search committee to be well qualified to lead the university of Akron as its next president shall be invited to campus and each of the following constituencies and/or advisory groups shall be provided an opportunity to meet with the finalists and provide input.
- (i) ~~Council of deans~~ Deans. ~~The entire council of deans of degree-granting colleges~~ shall be invited to a meeting with each finalist candidate brought to the campus. A representative chosen by ~~the council of those~~ those deans shall have the opportunity to discuss orally with the full board of trustees, in executive session, their collective views with respect to each finalist candidate.
- (ii) ~~Department chairs~~ Academic department chairs and school directors. ~~The department chairs of academic departments and directors of schools, as defined in 3359-20-02(b)(5),~~ shall elect from their membership five representatives who shall be invited to a meeting with each finalist candidate. A representative chosen by this group ~~of department chairs~~ shall have the opportunity to discuss orally with the full board of trustees, in executive session, their collective views with respect to each finalist candidate.
- (iii) Faculty senate and Akron-AAUP. The faculty senate and Akron-AAUP shall each elect from their membership three representatives ~~who are bargaining unit members and~~ who shall be invited to a meeting with each finalist candidate. This

group of faculty senators and bargaining unit faculty, in accordance with article 10, section 6 of the collective bargaining agreement between the university of Akron and the American association of university professors, the university of Akron chapter, which became effective in 2005, shall have the opportunity to discuss orally with the full board of trustees, in executive session, their collective views with respect to each finalist candidate.

- (iv) Senior administration. The vice presidents, ~~executive director~~ head of human resources, director of affirmative action/~~and~~ EEO officer shall be invited to a meeting with each finalist candidate. A representative chosen by this group of administrators shall have the opportunity to discuss orally with the full board of trustees, in executive session, their collective views with respect to each finalist candidate.
- (v) CPAC and SEAC. CPAC and SEAC shall each elect from their membership three representatives who shall all be invited to a meeting with each finalist candidate. One SEAC and one CPAC representative from this group of six shall have the opportunity to discuss orally with the full board of trustees, in executive session, their collective views with respect to each finalist candidate.
- ~~(v)~~(vi) Student representatives. The president of the ~~associated~~ undergraduate student government, the president of graduate student government ~~or~~ and the president of the student bar association shall be invited to a meeting with each finalist candidate. A representative chosen by these student representatives shall have the opportunity to discuss orally with the student trustees and the chair of the presidential advisory and screening committee, in executive session, their collective views with respect to each finalist candidate.

~~(vi)~~(vii) Community leaders. The advisory committee shall select a group of community leaders, including the president of the university of Akron alumni association, to meet with each finalist candidate. A representative chosen by this group shall have the opportunity to discuss orally with the full board of trustees, in executive session, their collective views with respect to each finalist candidate.

- (4) The foregoing procedures for the selection of the president by the board of trustees shall not be construed to limit, reduce, modify or relinquish any authority, responsibility, or discretion of the board to employ the president and govern the university consistent with the powers conferred upon the board by law. Notwithstanding anything herein to the contrary, these procedures shall not be deemed to be mandatory, but shall be considered directory in nature; and, may be revised, in whole or in part, upon a majority vote of the board of trustees at any regular or special meeting, without the necessity of prior notice thereof.
- (B) The president is the executive head of all university colleges, branches, schools, and departments and thus, responsible for general supervision of all its interests. Within general policies of the board, the president shall lead in fostering and promoting education, instruction, research and scholarly activity, and public service as its primary aims. Each year the president shall submit to the board a report on the institution's activities, plans, current and future needs and other relevant data. The president shall attend all meetings of the trustees and address to them matters of institutional importance. The president is the official medium of communication between the university, the board and its committees, possessing the exclusive right to transmit proposals from the faculty and staff--either as a group or as individuals--to the board. This exclusive right of the president shall not abridge the right of trustees to communicate directly with faculty, staff, or other employees of the university; and, no employee shall incur any penalty or sanction whatsoever in connection with such communications.
- (C) By virtue of administrative assignment, the president is a member of the faculty senate and of each college faculty and thus, may preside at every meeting thereof, if the president so wishes. The president shall appoint all committees of the faculty senate unless their memberships are designated

by rule. The president shall see that measures of the faculty senate, which have been properly submitted to and approved by the board, are implemented and shall ensure that directives of the board relative to internal administration are carried out.

- (D) The president has authority in all matters of student discipline in accordance with the rules and regulations of the board. The president shall oversee preparation of the annual budget and advise the board on all financial matters; shall preside at commencement and all other public academic occasions; and shall confer such appropriate degrees and honors as are granted by the institution. The president shall have authority and responsibility to oversee intercollegiate athletics and ensure compliance with NCAA and conference rules. The president shall oversee and foster relationships with legislative representatives, community, and municipal leaders, state and national higher education officials, professional associations, other educational institutions, business leaders, and other various publics of the university and higher education. The president shall assume a primary role in fund raising on behalf of the university.
- (E) The president is empowered to nominate all administrative officers, faculty, and staff members to the board for appointment. This responsibility also extends to recommendations on the vacation of professorships and other positions. With the board's prior approval, the president may appoint administrative officers as necessary to ensure the institution's effective operation. Although the president may delegate authority to appropriate officials, the president shall retain final authority and responsibility for administration of the University in accord with the bylaws and regulations of the board.
- (F) The president is authorized and empowered to compromise, adjust, and settle any and all claims, actions, causes of action, demands, costs, expenses, and any and all other damages in connection with any lawsuit filed for or against the university in an amount not to exceed \$25,000, upon such terms and conditions as the president shall deem reasonable and best. All such settlements shall be made upon advice of the general counsel and shall be subject to any necessary approval of the attorney general and the court in which the action is pending, and such other requirements as are mandated by law. Further, the president is empowered to execute such agreements of settlement and perform such acts as are reasonable and necessary to effect this settlement authority.

- (G) When in the judgment of the president the safety and well-being of students, faculty or staff, or university property is endangered, or when necessary to comply with the requirements of federal or state laws or regulations or when circumstances require the promulgation of rules without the benefit of prior review and approval of the board of trustees and/or the faculty senate, the president, upon a advice of the general counsel, is authorized and empowered to promulgate rules for the governance of the university and provide for filing of such rules in compliance with section 111.15 of the Ohio Revised Code. The president shall immediately inform the board of trustees and when appropriate the faculty senate of any rules promulgated pursuant to this authority.
- (H) Subject to the authority of government vested by law in the board of trustees, the authority and responsibility for the internal administration of the university is delegated to the president of the university of Akron and shall in fact be exercised by the president. The president may consult extensively with appropriate student, faculty, employee, and administrative groups. However, administrative decisions in all matters of operation of the university of Akron shall be the responsibility of the president, subject to appropriate review and/or approval by the board of trustees, notwithstanding any other delegation of authority or responsibility to any student, faculty, employee, or administrative group. Any delegation of authority by the president shall be accompanied by appropriate standards of guidance in the exercise of such delegated authority and shall be accompanied by periodic review.
- (I) For reasons of protocol or otherwise, the president shall have the right to execute or by express written direction to delegate the authority to execute any contract. Contracts may only be executed on behalf of the university of Akron as authorized in the bylaws, regulations, and rules of the board; and except as expressly provided, no employees, agents, or other representatives whatsoever of the university of Akron shall have any contracting authority to bind the university of Akron. Contracts shall not be authorized unless executed in accord with policies and rules established by the board and the president. Except for routine contracts and purchases authorized by rules of the board, contracts shall be reviewed for legal form and sufficiency by the office of general counsel prior to their execution.
- (J) When authorized by the board of trustees, the president may serve on corporate boards in a representative capacity on behalf of the university. In such instances, the president shall keep the board of trustees

informed regarding such activities and shall consult with and obtain prior approval from the board of trustees, unless otherwise authorized by the board of trustees, regarding the president's participation in any change in the mission, governance or legal structure of the entity or any commitment of university assets in connection with the president's service while acting in a representative capacity with the entity. For purposes of this provision, the term "assets" shall be liberally and broadly construed to include anything of value, including but not be limited to capital, real or personal property, financial resources, personnel, "in-kind" contributions as that term is commonly known in higher education, or other such form of value.

Effective: February 27, 2009

Certification: _____
Ted A. Mallo
Secretary
Board of Trustees

Prom. Under: 111.15

Rule Amp: Ch. 3359

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11/24/01, 6/25/07, 2/27/09

THE UNIVERSITY OF AKRON

RESOLUTION 12 - - 13

Revisions to University Rule 3359-1-05
President of the University

BE IT RESOLVED, that the recommendation presented by the Rules Committee on December 11, 2013, to revise Rule 3359-1-05 to update and correct language as well as add the Contract Professional Advisory Committee (CPAC) and Staff Employee Advisory Committee (SEAC) to the constituencies and/or advisory groups to be provided an opportunity meet with finalist candidates during the presidential search, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 11, 2013

3359-10-02 The university of Akron bylaws of the faculty senate.

- (A) Name. The name of this body is the faculty senate of the university of Akron.

- (B) Duties. As delegated by the board of trustees of the university, the faculty senate is the legislative body of the faculty regarding its academic mission and is empowered to:
 - (1) Formulate suitable rules, requirements, and procedures for the admission, government, management, and control of the students, courses of study, granting of degrees and certificates, and other internal affairs of the institution necessary to meet the objectives of the university, subject to the approval of the board of trustees, in accordance with the established policies of the board.

 - (2) Review and offer recommendations concerning proposals for the creation, abolition, or rearrangement of colleges, departments, schools, or divisions of instruction, proposals from university-wide committees, and such other matters as may be referred to the senate by the president of the university. Such proposals shall be forwarded to the executive committee for inclusion on the agenda of senate meetings.

 - (3) University-wide committees which are created by the senate, shall report to the senate unless otherwise indicated by the senate; other university-wide committees shall report to the parties or body creating them and shall file an information copy of such report with the executive committee, except that the president's advisory committee, the provost's advisory committee, appropriate grievance committee, committees dealing with personnel matters, and other committees where the president of the university determines sensitivity is required shall not file such information reports with the senate. The executive committee will include the report on the agenda of the senate meetings.
 - (a) Committee recommendations for senate action shall be distributed to the members of the senate at least seven days before the senate meeting at which the recommendation is to be considered. All messages shall include a statement of the rationale for the recommendation.

- (b) No committee recommendation that was not distributed in accordance with the foregoing requirement shall be considered by the senate unless the senate consents to its consideration by majority vote.
- (4) All legislation introduced in the faculty senate shall be designated as such; and if passed, shall be forwarded to the president. Within forty-five days of receipt of the legislation, the president shall:
 - (a) Forward the legislation to the board of trustees, or
 - (b) Forward the legislation to the appropriate vice president; or
 - (c) Put the legislation into effect if the president deems it unnecessary to send the matter to the board, or
 - (d) Disapprove and return the legislation to the senate with explanation for the president's rejection; and
 - (e) Notify the senate of the disposition of the legislation, indicating whether the legislation has been approved, referred to the board of trustees, referred to the appropriate vice president, or returned to the senate for reconsideration or amendment. In the event that the president refers legislation to the board of trustees, the president shall notify the faculty senate of the board of trustees' eventual disposition of the legislation.
- (5) The senate shall elect a representative to the Ohio faculty council, who serves in that capacity along with the chair of the senate.
 - (a) Senate members who are full-time teaching members of the faculties of the colleges are electors of the senate representative. Any regular faculty member may be elected.
 - (b) The election shall be conducted by secret ballot.
 - (c) The representative shall be elected at the May meeting of the senate. The term of office shall be for two years. There

shall be no limit on the number of terms a person may serve.

- (d) The representative, if not already a member of the senate, shall become an ex-officio, non-voting member.

(C) Officers and executive committee.

- (1) Officers. The faculty senate shall elect a chair, vice chair, and secretary biennially from among the membership of the faculty senate. The election shall be by majority vote using a secret ballot. Except for the ex-chair serving pursuant to paragraph (C)(2) of these bylaws, members of the executive committee shall serve for two years.
- (2) Duties of the chair. The chair of the senate presides over regular meetings of the senate, calls special meetings of the faculty senate, acts as or designates the official spokesperson for the faculty senate in all of its external communications, serves on the Ohio faculty council, administers the budget of the senate, serves as chairperson of the executive committee of the senate, forwards to the president all legislation and recommendations passed by the senate, supervises (jointly with the secretary) the clerical staff of the senate, and undertakes such tasks as are directed by the senate. Upon the expiration of the chair's term of office, the ex-chair shall for one year be a voting member ex officio of the senate if he or she otherwise would not be a member. During that period, the ex-chair shall also be a voting member ex officio of the executive committee.
- (3) Duties of the vice chair. Assists the chair in such ways as the latter may request; and in the absence of the chair, the vice chair presides over the meetings of the senate.
- (4) Duties of the secretary. The secretary of the senate records, transcribes, and distributes the proceedings of the senate to all departments and interested members of the university, assists the chair in such ways as the latter may request, has custody (jointly with the chair) of the books, records, physical facilities, and tangible property of the senate, supervises (jointly with the chair) the clerical staff of the senate, and arranges for the orderly conduct

of the business of the senate. In the absence of the chair and the vice chair, the secretary presides over meetings of the senate.

- (5) Executive committee. The chair, vice chair, secretary, and four elected members of the senate will serve as the executive committee of the senate. The executive committee of the senate will have the following responsibilities:
- (a) Appoint members to appropriate faculty senate committees.
 - (b) Prepare the agenda for each meeting.
 - (c) Serve as an advisory committee to the senior vice president and provost on governance matters affecting the academic mission of the university.
 - (d) Ensure that the business of permanent and ad hoc committees is completed in a timely fashion.
 - (e) Bring matters to the senate or assign matters to committees.
 - (f) Consider any questions and complaints regarding elections of members to the senate and make recommendations concerning these complaints to the senate. The executive committee shall further certify the validity of all senate elections.
 - (g) When necessary, act on behalf of the senate during the period between the end of the spring semester and the beginning of the fall semester. Such actions shall be reported to the faculty senate for ratification at its next regular meeting.

(D) Committee structure.

- (1) The faculty senate shall create such committees as it deems appropriate to the conduct of its business.
- (2) The executive committee, at its discretion, may invite non-members of the senate to serve on senate committees.

- (3) In special cases, the senate may choose to make part or all of the membership on a committee elective rather than appointed by the executive committee.
 - (4) The senate committees shall yearly elect their own chairs, who, if not otherwise members of the faculty senate, shall become ex officio, non-voting members.
 - (5) For organizational purposes, the committees of the senate will have either of two forms:
 - (a) University committees, the members of which shall be elected from specified constituencies, or
 - (b) Permanent committees, the members of which shall be appointed by the executive committee of the faculty senate.
- (E) University committees.
- (1) The faculty rights and responsibilities committee ("FRRC").
 - (a) This committee shall concern itself with grievances relating to faculty assessment or evaluation, appointment, retention, tenure, and promotion. This committee shall be composed of one member from the tenured faculty of each degree-granting college, elected by its full-time faculty and one full-time faculty member from the university libraries, elected by its full-time faculty.
 - (b) For each grievance case submitted by a part-time faculty member three members of the part-time grievance pool shall be selected to be members of the faculty rights and responsibilities committee ("FRRC") for the duration of that case. These members will only participate in FRRC business involving the grievance case in question. These members will be selected by lot by the chair of the FRRC, but part-time faculty members from the same department as the grievant shall not be eligible to serve.
 - (c) A part-time faculty grievance pool shall be established by each college every fall. The pool will consist of part-time

faculty members who have taught at least four semesters at the university of Akron and who have been nominated by the part-time faculty members of that college and who have subsequently confirmed to the college dean their willingness to serve.

- (d) Any persons in an administrative position, including interim positions, at or above the decanal rank (deans, associate deans, and persons of similar rank) are ineligible to serve on the committee. Members shall serve overlapping three-year terms so that during two years, three are elected, while four are elected during the third year. The committee shall elect its own chair who, if not already a member of the faculty senate, shall become an ex-officio, non-voting member.
 - (2) Graduate council. The faculty senate delegates to the graduate council operational responsibility over all matters concerning graduate education, but reserves to itself the right to take up any matters it deems necessary. All action taken by graduate council shall be reported to the senate for final approval. Graduate council shall be composed of two members of the faculty senate who have category two graduate faculty status and the elected members of the graduate council.
- (F) Permanent committees.
- (1) Permanent committees of the senate shall be academic policies; curriculum review; athletics; university libraries; reference; research; student affairs; computing and communication technologies; accessibility; and part-time faculty.
 - (2) Members of the executive committee shall, in May, and after considering preferences of senate members and then non-senate members, appoint all permanent and ad hoc committees of the senate. To provide some continuity of membership for each committee, the executive committee shall appoint committee members so that, if possible, only one-third of the membership of any committee is terminated each year and members serve a three-year term. At the first meeting of each committee, the committee shall elect its chair, with the exception of the curriculum review

committee, which shall be chaired by the senior vice president and provost or said person's designee.

- (3) The following permanent committees shall have ex-officio members as indicated: athletics, the athletic director or said person's designee and the "NCAA" faculty athletics representative (appointed by the president); university libraries, the dean of university libraries or said person's designee; research, the vice president for research or said person's designee; student affairs, the associated vice president and dean of student life or said person's designee and the associate vice president of enrollment services or said person's designee; computer and communications technologies, the vice president and chief information officer or said person's designee; and curriculum review, the senior vice president and provost or said person's designee; and accessibility, the vice president for student engagement and success or said person's designee. If not already a member of the senate, the chair of each permanent committee shall become an ex-officio, non-voting member for reporting purposes only. Ex-officio members shall be non-voting unless they are members of the senate.
- (4) Academic policies committee.
 - (a) Recommends and interprets academic policy on university-wide matters such as admission, retention, graduation, and dismissal requirements.
 - (b) Recommends changes for the improvement of the academic program of the university.
- (5) Athletics committee.
 - (a) Advises faculty senate on all university activities relating to intercollegiate athletics including, but not limited to, conference affiliations and the national collegiate athletic association.
 - (b) Coordinates with other faculty senate committees matters of joint concern relating to intercollegiate athletics.

- (c) Provides advice and counsel to the director of athletics concerning individual player eligibility, interpretation of policy, and other matters relating to the athletic program.
 - (d) The registrar decides questions of academic eligibility of student athletes. If conflicts arise between the registrar, student athlete, and/or athletic department, the following procedures shall be made by any of the grieved parties to the athletics committee:
 - (i) Upon reviewing the facts, the committee would make a recommendation to the senior vice president and provost.
 - (e) Promotes academic achievement among student athletes.
 - (f) Reviews team game schedules, seasonal game limitations, and participation in post-season events.
- (6) University libraries committee.
- (a) Serves as an advisory group to the dean of university libraries to express the faculty will in the growth and development of the academic support which the libraries supply.
 - (b) Provides the dean of university libraries with guidelines and advice on acquisitions, budget, policy, and other matters affecting academic areas.
- (7) Reference committee.
- Reviews legislation referred to it by faculty senate to ascertain if it is drafted properly and does not conflict with existing rules and regulations or practices.
- (8) Research committee (faculty projects).
- (a) Reviews research proposals submitted by faculty members.

- (b) Recommends the budgeting of sums of the university's support of faculty research proposals to be funded by this committee.
 - (c) Establishes policies for funding proposals and guidelines for expenditures of those funded.
- (9) Student affairs committee.
 - (a) Recommends policy, subject to approval of faculty senate, regarding the granting of scholarships, awards, grants, and loans to university students.
 - (b) Proposes regulations concerning all extracurricular activities (except athletics) to faculty senate.
- (10) Computer and communications technologies committee.
 - (a) Provides recommendations to the senate on policy matters concerning utilization of information technology related to the academic functions of the university.
 - (b) Provides advice and counsel to the vice president and chief information officer on information technology needs related to the academic functions of the university.
- (11) Curriculum review committee.
 - (a) Reviews curricula and course recommendations of the several colleges and divisions and, when necessary, submits them to faculty senate for action.
 - (b) Considers the mechanics of the academic programs of the several colleges and divisions, such as adjustments in admission, retention and dismissal requirements, and changes in general bulletin descriptions.
 - (c) Reviews proposals for changes to courses and academic programs, and for new courses and academic programs, and recommends same for inclusion in the general bulletin.

- (12) Accessibility committee.
- (a) Reviews and recommends policies regarding disability and accessibility issues that relate to the academic function of the university, including academic policies which apply to faculty or students, and reports these to the senate for action.
 - (b) At the request of the curriculum review committee of the faculty senate, considers the mechanics of the academic programs of the several colleges and divisions, such as adjustments in admission, retention and dismissal requirements, and changes in general bulletin descriptions, as they may relate to accessibility/disability issues, and reports such to the curriculum review committee for action.
 - (c) At the request of the curriculum review committee or the faculty senate, reviews proposals for new courses, course changes, and new programs as they may relate to accessibility/disability issues, recommends such proposals for inclusion in the general bulletin, and reports such to the curriculum review committee for action.
- (13) Part-time faculty committee.
- (a) Gathers information about matters of concern to part-time faculty.
 - (b) Proposes policies concerning part-time faculty.
 - (c) Advises the senior vice president and provost on matters related to part-time faculty.
- (14) Subcommittees. Each committee may establish subcommittees as it sees fit and having established a subcommittee, may abolish it. No person who is not a member of a standing (permanent) committee may serve as a member of its subcommittees except by appointment of the executive committee. It is each committee chair's responsibility to maintain minutes and pass them on to the incoming chair.

(G) Meetings.

- (1) The number of meetings of the faculty senate shall be determined by the faculty senate as appropriate for the conduct of its business, but at least two general meetings will be held each semester. All reasonable efforts will be made to schedule regular meetings at a standard time and day to permit coordination of senators' teaching schedules with meeting times.
- (2) All meetings of the faculty senate shall be open to members of the university community. Non-members of the senate may make a request to address the senate. Such requests to speak will be granted subject to a vote of the senate.
- (3) All meetings of the senate will be announced at least two weeks prior to the scheduled meeting unless the senate declares itself to be meeting in emergency session.
- (4) All announcements of meetings will contain a detailed agenda. Requests to have items placed on the agenda of the senate must be submitted in writing to the secretary of the senate at least two weeks prior to the scheduled meeting of the senate.
- (5) Items referred to the senate by the president of the university, or the president's designee, for the good of the university, will be automatically placed on the agenda of the senate.
- (6) A petition of ten members of the senate may force an item on the agenda of the senate.
- (7) Thirty members of the senate shall constitute a quorum.
- (8) A roll call vote will be conducted if requested by any senator.
- (9) One permanent item on the agenda shall be presidential remarks.
- (10) Special meetings may be called at any time by the chair, or by the executive committee, or upon petition by any seven senate members who present their request in writing to the chair.

- (11) Senate members are expected to regard attendance at all meetings as a primary obligation to their colleagues and to the university. When conflicting professional duties, imperative personal affairs, or illness make attendance at a given meeting impossible, senate members are expected to notify the secretary in advance of the meetings. Such absence will be separately listed in the minutes as absences with notice.

(H) Membership.

- (1) Eligibility. Members of the faculty senate shall be elected from the members of the full-time faculty of the university of Akron, excluding deans, department chairs, and other primarily administrative officers with faculty rank; from the part-time faculty; from students; from full-time academic advisors; and from retired faculty.

(2) Apportionment.

- (a) The regular faculty of the individual degree-granting colleges and the university libraries shall elect representatives from their membership, excluding deans and other primarily administrative officers with faculty rank, apportioned on the basis of the number of regular faculty within the electorate and appointed to the units during the semester of the election; one senator for each fifteen regular faculty members or fraction thereof. For purposes of these bylaws the terms full-time faculty includes all full-time distinguished professors, professors, associate professors, assistant professors, instructors and college lecturers.

- (b) The part-time faculty shall elect two representatives from their membership.

- (c) The full-time academic advisors shall elect one representative from their membership.

- ~~(e)~~(d) There shall be three student representatives as follows:

- (i) The president of the undergraduate student government;
 - (ii) One student appointed by the president of the undergraduate government whose term shall coincide with the president's term;
 - (iii) One graduate/professional student elected by that constituency.
- ~~(d)~~(e) The association of the university of Akron retirees shall elect two senators from its dues-paying membership who are retired faculty members. S enators representing the university of Akron retirees association may not be elected to the executive committee nor serve as chair or vice-chair of any senate committee on which they sit.
- (3) Diversity. T o insure the representation of diverse views, all reasonable efforts should be made by the various electing units to elect women and minorities to the senate. The senate may appoint up to three additional members from regular faculty to increase diversity.
- (4) Electorate.
- (a) The eligible electorate; for the full-time faculty membership on the faculty senate; consists of all full-time faculty of the University of Akron. For the purposes of election to the faculty senate, academic deans, department and division chairs, directors of schools, and administrative officers holding regular faculty rank will be considered part of the electorate.
 - (b) The eligible electorate for the part-time faculty membership on the faculty senate consists of all part-time faculty of the university of Akron.
 - (c) The eligible electorate for the full-time academic advisors consists of all full-time academic advisors of the university of Akron.

~~(e)~~(d) The eligible electorate for the graduate/professional student membership on the faculty senate consists of all graduate and professional students currently enrolled at the university of Akron.

(5) Terms of office.

- (a) The terms of office for members of the senate shall be three years.
- (b) New members shall take office at the first senate meeting of the fall semester.
- (c) Should any elected member of the senate become an administrative officer on either an acting or a permanent basis during the term for which the member was elected to the senate, the person's seat shall be deemed vacant.
- (d) Should a member of the senate be unable to discharge the duties of the office, the senate may declare the member's seat vacant.
- (e) Senators who are on professional, medical, or administrative leave for one semester or less will retain their seats. If the leave extends past one semester, the senate may declare that seat vacant. The senate may declare vacant the seat of any senator who becomes unable to regularly attend meetings.
- (f) The senate may expel any senator who is absent without notice from more than three meetings during an academic year. In such event, the Senator's seat shall be deemed vacant.
- (g) Should a vacancy occur, the senate shall notify the appropriate unit to conduct a special election to fill the vacant seat.

(6) Elections.

- (a) Elections to the senate shall be subject to the following requirements and to the bylaws and rules of the electing unit except to the extent that they are inconsistent with these requirements:
 - (i) General elections in the individual units shall be completed by March 15 of each year.
 - (ii) All nominations and elections shall be by secret mail or electronic ballot.
 - (iii) In elections with only one seat at stake, each winning candidate must secure a majority of the votes cast. In the event no candidate receives a majority, there shall be a run-off election between the two highest vote-getters.
 - (iv) In elections with more than one seat at stake, each winning candidate must receive a number of votes exceeding half of the total number of ballots cast. In the event there are seats unfilled and the remaining candidates did not achieve a sufficient number of votes, there shall be a run-off election among the highest vote-getters (two per unfilled seat).
 - (v) All run-off elections are subject to the same procedural requirements as the general elections.
 - (vi) All special elections are subject to the same procedural requirements as are general elections.
- (b) Conduct of nominations and elections to the senate from the degree-granting colleges and the university libraries will be the responsibility of the respective deans.
- (c) Conduct of nominations and elections to the senate from the part-time faculty will be the responsibility of the continuing part-time faculty senator, the faculty senate

office, and the office of the senior vice president and provost.

- (d) Conduct of nominations and elections to the senate from the graduate/professional students will be the responsibility of the graduate student council and the student bar association.

(I) Amendments.

- (1) Proposal. Proposed amendments to this rule may be placed on the agenda of a regular or special meeting of the faculty senate by a member of the senate or by petition of twenty percent of the voting members of the faculty.
- (2) Procedure. A vote by the senate on a proposed amendment may be taken only after at least twenty-seven days have elapsed from the date on which the proposal was formally presented to the senate.
- (3) Majority. Prior to submission to the board of trustees, a proposed amendment requires the concurrence of sixty percent of the votes cast by members of the faculty senate.

(J) Support.

- (1) Material support. The faculty senate shall have suitable office space, a budget for appropriate expenditures, and at least one full-time secretary for support of its activities.
- (2) Assigned time. The officers of the senate will receive at least one three-credit course equivalent per semester assigned time for support of their service.
- (3) Schedules. Collegiate deans, department and division chairs, and directors of schools are to use all reasonable efforts to provide members of the senate with course schedules permitting attendance at regular meetings of the senate.
- (4) Records. All inactive documentary material and related records of the senate will be deposited in and catalogued by the university archives.

- (K) Rules. The rules contained in the current edition of “Robert’s Rules of Order Newly Revised” shall govern the faculty senate in all cases to which they are applicable and in which they are not inconsistent with these bylaws and any special rules of order the senate may adopt. A person who is not a member of the faculty senate may be appointed parliamentarian by the chair of the faculty senate.

Effective: July 5, 2013

Certification:

Ted A. Mallo
Secretary
Board of Trustees

Prom. Under: 111.15

Statutory Auth.: R.C. 3359.01

Rule Amp.: R.C. 3359.01

Prior Effective Dates: 9/28/97, 07/07/99, 02/14/00, 8/6/01, 11/24/01, 05/23/02, 09/20/02, 06/09/03, 09/30/03, 11/21/03, 6/25/07, 3/24/08, 10/3/08, 6/30/11, 10/1/12, 11/15/12, 5/23/13

THE UNIVERSITY OF AKRON

RESOLUTION 12 - - 13

Revisions to University Rule 3359-10-02
The University of Akron Bylaws of the Faculty Senate

BE IT RESOLVED, that the recommendation presented by the Rules Committee on December 11, 2013, to revise Rule 3359-10-02 to add language to include in the Faculty Senate a representative of the full-time academic advisors, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 11, 2013

3359-20-04.3 Faculty privileges and benefits.

- (A) Under the various headings of this "Faculty Manual," some of the policies, procedures, instructions, and traditions may be regarded also as faculty benefits and privileges. They include:
- (1) Extended circulation periods and other instructional support services in university libraries.
 - (2) Sick leave.
 - (3) Fee-based parking in designated university parking areas.
 - (4) Medical, dental, life, and long-term disability insurance; (regular and full-time auxiliary faculty only), contributions, if required, on a pre-tax basis at an amount periodically approved by the board of trustees.
 - ~~(5) Part time faculty health benefits. See rule 3359-20-061 of the Administrative Code.~~
 - ~~(6)~~(5) Sometimes partial or full payment of travel and subsistence expenses incurred at educational and professional meetings.
 - ~~(7)~~(6) Membership in an Ohio retirement system or alternative retirement plan ("ARP") as permitted by statute.
 - ~~(8)~~(7) New full-time university faculty moving expenses.
 - (a) The university may authorize payment of the cost for moving of household goods for the new appointee and spouse and any dependent children living in the same household, in accordance with the following guidelines.
 - (b) Travel and transportation allowance. If travel is by personal automobile the reimbursement will be at the current IRS rate for moving expenses. In lieu of travel by personal automobile, reasonable coach airfare will be reimbursed.

- (c) Moving allowance. The expense for the moving of household goods from the place of residence to the Akron or Orrville area may be paid, subject to the two thousand dollar limit to be charged to the general fund. Expenses may include the following if invoices or signed receipts are presented:
 - (i) Bill of lading from moving company.
 - (ii) Payment for rental of truck or trailer and trailer hitch.
 - (iii) Gasoline and tolls for rented vehicles.
 - (iv) Casual labor for loading and unloading vehicles and packaging materials when the move is not being made by a professional mover.
 - (v) Express and freight charges.
 - (vi) Insurance of household effects during transit.
- (d) Policy restrictions/exceptions
 - (i) Any exception to this policy must be made in advance of the individual incurring the expense, and for faculty, must be approved by the department chair, the dean of the college, and the senior vice president and provost and chief operating officer. Approval for instructional professional staff and administrative professional staff must be received from the appropriate vice president.
 - (ii) In cases where full moving expenses are authorized, and where such payment is to be made from either general funds or restricted funds, competitive bids must be obtained from at least two carriers. Copies of the bids must be presented at the time reimbursement is requested. If the lowest bid is not utilized, a letter of explanation must be attached.

- (iii) This policy covers only the cost of moving household goods and excludes reimbursement for meals, lodging, and other personal expenses enroute.
- (iv) Payments under the provisions of this policy are considered taxable income by the internal revenue service and will be reported on form W2. The employee is entitled to claim certain moving expense costs on the appropriate federal income tax form.

~~(9)~~(8) Identification card.

All full-time faculty members are issued photo-identification cards which are electronically validated at the beginning of each academic year. All part-time faculty members are issued photo-identification cards which are electronically validated for the pertinent semester.

(B) Other privileges and benefits are listed below:

- (1) Athletic and cultural events. Faculty members are granted half-price admission to all university athletic events and special rates for certain cultural events.
- (2) Recreation. The swimming pool has periods of open swimming for faculty members and their families. Faculty members are also welcome to participate in all intramural competitions--bowling, softball, volleyball, and others.
- (3) Credit union. All faculty members are eligible for membership in the ~~Akron teachers'~~ Towpath credit union. Payroll deductions may be made to the credit union's savings plan.
- (4) The bookstore at the university of Akron. Faculty members may purchase books and other supplies through the bookstore, ordinarily at a discount.

- (5) Notary public. Notary service is available by appointment in the office of the general counsel at no cost to faculty members.
- (6) Annuity option options.
- (a) ~~The university has adopted a plan which makes available to all members of the faculty and staff an annuity option. This plan, referred to as a tax deferred annuity plan, is in conformity with current provisions of the Internal Revenue Code. The university has adopted two annuity plans, a 403(b) plan and a 457(b) plan. The plans are generally available to all members of the faculty and staff, and the plans provide employees with an opportunity to defer employee contributions into a tax-deferred annuity. These plans are in conformity with current provisions of the Internal Revenue Code and Ohio Revised Code.~~
- (b) The university will accept an employee's voluntary authorization to divert a portion of current compensation on a pre-tax basis to the purchase of an annuity contract, ~~the purchase to be made through the university, but in the name of the employee in the 403(b) and/or the 457(b).~~ The 403(b) plan offers an additional salary deferral type known as a Roth after-tax salary deferral. All contributions in the 403(b) plan and/or the 457 (b) plan are used by the university to purchase an annuity contract held for the benefit of the employee. Compensation diverted on a pre-tax basis to the purchase of an annuity is excludable from the employee's taxable income, for federal and state income tax purposes, in the current year, but is taxed when received as income from the annuity at the tax rates in effect at that time. Special tax rules apply to the amounts contributed on an after-tax basis to the Roth 403(b) account. Internal revenue ~~The internal revenue service has placed a limitation limits on the amount of current compensation excludable from taxable income that can be contributed to the tax-deferred annuity plans.~~ A voluntary diversion of pre-tax compensation to purchase an annuity does not reduce the current base for local income tax, retirement deduction, or premiums paid by the university for insurance and workers' compensation.

- (c) A current list of companies qualified to provide annuities under the plans for university faculty and staff may be obtained from the web site of the university ~~controller~~ office of talent development and human resources.
 - (d) ~~Faculty members~~ University employees may wish to consult their tax advisors and/or current tax laws for any and all benefits or limitations to a tax-deferred annuity.
- (7) Education. Faculty members and members of their immediate families have been granted special educational privileges by the board, whereby eligibility accrues from employment as of the first day of the semester as indicated in the following statement:
- (a) Fee reductions for university faculty and administrative officers:
 - (i) Full-time university faculty
(as defined in paragraph (2) of rule 3359-20-02 of the Administrative Code.)
 - (a) Credit courses.

Any full-time university faculty member or administrative officer (or retired full-time university faculty member) shall be permitted to take two credit courses or six credit hours, whichever is greater, each semester, free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Any full-time university faculty member or administrative officer (or retired full-time university faculty member) shall be permitted to take a total of four credit courses during the summer semester. The

credit courses may be taken in any of the summer sessions comprising the summer semester. However, the aggregate of courses will not exceed four credit courses which will be free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

(b) Non-credit courses.

Any full-time university faculty member or administrative officer (or retired full-time university faculty member) shall be permitted to take two non-credit courses per semester (i.e., combined summer, fall, spring), which shall not affect his or her eligibility for credit fee reduction enrollment.

Some courses are not available for students using non-credit course fee reduction (AutoCAD, "Microsoft NT," polymer science courses, etc.). A list of such courses will be maintained by the division of ~~workforce development and continuing education~~ university of Akron (UA) business solutions.

All individuals using fee reduction for non-credit courses will be placed on a waiting list in the division of ~~workforce development and continuing education~~ UA business solutions (with a university of Akron designation assigned) on a first-come, first-served basis, until class meets minimum paying enrollment. These individuals will pay such costs as materials, supplies, lab fees, etc.

- (ii) Part-time faculty
(as defined in paragraph (A) (1) (c) (iii) of rule 3359-20-03 of the Administrative Code.)

Any part-time faculty member or contract professional appointed to teach three or more credit hours or at least twenty-five percent of a full-time equivalent faculty member during a semester shall be permitted to take one credit course or three credit hours, whichever is greater, during the semester of appointment, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these fees. Unused portions of these reductions are not cumulative.

Any part-time faculty member or contract professional appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member during a semester or an individual summer session in the summer semester shall be permitted to take one credit course or three credit hours, whichever is greater. The credit course may be taken during the summer session of appointment or one of the summer sessions subsequent to being appointed within the same summer semester.

One additional credit course may be taken in a different summer session of the same summer semester by any part-time faculty member or contract professional who is appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member. Again, the credit course may be taken during the summer session of appointment or one of the summer sessions subsequent to being appointed. Thus, the aggregate of courses for which fee reduction will be received, during the sessions in the summer semester will not exceed two credit

courses, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Fee reductions must be used in the semester or summer session earned or the semester or summer sessions immediately following; except spring semester reductions may be used during the following fall semester. Only one reduction may be used during a semester or summer session and unused reductions or portions of these reductions are not cumulative. Qualifying part-time faculty who will not make use of the fee reduction for themselves shall be permitted to transfer only the instructional fee reduction or a one course or three credit hours whichever is greater for an academic term to a qualifying spouse, same sex domestic partner or dependent child, under the conditions specified in paragraph (B)(7)(c)(i)(e) of rule 3359-20-043 of the Administrative Code. Part-time faculty are eligible for paragraph (B) (7) (a) (i) (b) of rule 3359-20-043 of the Administrative Code.

- (iii) "ROTC" officer personnel. "ROTC" officer personnel shall be eligible for reductions as full-time faculty as outlined in paragraph (B)(7)(a)(i) of this rule.
- (b) General provisions.
- (i) No reductions of residence hall room and board fees shall be granted to any person except members of the resident advisory staff.
 - (ii) The requirements of residence in Ohio for one year before the first day of any term or semester to be exempt from nonresident tuition charges shall be waived for employees who are entitled to the fee reduction.

- (iii) Eligibility for fee reductions for employees or relatives is determined by employment status on the first day of the course.
 - (iv) An individual may receive fee reductions under only one eligibility category (e.g., full-time university faculty, part-time faculty, full-time staff, spouse, same sex domestic partner or dependent) during any one academic period.
 - (v) Eligibility for other authorized fee credits is determined independently from the individual's status as a university of Akron employee or dependent. Thus, other authorized fee credits from other entities may be received in the same semester as the university's fee reduction.
 - (vi) Full-time employees with nine-month appointments are eligible for fee reductions during the summer if reappointed for the following academic year.
- (c) Fee reductions for relatives of university faculty and administrative officers.
- (i) The instructional fees, or an amount equivalent to the graduate level credit fees for Ohio residents, or an amount equivalent to the school of law credit hour fees for Ohio residents shall be deducted from total fee charges for the following groups (general fees, course fees, and other special fees not being affected):
 - (a) Dependents as defined by current rules and dependency tests of the internal revenue service of all full-time university faculty while the parent is in the service of the university of Akron.
 - (b) Spouses and same sex domestic partners of all full-time university faculty while one or

both are in the service of the university of Akron. Spouses and same sex domestic partners of full-time university faculty who are also employees may elect to receive fee reductions as an employee, ~~or a spouse or same sex domestic partner.~~

- (c) Spouses, same sex domestic partners and dependents of deceased full-time university faculty who were serving the university of Akron at the time of death.
- (d) Spouses, same sex domestic partners and dependents of all retired full-time university faculty.
- (e) Spouses, same sex domestic partners and dependents of part-time faculty members under the following conditions:
 - (i) The part-time faculty member is appointed to teach three or more credit hours or at least twenty-five percent of a full-time equivalent faculty member during the fall or spring semester and thus qualifies for a fee reduction for one credit course or three credit hours, whichever is greater;

The part-time faculty member is appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member during an individual summer session in the summer semester and thus qualifies for a fee reduction during the summer semester of one credit course or three credit hours, whichever is greater, a total of two credit courses. The

credit courses may be taken in any of the summer sessions of appointment comprising the summer semester. However, the aggregate of courses may not exceed two credit courses.

- (ii) The part-time faculty member so qualifying elects not to make use of the fee reduction so earned.
 - (iii) The spouse, same sex domestic partner or dependent to whom the benefit is transferred applies the benefit during the semester or the individual summer session of the spouse, same sex domestic partner or parent's qualifying appointment or in the semester of summer session immediately following; except spring semester reduction may be used during the following fall. Unused qualifying service or portions thereof are not cumulative.
 - (iv) Spouses, same sex domestic partners and dependents are not eligible for fee reduction of non-credit courses.
- (f) For purposes of fee reductions:
- (i) Spouses refer to individuals who have contracted the legal status of a marital relationship through religious or civil solemnized marriages and complied with all the statutory requirements pursuant to applicable law and shall not include common law marriages which may be otherwise recognized under Ohio law or other relationships between persons not legally capable of

making a marriage contract under Ohio law.

(ii) Same sex domestic partners must complete the university affirmation of same sex domestic partnership.

~~(ii)~~(iii) Dependents as defined by current rules and dependency tests of the internal revenue service. The employee may be required to submit proof of dependency to the university auditor on request.

~~(iii)~~(iv) Fee reductions may be taxable income to the faculty member.

(8) Educational assistance program (Internal Revenue Code section 127).

The university of Akron has created, as an exclusive benefit for its employees, this educational assistance program. It is the intent of the university to seek to provide this educational assistance program, the benefit of which shall be to seek to exclude all assistance provided hereunder from an employee's income to the extent allowable under Internal Revenue Code section 127. This fee reduction educational assistance program shall only extend to university employees taking courses at the university of Akron. Eligibility accrues from employment as of the first day of the semester. It is the intent of the university that the provisions of this program shall not apply to graduate assistants who may otherwise qualify for tax exemption of fee reduction pursuant to a separate university program.

(a) Full-time university faculty and administrative employees.

(i) Credit courses.

Any full-time university faculty member or administrative employee shall be permitted to take two credit courses or six credit hours, whichever is

greater, each semester, free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Any full-time university faculty member or administrative employee shall be permitted to take a total of four credit courses during the summer semester. The credit courses may be taken in any of the summer sessions comprising the summer semester. However, the aggregate of courses will not exceed four credit courses which will be free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

(ii) Non-credit courses.

Any full-time university faculty member or administrative employee shall be permitted to take two non-credit courses per semester (i.e., combined summer, fall, spring), which shall not affect his or her eligibility for credit fee reduction enrollment.

Some courses are not available for students using non-credit course fee reduction (AutoCAD, "Microsoft NT," polymer science courses, etc.). A list of such courses will be maintained by the division of ~~workforce development and continuing education~~ UA business solutions.

All individuals using fee reduction for non-credit courses will be placed on a waiting list in the division of ~~workforce development and continuing education~~ UA business solutions (with a university of Akron designation assigned) on a first-come, first-served basis, until class meets minimum

paying enrollment. These individuals will pay such costs as materials, supplies, lab fees, etc.

(b) Part-time faculty.

Any part-time faculty member or contract professional appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member during a semester shall be permitted to take one credit course or three credit hours, whichever is greater, during the semester of appointment, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Any part-time faculty member or contract professional appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member during a semester or an individual summer session in the summer semester shall be permitted to take one credit course or three credit hours, whichever is greater. The credit course may be taken during the summer session of appointment or one of the summer sessions subsequent to being appointed within the same summer semester.

One additional credit course may be taken in a different summer session of the same summer semester by any part-time faculty member or contract professional who is appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member. Again, the credit course may be taken during the summer session of appointment or one of the summer sessions subsequent to being appointed. Thus, the aggregate of courses for which fee reduction will be received, during the sessions in the summer semester will not exceed two credit courses, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Fee reductions must be used in the semester or summer session earned or the semester or summer sessions immediately following; except spring semester reductions may be used during the following fall semester. Only one reduction may be used during a semester or summer session and unused reductions or portions of these reductions are not cumulative. Qualifying part-time faculty who will not make use of the fee reduction for themselves shall be permitted to transfer only the instructional fee reduction or a one course or three credit hours whichever is greater for an academic term to a qualifying spouse, same sex domestic partner or dependent child, under the conditions specified in paragraph (B)(7)(c)(i)(e) of rule 3359-20-043 of the Administrative Code. Part-time faculty are eligible for paragraph (B)(7)(a)(i)(b) of rule 3359-20-043 of the Administrative Code.

(c) "ROTC" officer personnel.

"ROTC" officer personnel shall be eligible for reductions as full-time faculty as outlined in paragraph (B)(7)(a)(i) of this rule.

(d) General provisions.

- (i) No reductions of residence hall room and board fees shall be granted to any person except members of the resident advisory staff.
- (ii) The requirements of residence in Ohio for one year before the first day of any term or semester to be exempt from nonresident tuition charges shall be waived for employees who are entitled to the fee reduction.
- (iii) Eligibility for fee reductions for employees or relatives is determined by employment status on the first day of the course.

- (iv) An individual may receive fee reductions under only one eligibility category (e.g., full-time university faculty, part-time faculty, full-time staff, spouse, same sex domestic partner or dependent) during any one academic period.
- (v) Eligibility for other authorized fee credits is determined independently from the individual's status as a university of Akron employee or dependent. Thus, other authorized fee credits from other entities may be received in the same semester as the university's fee reduction.
- (vi) Full-time employees with nine-month appointments are eligible for fee reductions during the summer if reappointed for the following academic year.

(C) Benefits and privileges of retired and emeritus faculty and staff.

Retired faculty, emeritus faculty, and staff are provided certain privileges and benefits including:

- (1) No fee parking in any university lot except in metered and handicapped spaces. However, all retired faculty, emeritus faculty, and staff that continue as, or are rehired into any position as a full-time or part-time employee at the university are subject to the same parking permit fee assessments as described in OAC 3359-46-02.
- (2) Term life insurance for those hired prior to April 20, 1977 (staff) or September 13, 1977 (faculty) and continuously employed full-time since April 20, 1977 (staff) or September 13, 1977.
- (3) Health insurance coverage (excluding dental coverage) for dependents of recipients of Ohio retirement system benefits is provided if the retiree's original appointment date was prior to January 1, 1992 and had ten consecutive academic years of full-time service with the University immediately prior to retirement and the dependent was eligible for insurance when the retiree's health insurance coverage was terminated by the University. [Note: For employees on a twelve-month contract, a year is

defined as twelve continuous calendar months.] Group medical insurance for the retiree is provided by the Ohio retirement system.

- (4) Identification card.
- (5) Fee reductions for the retiree and dependent children and spouses (see paragraph (B)(7) of rule 3359-20-04.3 of the Administrative Code).
- (6) Athletic and cultural events. Retired faculty members are granted half-price admission to all university athletic events and special rates for certain cultural events.
- (7) Recreational facilities including the natatorium, gymnasium and playing fields are open to retired faculty at the same time as to other faculty.
- (8) Credit union. All retired faculty members are eligible for membership in the ~~Akron teachers'~~ Towpath credit union.
- (9) The bookstore at the university of Akron. Retired faculty members may purchase books and other supplies through the bookstore, ordinarily at a discount.
- (10) Notary public. Notary service is available in the offices of talent development and human resources and general counsel at no cost to retired faculty members.
- (11) Retired faculty retain full faculty privileges for the use of the libraries and may use the emeritus study room in Bierce library.
- (12) Part-time teaching assignments as needed.
- (13) Office or laboratory space, supplies and secretarial assistance, and computer services may be provided by special arrangement with the appropriate department.
- (14) Retired faculty may submit externally funded grant/contract proposals through the university. Retired faculty are not eligible for university- funded research grants or summer fellowships.

- (15) If funding is available, there may be partial or full payment of travel and subsistence expenses incurred at educational and professional meetings.
- (16) Listings in the "General Bulletin" and for those with campus offices, listings in the faculty/staff directory.
- (17) Access to computer center and information services privileges normally provided to active faculty.

Effective: ~~June 25, 2007~~

Certification: _____
Ted A. Mallo
Secretary
Board of Trustees

Prom. Under: 111.15

Rule Amp.: Ch. 3359

Statutory Authority: Ch. 3359

Prior Effective Date: 11/27/89, 7/20/90, 5/22/91, 7/17/91, 9/4/91, 5/22/92,
7/31/92, 1/27/93, 9/16/96, 11/22/97, 12/5/97, 11/6/99,
1/20/00, 9/27/01, 11/24/01, 5/27/02, 6/25/07

THE UNIVERSITY OF AKRON

RESOLUTION 12 - - 13

Revisions to University Rule 3359-20-04.3
Faculty Privileges and Benefits

WHEREAS, the following changes to Rule 3359-20-04.3 were recommended by the Rules Committee on December 11, 2013:

- The language about part-time faculty health benefits on page 1 is being removed from this Rule. The Affordable Care Act created new health insurance exchanges which offer more affordable health care options for part-time employees. Given this new option, The University of Akron will discontinue group health insurance to part-time employees effective December 31, 2013.
- The annuity options language on pages 4 and 5 has been updated to more accurately reflect the University's annuity plans.
- The fee reduction language beginning on page 8 is being updated to include same sex domestic partners. Currently, the Collective Bargaining Agreement with Akron-AAUP includes fee remission for same sex domestic partners. In addition, health benefits are provided to same sex domestic partners for all categories of employees at the University.
- In October, the Board approved the name change of Workforce Development and Continuing Education to UA Business Solutions. That name change is reflected on pages 6 and 13.
- The language on page 16 pertaining to term life insurance is being updated to reflect the discontinuation of retiree life insurance except for those employees grandfathered prior to 1977 who elected term life insurance offered through the University.

BE IT RESOLVED, that the recommendation presented by the Rules Committee to revise Rule 3359-20-04.3 be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 11, 2013

3359-20-06.1 Part-time faculty appointments.

(A) Definition of part-time faculty

- (1) The designation of lecturer is used for part-time faculty members. Part-time faculty are appointed by the board of trustees, for a particular term, upon recommendation of the department chair and approval of the dean of the college. Part-time faculty service requirement is limited to teaching responsibilities; all other activities are voluntary and shall not be considered to constitute full time responsibilities. (See faculty manual rule 3359-20-03 of the Administrative Code). The responsibilities of part-time faculty are:
 - (a) Develop the course syllabus for each section taught (unless the syllabus is standardized by the department)
 - (b) Hold classes on a regular basis according to the university schedule
 - (c) Keep required student grades
 - (d) Maintain the confidentiality of student records
 - (e) Maintain office hours or another method of allowing students in their classes to meet with them.
 - (f) Prepare and grade tests, quizzes, and other student assignments
 - (g) Attend scheduled departmental meetings when possible
 - (h) Provide current vitae and teaching portfolio to the department.

(B) Definition of teaching portfolio

- (1) The teaching portfolio is a file that is held by the department for each individual part-time faculty member. Items to be contained in the teaching portfolio for part-time faculty members are:

- (a) Current vitae
 - (b) Chair, mentor, or peer evaluations using documented expectations and evaluation methods standardized in the department or college
 - (c) Student evaluations using a standardized departmental form
 - (d) Course syllabus
 - (e) Other course information such as classroom assignments and tests
 - (f) Integration of innovative approaches to teaching such as:
 - (i) Computerized models
 - (ii) Lectures using integrated technology
 - (iii) Amount and quality of course material using the world wide web
 - (iv) Student projects using technology
 - (g) Participation in departmental workshops
- (2) The responsibility for keeping the teaching portfolio up to date lies with the part-time faculty member.
- (C) Definition of relevant experience
- (1) Relevant experience is work experience that is directly related to the teaching responsibility the part-time faculty member will have at the university of Akron. Examples of relevant experience include but are not limited to:
- (a) Relevant work experience includes, but is not limited to:
 - (i) Teaching experience
 - (ii) Professional experience

- (a) Clinical experience
 - (b) Similar teaching experience at a university
 - (c) Relevant special licensures or certificates through a recognized organizational body (local, state, or federal government or professional organization)
 - (b) Record of activity in a relevant professional organization
- (D) Excellence in teaching
 - (1) Excellence in teaching is documented by the part-time faculty member's teaching portfolio. Any item in the teaching portfolio may indicate excellence in teaching; however, when documenting classroom performance, excellence is demonstrated by scores that are consistently above the department mean in the following areas:
 - (a) Student evaluations
 - (b) Peer evaluations
 - (c) Supervisor evaluations
 - (2) Additional items include, but are not limited to:
 - (a) Relevant awards
 - (b) Relevant commendations
 - (c) Faculty development
 - (i) Attendance at relevant workshops
 - (ii) Relevant presentations
- (E) Assignments and load ceilings for part-time faculty
 - (1) Part-time faculty members may be assigned to more than one

department.

- (a) Salary grade structure shall be consistent throughout colleges. Appointments shall be made using the salary grade chart.
 - (b) The level of salary grade of the appointment may be determined independently by each department and college based upon approved guidelines as outlined in paragraph (I) of this rule.
- (2) Part-time faculty members perform teaching responsibilities necessitated by enrollment demand; all assignments are dependent on expertise, enrollment and need. The needs of the individual college/department are determined by the dean in conjunction with the senior vice president and provost.
- (3) In order to provide maximum flexibility for academic units, part-time faculty may teach up to twelve credit hours in any given semester (fall or spring).
- (a) Compensation for the teaching of twelve credit hours in any given semester shall not constitute de facto full time employment.
 - (b) While many part-time faculty may be reappointed from successive academic terms, all part-time faculty are employed on an at-will basis.
 - (c) No more than twenty-one total credit hours shall be assigned to any part-time faculty member for any academic year. The academic year is defined as fall and spring semester.
- (4) Part time faculty shall be compensated for teaching no more than nine credit hours during the summer session.
- (F) Recommended privileges that shall be made available to part-time faculty within the constraints of departmental space and budgets.
- (1) Faculty/peer mentor

- (2) E-mail account
 - (3) Access to computer and internet connection with e-mail capabilities
 - (4) Access to telephone, voice mail and campus mailboxes
 - (5) Access to work space/office.
 - (6) Access to secretarial support
 - (7) Access to duplication services for coursework and examinations
 - (8) Full access to university libraries
 - (9) Opportunities for interaction with full-time faculty and information about departmental activities.
 - (10) Opportunities for and ability to contribute to discussions of curriculum issues.
- (G) Recognition of part-time faculty commitment to programs across the institution is important. Demonstration of this recognition, within the constraints of departmental space and budgets, may include but is not limited to:
- (1) Support for professional development
 - (2) Opportunity to request sections and teaching times
 - (3) Awards
 - (4) Including part-time faculty in professional opportunities
 - (5) The department may seek input from part-time faculty regarding curricular issues
 - (6) Re-classification to higher salary grade if the specified criteria are met

- (H) Appointment contract periods, salary and grade levels
- (1) Contract periods
 - (a) Up to twenty-one credit hours per academic year
 - (b) Nine credit hours during the fifteen week summer session
 - (c) Semester-to-semester contracts dependent on enrollment and need
 - (2) Appointment and salary grades (salaries of current part-time faculty will not be reduced as a result of this policy.)
 - (a) Assistant lecturer
 - (i) Salary range: no less than six hundred dollars per credit hour
 - (ii) Master's degree with relevant experience; or
 - (iii) Bachelor's degree with twenty discipline related graduate credit hours
 - (b) Associate lecturer
 - (i) Salary range: no less than seven hundred dollars per credit hour
 - (ii) Master's degree with sixty semester hours of university level teaching experience, documented excellence in teaching, and relevant experience; or
 - (iii) Master's degree with fifteen credit hours of discipline related post master's level coursework, and relevant experience
 - (c) Senior lecturer
 - (i) Salary range: no less than eight hundred dollars per credit hour

- (ii) Relevant doctoral degree; or
 - (iii) Master's degree with one hundred semester hours of university level teaching experience, documented excellence in teaching, and relevant experience
- (d) Special lecturer
 - (i) Minimum of a bachelor's degree and/or related experience
 - (ii) Written justification and proof of a search for a qualified instructor with relevant credentials are required for the office of the senior vice-president and provost to approve the position
- (3) Salary ranges in all part time categories shall be reviewed annually by the planning and budget committee of the faculty senate.
- (4) Initial appointment shall be based upon credentials of the individual as they apply to the specific responsibilities and assignment at the university of Akron.
 - (a) The highest degree attained is that degree directly related to the teaching responsibility the part-time faculty member will have at the university of Akron.
 - (b) Relevant experience as defined in paragraph (C)(1) of this rule
 - (c) The exact salary within the specified category is dependent on the credentials as determined by the department that the individual is assigned subject to the approval of the appropriate department chair, dean, and the office of the senior vice president and provost.
 - (d) For both consistency across the institution and given the definition of part-time faculty in paragraph (A)(1) of this rule, the following shall not be considered for initial appointment:

- (i) Publishing record of the individual
 - (ii) Service to the institution beyond what is stated in paragraphs (I)(4)(a) and (I)(4)(b) of this rule
- (5) Existing part-time faculty shall first be classified subject to the specific criteria for part-time faculty. Further considerations may be given for their efforts and service at the university of Akron. These considerations shall be based upon relevant work experience and teaching experience as follows:
 - (a) Professional work experience as it relates to teaching assignment
 - (b) Expertise in one's field
 - (c) Professional development
 - (d) Additional degree or certificate completion
 - (e) Documented excellence in teaching
- (I) A change in grade for a part-time faculty member may be recommended by the department chair and considered by the appropriate dean and the provost once the part-time faculty member has obtained the minimum credentials necessary for the next grade level. Changes in grade and salary can be effective in either the fall or spring semester. These changes shall be based upon:
 - (1) Excellence in teaching is documented in the individual's teaching portfolio. The following shall be used to evaluate classroom performance (See paragraph (B) of this rule for further information on teaching portfolios and paragraph (D) of this rule for further information on excellence in teaching):
 - (a) Student evaluations
 - (b) Peer evaluations

- (c) Supervisor evaluations
 - (d) Innovation in teaching techniques and through the use of technology
 - (2) Completion of the next relevant degree
 - (3) A minimum of one hundred semester hours of university level teaching experience is needed for persons without the relevant doctoral degree to obtain a senior lecturer status. However, one hundred semester teaching hours does not guarantee the part-time faculty member the rank of senior lecturer in a de facto manner.
 - (4) Part-time faculty have the right to appeal the classification level to the appropriate department chair. In the event the issue is not resolved, then the part-time faculty member may appeal the decision to the appropriate dean, and then to the office of the provost.
- (J) Items to be considered when determining merit recognition for part-time faculty. Each item in this section is to be taken as it applies to the teaching responsibilities of the individual at the university of Akron.
- (1) Items to be considered for merit increases:
 - (a) The individual's teaching portfolio as defined in paragraph (B) of this rule
 - (b) Professional development specific to the course being taught
 - (i) Continuing course work toward a relevant degree
 - (a) Transcript required showing yearly progress
 - (b) Evidence of a plan of study provided
 - (c) Course work within the last eighteen months
 - (ii) Work toward an additional relevant certificate or licensure

- (a) Evidence of course work is needed within the last 18 months
 - (b) Evidence of clinical work
 - (c) Evidence of a professional plan of study
 - (d) Evidence of relevant continuing work experience with increased responsibilities in area of expertise
- (iii) Continuing education units in relevant areas of instruction as required by professional field (verification of attendance required)
 - (iv) Evidence of membership and active participation in professional organizations
 - (v) Conference attendance related to the field of instruction such as the opportunity to meet a specific departmental need through conference attendance and/or attendance at professional meetings that are agreed upon in advance by the part-time faculty member and the department. The department may provide funds for travel and attendance when possible.
- (2) Items that are not to be considered for merit increases:
- (a) Publishing record
 - (b) Service or committee work
- (3) Merit may include one or more of the following:
- (a) Reappointment
 - (b) Increase in compensation
 - (c) Support for professional development

- (K) Part-time faculty do not hold academic rank, and their grade designation is in no way related to the rank designations of full-time faculty.
- (L) The initial grade of a part-time faculty member is recommended by the department chair and approved by the dean of the college and the provost
- (M) If a part-time faculty member subsequently becomes a member of the full-time faculty, years of service as a part-time faculty member cannot be counted toward tenure or promotion.
- (N) Assignments for part-time teaching, day and evening, are made on the recommendation of the department chair with the approval of the dean of the college responsible for the course.
- (O) A completed application and acceptance agreement for part-time teaching at the university of Akron must be on file in the dean's office for each part-time faculty member. An application and acceptance agreement must also be completed with each change in grade designation.
- (P) Each semester the appropriate dean will notify each part-time faculty member in writing of specific class assignments
- ~~(Q) Part time group health insurance coverage benefit plan levels are the same as offered to full time faculty and staff members. Premium costs for the coverage are paid entirely by the part-time faculty and staff members and will be the same as those charged to the university for full time faculty and staff members.~~
 - ~~(1) Eligibility criteria require that part-time employees be currently teaching/working at least one-half of a full-time equivalency during the semester for which coverage is requested, and the part-time faculty members must also have established a prior employment service relationship with the university for at least one of the three immediately preceding semesters or summer sessions. The prior employment service relationship requirement need not be at a level of at least one-half of a full-time equivalency.~~
 - ~~(2) The office of benefits administration manages the program and premium collection.~~

~~(R)~~(Q) Additional considerations

(1) Responsibilities which shall not be required of part-time faculty:

(a) Conference attendance or presentations

(b) Attendance at social functions whether on or off campus

~~(S)~~(R) Part-time faculty grievance procedures are set forth in rule 3359-23-02 of the Administrative Code and faculty manual.

Effective: ~~May 23, 2013~~

Certification:

Ted A. Mallo
Secretary
Board of Trustees

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THE UNIVERSITY OF AKRON

RESOLUTION 12 - - 13

Revisions to University Rule 3359-20-06.1
Part-Time Faculty Appointments

BE IT RESOLVED, that the recommendation presented by the Rules Committee on December 11, 2013, to revise Rule 3359-20-06.1 to remove language pertaining to part-time group health insurance coverage, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 11, 2013

3359-26-02 General staff personnel policies and procedures.

(A) Accidents and injuries on the job.

- (1) Any work related injury or illness, no matter how minor, must be reported to the employee's supervisor, as soon as possible. The supervisor will, after attending to the injury, make a report of the incident and submit it to the office of environmental health and occupational safety. An investigation of the accident may be conducted by the director, environmental health and occupational safety.
- (2) Each university staff employee is protected by the provisions of the worker's compensation law of Ohio which covers expenses for medical care as well as certain compensation benefits in lieu of salary loss. For work related illnesses and injuries, medical care costs are not covered by the university group health plan.

(B) Appointing authority.

"Appointing authority" means the officer having the power of appointment to, removal from, audit, reduction or suspension of positions or employees in any office, department, or unit within the institution.

(C) Audits/position classification.

- (1) A classified employee or an employee's supervisor may request a review of the employee's position from the university appointing authority. Upon receipt of a signed, written request for a position audit, the appointing authority will forward a position description/audit questionnaire. The completed questionnaire, reviewed and signed by the appropriate administrative unit head, dean/director, and vice president, should be forwarded to the appointing authority for review. An audit may result in a higher, lower, lateral or no reclassification. An employee who is not satisfied with the results of the audit may request a review of the original determination. This review must be requested in writing to the appointing authority, who may request additional information and/or perform a desk audit. After review and final determination by the appointing authority, a classified employee

may within thirty days of such final notification, appeal the audit results to the state personnel board of review.

- (2) Requests for audits of a position, from either the incumbent or the appointing authority, may not be requested more than once a year. A classified employee may request only one position audit per year unless the employee provides, at the time of the request, documentation showing that the duties of the position have been substantially changed since the date of the completion of the previous audit. The "one-year period" is defined as one calendar year from the date which appears on the original notification letter of the most recent position audit.
- (3) Unclassified staff employees should refer to the position and salary administration program for information on a audits/position classification.

(D) Breaks.

Although rest periods are not officially provided for under state civil service laws, departments may allow two fifteen-minute breaks during each eight hour day. The first break is generally taken midmorning; the second is taken mid-afternoon. Supervisors will determine whether such breaks would hinder efficient departmental operation at certain times. Breaks are a privilege rather than a right; misuse of break periods or over-extending them may result in this privilege being revoked. Unused break periods are not cumulative, and may not be used to arrive late or leave work early.

(E) Discipline and discharge.

- (1) At the university of Akron, there are occasions when employees fail to meet performance standards or to abide by university policies, procedures, and rules governing appropriate conduct on the job. In order to deal with such situations in a fair and consistent manner, the university has developed a disciplinary policy and procedures designed to improve productivity and morale, and not merely to punish. The disciplinary program will assure employees of the following:

- (a) The university will respond in a consistent and predictable manner if an employee violates the rules.
 - (b) Disciplinary matters will be handled in a confidential and expeditious manner.
 - (c) Employees will be told what is expected of them and the possible consequences if they do not live up to performance expectations.
 - (d) Employees will be disciplined progressively except for instances where the seriousness of the offense may warrant bypassing one or all steps (i.e. illegal use of drugs).
 - (e) The discipline will be based on facts and not hearsay or opinion.
 - (f) Employees can appeal disciplinary actions through the university's internal grievance procedure or through the state personnel board of review.
- (2) Disciplinary action is normally progressive in nature; that is, repetitions of causes for disciplinary action or a combination of offenses should lead to application of more serious disciplinary sanctions. Some actions, because of their seriousness, represent a threat to the safety and well-being of the individual, other employees, or students or to university operations, (i.e. use of illegal substances, absence in excess of three days without notification, etc.) and may warrant bypassing one or all steps of the disciplinary procedures. The following defines and outlines the suggested sequence of the various disciplinary actions.
- (a) A verbal warning is an oral discussion between a supervisor and an employee who fails to meet performance standards or exhibits unsatisfactory behavior. Verbal warnings are generally issued for minor offenses and should be considered by the employee as a clear indication that a repetition of the offense may call for more serious disciplinary action. When a verbal warning is issued, the supervisor should take immediate constructive steps to help the employee avoid a reoccurrence of the offense.

- (b) A written warning is more serious than a verbal warning and may become a permanent part of the employee's official record. A written warning is issued if the required corrective behavior from a previous verbal warning(s) is not exhibited within the specified time limits, or if the offense is of a serious nature. A copy of the written warning is given to the employee and the original is forwarded to personnel services to be placed in the employee's official file. When a written warning is issued, the supervisor should take immediate constructive steps to help the employee avoid a reoccurrence of the offense.
 - (c) Continued unsatisfactory performance or the commission of a serious offense may serve as the basis for more severe disciplinary actions beyond a verbal or written warning. A suspension without pay can vary from one day to several weeks or months. A suspension is designed to give an employee some time to think over the seriousness of the offense and it is hoped that the employee will make a commitment to better behavior or performance in the future.
 - (d) A reduction in pay and or position may be on a permanent or temporary basis. Demotions are for situations in which an employee has been promoted and cannot handle the job or is no longer able to perform the regular duties in a competent manner. A removal is the most serious penalty that can be imposed and should be used with care in the event that a previous progressive discipline has not achieved the corrective behavior or when a serious offense has been committed.
 - (3) A staff member may be disciplined, suspended, discharged, or reduced in pay or position for the following types of unsatisfactory conduct: incompetence, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duty, failure of good behavior, or any acts of misfeasance, malfeasance, or nonfeasance.
- (F) Employee records.

- (1) Necessary job-related and personal information about each staff employee will be retained in an official personnel file maintained by and in human resources. The contents of each file will include: basic identifying information (name, address, and job title), completed employment application or other hiring related documents, notices of pay changes, information on benefit coverage, performance evaluations and information on other employment related actions (promotions, training, disciplinary, etc.), and other job related information deemed essential by the university. Essential records of current and former employees will be retained as necessary.
- (2) Access to personnel files will be provided only in the presence of a university official, and at a mutually convenient time and place. Staff employees who question the accuracy or completeness of information in their file should discuss such concerns with their supervisor and the appointing authority. Any erroneous or improper information will be removed. Should disputed information be retained in the file, the employee may submit a brief written statement identifying the alleged errors or inaccuracies. The statement will remain in the file as long as the disputed information is retained.

(G) General rules of conduct.

Staff members should not engage in conduct that is dishonest or fraudulent nor should they accept duties, obligations, gifts or favors of monetary value or engage in private business or professional activities which conflict with the interests and policies of the university of Akron and the state of Ohio.

(H) Grievances.

A grievance is a complaint or disagreement that may result from any situation in which an employee or group of employees believe that they have been unjustly treated. Grievance situations may include but are not limited to: working conditions and environment; relationships with supervisors and with other employees and officials; and/or management decisions in the application of established procedures. Grievances involving discrimination are not proper within the framework of the

grievance procedure, and should be referred to the university's affirmative action officer.

- (1) General provisions.
 - (a) For the purposes of the grievance policy 3359-26-02(H), the term "employee(s)" refers to a classified or nonclassified staff member who is not represented by a bargaining unit. The term "fellow employee" refers to any university employee who has not initiated the grievance procedure but one that is participating in the process as a witness. There are no restrictions on the type of employee who may serve as a witness (i.e. staff, faculty, contract professional, or bargaining unit staff).
 - (b) The grievance procedure may be utilized by employees who are currently employed on an active basis, or those not under suspension. Termination of employment during the grievance process will end the grievance.
 - (c) The employee has the right to be advised by legal counsel, if so desired.
 - (d) Only an employee who is directly affected has standing to file a grievance. Grievances may not be filed on behalf of an employee or group of employees.
 - (e) Filing deadlines noted for any step may be extended as a result of absence of either party due to approved leave, or with mutual written agreement.
 - (f) If a decision by supervision is not rendered within the agreed upon time limits, the grievance will automatically be moved to the next step of the grievance procedure.
 - (g) If the results of a grievance by an employee are not appealed within the time limits, the grievance will be considered withdrawn.
 - (h) All time limits are working days.

- (i) The employee may present evidence and/or witnesses to meetings; however, a fellow employee who serves as a witness must secure permission from his/her supervisor to attend such meeting.
 - (j) The university may elect to request that an additional witness or appropriate group representative participate in any or all steps of the grievance procedure.
 - (k) All discussions regarding grievances will take place in a private setting.
 - (l) The burden of proof lies with the employee.
 - (m) The individual responsible for conducting any step meeting must be provided in advance names of all potential witnesses.
 - (n) The office of human resources should receive copies of each appeal step as it occurs.
 - (o) Grievances appealed to the courts or to the state personnel board of review will be considered to be withdrawn.
 - (p) Grievance procedures for a bargaining unit employee are reflected in the current contract with each respective union.
- (2) Grievance procedure.

An employee who may have a grievance should attempt to resolve the matter informally with the immediate supervisor. Any grievance which cannot be informally resolved must be processed according to the steps indicated below:

- (a) Step one.

An employee must reduce the grievance to writing and submit such grievance to the supervisor within five working days after the occurrence of the event upon which the grievance is based. The written grievance shall include the specific matter causing dissatisfaction, a statement of

the relevant facts, and the specific remedy requested. The supervisor shall hold a meeting with the employee within five working days following the submission of the grievance to the supervisor.

Within five working days after such meeting, the supervisor will respond to the grievance in writing and return same to the employee.

An employee not satisfied with the response may appeal within five working days by returning the grievance to the supervisor and indicating in writing the desire to appeal the step one decision.

(b) Step two.

Within five working days after the receipt of the employee's notice of appeal, the employee, the employee's supervisor and the appointing authority will hold a step two meeting to discuss the grievance.

Within five working days after such step two meeting, the deputy appointing authority or designee will respond in writing to the grievance appeal.

If the employee is still not satisfied with the written response to the step two appeal, the employee may appeal the grievance to step three.

(c) Step three.

The employee will, within five working days, appeal to the step two response in writing through the employee's own reporting structure. This will begin with the person to whom the employee's supervisor reports, and follow through to the appropriate vice president/dean.

If the results of the written appeal through these steps are not satisfactory to the employee, the matter will be appealed to the associate vice president for talent development and human resources or designee. The appeal

meeting will involve the employee, the employee's supervisor, and the appointing authority or designee.

Within five working days following this meeting, the associate vice president for talent development and human resources or designee will communicate to the employee the university's final written decision.

(I) Identification card.

University policy requires that each employee must carry a photo-identification card at all times when on the university of Akron property. These cards are the property of the university and must be returned when leaving university employment. An identification card is issued to each employee by the "ZipCard" office.

(J) Orientation program: new staff employees.

In order to familiarize each new full-time staff employee with university privileges and benefits and the campus, an orientation program is presented by benefits administration. New employees will be notified in writing, requesting attendance at orientation after their appointment date.

(K) Performance appraisal.

(1) The university expects all supervisors to evaluate employees at least once annually on the basis of job performance. This performance appraisal should accomplish:

- (a) An enhanced supervisor-employee rapport and relationship through communication,
- (b) Clarification and mutual understanding relative to performance and productivity expectations, goals, and measurement criteria, and
- (c) Identification and documentation of the employee's performance strengths and/or deficiencies in a variety of categories thereby providing the basis for current and future personnel decisions, including but not limited to salary increases for unclassified staff.

- (2) In the event of a layoff, performance evaluations will determine efficiency points, which are a part of total retention points.

(L) Personal changes.

- (1) Since complete and up-to-date employee records are essential, it is required that each employee report any of the following changes to personnel services:

- name
- address
- telephone number
- additional education and/or training

- (2) The following changes need to be reported to benefits administration:

- any insurance related information, e. g., change of beneficiary for life insurance, addition or deletion of a dependent.

- (3) The following information needs to be reported to the payroll office:

- requested payroll deductions
- income tax exemptions

(M) Political activity.

- (1) No officer or employee in the classified service of the state, shall directly or indirectly, orally or by letter, solicit or receive, or be in any manner concerned in soliciting or receiving any assessment, subscription or contribution for any political party or for any candidate for public office; nor shall any person solicit directly or indirectly, orally, or by letter, or be in any manner concerned in soliciting any such assessment, contribution, or payment from any officer or employee in the classified service of the state; nor shall any officer or employee in classified service of the state be an officer in any political organization or take part in politics other

than to vote as the employee pleases and to express freely political opinions.

- (2) Complete details regarding political activities strictly prohibited and/or permitted appear in rule 123:1-46-02 of the Ohio Administrative Code.

(N) Position testing.

Certain staff positions at the university require that an applicant pass an appropriate clerical and/or skills test. The test will be scheduled by employment services. The cost of this test is paid by the university.

(O) Pre-employment physical examinations.

Certain staff positions at the university - law enforcement officer, day care and food service personnel, etc., - require that an applicant pass a pre-employment physical and/or psychological examination. Examinations are scheduled by employment services and are performed by a licensed physician and/or psychologist selected by the university. The cost of the required examinations is paid for by the university.

(P) Promotions and transfers.

- (1) Current employees are eligible to apply for vacant positions, according to skills and interest, providing the employee meets all requirements for same. The "employment opportunities bulletin" is published by employment services for campus distribution. All faculty, administrative, and staff positions currently open appear in this "bulletin." Some positions are restricted to employees who have been in their current position one year or longer. All applications must be received by the "deadline for applications" date indicated for the position. Probationary employees are not eligible to apply for another position.
- (2) Eligible employees who are interested in applying for an available position must complete an applicant update form by the deadline date. "Employment Services, Administrative Services Building," accepts applications Monday through Friday, eight a.m. to four p.m.

- (3) If an employee moves to a higher level position, the change is considered a promotion; if an employee moves to an equal or lower level position, the change is considered a transfer. These definitions apply whenever an employee moves from one position to another.
- (4) A transfer is not usually accompanied by a wage or salary increase, while a promotion may be.
- (5) No late bids will be accepted unless the employee has been on approved vacation and/or sick leave and the department has not completed the interviewing process. If the position should open up to the outside, any employee may apply at that time as an outside applicant.

(Q) Reassignment.

The university may reassign an employee from one assignment, building, work site, task, or shift to another within a job classification. No employee has any vested claim to performance of particular tasks within a particular job classification.

(R) Reduction of fees.

Staff employees and members of their families have been granted special educational privileges by the board of trustees, whereby eligibility accrues from employment as of the first day of the semester as summarized below:

- (1) Employee fee reductions for full-time staff members.
 - (a) Credit courses.

Any full-time university staff member (or retired full-time university staff member) shall be permitted to take two credit courses or six credit hours, whichever is greater, each semester, free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Any full-time university staff member (or retired full-time university staff member) shall be permitted to take a total of four credit courses during the summer semester. The credit courses may be taken in any of the summer sessions comprising the summer semester. However, the aggregate of courses will not exceed four credit courses which will be free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with the courses. Unused portions of these reductions are not cumulative.

(b) Non-credit courses.

Any full-time university staff member (or retired full-time university staff member) shall be permitted to take two non-credit courses per semester (i.e., combined summer, fall, spring), which shall not affect his or her eligibility for credit fee reduction enrollment.

Some courses are not available for students using non-credit course fee reduction (AutoCAD, "Microsoft NT," polymer science courses, etc.). A list of such courses will be maintained by the division of university of Akron (UA) business solutions.

All individuals using fee reduction for non-credit courses will be placed on a waiting list in the division of continuing education (with a university of Akron designation assigned) on a first-come, first-served basis, until class meets minimum paying enrollment. These individuals will pay such costs as materials, supplies, lab fees, etc.

(2) Fee reductions for relatives of full-time staff employees - the instructional fees, or an amount equivalent to the graduate level credit fees for Ohio residents, or an amount equivalent to the school of law credit hour fees for Ohio residents shall be deducted from total fee charges for the following groups (general fees, course fees and other special fees not being affected):

(a) Unmarried and dependent children (including dependents of same sex domestic partners) of all full-time university

staff while the parent is in the service of the university of Akron;

- (b) Spouses and same sex domestic partners of all full-time university staff while one or both are in the service of the university of Akron. Spouses and same sex domestic partners of full-time university staff who are also employees may elect to receive fee reductions as an employee or a spouse or same sex domestic partners;
- (c) Spouses and same sex domestic partners and unmarried and dependent children of deceased full-time university staff who were serving the university of Akron at the time of death; and
- (d) Spouses and same sex domestic partners and unmarried and dependent children of all retired full-time university staff.
- (e) For purposes of fee reductions:
 - (i) Spouses refer to individuals who have contracted the legal status of a marital relationship through religious or civil solemnized marriages and complied with all the statutory requirements pursuant to applicable law; and shall not include common law marriages which may be otherwise recognized under Ohio law or other relationships between persons not legally capable of making a marriage contract under Ohio law.
 - (ii) Same sex domestic partners must complete the university affirmation of same sex domestic partnership.
 - ~~(ii)~~(iii) Unmarried and dependent children include natural, adopted and stepchildren for whom the full-time employee or same sex domestic partner (or surviving spouse) provides more than fifty per cent support during the academic period for which education benefits are sought and who are not married at the start of the academic period for

which education benefits are sought. The employee may be required to submit proof of dependency to the university auditor on request.

~~(iii)~~(iv) The term support shall include the provision of food, clothing, shelter, medical and dental care, provision of accident and health insurance, transportation, recreation, child care expenses and other generally recognized indicia of financial assistance.

(f) Spouses and same sex domestic partners and dependents are not eligible for fee reduction of non-credit courses.

(3) Employee fee reduction for part-time staff members.

(a) Eligibility: A part-time staff member is one who works twenty or more hours per week on a regular schedule and whose appointment indicates part-time status. Part-time staff who have worked at least one thousand forty hours in the previous twelve month period are eligible.

(b) Credit courses.

Any part-time university staff member shall be permitted to take one credit course or three credit hours, whichever is greater, during a semester, free of all charges, excluding late fees, and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Any part-time university staff member shall be permitted to take one credit course or three credit hours, whichever is greater, during a summer session. The aggregate of courses for which fee reduction will be received, during the sessions in the summer semester, will not exceed two credit courses, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

(c) Non-credit courses.

Any part-time university staff member shall be permitted to take one non-credit course per semester (i.e., combined summer, fall, spring), which shall not affect his or her eligibility for credit fee remission enrollment.

Some courses are not available for students using non-credit course fee reduction (AutoCAD, "Microsoft NT," polymer science courses, etc.). A list of such courses will be maintained by the division of UA business solutions.

All individuals using fee reduction for non-credit courses will be placed on a waiting list in the division of UA business solutions (with a university of Akron designation assigned) on a first-come basis, until class meets minimum paying enrollment. These individuals will pay such costs as materials, supplies, lab fees, etc.

(4) General provisions.

- (a) No reductions of residence hall room and board fees shall be granted to any person except members of the resident advisory staff.
- (b) The requirements of residence in Ohio for one year before the first day of any term or semester to be eligible for reduction of nonresident tuition charges shall be waived for employees who are entitled to fee reductions.
- (c) Eligibility for fee reductions for employees or relatives is determined by employment status on the first day of the course.
- (d) An individual may receive fee reductions under only one eligibility category (e.g., full-time university faculty, part-time faculty, full-time staff, spouse or dependent) during any one academic period.

- (e) Full-time employees with nine-month appointments are eligible for fee reductions during the summer if reappointed the following academic year.
- (5) Fee reductions may be taxable income to the full-time staff employee.
- (6) Employees wishing to take advantage of the educational opportunities available at the university and their fee reduction benefits are encouraged to schedule classes outside the normal work day. However, with approval from the department head prior to each semester enrolled, work hours may be rescheduled to accommodate class attendance.
- (7) Time spent away from work attending classes must be made up the same day the class is scheduled. This may be done by extending the work day, using the lunch period, taking leave without pay or vacation leave, or a combination of the preceding. Class attendance during the normal work day is limited to one class.
- (8) Educational assistance program (Internal Revenue Code section 127).

The university of Akron has created, as an exclusive benefit for its employees, this educational assistance program. It is the intent of the university to seek to provide this educational assistance program, the benefit of which shall be to seek to exclude all assistance provided hereunder from an employee's income to the extent allowable under Internal Revenue Code section 127. This fee reduction educational assistance program shall only extend to university employees taking courses at the university of Akron. Eligibility accrues from employment as of the first day of the semester. It is the intent of the university that the provisions of this program shall not apply to graduate assistants who may otherwise qualify for tax exemption of fee reduction pursuant to a separate university program.

- (a) Employee fee reductions for full-time staff members.
 - (i) Credit courses.

Any full-time university staff member (or retired full-time university staff member) shall be permitted to take two credit courses or six credit hours, whichever is greater, each semester, free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Any full-time university staff member (or retired full-time university staff member) shall be permitted to take a total of four credit courses during the summer semester. The credit courses may be taken in any of the summer sessions comprising the summer semester. However, the aggregate of courses will not exceed four credit courses which will be free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

(ii) Non-credit courses.

Any full-time university staff member shall be permitted to take two non-credit courses per semester (i.e., combined summer, fall, spring), which shall not affect his or her eligibility for credit fee remission enrollment.

Some courses are not available for students using non-credit course fee reduction (AutoCAD, "Microsoft NT," polymer science courses, etc.). A list of such courses will be maintained by the division of UA business solutions.

All individuals using fee reduction for non-credit courses will be placed on a waiting list in the division of continuing education (with a university of Akron designation assigned) on a first-come,

first-served basis, until class meets minimum paying enrollment. These individuals will pay such costs as materials, supplies, lab fees, etc.

(b) Employee fee reduction for part-time staff members.

(i) Eligibility: A part-time staff member is one who works twenty or more hours per week on a regular schedule and whose appointment indicates part-time status. Part-time staff who have worked at least one thousand forty hours in the previous twelve month period are eligible.

(ii) Credit courses.

Any part-time university staff member shall be permitted to take one credit course or three credit hours, whichever is greater, each semester, free of all charges, excluding late fees, and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Any part-time university staff member shall be permitted to take one credit course or three credit hours whichever is greater during a summer session. The aggregate of courses for which fee reduction will be received, during the sessions in the summer semester, will not exceed two credit courses, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

(iii) Non-credit courses.

Any part-time university staff member shall be permitted to take one non-credit course per semester (i.e., combined summer, fall, spring), which shall

not affect his or her eligibility for credit fee remission enrollment.

Some courses are not available for students using non-credit course fee reduction (AutoCAD, "Microsoft NT," polymer science courses, etc.). A list of such courses will be maintained by the division of UA business solutions.

All individuals using fee reduction for non-credit courses will be placed on a waiting list in the division of UA business solutions (with a university of Akron designation assigned) on a first-come basis, until class meets minimum paying enrollment. These individuals will pay such costs as materials, supplies, lab fees, etc.

- (c) General provisions.
 - (i) No reductions of residence hall room and board fees shall be granted to any person except members of the resident advisory staff.
 - (ii) The requirements of residence in Ohio for one year before the first day of any term or semester to be eligible for reduction of nonresident tuition charges shall be waived for employees who are entitled to fee reductions.
 - (iii) Eligibility for fee reductions for employees or relatives is determined by employment status on the first day of the course.
 - (iv) An individual may receive fee reductions under only one eligibility category (e.g., full-time university faculty, part-time faculty, full-time staff, spouse or dependent) during any one academic period.

- (v) Full-time employees with nine-month appointments are eligible for fee reductions during the summer if reappointed the following academic year.
 - (vi) Fee reductions may be taxable income to the full-time staff employee.
 - (9) Employees wishing to take advantage of the educational opportunities available at the university and their fee reduction benefits are encouraged to schedule classes outside the normal work day. However, with approval from the department head prior to each semester enrolled, work hours may be rescheduled to accommodate class attendance.
 - (10) Time spent away from work attending classes must be made up the same day the class is scheduled. This may be done by extending the work day, using the lunch period, taking leave without pay or vacation leave, or a combination of the preceding. Class attendance during the normal work day is limited to one class.
- (S) Responsibilities.
- (1) It is the university's responsibility to manage its operations and facilities, and direct its personnel. This responsibility includes determining when and the manner in which work is to be performed, assigning such work to employees and establishing the number and size of work units. It also includes the right to transfer, alter, revise and/or eliminate any or all methods, processes, materials, work schedules and services in accordance with the needs of the university, as determined by the university. With regard to hiring, suspensions, discharge, removal, transfer and layoff, the aforementioned rights shall be in accordance with the applicable provisions of the Ohio Revised Code, as amended, and/or institutional policies as applicable. The right to manage includes the authority to establish policies and procedures governing and affecting the operation of the university.
 - (2) It is the employee's responsibility to provide service to students, colleagues within the university, and the public in the most courteous, expedient and efficient manner possible.

(T) Solicitation of funds.

The solicitation of funds by individuals or groups is not permitted without the approval of the president of the university. This includes advertising the sale of tickets on campus for non-university affairs, etc. The endorsement of products by an employee is not considered appropriate whenever the employee's connection with the university is either obvious or implicit. The solicitation of advertising for any publication bearing the university's name must be approved by the president or other authorized representative.

(U) Transfer of service and sick leave.

- (1) In certain instances, a state employee with prior state agency service credit may be entitled to an adjustment of the basis on which sick leave or vacation eligibility is determined.
- (2) Transfer of service credit from another state agency to the university:
 - (a) If an employee has prior service with another state agency, the employee must request that a written verification - including service dates, status, and/or sick leave - be sent to personnel services. A separate verification must be submitted for each instance of service with another state agency.
 - (b) Transfer of prior service credit will be effective on the first day of the pay period during which official verification of service is received by personnel services.
 - (c) The university of Akron does not recognize student employment for the purpose of adjusting service dates.
- (3) Transfer of university service to other state agencies:
 - (a) If a current or former employee requests transfer of prior service and/or sick leave to other state agencies, the employee must submit a written request to personnel services. In order to insure correct and expedient

processing, the requestor should provide service dates with the university and position held.

- (b) Prior service or sick leave credit transferred to the university will not affect the “School Employees Retirement System” service credit records.

(V) Uniforms.

The university provides uniforms for certain employees who are required to wear attire other than personal clothing in the normal pursuit of their duties. All employees will be required to wear uniforms provided.

(W) Voting time.

University staff members are encouraged to participate in local and national elections. However, employees are encouraged to vote either before or after regularly scheduled work hours or during lunch breaks.

(X) Work schedules.

- (1) A normal work week at the university consists of five consecutive eight hour days, and normal office hours are Monday through Friday, eight a.m. to five p.m. Some offices or functions of the university operate on other scheduled working hours and/or days in order to meet the needs of the university. Each employee will be notified by the employee’s supervisor regarding regular shift beginning and ending times as well as regularly assigned work days.
- (2) In certain job classifications, or in certain situations, overtime work or work before/after the regular shift may be mandatory. If the supervisor requests that the employee work overtime, the employee is expected to comply.

Effective: ~~November 1, 2013~~

Certification: _____
 Ted A. Mallo
 Secretary
 Board of Trustees

Prom. Under: R.C. 111.15

Rule Amp.: R.C. 3359.01

Stat. Auth.: R.C. 3359.01

Prior Effective Date: 5/22/91, 8/16/91, 9/4/91, 7/31/92, 1/20/00, 5/27/02, 1/27/03,
2/22/03, 5/23/03, 4/25/04, 5/29/05, 6/25/07, 6/30/11,
11/1/13

THE UNIVERSITY OF AKRON

RESOLUTION 12 - - 13

Revisions to University Rule 3359-26-02
General Staff Personnel Policies and Procedures

BE IT RESOLVED, that the recommendation presented by the Rules Committee on December 11, 2013, to revise Rule 3359-26-02 to include same sex domestic partners as being eligible for fee remission, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 11, 2013

TO BE RESCINDED

3359-26-06 Part-time staff group health insurance coverage.

- (A) The university of Akron offers part-time group health insurance coverage. Premium costs for the coverage are paid entirely by the part-time staff members and will be the same as those charged to the university for full-time staff members.
- (1) Eligibility criteria require that part-time employees be currently working at least one-half of a full-time equivalency during the semester for which coverage is requested. The prior employment service relationship requirement need not be at a level of at least one-half of a full-time equivalency.
 - (2) Coverage is provided through the university's managed care organizations.
 - (3) The office of benefits administration manages the program and premium collection.

Effective: November 24, 2001

Certification: _____
Ted A. Mallo
Secretary
Board of Trustees

Prom. Under: 111.15

Statutory Auth: Ch. 3359

Rule Amp: Ch. 3359

Prior Effective Date: 1/6/98, 10/14/01

THE UNIVERSITY OF AKRON

RESOLUTION 12 - - 13

Rescind University Rule 3359-26-06
Part-Time Staff Group Health Insurance Coverage

BE IT RESOLVED, that the recommendation presented by the Rules Committee on December 11, 2013, to rescind Rule 3359-26-06 Part-Time Staff Group Health Insurance Coverage, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 11, 2013

1

*Acceptance of June 30, 2013 External Audit Results

2

Acceptance of the SSAE 16 External Audit for the Period May 1, 2012 through April 30, 2013

Presiding:
Jonathan T. Pavloff
December 11, 2013

Audit & Compliance



CONSENT AGENDA:
Item 1

THE UNIVERSITY OF AKRON

RESOLUTION 12- -13

Approval of June 30, 2013 Financial Statement Audits

BE IT RESOLVED, that the recommendation of the Audit & Compliance Committee on December 11, 2013, to accept the annual financial statements and footnotes as presented by management of the University, Foundation, and Research Foundation including Plante Moran's audit opinions and reports thereon as of and for the year ended June 30, 2013, be approved.

Ted A. Mallo
Secretary
Board of Trustees

December 11, 2013

THE UNIVERSITY OF AKRON

RESOLUTION 12- -13

Approval of SSAE 16 Audit

WHEREAS, since January 2010, the University is considered a service provider in that the University provides certain IT hosting and management functions for Lorain County Community College; and

WHEREAS, those services necessitate the need for an audit that varies in scope and objective from an annual financial statement audit; and

WHEREAS, that audit is often referred to as an SSAE 16 audit (formerly SAS/70);

BE IT RESOLVED, that the recommendation of the Audit & Compliance Committee on December 11, 2013, pertaining to acceptance of the SSAE 16 audit of the University as performed by SS&G, external auditor, for the period May 1, 2012 through April 30, 2013, be approved.

Ted A. Mallo
Secretary
Board of Trustees

December 11, 2013



**Consent Agenda
The University of Akron Board of Trustees
Meeting of December 11, 2013**

| Item | Description | Committee | Tab |
|-------------|---|-----------------------------------|-------------------|
| 1 | Minutes for October 16 and November 18, 2013 | None | Board of Trustees |
| 2 | Quarterly Financial Report for July through September 2013 | Finance & Admin. | 2 |
| 3 | Quarterly Investment Report for July through September 2013 | Finance & Admin. | 3 |
| 4 | Purchases for More Than \$500,000 | Finance & Admin. | 4 |
| 5 | Revised University Endowment Funds Investment Policy | Finance & Admin. | 5 |
| 6 | Cumulative Gift and Grant Income Report for September and October 2013 | Finance & Admin. | 6 |
| 7 | Proposed Honorary Doctorate | Academic Issues & Student Success | 1 |
| 8 | Tentative Graduation List and Statistics for Fall 2013 | Academic Issues & Student Success | 2 |
| 9 | Proposed Move of the Department of Sports Science | Academic Issues & Student Success | 3 |
| 10 | Research Activity Reports for September and October 2013 | Academic Issues & Student Success | 4 |
| 11 | (WITHDRAWN) University Council and Operational Bylaws | Strategic Issues | 4 |
| 12 | New University Rule 3359-1-04.1, Open Meetings; Rescind University Rule 3359-4-04, Compliance with Sunshine Law | Rules | 1 |
| 13 | Revisions to University Rule 3359-1-05, President of the University | Rules | 2 |
| 14 | Revisions to University Rule 3359-10-02, Bylaws of the Faculty Senate | Rules | 3 |
| 15 | Revisions to University Rule 3359-20-04.3, Faculty Privileges and Benefits | Rules | 4 |
| 16 | Revisions to University Rule 3359-20-06.1, Part-Time Faculty Appointments | Rules | 5 |
| 17 | Revisions to University Rule 3359-26-02, General Staff Personnel Policies and Procedures | Rules | 6 |
| 18 | Rescind University Rule 3359-26-06, Part-Time Staff Group Health Insurance Coverage | Rules | 7 |
| 19 | Acceptance of June 30, 2013 External Audit Results | Audit & Compliance | 1 |