

Presiding:
Chair
Ann Amer Brennan
November 30, 2011

1	Call to Order
2	Report of the Chair
3	Report of the President
4	Report of the Student Trustees
5	Consideration of Approval of Minutes of the Meeting of the Board of Trustees
6	Consideration of Recommendations of the Finance and Administration Committee
7	Consideration of Recommendations of the Audit and Compliance Committee
8	Consideration of Recommendations of the Academic Issues & Student Success Committee
9	Consideration of New Business
10	Next Regular Meeting: January 18, 2012 Student Union, Room 339 Executive Session, 7:30 or 8 a.m.; Board Meeting, 10 a.m.
11	Adjournment

**Trustees' Retreat
January 19, 2011
Minutes**

The meeting was called to order at 12:50 p.m. with Chair Brennan presiding. Also present were Vice Chairs Pogue and Bittle; Trustees Bond, Palmisano, York and Woolford; and Student Trustees Duff and Rich. The meeting was conducted according to the following agenda:

- 12:50 p.m. Chair's introductory remarks**
- 1 p.m. Consequential Governance**
The best boards understand their roles as stewards, strategists, and sense-makers, thereby creating a sense of higher purpose and partnership in leadership with the administration. This session will engage the board in learning the concepts and practicing how to do it.
- 2 p.m. Sustaining Consequential Governance**
This session will cover better ways to govern in order to put into practice and sustain the concepts presented in the previous session, with emphasis on how to:
- Find, frame, and focus on what matters most to the university
 - Align board structure with strategy
 - Build a culture of inquiry, dialogue, learning, and high team performance
 - Engender accountability
- 3 p.m. Break**
- 3:15 p.m. Key Issue Identification: Focus**
All participants will answer the following question on an index card (to be shuffled, redistributed, and processed in the next session):
What is the single most important question that the Board and the President will need to answer/work on together in the next 12-18 months?
- 3:20 p.m. Small Group Exercise**
Spend no more than 10 minutes of your time reaching consensus on the key issue. Then answer these two questions:
- 1) What would be the single most persuasive evidence of success on the issue?
 - 2) What are the top three action steps the Board could take to ensure success on this issue?
- 4 p.m. Reports from Groups and Discussion of Next Steps**
Each group will have 8 minutes to describe the question, evidence, and action steps.
- 4:50 p.m. Wrap-up session including outlining next steps for Board**
- 5 p.m. Adjournment**

The meeting adjourned at 5 p.m. Brennan motion, Bittle second, 7-0. No actions were taken other than adjournment. Chair Brennan agreed to draft the attached summary of the group's thoughts regarding subsequent activity.

General Thoughts from the Board Retreat with Cathy Trower on January 19, 2011

The Board is interested in performing at a higher level. The Board would like to participate in the early framing of an issue so that Trustees can provide our insight into it and not simply react to how the administration has framed an issue.

The Board is interested in discussion that is more upstream – particularly on issues that keep the president, provost and senior staff awake at night. Essentially, the Board needs an early-warning system regarding potential issues.

There is a feeling among Board members that we are just perpetuating what has come before, but we desire to add value and to be partners with the administration in moving forward for the betterment of the University. The Board knows its role is to set policy and would like to do that.

The Board wants to learn more about several items:

- 1) Vision 2020 – We keep hearing about it, but we have not seen a document. A question arose during the Board meeting about eliminating colleges. This should be a policy issue, and the Board needs to at least hear the plans.
- 2) Athletics – Large numbers of dollars are spent on this area. Several questions we need to have answers to include a) the overall plan; b) the percent of student fees spent on athletics vs. areas where more students participate; c) how our Athletics and related budgets compare to those of other MAC schools.
- 3) Budget Cuts and Resources – Grave concern exists over budget cuts and the resources that we must have to continue to provide high-quality education to our students.
 - a. Some Trustees feel that raising tuition should be the last resort, and all believe that it should not be the first.
 - b. We need to understand how maximizing the space presently available would affect the potential number of students that can be accommodated. Is it possible and desirable to offer differential prices to encourage using the resources available at different times? What other possible options exist besides building? Likely there should be a policy about this after a complete study.

Going forward, the Board would like the following:

- 1) An extensive and comprehensive assessment of the finances of the University
 - a. When discussing means to deal with probable state cutbacks, we would like the presentation to give – (i) the best, the worst and the most likely cases, and (ii) the effects of each on the enterprise.
 - b. When and if a tuition increase is being requested, the entire picture needs to be painted (for example, detailing what cuts would have to be made at each level - 1%, etc. if there is no increase). There must also be information on the impact of a tuition increase on scholarships at

the University (and the entire discount rate issue) as well as the impact on graduate education costs.

- c. What additional revenue opportunities are available? How soon? At what cost? How much could be generated?
- 2) An extensive study and presentation about development in light of decreased state funding support. Benchmarks for the best-practicing development offices at other publics should be used for comparison.
- 3) Creation of a dashboard of no more than a dozen items regarding the health of the University.
- 4) An extensive presentation of Vision 2020 with an opportunity to modify if appropriate
- 5) A study, preliminary to developing a policy, on the issue of greening of buildings and the campus, including cost vs. benefit both now and in the future

The Board understands the constraints of the sunshine laws and the limitations of discussion to certain topics in executive session. It was the consensus of Trustees that much of the framing of issues for eventual Board governance must occur in committee meetings.

There was total unanimity that the biggest issue facing the Board and the administration in the next 18 months will be how to continue growth in face of dwindling resources from the state and perhaps philanthropy as well. We need to utilize committee meetings to vet some issues more thoroughly, including development plans and facilities issues.

The Board also agreed that, under the leadership of the Trusteeship Committee, the Board would do a self-assessment. This will likely be with Dr. Trower.

Trustees' Retreat

May 25, 2011

Minutes

The meeting was called to order at 7:30 a.m. with Chair Brennan presiding. Also present were Vice Chair Pogue and Trustees Bond, Mohan, York and Woolford, and Student Trustees Rich and Duff. The meeting followed the following agenda:

- | | |
|-----------------|---|
| 7:30-9:15 a.m. | Review of assessment results |
| 9:15-9:30 a.m. | Break (during which Trustees Mohan and Duff had to leave) |
| 9:30-10:30 a.m. | Discussion of worksheet topics |

The meeting adjourned at 10:30 p.m. Brennan motion, Pogue second, 5-0. No actions were taken other than adjournment. Chair Brennan drafted the attached summary of the group's thoughts regarding subsequent activity. Vice Chair Pogue also prepared Notes on Principal Items for Further Attention by UA Board, which is attached.

My notes from the UA Trustees' Retreat, 5/25/2011

Ann Brennan, reviewed by Cathy Trower, facilitator

Present: Brennan, Pogue, York, Woolford, Bond, Mohan, Rich and Duff

This was an announced public meeting.

All had received the summary of the survey findings and a worksheet with questions to answer in advance. Discussion of these findings was the business of the day.

All good Boards assess themselves. It should be done every year. This will be done with the same instrument to measure progress and change.

From the survey, there appears to be some upward momentum to produce change.

The Board looked at the items in the survey which had the highest degree of variation. These included not understanding how athletics and academic programs support the University's mission. Whether or not the Board has meaningful dialogue on consequential issues also exhibited great variation. This possibly is a result of the sunshine laws and points up the need for more gatherings of the trustees in session such as this one.

For the most part the Board is collegial.

Much time is spent on considering the President's compensation but whether this is done properly was discussed for a time. Metrics are needed to measure specifically what is being accomplished by the President in order to compensate him as he desires.

During this discussion, the public perception that tuition is rising and that this is happening in order to pay administration more was expressed. There is some division as to which of his activities should be measured and compensated. The Board is responsible to be aware of the different publics and their views but should not be worried about that if we have a good procedure in place.

The Board needs to be clear what items are important in the President's performance and measure and compensate those.

Question to be determined, does his national prominence (ie. being invited to various symposia) have an impact on the research dollars, or economic development or the reputation of the university.

Discussion ensued about orientation to the work of being a Trustee of a public University. No one felt that what is presently done is sufficient and that this can lead to Trustees feeling in the dark for at least their first year of service.

The Board stated that the following things should be included in an orientation: strategic plan of the University; the Board's role in governance; the structure of the University with an organizational chart with names attached and roles delineated; the issues that the Board will probably have to grapple with in the coming year; Board committee structure; method of measuring the student experience; athletic programs (with tie-in to how these contribute to recruitment and retention of students); faculty relations with the institution and understanding of shared governance; basic facts of the University – number of students, colleges, majors, number living on campus; finances and the various funds and the overall bottom line; Ethics forms requirement.

A statement of expectations for Trustees should be given. (One has been written and given to the Trusteeship chair.) A Q & A of the questions a new Trustee may have should be developed and given to all Trustees. As an example, is it okay for a Trustee to contact a senior staff member? What about if the press calls?

The whole issue of micro-managing needs to be explored. Where does it start and stop? What constitutes policy, which is the Board's responsibility, and management, which is the administration's? This could be the topic of a couple of hours of Board discussion with a facilitator and possibly should be work that is done with Cathy Trower.

There are many resources in the greater academic world that the Board is unaware of. We need to develop a method of acquainting ourselves with these, probably using the Board office.

Agendas for meetings need to be set by us working in conjunction with staff in order to make our work better. We are and must be partners in Leadership with the President and administration.

The Board is concerned about not being given the right information at the right times. Yet there are too often times when a decision must be rushed because of various factors. This should be eliminated in most instances.

Like it or not, we are competing with other Universities, and we need to know what is happening in them. We need to develop a process to do this, possibly seeing their dashboards or through the Board Secretaries.

The survey showed that many on the Board do not feel we have sufficient diversity, geographic, gender or race. This is something beyond the control of the Board because the appointing authority is the governor. However, the Board should study what needs it has and prepare a list of potential Trustees to the governor's office.

The people present were in agreement that securing non-voting national trustees could be invaluable for filling in the gaps of our knowledge and for bringing forth new ideas and giving the Board a view of the greater world. This item will go on our "To Do" list.

Concern was expressed about the state's entanglement in the University while offering less and less support. The question of becoming a Charter University will be studied by the Strategic Issues Committee this coming year, but that would require a major increase in endowment to supplant the state funds.

It was suggested that the Assistant Board Secretary is the one to follow up for the Board on many issues and keep us informed as we need more complete information.

It is critical that the Board members reach out to Mr. Petro, new Chancellor, both individually and as a Board, and establish a relationship.

* * *

Board's "To Do" List

The Strategy Committee should study the question of the University's endowment and the probability for increasing it as part of the study of becoming a Charter University.

Ask Ted to research and suggest a method of having a category of national trustees, as Miami University has done, without requiring legislative action and the various legal constraints. This should be done for the August Board meeting.

Request Paul to have a book of pictures of the people who regularly attend Board meetings, along with their positions.

Ask Paul to develop a Board manual, content to be developed in conjunction with Trusteeship.

In order to ensure accountability for performance, determine the items that the Board wishes to monitor and request a dashboard measuring tool by August from the Provost.

The Strategic Issues Committee should consider the entire issue of health-care education and the niche the University should have in this.

Plan another retreat with Cathy Trower for the coming year and continue follow-up education through the Trusteeship Committee.

The Chair, in conjunction with the Board office, should move the Board meetings agendas from rote to dynamic.

Ask Mr. Pogue to arrange an opportunity for the Board to interact with Mr. Petro.

Ask Paul to develop a list of possible information resources for University Trustees and make these available. Also ask Paul to develop a method to allow Trustees to be kept aware of actions of our competitors that will impact enrollment, research or retention.

Notes on Principal Items for Further Attention by
UA Board (Meeting of 5/25/11 with
Consultant Dr. Cathy Trower)

1. Complete Proenza compensation discussions (including comparative review of base salary and of total compensation).
2. Obtain copy of University of Miami Strategic Plan.
3. Consider Trustee Mentoring Program.
4. Develop Non-Resident Trustee Plan.
5. Provide meaningful Orientation Program.
6. Examine organizational relationships of Secretary and of General Counsel.
7. Consider major health-care niche.
8. Study Charter University status.
9. Turn attention to growth of the endowment.
10. Determine how best to tie financial planning to strategic planning.
11. Reach out to Chancellor Petro.
12. Analyze Summit College status.

Richard W. Pogue

May 25, 2011

**THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES**

Meeting Minutes

Wednesday, October 26, 2011, 8:00 a.m.

Student Union, Room 339

Board Members Present:

Ann Amer Brennan, Chair

Richard W. Pogue, Vice Chair

Ralph J. Palmisano, Vice Chair

Roland H. Bauer

Judge Jane E. Bond

Dr. Chander Mohan

Jonathan T. Pavloff

Warren L. Woolford

Nicholas C. York

Student Trustee Present:

Kathleen A. Duff

Staff Officers of the Board Present:

Ted A. Mallo, Secretary; Vice President and General Counsel

Paul A. Herold, Assistant Secretary; Special Assistant to the President

Administrative Officers Present:

Dr. Luis M. Proenza, President

Dr. William M. (Mike) Sherman, Senior Vice President, Provost and COO

Candace Campbell Jackson, Vice President and Chief of Staff

David J. Cummins, Vice President, Finance and Administration/CFO

Ted Curtis, Vice President, Capital Planning and Facilities Management

Dr. Charles J. Fey, Vice President, Student Engagement and Success

Dr. Becky J. Hoover, Vice President, Talent Development and Human Resources

John A. LaGuardia, Vice President, Public Affairs and Development

James L. Sage, Vice President, Information Technology/CIO

Others Present (See Appendix A)

REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES

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

On a vote of 9-0, the meeting returned to public session at 10:20 a.m. Mrs. Brennan announced that Dr. Proenza and Mr. Pogue needed to leave the meeting by 11 a.m. to attend an invitation-only Ohio Business Roundtable meeting on college-degree completion; therefore, she would be taking some agenda items out of order, starting with the president's report.

REPORT OF THE PRESIDENT (See Appendix C)
GOVERNMENTAL RELATIONS REPORT

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

REPORT OF THE CHAIR

Mrs. Brennan discussed the use of a consent agenda for the full meeting, noting that the Board would hold one vote near the end of meeting for all items on the consent agenda. She said that the use of a consent agenda was part of an ongoing effort by the Board to refine both the format of Board and committee meetings and the structure of standing committees to become as effective and efficient as possible. She reported that committee members had voted on which items to put on the consent agenda, and every voting Trustee would be able to have any item removed from the consent agenda and considered separately.

REPORT OF THE STUDENT TRUSTEES

Ms. Duff reported that she attended the National Coalition for Student Regents and Trustees Conference in early October. She said the discussion there was excellent, and she was elected to the executive board of the organization as the communications director. After being congratulated by the other Trustees, Ms. Duff introduced featured students Joe Sass and Rebecca Agapov (See Appendix D), who offered some remarks to the Board regarding their experiences at the University. Each received a commemorative clock from Trustees.

CONSIDERATION OF MINUTES (Tab 1) presented by Chair Brennan

RESOLUTION 10-1-11 (See Appendix B)

ACTION: Motion by Bauer, second by Bond, approved 9-0 as amended.

REPORT OF THE STRATEGIC ISSUES COMMITTEE
presented by Committee Co-chair Pogue

Mr. Pogue said that the draft Vision 2020 strategic plan was reviewed in detail at the Strategic Issues Committee meeting. He said the result of the discussion was that Dr. Sherman will be revising the report in certain respects, with the objective of presenting the final plan for Board approval at its November meeting.

Mr. Pogue then reported that the Strategic Issues Committee had met in joint session with the Rules Committee and suggested modest changes in the draft on National Trustees, including the idea that the nomenclature "Advisory Trustees" be used in order to imply that persons residing outside the country could be considered. Mr. Pogue said that Mr. Bauer would present the final language as agreed by both committees later in the meeting.

REPORT OF THE FINANCE & ADMINISTRATION COMMITTEE
presented by Committee Chair Palmisano using a consent agenda

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

RESOLUTION 10-2-11 (See Appendix B)

ACTION: Motion by Palmisano on behalf of committee passed 9-0.

Mr. Palmisano called on Dr. Hoover to summarize the action item under tab 2, Mr. Cummins to summarize item 3, and Mr. LaGuardia to summarize actions items 4-6, all of which were to be considered on the consent agenda.

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

The administration sought Board authorization to make technical amendments, required by the IRS, to both The University of Akron Alternative Retirement Plan and the 403(b) Plan to bring them into compliance with the Heroes Earnings Assistance and Relief Tax Act of 2008; the Pension Protection Act of 2006; and the Worker, Retiree, and Employer Recovery Act of 2008.

Additionally, the Board was asked to authorize an officer of the University to adopt future technical amendments to the Alternative Retirement Plan and the 403(b) Plan upon prior written notification by the Vice President and General Counsel to the President and Chief Financial Officer without the necessity of further resolutions of the Board.

RESOLUTION 10-3-11 (See Appendix B)

- Purchase for More Than \$350,000 (Tab 3)

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

RESOLUTION 10-4-11 (See Appendix B)

- Cumulative Gift and Grant Income Report (Tab 4)

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

RESOLUTION 10-5-11 (See Appendix B)

- **Honorary Degree—Mr. James D. Oelschlager (Tab 5)**

In appreciation and recognition of his noteworthy achievements, valued leadership and outstanding service to his community and the University, James D. Oelschlager will be awarded an honorary Doctor of Humane Letters degree. Mr. Oelschlager, an outstanding community leader who is the founder and CEO of the independent equity investment company, Oak Associates, Ltd., has donated more than \$16.5 million to the University.

RESOLUTION 10-6-11 (See Appendix B)

- **Honorary Degree—Mrs. Margaret F. Donovan (Tab 6)**

In appreciation and recognition of her tremendous vision, commitment and support for expanding professional opportunities for women, advancing innovation in engineering and ensuring continued student success at The University of Akron, Mrs. Margaret F. Donovan will be awarded an honorary Doctor of Humane Letters degree. Mrs. Donovan is a generous benefactor of the University, who established the Margaret F. Donovan Chair for Women in Engineering, the first chair of its kind in the United States, in addition to funding scholarships and facilities focused on women and engineering.

RESOLUTION 10-7-11 (See Appendix B)

Mr. Palmisano then asked Mr. LaGuardia to comment on the informational item under tab 7, Mr. Cummins to comment on items 8-9, and Mr. Curtis to give a short status report on capital projects, with the full report provided under tab 10.

- **Alumni Association Report (Tab 7) INFORMATION ONLY**

Mr. LaGuardia invited Trustees to attend any of three upcoming alumni events—the College of Education Graduate Reception on that evening, the National Alumni Board meeting on November 7, and an Alumni Association-sponsored trip to Playhouse Square on November 13.

- **Priority Budget Issues (Tab 8) INFORMATION ONLY**

Year-to-date total revenues fell short of the budget estimate for the first quarter by \$4.4 million, primarily because fall enrollment increased but fell below projections. State Share of Instruction was in line with the budget.

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

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

- Purchases of \$25,000 to \$350,000 (Tab 9) INFORMATION ONLY
For August 2011, there were 47 purchases totaling \$3,559,557.44 in this category. For September 2011, there were 30 purchases totaling \$2,642,866.60.
- Status Report on Capital Projects (Tab 10) INFORMATION ONLY
Mr. Curtis reported on the status of state-funded projects, university-funded projects and planning-related projects and issues.

Trustee Pogue and Dr. Proenza left the meeting at 11 a.m., as previously announced.

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

presented by Committee Chair Bond, using a consent agenda

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

Dr. Sherman gave a presentation on Optimizing Student Success: Accountability to Students, State and Ourselves. Noting that ACT math and English scores indicate that Ohio students are somewhat better prepared for college coursework than their peers, he said 20 percent of Ohio students who have taken the ACT are not prepared for college level coursework and an additional 30 percent of Ohio students require intensive academic support.

Dr. Sherman said the disparity in college preparedness leads us to identify students in one of three academic preparedness levels: college ready, emergent, or preparatory. By addressing student preparedness levels with specific programs and policies, we will best be able to guide current students and university applicants on a trajectory that will optimize their academic and professional success. He said the University's ultimate responsibility is to have a transformative impact on society through a remarkable educational experience.

Judge Bond called on Dr. Newkome to highlight a \$7.2-million award from the U.S. Army Corps of Engineers to the College of Engineering. Dr. Newkome said that award would fund equipment and a facility for the University's research on combatting corrosion.

- Research Grants and Sponsored Programs Reports, September 2011 (Tab 1)

For July-September 2011, funding for externally funded research and other sponsored programs was \$25,967,828 for 160 projects. For July-September 2010, funding was \$10,528,233 for 132 projects. For July-September 2011, no patents were issued, two patent applications were filed, and nine disclosures were submitted. For July-September 2010, two patents were issued, six patent applications were filed, and 22 disclosures were submitted.

RESOLUTION 10-8-11 (See Appendix B)

Judge Bond called on Mr. Sage then Dr. Fey to give highlights of their respective reports under tabs 2 and 3.

- Information Technology Report (Tab 2) INFORMATION ONLY

Mr. Sage shared an update that was not contained in his printed report. He said that Randy Cole, president of Ohio's Controlling Board, had visited the University on October 14 to learn more about the UA-led shared-services efforts in Northeast Ohio and to offer his vision for similar efforts statewide, including those involving cities and counties.

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

Dr. Fey highlighted two items from the printed report—the work of the Academic Achievement Program to improve ACT scores and the launch of OrgSync, software that tracks students' co-curricular activities and supplements their academic transcripts.

REPORT OF THE RULES COMMITTEE

presented by Committee Chair Bauer, using a consent agenda

After noting that items under tabs 1-7 would be considered on the consent agenda, Mr. Bauer summarized each item.

- O.A.C. 3359-1-10, Advisory Trustees (Tab 1)

This new rule creates and describes the position of Advisory Trustee to permit the University to take advantage of the talents, resources and experiences of individuals who may or may not be residents of the state of Ohio. A maximum of three Advisory Trustees will be selected and removed by a majority vote of the Board and will be eligible for appointment to no more than two consecutive three-year terms totaling no more than six years. They will have no voting privileges and cannot serve as Board officers or committee chairs, but will otherwise participate in all board activities, including committee membership. Advisory Trustees will not be compensated but will be eligible for reimbursement of travel and reasonable and necessary expenses related to their service on the Board.

RESOLUTION 10-9-11 (See Appendix B)

- O.A.C. 3359-2-02, Organization of Instruction (Tab 2)

The revisions to this rule reflect the naming of the new health college that includes a School of Nursing as well as the extant schools of the College of Health Sciences and Human Services. Section (E) also is modified to be consistent with the language in the Collective Bargaining Agreement with Akron-AAUP.

RESOLUTION 10-10-11 (See Appendix B)

- O.A.C. 3359-20-02, Organization of the University (Tab 3)

To streamline rules and avoid redundancy, this rule will be rescinded. Each provision in this rule is either covered by the Collective Bargaining Agreement with the Akron-AAUP or by language in other rules.

RESOLUTION 10-11-11 (See Appendix B)

- O.A.C. 3359-20-03, The Faculty: General Personnel Policies (Tab 4)

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

RESOLUTION 10-12-11 (See Appendix B)

- O.A.C. 3359-9-02, General Academic and Administrative Personnel Matters (Tab 5)

The applicable provisions from Rule 3359-20-03, which is being rescinded, are consolidated into this rule as part of the continuing effort to streamline the University rules. In addition, the revisions of this rule eliminate mandatory retirement provisions that had not been implemented for decades.¹

RESOLUTION 10-13-11 (See Appendix B)

- O.A.C. 3359-20-03.4, Concluding University Employment (Tab 6)

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

RESOLUTION 10-14-11 (See Appendix B)

- O.A.C. 3359-43-01, Constitution (Tab 7)

This rule is being revised to change the name of the Associated Student Government to Undergraduate Student Government. In addition, the Constitution has been revised to satisfy the changing needs in the organization. All of the modifications have been approved by the representative committees and through formal action of the undergraduate student government.

RESOLUTION 10-15-11 (See Appendix B)

CONSENT AGENDA VOTE

presented by Mrs. Brennan

Mrs. Brennan said that, having thoroughly discussed all of the items on the consent agenda during committee meetings on October 12 and having heard each item summarized during this meeting, it was time to vote on the consent agenda.

ACTION: Motion by Woolford, second by Bauer for approval of resolutions 10-3-11 through 10-15-11, passed 8-0.

¹ Trustees Bond and Pogue, who had asked in the Oct. 17 committee meeting that the proposed change to 3359-9-02 not appear on the consent agenda, requested on Oct. 26 that the item be added back into the consent agenda. There was no objection by the Chair or any other Trustees to doing so.

NEW BUSINESS

presented by Chair Brennan

- **Additional Days of Paid Leave**

Dr. Proenza recommended that the Board grant three additional days of paid leave to staff and contract professionals between the Christmas and New Year holidays in recognition of the significant and collective efforts of those employees in contributing to the institution's growth and student success through their supporting roles. The University already was scheduled to be closed on December 24-27, 2011, and January 2, 2012, for holiday observances. With the additional three days, most of the University—with the exception of facilities and personnel required to conduct previously scheduled events and maintain essential physical infrastructure and safety—will be closed on December 24, 2011-January 2, 2012, allowing savings in utility and other operational costs. Past experience indicates that closing for a slightly longer period should not inconvenience students.

RESOLUTION 10-16-11 (See Appendix B)

ACTION: Pavloff motion, Bauer second, passed 8-0.

ADJOURNMENT

Mrs. Brennan announced that the next regular meeting of the Board of Trustees will take place in the Student Union on November 30, 2011. Committee meetings will be held on November 21, she said. After asking Trustees to please complete evaluation sheets for the meeting, Mrs. Brennan asked for a motion to adjourn.

ACTION: Meeting adjourned at 11:45 a.m.

Ann Amer Brennan
Chair, Board of Trustees

Ted A. Mallo
Secretary, Board of Trustees

November 30, 2011

APPENDIX A: OTHERS PRESENT

Rebecca Agapov, Student Honoree
Carol Biliczky, Akron Beacon Journal
Julie Burdick, Assistant Vice President, Academic Affairs
Dr. Thomas G. Calderon, Professor, Accountancy, College of Business Administration
Scott M. Campbell, Assistant General Counsel and Records Compliance Officer
Jeanette M. Carson, CPAC
Mary Beth Clemons, ASG
M. Celeste Cook, Associate Vice President and Deputy General Counsel
Timothy R. DuFore, Associate Vice President, Development
Alexa S. Douth, Graduate Assistant
Sean P. Dunn, Sean P. Dunn & Associates
Dr. Mark D. Foster, Associate Dean, College of Polymer Science and Polymer Engineering
Sidney C. Foster, Jr., Assistant Vice President and Associate General Counsel
Paul A. Hammond, Associate Athletics Director, Facilities and Operations
Scott Horstman, Horstman Photography
Cynthia L. Hughes, Administrative Assistant Sr.
John Kramanak, Assistant Director, Maintenance Technology, Student Union
Dr. Ravi Krovi, Dean, College of Business Administration
Kenneth S. Lindeman, SEAC
Laura M. Massie, Director, Media Relations
Nathan J. Mortimer, Associate Vice President, Institutional Operational Effectiveness
Dr. Dale H. Mugler, Dean, Honors College
Dr. Karla T. Mugler, Associate Vice President, Integrated Student Success
Paula Neugebauer, Coordinator, Office of the Board of Trustees
David Nypaver, Associate Vice President, Public Affairs and Development
David J. Pierson, Assistant Vice President, Capital Planning and Facilities Management
Kenneth G. Preston, Associate Vice President, Research and Director, Tech Transfer
Dr. Rex D. Ramsier, Vice Provost, Academic Operations
Elizabeth A. Reilly, Vice Provost, Academic Planning
John J. Reilly, Assistant Vice President and Associate General Counsel
Michael J. Rodriguez, Associate Athletics Director, Business
Joe Sass, Student Honoree
Mr. Tom and Mrs. Eileen Sass, Parents
Daniel J. Satter, Senior Associate Athletics Director, External Relations
Matthew P. Shaughnessy, Coordinator, Real Estate
Stanley B. Silverman, Associate Provost; Dean, Summit and University Colleges
Christopher J. Tankersley, CPAC
Thomas Wistrill, Director, Athletics

APPENDIX B: RESOLUTIONS

RESOLUTION 10-1-11: Pertaining to Approval of Board Meeting Minutes

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

RESOLUTION 10-2-11: Pertaining to Personnel Actions

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

RESOLUTION 10-3-11: Adoption of the First Amendment to The University of Akron Alternative Retirement Plan and the Second Amendment to The University of Akron 403(B) Retirement Plan

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

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

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

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

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

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

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

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

APPENDIX B: RESOLUTIONS, Page 2

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

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

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

RESOLUTION 10-4-11: Pertaining to Purchases for More Than \$350,000

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

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

RESOLUTION 10-5-11: Pertaining to Gift and Grant Income Reports August 2011

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

RESOLUTION 10-6-11: Pertaining to Mr. James D. Oelschlager

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

APPENDIX B: RESOLUTIONS, Page 3

WHEREAS, for more than 20 years, Mr. Oelschlager has supported healthcare initiatives in the Akron area, including— Summit County United Way; Summa Health System; Akron

Children’s Hospital; the non-profit Oak Clinic in Green, which he co-founded to offer services to multiple sclerosis patients; the Oak Adoptive Health Center, which he established to educate families involved in domestic, international and special needs adoptions; and the National Multiple Sclerosis Society; and

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

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

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

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

RESOLUTION 10-7-11: Pertaining to Mrs. Margaret F. Donovan

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

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

APPENDIX B: RESOLUTIONS, Page 4

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

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

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

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

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

RESOLUTION 10-8-11: Pertaining to the Acceptance of the Office of Research Summary of Activity Report for September 2011

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

RESOLUTION 10-9-11: Pertaining to University Rule 3359-1-10, Advisory Trustees

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

RESOLUTION 10-10-11: Pertaining to Revisions to University Rule 3359-2-02, Organization of Instruction

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

APPENDIX B: RESOLUTIONS, Page 5

RESOLUTION 10-11-11: Pertaining to Revisions to University Rule 3359-20-02, Organization of the University

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

RESOLUTION 10-12-11: Pertaining to Revisions to University Rule 3359-20-03, The Faculty: General Personnel Policies

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

RESOLUTION 10-13-11: Pertaining to Revisions to University Rule 3359-9-02, General Academic and Administrative Personnel Matters

BE IT RESOLVED, that the recommendation presented by the Committee on Rules concerning the approval of the revisions to University Rule 3359-9-02, be approved.

RESOLUTION 10-14-11: Pertaining to Revisions to University Rule 3359-20-03.4, Concluding University Employment

BE IT RESOLVED, that the recommendation presented by the Committee on Rules concerning the approval of the revisions to University Rule 3359-20-03.4, be approved.

RESOLUTION 10-15-11: Pertaining to Revisions to University Rule 3359-43-01, Constitution

BE IT RESOLVED, that the recommendation presented by the Committee on Rules concerning the approval of the revisions to University Rule 3359-43-01 pertaining to the Undergraduate Student Government Constitution, be approved.

RESOLUTION 10-16-11: of the Closing of the University on December 28-30, 2011, and Granting Paid Leave to Staff and Contract Professionals

WHEREAS, The University of Akron has, for the past six years, provided three days of paid leave for staff and contract professionals between the Christmas and New Year's holidays, in recognition of the significant and collective efforts of those employees in contributing to the institution's growth and student success in their supporting roles; and

WHEREAS, The University of Akron already is scheduled to be closed on December 24-27, 2011, and January 2, 2012, for holiday observances, and with the additional three days, most of the University—with the exception of facilities and personnel required to conduct previously scheduled events and maintain essential physical infrastructure and safety—would be closed on December 24, 2011-January 2, 2012, allowing savings in utility and other operational costs, and

APPENDIX B: RESOLUTIONS, Page 6

past experience indicates that closing for a slightly longer period should not inconvenience the University's students; NOW, THEREFORE,

BE IT RESOLVED, that the recommendation of President Proenza that in addition to the previously scheduled holidays, the University be closed December 28-30, 2011, except for essential services, and that three days of paid leave be granted to staff and contract professionals for that period hereby is approved by the Board of Trustees of The University of Akron.

APPENDIX C: REPORT OF THE PRESIDENT

Dr. Proenza noted that he and Vice Chair Pogue would excuse themselves early to attend a meeting of the Ohio Business Roundtable. He said it merits our concerted effort to better educate colleagues around the state on the kinds of analyses that we have made here at The University of Akron so that these complex issues are better understood and developed without prejudice to all.

Dr. Proenza then directed the Board's attention to three broad issues:

- The tuition/state-appropriation issue;
- The need for new metrics to measure university success in educating students; and
- Ohio's emerging efforts to reduce the need for developmental/remedial college courses.

The tuition/state-appropriation issue

Dr. Proenza referenced an article that had been published the prior week by Inside Higher Education titled, "It's Not Me. It's You." He said that article provides a fairly comprehensive treatment of some of the issues that surround matters of tuition and state appropriation. The article recounts, for example, how several legislatures have summoned their presidents of public universities to account for escalating tuition.

Dr. Proenza noted a report in that day's Wall Street Journal on private institutions raising tuition at an alarming rate. He said those increases seem smaller to those who do not consider the base to which the percentages apply. For example, he said, a 4 percent increase on a \$40,000 tuition base is considerably more than a 5 percent increase on a \$10,000 base, and the disparity continues to be about 2 to 1, or 3 to 1, depending on the institution.

Dr. Proenza said that, of course, the average president of a public institution is likely to say to the legislature, "It's not me; it's you," hence, the name of the Inside Higher Education article. Dr. Proenza said the article makes some points that may be worth considering:

- The "bottom line" is that there are only two major sources of revenue for public institutions—tuition and state appropriations.
- In 1972, state funding accounted for about 75 percent of the cost of educating a university student in Michigan, for example. Today state funding makes up less than 12 percent of the University of Michigan's budget. Dr. Proenza said the situation is similar, whether for Ohio State or The University of Akron.

Dr. Proenza said the article also notes that many university presidents have made it a high priority to try to convey to lawmakers that state support is vital to advancing the education and preparedness of our citizenry.

APPENDIX C: REPORT OF THE PRESIDENT, Page 2

He said that, obviously, many are indicating that the economy is not likely to turn around anytime soon, and the state's highest priority for the foreseeable future will be K-12 as it is perceived to be the central obligation of state governments. Legislatures and Congress, therefore, increasingly will debate about higher education as more of a private good than a public good. The debate, unfortunately, tends to be at the loss of higher education precisely when college today is the prerequisite for employment as high school once was, he said.

The need for new metrics to measure university success

Dr. Proenza referred to two articles on the critical need for better metrics in assessing university success with regard to educating students. He said he had shared the articles recently with Board members, as well as with Chancellor Petro, the Regents and Peter McPherson, president of the Association of Public and Land-grant Universities. The articles were "Moneycollege" by Ryan Craig, a partner at University Ventures Fund, and "Completion Rates in Context" by Craig A. Clagett, a vice president at Carroll Community College in Maryland. While the latter focuses more on community colleges, it makes points that apply to any aspect of higher education, Dr. Proenza said. Both conclude fundamentally that a single measure does not apply in higher education. Dr. Proenza further explained that the federal standard for making such comparisons of graduation rates and student success specifically refer to first-year, full-time students, but only a small percentage of all college students across the nation fit those criteria or stay in that cohort. As stated in "Moneycollege," "We measure what we measure because it's easy to measure, but it doesn't mean that it means anything."

Dr. Proenza said that, as he has stated in other ways, we have to find a way for higher education to own up to the fact that selectivity or expense cannot be a proxy for excellence; we need to find other measures. He reiterated that he has yet to meet a university—whether it is Harvard, Stanford or whatever—that has a monopoly either on green grass or on weeds. Thus, it behooves us to be more grown up and more measured in the things that we say, he said, because it is time that we stop punishing schools for trying to educate students and praising those that simply accept students who will graduate no matter where they go to school.

Dr. Proenza urged the Trustees to read those articles. He mentioned having received a note from Chancellor Petro, and he expects to be visiting with him and the Board of Regents. He added that he has been contacted also by the Association of Public Land-Grant Universities with an invitation to visit with their senior staff on these issues. He said they understand that we need to move to a unit record, not to these average measures of cohorts and so forth.

Ohio's efforts to reduce the need for remedial college courses

Dr. Proenza said that he was very pleased to report that Ohio is taking additional steps to address the burdensome issue that is facing all of its institutions—remedial (or developmental) coursework. On October 24, the Ohio Board of Regents and the Department of Education announced the creation of the Ohio High School and Higher Education Alignment Initiative. There will be 10 grants, each worth more than \$100,000 over three years, to be awarded in

APPENDIX C: REPORT OF THE PRESIDENT, Page 3

January to consortia of high schools and universities and career centers that submit winning proposals for partnerships to enable more high school students to move successfully into college. Dr. Proenza affirmed this as a positive element and said nobody should graduate from high school who is not reflecting the expected levels of knowledge and competencies that a 12th-grade education is supposed to hold. He said the expectation is to have this aligned with requirements for college readiness and to have all of the basic standards in place by 2013. The Chancellor is on record indicating that he wants four-year universities to eventually phase out remedial programs, because presently more than 40 percent of all students going to college find themselves needing to take at least one remedial education course, he said.

Dr. Proenza concluded that one might say that we are making progress in inches rather than leaps, but it is progress, and let us hope that we can sustain it.

Dr. Proenza then listed some highlights of recent University accomplishments:

- Head Men's Soccer Coach Caleb Porter was named the head coach of the U.S. Under-23 Men's National team, which will compete for a berth in the 2012 Olympic Games in London. Coach Porter will continue in his capacity as the head coach of the Zips. During the week before the Board meeting, Coach Porter attained his 100th win, in the fastest time in which any collegiate soccer coach has done so.
- Wayne College's Office of Continuing Education and Workforce Development will receive a \$1-million grant from the Department of Labor to provide IT network training for displaced workers and unemployed students.
- Dr. Robert Lord, Distinguished Professor of Psychology, was named the 2012 recipient of the Distinguished Scientific Contributions Award from the Society of Industrial and Organizational Psychology.
- The Center for the History of Psychology is featured on a Travel Channel program titled, "Mysteries at the Museum" to be aired on October 29 at 4 p.m. with commentary by Dr. David Baker, the Center's executive director.

APPENDIX D: FEATURED STUDENTS' BIOGRAPHICAL SKETCHES

Joseph Sass

Joe Sass is a 2006 graduate of Cuyahoga Valley Christian Academy and a 2010 graduate of Miami University, where he majored in accounting and minored in management information systems. He enrolled in the Master of Science in Accountancy program here in summer 2010 and plans to graduate this coming May.

He was joined at the Board meeting by his father and mother, Tom and Eileen Sass. He also has two siblings who were unable to attend. His younger brother, Dan, is a senior here, majoring in Philosophy, Political Science and Economics. His younger sister, Allison, is a freshman nursing major at Indiana Wesleyan University.

Joe has overcome some formidable challenges and made great strides during his 15 months at The University of Akron.

Rebecca Agapov

A fourth-year graduate student in the Department of Polymer Science, Rebecca Agapov came to Akron from Millersville University where she had been involved in independent research, was a leader in the undergraduate American Chemical Society chapter, and received numerous special awards.

While at Akron, she has received the Maurice Morton Award in 2009 and an Outstanding Woman Student Award in 2010. In 2011, Rebecca was chosen to attend the Eastman Chemical Focus School Forum and a national American Physical Society conference.

In her research, Rebecca has published a scholarly article on a new technique that provides highly specific chemical information from a tiny portion of a polymer surface. She also assisted in using a new technique to measure which polymer comes to the surface of a blend of two types of polymers. Results from that work have been presented by industrial collaborators at an international conference. Finally, she played a major role in assembling a successful grant application to obtain a state-of-the-art Atomic Force Microscope for the Foster research group.

This month, Rebecca was awarded the prestigious Goodyear Fellowship and an Eastman Chemical Fellowship, both from the Department of Polymer Science.

APPENDIX E: REPORT OF THE PROVOST

Dr. Sherman began his report by outlining its main topics: fiscal integrity, excellence and capacity assurance, strategic investment and initiatives, and remaining relevant and connected.

Fiscal Integrity

Dr. Sherman reminded the Board of efforts to improve utilization of instructional space this fall semester and said he was pleased to report that the involvement of the Office of Academic Affairs with the departments in scheduling classes was successful. Dr. Sherman said that there are more students being served this year than last across all hours of the day and all days of the week. He noted that 8,200 more students are being served this year across all hours of the day on Friday compared to a year ago. He complemented the faculty and administrators who helped to reconcile our schedule to use our space more effectively and efficiently.

From the e-learning and online perspective, Dr. Sherman reported that Vice President Sage is leading a group in discussions with Pearson, a company experienced in the e-learning and online areas, about the possibility of providing back-office services to support online students fully. He said that this is part of the University's strategy to move aggressively in expanding its online programs.

Excellence and Capacity Assurance

Dr. Sherman said interaction with the deans regarding capacity and excellence analysis through their academic program reviews would take place soon. Those analyses will lead to decisions about faculty positions in each college, he said. The conversation also will include discussion of the use of part-time faculty, particularly when an academic program's full-time faculty are not carrying a full instructional load.

Dr. Sherman said he was pleased to report the convergence of the Buchtel College of Arts and Sciences and the College of Creative and Professional Arts is on schedule, if not ahead. A draft of the new bylaws for the converged college was distributed to all faculty on October 21, he said. There will be a two-week window for discussion, comment and revision. He said the revised bylaws will be presented at a joint college meeting on November 15, and a week-long voting window will follow. The results will be announced at the college meeting on November 28, after which the appropriate rules will be brought to the Board.

Strategic Investment and Initiatives

Dr. Sherman reported that the University Council Exploratory Committee and others are supporting the council's implementation, which is progressing as planned. Excellent cooperation has been received from all constituencies on campus, he said, and by the end of October, each of the nine standing committees will have met.

Dr. Sherman said that he soon would begin searches for the inaugural dean of the College of Health Professions and the next dean of Wayne College.

APPENDIX E: REPORT OF THE PROVOST, Page 2

Dr. Sherman said that, on October 21, the Buchtel College of Arts and Sciences hosted a three-hour listening session with women faculty to learn more about the ways in which the College and the University can promote career success of women. Approximately 40 faculty, from assistant professors through distinguished professors, participated in the session, which also was attended by Candace Campbell Jackson, Elizabeth Reilly, Becky Hoover and Judge Jane Bond.

Relevant and Connected

Dr. Sherman reported that the University did make a difference on Make-A-Difference Day on October 23. More than 1,000 students, faculty and administrators participated by helping to make Akron, and the University Park Area, a better place to live, work and study. He said this was one of the largest groups of participants since the University became involved in this national initiative, which is led by a steering committee comprised of faculty, administrators, staff and students. Dr. Sherman observed that this year's program was more organized and efficiently run than any such program had been in the past, and he commended those individuals who helped to make that happen.

Dr. Sherman reported that Jeannette Walls, author of this year's Common Reading Program selection, *The Glass Castle*, spoke to a sold-out audience at E. J. Thomas Performing Arts Hall on October 12. Incoming students were assigned to read Ms. Walls book, which in turn is being used in many first-year classes including English Composition, Basic Writing, the Student Success Seminar and certain sections of social-sciences classes. Dr. Sherman added that Judge Bond met Ms. Walls at the reception preceding her lecture and shared with her some insights from having dealt with court cases involving child neglect. Ms. Walls noted that interchange in her remarks to the audience, which included Forum Series ticket holders, University faculty, staff and students, community members, and high school students and their English teachers who were bused to campus to attend.

In closing, Dr. Sherman reflected that these activities evince the University's commitment to student success as well as the success of the community ... because when students, and the community, succeed, we succeed.

THE UNIVERSITY OF AKRON

RESOLUTION 11- -11

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, that the minutes of the Board of Trustees meeting of October 26, 2011, and the Board retreats of January 19, 2011 and May 25, 2011, be approved, as amended.

Ted A. Mallo
Secretary
Board of Trustees

November 30, 2011

1

*Personnel Actions

2

*Amendment to and Restatement of
The University of Akron 457(b) Deferred
Compensation Plan

3

*Purchases of More Than \$350,000

4

*Cumulative Gift and Grant Income Report for
July – October 2011

Information Only:

5

Alumni Association Report

6

Priority Budget Issues for October 2011

7

Purchases \$25,000 to \$350,000

8

Status Report on Capital Projects

*

TENTATIVE CONSENT AGENDA:
Items 1, 2, 3, 4

Presiding:

Ralph J. Palmisano

November 30, 2011



November 22, 2011

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

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

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

Becky J. Hoover
Vice President, Talent Development and Human Resources

John A. LaGuardia
Vice President of Public Affairs and Development

**SUBJECT: Summary of the November 2011 Board Agenda for the
Finance and Administration Committee**

Presentation(s)

1 Personnel Actions

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

**2 Amendment to and Restatement of The University of Akron 457(b)
Deferred Compensation Plan**

The Administration seeks the Board of Trustees' authorization to amend and restate the 457(b) Deferred Compensation Plan of The University of Akron (the "Plan") in order to bring the Plan into compliance with the Heroes Earnings Assistance and Relief Tax Act of 2008 ("HEART"); the Pension Protection Act of 2006 ("PPA"); the Worker, Retiree, and Employer Recovery Act of 2008 ("WRERA") and other miscellaneous Internal Revenue Service required changes.

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

3 Purchases for More than \$350,000

The Office of the Vice President for Talent Development and Human Resources is proposing an award to Highmark Insurance Group (HMIG) to renew our stop loss coverage for the plan year 2012 in the amount of approximately \$1,135,000. Both specific and aggregate stop loss coverage are inclusive of combined medical and prescription drug claim costs. Annual premiums to provide specific medical and prescription drug stop loss coverage of \$250,000 per individual, with an unlimited lifetime maximum per individual, are approximately \$1,100,000. Annual premiums to provide aggregate medical and prescription drug stop loss coverage, with a 125% claims corridor and a \$1,000,000 maximum aggregate annual benefit, are approximately \$35,000.

4 Cumulative Gift and Grant Income Report

For October 2011, total giving of \$25.3 million, 47 percent more than the \$13.2 million received for October 2010 and 57 percent more than the five-year average of \$10.9 million. The number of gifts decreased from 8,237 for October 2010 to 7,973 for this fiscal year to date.

5 Alumni Association Report

6 Priority Budget Issues for October 2011

Total year-to-date revenues fell short of the budget estimate by \$4.0 million (2.0%). As stated last month, current enrollment has increased over last year by 1.5% but is less than anticipated in the budget by 2%. The \$4.0 million year-to-date shortfall is made up of tuition and fees being \$4.4 million short of budget; which is partly offset by revenues from departmental sales operations that exceed estimates by \$0.8 million; income from investments is also slightly short of projections.

Total year-to-date expenditures exceeded the budget estimate by \$1.0 million (0.7%). To date, payroll expenditures are very close to budget estimate. Fringe benefit expenses continue to stay well below estimate, \$2.4 million (10.9%). Scholarships, including graduate assistant fee remissions are \$2.2 million (9.8%) greater than the budget estimate that is in part, due to the timing of the payment for Post-Secondary Enrollments Options (PSEO) scholarships and to increases in non-resident surcharge revenue. Non-personnel Operating is \$2.6 million (10.5%) above budget estimate. This includes some significant expenditures in the Information Technology area. Some of the variance in IT is the result of timing; but the majority is from projects such as the laptop refresh program, which is funded from accumulated Tech Fee balances.

Opportunities to ameliorate the revenue shortfall, and to limit expenditures, are in progress as reported at previous Board meetings. The results will be reflected in the midyear report. Aggressive retention efforts are underway to ensure and possibly increase enrollment for spring 2012. In addition, budget reductions in the range of \$5.5 million, which were included in the original approved budget, are being implemented this month. Of this amount \$3.0 million will balance the budget and \$2.5 million, intended for strategic investment, will be held pending the outcome of future budget reports.

A plan is being developed to recover the outstanding balance from the Early Retirement Incentive Plan (ERIP) payment that was made in 2001. A proposal will be brought to the Board for a multi-year payback approach.

7 Purchases for October 2011 between \$25,000 and \$350,000

For October 2011, 20 purchases in the amount of \$1,217,980.96

8 Status Report of Capital Projects

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

****TO BE CONSIDERED FOR BOARD MEETING CONSENT AGENDA: Items 1-4**

FULL-TIME EMPLOYEE PERSONNEL ACTIONS
PART-TIME FACULTY TEACHING CREDIT COURSES
EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
GRADUATE ASSISTANTS
CLASSIFIED CLASSIFICATION CHANGES
UNCLASSIFIED CLASSIFICATION CHANGES
BARGAINING UNIT FACULTY 2011-12 RATES OF COMPENSATION
NON-BARGAINING UNIT FACULTY 2011-12 RATES OF COMPENSATION

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

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

11/30/11

<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				
<u>Appointment/Reappointment</u>				
Arenz, Ronald	Head Volleyball Coach/Office of Athletics/Contract Professional	07/23/11	\$2,500.00 one time payment	Additional pay for working camp
Dixon, Sam	Assistant Women's Basketball Coach/Office of Athletics/Contract Professional	06/30/11	\$1,000.00 one time payment	Additional pay for working camp
Dos Santos, Aline	Assistant Volleyball Coach/Office of Athletics/Contract Professional	07/23/11	\$3,000.00 one time payment	Additional pay for working camp
Hill, Wayne R.	Associate Vice President, Communications; Chief Marketing Officer/Institutional Marketing/Contract Professional	11/14/11 06/30/12	\$170,000.00 12 mo \$185,000.00 12 mo	Appointment vice B. O'Malley Offline salary adjustment contingent on meeting objectives outlined in letter of offer; salary change from \$170,000.00/12 mo
Hoon, Allan	Manager, Athletics Field House/Office of Athletics/Contract Professional	09/30/11	\$150.00 one time payment	Additional pay for working high school football games
Huettmann, Bryan	Director, Infocision Stadium/Office of Athletics/Contract Professional	09/17/11	\$200.00 one time payment	Additional pay for working band invitational event
Jackson, Melissa	Assistant Women's Basketball Coach/Office of Athletics/Contract Professional	06/30/11	\$1,000.00 one time payment	Additional pay for working camp
Korey, Eileen	Associate Vice President, Communications; Chief Communications Officer/Institutional Marketing/Contract Professional	11/14/11 06/30/12	\$170,000.00 12 mo \$185,000.00 12 mo	Appointment Offline salary adjustment contingent on meeting objectives outlined in letter of offer; salary change from \$170,000.00/12 mo
Liles, Jamie	Assistant Speed/Strength & Conditioning Coach/Office of Athletics/Contract Professional	07/23/11	\$280.00 one time payment	Additional pay for working camp
Plummer, B. Jayme	Assistant Volleyball Coach/Office of Athletics/Contract Professional	07/23/11	\$5,000.00 one time payment	Additional pay for working camp
Shingtedecker, Kathleen R.	Director, Z-Fund/Office of Athletics/Contract Professional	10/19/11	\$36,129.00 12 mo	Appointment vice M. Gossens
Smith, Candace	Director Women's Basketball Operations/Office of Athletics/Contract Professional	06/30/11	\$1,000.00 one time payment	Additional pay for working camp
Yeager, Kelci	Coordinator, Athletic Field House Operations/Office of Athletics/Contract Professional	09/30/11	\$150.00 one time payment	Additional pay for working high school football games

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
<u>Change</u>				
Lewis, Chuck	Coordinator, Academic Support Services/Office of Athletics/Contract Professional	07/01/11	\$38,271.00 12 mo	Offline salary adjustment; salary change from \$36,771.00/12 mo; equity adjustment
O'Connell, Adam	Director, Tickets Operations/Office of Athletics/Contract Professional	10/05/11	\$43,000.00 12 mo	Promotion vice K. Ford; salary change from \$31,112.00/12 mo; title change from Assistant Director Ticket Operations; grade change from 117 to 118
Theissen, Craig	Coordinator, Academic Support Services/Office of Athletics/Contract Professional	07/01/11	\$38,271.00 12 mo	Offline salary adjustment; salary change from \$36,771.00/12 mo; equity adjustment

OFFICE OF ACADEMIC AFFAIRS

Appointment/Reappointment

Bahil, Ryan N.	Student Services Specialist/Student Services Center/Staff	10/31/11	\$1,160.76 BW	Appointment vice B. Caillet
Farkas, Natalia	Postdoctoral Research Associate/Office of Academic Affairs/Staff	10/01/11 09/30/12	\$2,360.57 BW	Temporary reappointment
Metelko, Suzanne	Director, UA Lakewood Location/Office of Academic Affairs/Contract Professional	10/24/11 04/24/12	\$60,000.00 12 mo \$63,500.00 12 mo	Appointment Offline salary adjustment contingent on meeting objectives outlined in letter of offer; salary change from \$60,000.00/12 mo
Oriti, Jamie T.	Coordinator Admissions/Admissions/Staff	11/07/11	\$14.51/H	Appointment vice J. Lint
Reisz, Robert R.	Adjunct Professor/Military Science & Leadership/Faculty	10/31/11 10/31/13	-\$0-	Adjunct appointment

Change

Cochran, Brittany S.	Admissions Counselor/Admissions/Contract Professional	10/17/11	\$30,180.00 12 mo	Appointment basis change from temporary to regular
Gill, Lee A.	Associate Vice President, Inclusion & Equity/Chief Diversity Officer/Office of Academic Affairs/Contract Professional	07/01/11	\$139,325.00 12 mo	Offline salary adjustment, salary change from \$131,325.00/12 mo
Webb, Shanice C.	Admissions Counselor/Admissions/Contract Professional	10/17/11	\$30,180.00 12 mo	Appointment basis change from temporary to regular

Separation

Herold, Catherine A.	Senior Executive Administrative Assistant/Office of Academic Affairs/Staff	12/31/11	\$32,04/H	Retirement
----------------------	--	----------	-----------	------------

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
VICE PRESIDENT FOR STUDENT AFFAIRS				
<u>Appointment/Reappointment</u>				
Caldwell, Daniel T.	Assistant Building Services Worker/Student Life/Staff	11/14/11	\$12.16/H	Appointment vice D. Vannatta
McCarthy, Paula E.	Career Adviser/Career Center/Contract Professional	10/24/11 04/30/12	\$30,180.00 12 mo	Temporary appointment
Nerren, Rachel P.	Secretary/ Academic Achievement Programs/Staff	11/30/11 09/30/12	\$10.43/H	Temporary appointment vice B. Ladich
<u>Change</u>				
Anderson, Anthony M.	Building Services Worker Certified/Residence Life & Housing/Staff	08/22/11	\$13.68/H	Offline salary adjustment per bargaining agreement for completion of job enrichment program; salary change from \$13.06/H; title change from Building Services Worker
Bland, Jeffrey S.	Building Services Worker Certified/Residence Life & Housing/Staff	08/22/11	\$13.68/H	Offline salary adjustment per bargaining agreement for completion of job enrichment program; salary change from \$13.06/H; title change from Building Services Worker
Hollis, Durrell	Building Services Worker Certified/Residence Life & Housing/Staff	08/22/11	\$13.68/H	Offline salary adjustment per bargaining agreement for completion of job enrichment program; salary change from \$13.06/H; title change from Building Services Worker
Hollis, Joron	Building Services Worker Certified/Residence Life & Housing/Staff	08/22/11	\$13.68/H	Offline salary adjustment per bargaining agreement for completion of job enrichment program; salary change from \$13.06/H; title change from Building Services Worker
Messina, John A.	Assistant Vice President, Student Engagement & Success; Chief Housing Officer/Contract Professional	07/01/11	\$100,445.00 12 mo	Offline salary adjustment; salary change from \$95,878.00/12 mo; market adjustment
Miller, Ed W.	Building Services Worker Certified/Residence Life & Housing/Staff	08/22/11	\$13.68/H	Offline salary adjustment per bargaining agreement for completion of job enrichment program; salary change from \$13.06/H; title change from Building Services Worker
Moore, Stacey J.	Assistant Vice President, Student Engagement Success/ Contract Professional	07/01/11	\$98,700.00 12 mo	Offline salary adjustment; salary change from \$92,700.00/12 mo; market adjustment
Wilson, Tanika N.	Building Services Worker Certified/Residence Life & Housing/Staff	08/22/11	\$13.68/H	Offline salary adjustment per bargaining agreement for completion of job enrichment program; salary change from \$13.06/H; title change from Building Services Worker

VICE PRESIDENT FOR FINANCE & ADMINISTRATION/CFO

Appointment/Reappointment

Moore, Jeffrey T.	Delivery Worker/Mailing Services/Staff	10/17/11	\$8.97/H	Appointment vice B. Totok
-------------------	--	----------	----------	---------------------------

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Ryan, Eric	Office Support Specialist Printing/Printing Services/Staff	10/05/11	\$11.28/H	Appointment vice D. Hess
Smith, James R.	Delivery Worker/Mailing Services/Staff	10/24/11	\$8.97/H	Appointment vice S. McDonald
Change				
Bish, Diana K.	Accountant/Associate Vice President & Controller/Contract Professional	10/31/11	\$37,000.00 12 mo	Promotion vice M. Roy; salary change from \$11.62/H; title change from Budget Assistant; department change from Institute of Polymer Science; grade change from 115 to 120; appointment basis change from staff
Davis, Brian E.	Associate Vice President, Treasury & Financial Planning/Contract Professional	07/01/11	\$136,000.00 12 mo	Offline salary adjustment; salary change from \$130,613.00/12 mo; market adjustment
Separation				
Rinehart, Cheryl C.	Payroll Clerk Senior/Payroll/ Staff	12/31/11	\$20.34/H	Retirement

VICE PRESIDENT FOR PUBLIC AFFAIRS & DEVELOPMENT

Change				
Fettig, Karen	Manager, Alumni & Development Communication/ Development/Contract Professional	10/01/11	\$54,590.00 12 mo	Offline salary adjustment; salary change from \$48,590.00/12 mo; additional duties
	Assistant Director, Development/Contract Professional	10/17/11	\$56,000.00 12 mo	Promotion vice K. Bogue; salary change from \$54,590.00/12 mo; title change from Manager, Alumni & Development Communication
Gonser, Courtney B.	Director, Alumni Relations & Student Engagement/Alumni Association/Contract Professional	10/17/11	\$57,000.00 12 mo	Promotion vice C. Curry; salary change from \$39,225.00/12 mo; title change from Assistant Director, Alumni
Karson, Kimberly M.	Assistant Vice President, Alumni & College Centered Programs/Development/Contract Professional	10/01/11	\$106,908.00 12 mo	Promotion; salary change from \$101,908/12 mo; title change from Executive Director, Alumni Association & College Centered Development; grade change from 124 to 126
Katanic, Maureen G.	Assistant Vice President, Development/Contract Professional	10/01/11	\$118,995.00 12 mo	Promotion; salary change from \$108,995.00/12 mo; title change from Director, Major Gifts; grade change from 124 to 126
Perduyn, Ellen	Executive Director, Corporate Foundations & Director, Development-College of Engineering & Polymer Science & Polymer Engineering/Devel- opment/Contract Professional	10/01/11	\$104,554.00 12 mo	Salary change from \$94,554.00/12 mo; title change from Director, Development-Special projects; grade change from 122 to 126
Sheeks, Cynthia A.	Assistant Director, Development/Contract Professional	10/10/11	\$55,000.00 12 mo	Transfer vice M. Cell; salary change from \$52,530.00/12 mo; title change from Assistant Director, Development & Events Coordinator

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
VICE PRESIDENT FOR CAPITAL PLANNING & FACILITIES MANAGEMENT				
<u>Appointment/Reappointment</u>				
Everly, Matthew A.	Master Electrician/Physical Facilities/Staff	10/17/11	\$18.22/H	Appointment vice J. Rodman
<u>Change</u>				
Banaag, Alfredo	Maintenance Repair Worker/Physical Facilities/Staff	08/01/11	\$17.79/H	Offline salary adjustment per bargaining agreement for completion of training program; salary change from \$16.74/H
Beckett, Brian	Master HVAC Technician Certified/Physical Facilities/Staff	08/01/11	\$20.62/H	Offline salary adjustment per bargaining agreement for completion of training program; salary change from \$19.27/H; title change from Master HVAC Technician
Casey, Jeff	Carpenter/Physical Facilities/Staff	09/26/11	\$16.60/H	Successful candidate for apprenticeship program in accordance with the collective bargaining agreement
Coleman, Alan	Police Officer 2/University Police/Staff	10/10/11	\$27.76/H	Promotion per bargaining agreement for completion of training program; salary change from \$26.98/H; title change from Police Officer 2B
Hawkins, Jon	Maintenance Repair Worker/Physical Facilities/Staff	09/26/11	\$16.18/H	Successful candidate for apprenticeship program in accordance with the collective bargaining agreement
Kabellar, Kevin	Police Officer 2/University Police/Staff	10/04/10	\$26.95/H	Promotion per bargaining agreement for completion of training program; salary change from \$26.19/H; title change from Police Officer 2B
Mahusky, John	Maintenance Repair Worker/Physical Facilities/Staff	09/26/11	\$16.60/H	Successful candidate for apprenticeship program in accordance with the collective bargaining agreement
Salzwimmer, Brandon	Maintenance Repair Worker/Physical Facilities/Staff	08/29/11	\$17.79/H	Offline salary adjustment per bargaining agreement for completion of training program; salary change from \$16.74/H
Verde, Shawn	Carpenter Apprentice/Physical Facilities/Staff	09/26/11	\$15.12/H	Promotion; salary change from \$13.68/H; title change from Laborer
Wandel, Christopher	Maintenance Repair Worker/Physical Facilities/Staff	08/29/11	\$17.65/H	Offline salary adjustment per bargaining agreement for completion of training program; salary change from \$16.60/H
<u>Separation</u>				
Fletcher, Johnny	Equipment Maintenance Superintendent/Physical Facilities/Staff	12/31/11	\$20.64/H	Retirement

VICE PRESIDENT FOR INFORMATION TECHNOLOGY SERVICES/CIO

Appointment/Reappointment

Sturm, Timothy L.	Computer Specialist/Hardware & Operating Systems Services/Staff	11/02/11	\$16.92/H	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> Marchand, Eugene P.	Senior Technology Specialist/ Hardware & Operating Systems Services/Staff	09/26/11	\$26.59/H	Offline salary adjustment; salary change from \$23.22/H; counter offer
<u>Separation</u> Sterrett, Nathan A.	Software Development Specialist/Hardware & Operating Systems Services/ Staff	10/31/11	\$25.59/H	Resignation
VICE PRESIDENT FOR RESEARCH & DEAN GRADUATE SCHOOL				
<u>Change</u> Hammel, Rachel	Coordinator Grants Senior/ Research Services & Sponsored Programs/Staff	10/10/11	\$1,615.38 BW	Job reclassification via job audit; salary change from \$1,451/H; title change from Coordinator Grants; grade change from 118 to 120
Njus, Emily	Coordinator Grants Senior/ Research Services & Sponsored Programs/Staff	10/10/11	\$1,615.38 BW	Job reclassification via job audit; salary change from \$16,82/H; title change from Coordinator Grants; grade change from 118 to 120
Walkins, Wayne	Associate Vice President, Research; Director, Regional Innovation Institute; Intellectual Property Center Fellow; Fitz Institute Fellow, Entrepreneur- ship; Office of Technology Transfer; Contract Professional	11/01/11	\$180,000.00 12 mo	Additional title of Director, Regional Innovation Institute; salary change from \$173,732.00/12 mo
BUCHTEL COLLEGE OF ARTS & SCIENCES				
<u>Appointment/Reappointment</u>				
Borowiak, Dale S.	Professor, Statistics/Faculty (BUF)	08/22/11 05/05/12	\$1,000.00 9 mo	Temporary administrative stipend for additional duties; base salary is \$91,463.00/9 mo
Turner, Monte E.	Professor, Biology; Department Chair, Biology; Acting Interim Director, Integrated Bioscience Ph.D. Program/Biology/Faculty	08/22/11 06/30/12	\$119,539.00 12 mo (base) \$10,867.00 12 mo (stipend)	Temporary appointment and administrative stipend for Department Chair assignment; appointment basis change from 9-month to 12-month; salary change from \$97,805.00/9 mo; stipend change from \$6,000.00/9 mo
Twagiryvzu, Sylvestre	Postdoctoral Research Associate/Chemistry Staff	09/26/11 12/02/11	\$910.00 BW	Temporary appointment
<u>Change</u> Baranowski, Shelley O.	Distinguished Professor, History/Faculty (BUF)	05/31/12		Rescind retirement request
Barton, Hazel A.	Assistant Professor, Biology, Assistant Professor, Geology & Environmental Science/Faculty (BUF)	09/30/11 09/01/16	\$73,500.00 9 mo	Extension of joint appointment with Biology (primary) and Geology and Environmental Science (secondary)

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Fitzgerald, Jenni L.	Manager, Internships Bliss Institute/Bliss Institute/Contract Professional	10/31/11	\$37,500.00 12 mo	Promotion vice G. Garbrandt; salary change from \$13,667/H; title change from Administrative Assistant; appointment basis change from Staff; grade change from 116 to 120

Separation

Dukes, John T.	Professor, English/Faculty (BUF)	05/31/12	\$98,499.00 9 mo	Retirement
Monroe, Charles B.	Associate Dean, Buchtel College of Arts & Sciences; Professor, Geography & Planning/Faculty	12/31/11	\$125,566.00 12 mo	Retirement

COLLEGE OF BUSINESS ADMINISTRATION

Change

Dumont, Gregory M.	Visiting College Lecturer, Marketing/Faculty	08/22/11 05/05/12	\$70,000.00 9 mo	Offline salary adjustment; salary change from \$50,000.00/9 mo; market adjustment
Orr, Linda	Associate Professor, Marketing/Faculty (BUF)	08/22/11 09/30/11	\$115,679.00 9 mo	Relinquish Interim Director of Fisher Institute title and \$6,000.00/9 mo stipend

COLLEGE OF EDUCATION

Change

Kemen, Margaret	Senior Clinical Instructor, Education/Curricular & Instructional Studies/Faculty (BUF)	08/22/11	\$47,880.00 9 mo	Promotion; salary change from \$43,880.00/9 mo; title change from Clinical Instructor; department change from Education Dean's Office
Varian, Anne	Senior Instructor, Education/Curricular & Instructional Studies/Faculty (BUF)	08/22/11	\$58,308.00 9 mo	Promotion; salary change from \$54,308.00/9 mo; title change from Instructor

Separation

Knight, Catherine	Professor, Education/Educational Foundations & Leadership/Faculty (BUF)	06/30/12	\$75,750.00 9 mo	Retirement
-------------------	---	----------	---------------------	------------

COLLEGE OF ENGINEERING

Appointment/Reappointment

Bell, Brett	Engineering Technician/Civil Engineering/Staff	10/18/11 04/22/12	\$26.27/H	Temporary reappointment
Estep, Elizabeth A.	Program Assistant/Engineering Dean's Office/Staff	12/04/11 01/20/12	\$12.84/H	Temporary reappointment
Li, Lili	Research Assistant/Mechanical Engineering/Staff	10/01/11 12/31/11	\$969.20 BW	Salary change from \$923.00/BW
		10/24/11 12/31/11		Temporary reappointment

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Louscher, Sue M.	Executive Director, Strategic Partnership & Government Programs/Engineering Dean's Office/Contract Professional	10/01/11 01/20/12	\$106,090.00 12 mo	Temporary reappointment
Ma, Zhjun	Visiting Scholar/Mechanical Engineering/Staff	08/20/11 12/31/11	\$1,268.44 BW	Temporary reappointment
Change				
Ramasamy, Sivakumar	Research Assistant Professor, Mechanical Engineering/Faculty	09/26/11 04/01/12	\$44,803.00 12 mo	Title change from Research Associate; salary change from \$1,723.19/BW; appointment basis change from Staff
SCHOOL OF LAW				
Separation				
Kelly, Katherine S.	Director, Academic Success Program/Law Dean's Office/Contract Professional	12/31/11	\$52,530.00 12 mo	Resignation
COLLEGE OF NURSING				
Appointment/Reappointment				
Birckbichler, Rhonda K.	Simulation Support Specialist/Nursing/Contract Professional	12/12/11	\$50,000.00 12 mo	Appointment vice K. Crabtree
Riegler, Ann L.	Nurse Practitioner/Nursing Dean's Office/Contract Professional	11/14/11	\$80,000.00 12 mo	Appointment
COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING				
Appointment/Reappointment				
Duncan, Pamela J.	Administrative Secretary/Institute of Polymer Science/Staff	11/21/11	\$11.28/H	Appointment vice T. Huart
Weiss, Robert A.	Professor, Polymer Engineering; Department Chair, Polymer Engineering; Hezzlcton Simmons Chair in Polymer Engineering/Polymer Engineering/Faculty	08/22/11 06/30/12	\$232,802.00 12 mo (base) \$21,164.00 12 mo (stipend)	Temporary appointment and administrative stipend for Department Chair assignment; appointment basis change from 9-month to 12-month; salary change from \$190,474.00/9 mo;
Xin, Yu	Postdoctoral Research Associate/Institute of Polymer Science/Staff	12/12/11 12/11/12	\$1,127.95 BW	Temporary appointment
Change				
Gokhale, Sachin	Postdoctoral Research Associate/Institute of Polymer Science/Staff	11/01/11 10/31/12	\$1,346.15 BW	Offline Salary adjustment; salary change from \$1,307.31/BW; equity adjustment

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Separation				
Givens, Joseph M.	Training Module Developer, Polymer Engineering Polymer Science/Polymers Dean's Office/Contract Professional	10/07/11	\$77,250.00 12 mo	Resignation
Huart, Theresa M.	Administrative Secretary/ Institute of Polymer Science/ Staff	10/07/11	\$11.28/H	Resignation
SUMMIT COLLEGE				
Appointment/Reappointment				
Herold, Kelly M.	Assistant to the Dean, Strategic Initiatives; Chief Administrator, East Central Region College Tech Prep/Program of Study Center/Summit College Dean's Office/Contract Professional	10/01/11 06/30/12	\$6,500.00 for the period	Additional title and temporary administrative stipend for Chief Administrator duties; base salary is \$81,887.00/12 mo
McColum, Rebecca	Professor, Computer Information Systems/Business Technology/Faculty (BUF)	12/31/11	\$71,572.00 9 mo	Retirement
Separation				
Ryan, Sally A.	Administrative Assistant/ Summit College Dean's Office/ Staff	01/31/12	\$25.86/H	Retirement
UNIVERSITY LIBRARIES				
Appointment/Reappointment				
Fisher, Charles D.	Assistant Professor, Bibliography; Head, Access Services/UL Access Services/ Faculty	12/15/11	\$65,000.00 12 mo	Appointment
WAYNE COLLEGE				
Appointment/Reappointment				
Bays, Gary	Associate Professor, English/ Faculty (BUF)	08/22/11 12/10/11	\$475.00 for the period	Temporary administrative stipend for coordinator duties; base salary is \$76,007.00/9 mo
Brinker, Lori	Associate Professor, Office Technology/Business & Office Technology/Faculty (BUF)	08/22/11 12/10/11	\$1,900.00 for the period	Temporary administrative stipend for coordinator duties; base salary is \$59,501.00/9 mo
Howley, Heather A.	Assistant Professor, Communication/Speech & Theatre Arts Faculty (BUF)	08/22/11 12/10/11	\$1,425.00 for the period	Temporary administrative stipend for coordinator duties; base salary is \$49,420.00/9 mo
Malavite, Patsy	Associate Professor, Business & Office Technology/Faculty (BUF)	08/22/11 12/10/11	\$475.00 for the period	Temporary administrative stipend for coordinator duties; base salary is \$78,036.00/9 mo
Minc, Janet B.	Professor, English/Faculty (BUF)	08/22/11 12/10/11	\$1,425.00 for the period	Temporary administrative stipend for coordinator duties; base salary is \$88,796.00/9 mo

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Obickwe, Jerry G.	Professor, Mathematics/ Faculty (BUF)	08/22/11 12/10/11	\$1,425.00 for the period	Temporary administrative stipend for coordinator duties; base salary is \$73,613.00/9 mo
Roberts, Jane F.	Professor, Social Services Technology/Faculty (BUF)	08/22/11 12/10/11	\$1,074.00 for the period	Temporary administrative stipend for coordinator duties; base salary is \$83,058.00/9 mo
Snow, Alan J.	Assistant Professor, Biology/ Faculty (BUF)	08/22/11 12/10/11	\$1,425.00 for the period	Temporary administrative stipend for coordinator duties; base salary is \$50,000.00/9 mo
Turner, Carol M.	Professor, Chemistry/Faculty (BUF)	08/22/11 12/10/11	\$1,425.00 for the period	Temporary administrative stipend for coordinator duties; base salary is \$64,711.00/9 mo
Uitto, Denise M.	Assistant Professor, Education/ Faculty (BUF)	08/22/11 12/10/11	\$352.00 for the period	Temporary administrative stipend for coordinator duties; base salary is \$50,417.00/9 mo
Vierhellcr, Timothy R.	Professor, Physics/Faculty (BUF)	08/22/11 12/10/11	\$475.00 for the period	Temporary administrative stipend for coordinator duties; base salary is \$83,780.00/9 mo
Wadia, Adil M.	Associate Professor, Geology/ Faculty (BUF)	08/22/11 12/10/11	\$1,425.00 for the period	Temporary administrative stipend for coordinator duties; base salary is \$56,685.00/9 mo
Weinstein, Paul B.	Professor, History/Faculty (BUF)	08/22/11 12/10/11	\$1,425.00 for the period	Temporary administrative stipend for coordinator duties; base salary is \$74,498.00/9 mo
Woods, Douglas B.	Associate Professor, Business Management Technology/ Business & Office Technology/ Faculty (BUF)	08/22/11 12/10/11	\$2,850.00 for the period	Temporary administrative stipend for coordinator duties; base salary is \$65,494.00/9 mo
<u>Separation</u>				
Cooper, Cathy E.	Coordinator, Academic Affairs Support/Academic Affairs/Staff	10/21/11	\$17.52/H	Resignation
Popovich, Paulette	Interim Dean, Wayne College; Professor, Family & Consumer Sciences/Wayne College Dean's Office/Faculty	12/31/11	\$130,625.00 12 mo	Resignation

ADDENDUM 1
FULL-TIME EMPLOYEE PERSONNEL ACTIONS

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
OFFICE OF THE PRESIDENT				
<u>Change</u>				
Campbell Jackson, Candace	Vice President & Chief of Staff/ Office of the President/Contract Professional	07/01/11	\$194,302.00 12 mo	Merit increase/Offline salary adjustment; salary change from \$169,302.00/12 mo
Gessel, Cindy L.	Senior Executive Administrative Assistant/Office of the President/Staff	11/14/11	\$26.00/H	Job reclassification; salary change from \$24.39/H; title change from Administrative Assistant; grade change from 116 to 119

OFFICE OF GENERAL COUNSEL

Change

Reilly, John J.	Associate Vice President & Associate General Counsel/Vice President & General Counsel/ Contract Professional	11/20/11	\$140,000.00 12 mo	Title change from Assistant Vice President & Associate General Counsel; offline salary change from \$119,459.00/12 mo
-----------------	---	----------	-----------------------	--

VICE PRESIDENT, STUDENT AFFAIRS

Change

Fey, Charles J.	Vice President, Student Engagement & Success/Contract Professional	07/01/11	\$209,300.00 12 mo	Merit increase; salary change from \$203,255.00/12 mo
-----------------	--	----------	-----------------------	--

VICE PRESIDENT, RESEARCH & DEAN, GRADUATE SCHOOL

Change

Newkome, George R.	Vice President, Research & Dean, Graduate School; Professor, Chemistry; Professor, Polymer Science; James & Vanita Oelschlagler Professor, Science & Technology Intellectual Property Center Fellow/ Faculty	07/01/11	\$250,000.00 12 mo	Merit increase; salary change from \$234,044.00/12 mo
--------------------	--	----------	-----------------------	--

VICE PRESIDENT, INFORMATION TECHNOLOGY SERVICES/CIO

Change

Sage, James L.	Vice President, Information Technology Services/CIO/ Contract Professional	07/01/11	\$210,000.00 12 mo	Merit increase; salary change from \$201,066.00
----------------	--	----------	-----------------------	--

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

**ADDENDUM 3
FULL-TIME EMPLOYEE PERSONNEL ACTIONS**

OFFICE OF THE PRESIDENT

Separation

Browning, Mitch	Assistant Football Coach/Office of Athletics/Contract Professional	02/29/12	\$92,700.00 12 mo	Non-renewal
Camp, Charlie	Assistant Football Coach/Office of Athletics/Contract Professional	02/29/12	\$66,950.00 12 mo	Non-renewal
Cosgrove, Kevin P.	Assistant Football Coach; Defensive Coordinator/Office of Athletics/Contract Professional	02/29/12	\$135,000.00 12 mo	Non-renewal
Jackson, Frisman	Assistant Football Coach/Office of Athletics/Contract Professional	02/29/12	\$46,350.00 12 mo	Non-renewal
Latina, John	Assistant Football Coach/Office of Athletics/Contract Professional	02/29/12	\$133,900.00 12 mo	Non-renewal
McCloud, Kim L.	Assistant Football Coach/Office of Athletics/Contract Professional	02/29/12	\$75,000.00 12 mo	Non-renewal
Miceli, James J.	Assistant Football Coach/Office of Athletics/Contract Professional	02/29/12	\$92,700.00 12 mo	Non-renewal
Okruh, Vince	Assistant Football Coach/Office of Athletics/Contract Professional	02/29/12	\$77,250.00 12 mo	Non-renewal
Palmer, John W.	Director, Football Operations/Office of Athletics/Contract Professional	02/29/12	\$46,350.00 12 mo	Non-renewal
Powlus, Ron	Assistant Football Coach/Office of Athletics/Contract Professional	02/29/12	\$120,000.00 12 mo	Non-renewal
Sowers, Craig	Strength & Conditioning Coach-Football/Office of Athletics/Contract Professional	02/29/12	\$70,000.00 12 mo	Non-renewal

PART TIME TEACHING CREDIT COURSES
(Summer 2011 5/16/11-8/13/11, Fall 8/22/11-12/11/11, Spring 1/9/12-5/6/12)

Name	Title	Department	Amount	Term Rate	Action	Term
BUCHTEL COLLEGE OF ARTS & SCIENCES						
Beauvais, Monique	Assistant Lecturer	Modern Languages	4200.00	700.00	HIR	Fall
Campensa, Catherine A	Assistant Lecturer	Modern Languages	1750.00	700.00	HIR	Fall
Hamilton, Barton H	Senior Lecturer	Chemistry	3677.12	919.28	REH	Fall
COLLEGE OF BUSINESS ADMINISTRATION						
Blakeney, John	Special Lecturer	Marketing	700.00	700.00	HIR	Fall
Falletta, Salvatore L	Special Lecturer	Marketing	700.00	700.00	HIR	Fall
Modi, Rajeev A	Assistant Lecturer	Marketing	850.00	850.00	HIR	Fall
Seif, Richard J	Assistant Lecturer	Marketing	850.00	850.00	HIR	Fall
Weiss, Kenneth James	Assistant Lecturer	Marketing	850.00	850.00	HIR	Fall
COLLEGE OF CREATIVE & PROFESSIONAL ARTS						
DuWaldt, Elizabeth A	Associate Lecturer	Communication	2850.00	950.00	HIR	Fall
Johnson, Joyce M	Senior Lecturer	Communication	10842.12	903.51	REH	Fall
Kern, Tamar	Special Lecturer	Art	8270.00	1000.00	HIR	Fall
Vaill, William B*	Special Lecturer	Communication	5956.86	992.81	REH	Fall
COLLEGE OF EDUCATION						
Dooley, Jason R	Assistant Lecturer	Educ Found & Leadership	3600.00	600.00	REH	Spring
Gray, Myron T	Assistant Lecturer	Supervising Teachers	853.08	735.42	REH	Fall
Russell, Marilyn W	Assistant Lecturer	Supervising Teachers	462.00	700.00	HIR	Fall
COLLEGE OF HEALTH SCIENCES & HUMAN SERVICES						
Davidson, Gail	Senior Lecturer	Family & Cons Sciences	4000.00	1000.00	REH	Spring
Manteghi, Debra L	Assistant Lecturer	Family & Cons Sciences	2958.00	739.50	REH	Fall
Peets, Tiffany Joy	Senior Lecturer	Family & Cons Sciences	1693.20	846.60	REH	Fall
Peirce, Edward	Senior Lecturer	Family & Cons Sciences	938.40	938.40	REH	Fall
Peterson, Michelle L	Special Lecturer	Family & Cons Sciences	354.45	708.90	REH	Fall
COLLEGE OF NURSING						
Horning, Debra L	Assistant Lecturer	Nursing - Instruction	6000.00	1200.00	HIR	Fall
Kurzawa, Colleen J	Instructor-Summer	Nursing - Instruction	1717.50	1145.00	REH	Summer
SUMMIT COLLEGE						
Artino, Kristina A	Assistant Lecturer	Business Technology	1500.00	750.00	REH	Fall
Bassett, Kimberly K	Assistant Lecturer	Developmental Programs	1290.07	772.50	HIR	Fall
Bruno, Teresa Ann	Assistant Lecturer	Allied Health Technology	787.95	787.95	REH	Fall
Coleman, Joseph	Assistant Lecturer	Associate Studies	846.00	846.00	REH	Fall
Haas, Marc	Assistant Lecturer	Allied Health Technology	808.96	808.96	REH	Fall
Hanes Reed, Georgia L	Associate Lecturer	Allied Health Technology	875.50	875.50	HIR	Fall
Lam, Andrew F	Assistant Lecturer	Associate Studies	2100.00	700.00	HIR	Fall
Mastromatteo, Samuel	Assistant Lecturer	Engineering & Science Tech	7700.00	700.00	REH	Fall
Mehok Jr, Richard Pete	Assistant Lecturer	Business Technology	2521.44	840.48	REH	Fall
Morrison, Timothy M	Assistant Lecturer	Public Service Technology	1512.00	700.00	REH	Fall
Nicholson, Fedearia Anne	Associate Lecturer	Associate Studies	1615.30	807.65	REH	Fall
Nwa, Willia L. L	Senior Lecturer	Associate Studies	5253.00	875.50	REH	Fall
Orphanides, George H	Assistant Lecturer	Business Technology	1680.96	840.48	REH	Fall
Peek Sr, Marvin E	Senior Lecturer	Associate Studies	5789.28	964.88	REH	Fall
Pruitt, Lorraine M	Assistant Lecturer	Business Technology	2626.50	875.50	REH	Fall
Senyek, Joanne C	Associate Lecturer	Associate Studies	3633.52	908.38	HIR	Fall
Shepler, Kathleen	Assistant Lecturer	Associate Studies	3573.88	893.47	REH	Fall
Sheppard, Rochelle E	Assistant Lecturer	Associate Studies	1575.90	787.95	REH	Fall
Stang, Jean M	Associate Lecturer	Associate Studies	2509.02	836.34	REH	Fall
Tucker, Joseph J	Assistant Lecturer	Associate Studies	3151.80	787.95	REH	Fall
Wainwright, Christine	Senior Lecturer	Associate Studies	1958.08	979.04	REH	Fall
UNIVERSITY COLLEGE						
Fowler, Rachel M	Assistant Lecturer	Student Academic Success	1363.68	681.84	REH	Fall
Russo, Katie M	Assistant Lecturer	Academic Advisement	1200.00	600.00	HIR	Fall

* Retiree

11/30/11CRE

PART TIME TEACHING CREDIT COURSES
 (Summer 2011 5/16/11-8/13/11, Fall 8/22/11-12/11/11, Spring 1/9/12-5/6/12)

Name	Title	Department	Amount	Term Rate	Action	Term
WAYNE COLLEGE						
Bridger, Judith J*	Senior Lecturer	English-Wayne	541.11	1002.07	REH	Fall
Gordon, Timothy L	Senior Lecturer	Sociology-Wayne	367.25	992.58	REH	Fall
Hartman, Scott T	Senior Lecturer	Political Science-Wayne	140.19	1001.40	REH	Fall
Simmons, Pamela K	Assistant Lecturer	Accounting-Wayne	294.90	719.27	HIR	Fall
Stephan, Kay E	Senior Lecturer	Associate Studies-Wayne	1151.32	1151.32	REH	Fall

* Retiree

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING

Name	Title	Department	Eff Date	Term Date	Amount	Action	Reason
OFFICE OF THE PRESIDENT							
Beyer, Joseph	Events Assistant	Athletics Office	9/30/2011	9/30/2011	125.00	REH	1XP
Eriksen, Caleigh A	Game Assistant	Athletics Office	9/26/2011	9/26/2011	60.00	HIR	1XP
Everson, Nicole R	Athletics' Events Asst	Athletics Office	9/26/2011	6/30/2012	10.00	HIR	TMP
Harris, Joshua Robert	Game Assistant	Athletics Office	9/26/2011	9/26/2011	480.00	HIR	1XP
Huettmann, Bryan T	Dir Infocision Stadium	Athletics Office	9/17/2011	9/17/2011	200.00	REH	1XP
Hume, Gavin	Athletics' Events Asst	Athletics Office	9/26/2011	6/30/2012	8.50	HIR	TMP
Kreptowski, Joseph	Athletics' Events Asst	Athletics Office	9/19/2011	6/30/2012	10.00	HIR	TMP
Madrin, Craig C	Game Assistant	Athletics Office	9/24/2011	9/24/2011	270.00	HIR	1XP
Mitchell, Alexandra R	Dance Team Coach	Athletics Office	9/1/2011	6/30/2012	8000.00	HIR	TMP
Thompson, Peter J	Athletics' Events Asst	Athletics Office	9/19/2011	6/30/2012	8.50	HIR	TMP
Underwood Jr, Richard M	Events Assistant	Athletics Office	8/15/2011	6/30/2012	8.50	HIR	TMP
Wolfe, C. Perry	Asst Cheerleading Coach	Athletics Office	10/1/2011	6/30/2012	6000.00	HIR	TMP
OFFICE OF ACADEMIC AFFAIRS							
Cotter, Chad R	Gold Bar Recruiter	Military Science & Leadership	9/28/2011	6/30/2013	0.00	HIR	TMP
Harrison, Michael C	Adjunct Instructor	Military Science & Leadership	10/11/2011	10/31/2013	0.00	HIR	TMP
Kone, William V	Lecturer	Military Science & Leadership	8/22/2011	12/10/2011	1500.00	REH	TMP
Reedy, William V	Lecturer	Medina County Univ Center	10/3/2011	11/12/2011	680.00	REH	TMP
Smitley, David A	Assistant Lecturer	Military Science & Leadership	8/22/2011	12/10/2011	1800.00	REH	TMP
Younessi, Theodore A	Lecturer	Medina County Univ Center	10/3/2011	10/16/2011	300.00	REH	TMP
Younessi, Theodore A	Lecturer	Medina County Univ Center	10/17/2011	10/30/2011	360.00	REH	TMP
Younessi, Theodore A	Lecturer	Medina County Univ Center	11/3/2011	11/3/2011	210.00	REH	1XP
VICE PRESIDENT FOR STUDENT AFFAIRS							
Mullet, Matthew D	Tutor AAP	Acad Achievement Programs	10/26/2011	5/31/2012	20.00	REH	TMP
Scott, Beth L	Registered Nurse	Health Services	11/1/2011		22.00	HIR	REG
Witsaman, Lauren M	Tutor AAP	Acad Achievement Programs	10/3/2011	5/31/2012	20.00	REH	TMP
VICE PRESIDENT FOR FINANCE & ADMINISTRATION/CFO							
Harmon-Abney, Jackie K*	Team Coord Dining Svcs-P	University Dining Services	10/4/2011	10/3/2011	10.62	RET	REG
VICE PRESIDENT FOR TALENT DEVELOPMENT & HUMAN RESOURCES							
Hujik, Katherine A	Office Assistant	Human Resources	10/29/2011	12/2/2011	11.28	REA	TMP
VICE PRESIDENT FOR INFORMATION TECHNOLOGY SERVICES/CIO							
Vonderau, Michael P	Computer Support Assistant	Hardware & Oper Sys Svcs	10/3/2011		13.31	HIR	REG
BUCHTEL COLLEGE OF ARTS & SCIENCES							
Mancz, Elizabeth A	Senior Lecturer	Anthropology & Classical St	9/19/2011	9/24/2011	150.00	REH	TMP
Perry, David S	Professor-Summer	A&S Dean's Office	6/1/2011	7/31/2011	1000.00	HIR	TMP
Rinaldi, Peter L	Professor-Summer	Chemistry	8/1/2011	8/31/2011	1505.00	REH	TMP
Wyzgoski, Faith J	Adjunct Assoc Prof	Chemistry	8/1/2011	8/31/2011	1506.00	REH	TMP
Youngs, Wiley J	Distinguished Professor-Surr	Chemistry	8/1/2011	8/20/2011	7830.54	REH	TMP
COLLEGE OF BUSINESS ADMINISTRATION							
Orr, Linda M	Assoc Prof	Marketing	8/13/2011	8/13/2011	2000.00	REH	1XP
Zirol, Arnold M	Assistant Lecturer	Marketing	10/1/2011	12/10/2011	3000.00	HIR	1XP
COLLEGE OF CREATIVE & PROFESSIONAL ARTS							
Bakkum, Kim J	Accompanist	Music	11/5/2011	11/5/2011	200.00	REH	1XP
Collins, Christopher	Associate Lecturer	Communication	6/1/2011	7/31/2011	325.00	HIR	TMP
Githiora, Rosa Muthoni	Artist	Dance, Theatre & Arts Admin	9/21/2011	9/21/2011	100.00	REH	1XP
James, Stephen T	Events Assistant	Music	10/25/2011	6/30/2012	17.00	HIR	TMP
Johnson, Jeremy M	Events Assistant	Music	10/28/2011	6/30/2012	17.00	HIR	TMP
Jones, Adrienne N	Asst to Costume Designer	Dance, Theatre & Arts Admin	9/26/2011	6/30/2012	11.22	HIR	TMP

*Regular retiree

113011NONCRED

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING

Name	Title	Department	Eff Date	Term Date	Amount	Action	Reason
COLLEGE OF CREATIVE & PROFESSIONAL ARTS(cont)							
Lawyer, Kimberly D	Lecturer	Dance Institute	10/3/2011	10/3/2011	39.16	REH	1XP
Meconi, Martha L	Accompanist	Music	10/1/2011	10/1/2011	275.00	REH	1XP
Rittenhouse, Joseph W	Special Lecturer	Dance, Theatre & Arts Admin	10/17/2011	10/21/2011	100.00	REH	TMP
Vardi, Amitai	Musician	Music	11/7/2011	11/7/2011	200.00	REH	OVL
COLLEGE OF EDUCATION							
Boit, Rachel J	Asst Prof	Curr & Instr Studies	11/11/2011	11/11/2011	1282.00	HIR	1XP
Colville-Hall, Susan G	Professor	Curr & Instr Studies	11/11/2011	11/11/2011	341.00	REH	1XP
Daviso III, Alfred W	Asst Prof	Curr & Instr Studies	11/11/2011	11/11/2011	1282.00	REH	1XP
Hedden, Jonathan B	Research Asst	Education Dean's Office	9/1/2011	5/31/2012	12.00	REA	REA
Li, Huey-Li	Professor	Educ Found & Leadership	11/11/2011	11/11/2011	1282.00	HIR	1XP
Maguth, Brad M	Asst Prof	Curr & Instr Studies	11/11/2011	11/11/2011	641.00	HIR	1XP
Makki, Nidaa	Asst Prof	Curr & Instr Studies	11/11/2011	11/11/2011	1282.00	HIR	1XP
Milam, Jennifer L	Asst Prof	Curr & Instr Studies	11/11/2011	11/11/2011	854.00	REH	1XP
Oswald, Ruth	Professor	Curr & Instr Studies	11/11/2011	11/11/2011	1282.00	HIR	1XP
Smolen, Lynn A	Professor	Curr & Instr Studies	11/11/2011	11/11/2011	512.00	REH	1XP
COLLEGE OF ENGINEERING							
Husain, Iqbal	Professor-Summer	Electrical & Computer Engr	8/1/2011	8/31/2011	2231.00	REH	TMP
Knudsen, Kristian	Research Asst	Chemical & Biomolecular Engr	10/20/2011	3/31/2012	0.00	HIR	TMP
Lukach, Thomas F	Assoc Prof-Summer	Chemical & Biomolecular Engr	7/11/2011	8/13/2011	2500.00	HIR	TMP
McVaney, David C	Engineering Technician Sr	Civil Engineering	9/26/2011	9/26/2011	200.00	REH	1XP
Morscher, Gregory N	Assoc Prof-Summer	Mechanical Engineering	8/15/2011	8/19/2011	2065.95	REH	TMP
Morscher, Gregory N	Assoc Prof-Summer	Mechanical Engineering	8/8/2011	8/12/2011	2065.95	HIR	TMP
Nedic, Kyle	Research Asst	Chemical & Biomolecular Engr	10/3/2011	8/31/2012	0.00	HIR	TMP
Schneider IV, William H	Asst Prof-Summer	Civil Engineering	8/1/2011	8/31/2011	1323.90	REH	TMP
Schneider IV, William H	Asst Prof-Summer	Civil Engineering	8/1/2011	8/31/2011	2108.10	REH	TMP
Schneider IV, William H	Asst Prof-Summer	Civil Engineering	8/1/2011	8/31/2011	2108.10	REH	TMP
Sozer, Yilmaz	Asst Prof	Electrical & Computer Engr	8/1/2011	8/31/2011	4350.00	HIR	TMP
Wertz, Leroy D	Assistant Lecturer	Civil Engineering	9/26/2011	9/26/2011	2100.00	REH	1XP
Xia, Zhenhai	Assoc Prof-Summer	Mechanical Engineering	6/1/2011	6/20/2011	2476.10	REH	TMP
Zheng, Jie	Asst Prof-Summer	Chemical & Biomolecular Engr	8/1/2011	8/31/2011	4500.00	REH	TMP
COLLEGE OF HEALTH SCIENCES & HUMAN SERVICES							
Harding, Jamie D	Clinical Instructor	Speech-Lang Path & Audiology	8/22/2011	6/15/2012	25650.00	PAY	TMP
COLLEGE OF NURSING							
Riley, Tracy A	Assoc Prof-Summer	Nursing - Instruction	8/1/2011	8/31/2011	2529.05	REH	TMP
Sams, Carol J	Instructor-Summer	Nursing - Instruction	7/18/2011	8/20/2011	3640.00	REH	TMP
COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING							
Catiker, Efkan	Postdoctoral Fellow	Polymer Engineering	10/1/2011	9/30/2012	0.00	HIR	TMP
Chai, Yuye	Visiting Research Scientist	Institute, Polymer Science	9/12/2011	11/30/2012	0.00	HIR	TMP
Dick, John S	Tech Module Developer-PSF	Polymers Dean's Office	10/17/2011	12/16/2011	5111.11	REH	TMP
Fetter, Kelli L	Events Asst/Coord REU	Polymers Dean's Office	10/10/2011		14.00	HIR	SWV
Parveen, Mehraj	Visiting Research Scholar	Polymer Engineering	9/6/2011	9/6/2012	0.00	HIR	TMP
Sethi, Sunny	Research Asst	Institute, Polymer Science	11/26/2011	5/5/2012	0.00	REA	TMP
SUMMIT COLLEGE							
Amonett, Paul C	Lecturer	Trng Ctr, Fire & Haz Mtrls	9/12/2011	10/1/2011	360.00	REH	TMP
Amonett, Paul C	Lecturer	Trng Ctr, Fire & Haz Mtrls	8/30/2010	10/1/2011	1728.00	HIR	TMP
Anderson, Michael J	Lecturer	Summit College Dean's Office	9/12/2011	9/17/2011	100.00	REH	TMP
Anderson, Robert	Lecturer	Summit College Dean's Office	9/5/2011	9/24/2011	390.00	REH	TMP
Arnold, Raymond G	Lecturer	Summit College Dean's Office	9/12/2011	9/17/2011	200.00	REH	TMP
Bell, Donna A	Lecturer	Summit College Dean's Office	9/5/2011	9/17/2011	100.00	REH	TMP

*Regular retiree

113011NONCRED

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING

Name	Title	Department	Eff Date	Term Date	Amount	Action	Reason
SUMMIT COLLEGE(cont)							
Black,Ron	Lecturer	Summit College Dean's Office	9/5/2011	9/10/2011	25.00	REH	TMP
Boal,John M	Assoc Prof	Summit College Dean's Office	10/2/2011	10/15/2011	55.00	REH	TMP
Bobola,Michele M	Lecturer	Workforce Dev & Cont Educ	9/25/2011	10/1/2011	500.00	REH	TMP
Bragg Jr,Albert A	Lecturer	Trng Ctr, Fire & Haz Mtrls	8/15/2011	8/20/2011	156.00	REH	TMP
Brunson,Christina L	Assistant Lecturer	Business Technology	8/22/2011	12/10/2011	1000.00	HIR	1XP
Carney,John A	Lecturer	Trng Ctr, Fire & Haz Mtrls	1/3/2011	9/10/2011	360.00	HIR	TMP
Clouse,Dave	Lecturer	Summit College Dean's Office	9/5/2011	10/1/2011	800.00	REH	TMP
Corll,Michael J	Lecturer	Trng Ctr, Fire & Haz Mtrls	4/18/2011	4/23/2011	192.00	REH	TMP
Cyphert,Brian R	Lecturer	Trng Ctr, Fire & Haz Mtrls	8/29/2011	9/24/2011	792.00	REH	TMP
Davis,Shannon M	Lecturer	Summit College Dean's Office	9/26/2011	10/1/2011	150.00	REH	TMP
Devies,Ron	Lecturer	Summit College Dean's Office	9/12/2011	9/25/2011	875.00	REH	TMP
Elliott,Richard J	Lecturer	Workforce Dev & Cont Educ	9/11/2011	11/12/2011	720.00	REH	TMP
English,Kevin	Lecturer	Summit College Dean's Office	9/5/2011	9/11/2011	175.00	REH	TMP
Fatherine,David	Lecturer	Summit College Dean's Office	9/26/2011	10/1/2011	450.00	REH	TMP
Fitzgerald,Dave	Lecturer	Summit College Dean's Office	9/12/2011	9/25/2011	600.00	REH	TMP
Freisen,John	Lecturer	Workforce Dev & Cont Educ	9/4/2011	10/15/2011	900.00	REH	TMP
Groves,Steven B	Lecturer	Trng Ctr, Fire & Haz Mtrls	9/12/2011	9/17/2011	300.00	REH	TMP
Heckelmoser,Donnald	Lecturer	Summit College Dean's Office	9/19/2011	9/24/2011	150.00	REH	TMP
Hewitt,A. Michele	Adjunct-Early College Progr	Summit College Dean's Office	10/1/2011	6/30/2012	0.00	HIR	TMP
Hubert,Douglas G	Lecturer	Workforce Dev & Cont Educ	9/25/2011	11/19/2011	1280.00	REH	TMP
Hubert,Douglas G	Lecturer	Workforce Dev & Cont Educ	9/25/2011	11/19/2011	1630.00	PAY	OTH
Jones,Erik D	Adjunct-Early College Progr	Summit College Dean's Office	10/1/2011	6/30/2012	0.00	HIR	TMP
Kiehl,James G	Lecturer	Summit College Dean's Office	9/12/2011	9/17/2011	75.00	REH	TMP
Klink,MaryBeth I	Lecturer	Summit College Dean's Office	9/12/2011	9/24/2011	600.00	REH	TMP
Koscick,Lisa	Lecturer	Trng Ctr, Fire & Haz Mtrls	9/5/2011	9/11/2011	125.00	REH	TMP
Krell,Stephanie E	Lecturer	Workforce Dev & Cont Educ	9/11/2011	10/22/2011	630.00	REH	TMP
Leyden,Jeremy J	Lecturer	Workforce Dev & Cont Educ	9/11/2011	10/15/2011	562.50	REH	TMP
Lindsey,John	Lecturer	Summit College Dean's Office	9/5/2011	10/1/2011	990.00	REH	TMP
Lukach,Thomas F	Professor	Workforce Dev & Cont Educ	9/18/2011	10/22/2011	1125.00	REH	TMP
Maida,Lisa L	Lecturer	Workforce Dev & Cont Educ	9/11/2011	8/18/2012	4320.00	REH	TMP
Marotta,Anthony	Lecturer	Workforce Dev & Cont Educ	9/11/2011	10/22/2011	560.00	REH	TMP
Mehlberg,Timothy R	Asst Prof	Workforce Dev & Cont Educ	10/9/2011	10/29/2011	875.00	REH	TMP
Mickley,Brian T	Assistant Lecturer	Business Technology	8/22/2011	12/10/2011	1000.00	HIR	TMP
Miracle,Marty K	Lecturer	Workforce Dev & Cont Educ	9/26/2011	12/25/2011	1170.00	HIR	TMP
Morgan,Timothy A	Lecturer-Summer	Trng Ctr, Fire & Haz Mtrls	6/6/2011	8/27/2011	252.00	REH	TMP
Nassehi,Fred F	Assistant Lecturer	Developmental Programs	10/3/2011	12/10/2011	1625.00	HIR	TMP
Neiman,Michelle Langsam	Lecturer	Trng Ctr, Fire & Haz Mtrls	9/19/2011	9/24/2011	120.00	REH	TMP
Newman,Jeffrey D	Lecturer	Summit College Dean's Office	9/26/2011	9/30/2011	450.00	REH	TMP
O'Wesney,Denise M	Lecturer	Workforce Dev & Cont Educ	9/18/2011	10/29/2011	600.00	REH	TMP
Ott,Christopher A	Lecturer	Trng Ctr, Fire & Haz Mtrls	8/15/2011	8/20/2011	216.00	REH	TMP
Pascu,Scott	Lecturer	Trng Ctr, Fire & Haz Mtrls	6/13/2011	10/1/2011	2448.00	REH	TMP
Pateos,Karen E	Lecturer	Workforce Dev & Cont Educ	10/16/2011	11/26/2011	600.00	REH	TMP
Peterson,Deborah	Lecturer	Workforce Dev & Cont Educ	9/11/2011	11/19/2011	1500.00	REH	TMP
Peterson,Lisa J	Lecturer	Workforce Dev & Cont Educ	9/26/2011	12/24/2011	1170.00	HIR	TMP
Pierce,Cynthia I	Lecturer	Workforce Dev & Cont Educ	10/2/2011	12/24/2011	2340.00	HIR	TMP
Piggott,Dirk	Lecturer	Summit College Dean's Office	9/5/2011	9/24/2011	750.00	REH	TMP
Plastow,Alan L	Lecturer	Workforce Dev & Cont Educ	9/18/2011	10/1/2011	2572.00	REH	TMP
Pursley Jr,Robert L	Lecturer	Trng Ctr, Fire & Haz Mtrls	5/23/2011	5/28/2011	192.00	REH	TMP
Pursley Jr,Robert L	Lecturer	Trng Ctr, Fire & Haz Mtrls	5/16/2011	5/21/2011	192.00	REH	TMP
Shoenfelt,David A	Lecturer	Workforce Dev & Cont Educ	9/11/2011	10/22/2011	420.00	REH	TMP
Soltis,Dale A	Lecturer	Summit College Dean's Office	9/26/2011	10/1/2011	450.00	REH	TMP
Stammitti,Richard	Lecturer	Summit College Dean's Office	9/26/2011	10/1/2011	450.00	REH	TMP

*Regular retiree

113011NONCRED

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING

Name	Title	Department	Eff Date	Term Date	Amount	Action	Reason
SUMMIT COLLEGE(cont)							
Van Pelt,David	Lecturer	Summit College Dean's Office	9/5/2011	9/17/2011	364.00	REH	TMP
Venditti Jr,Paul T	Lecturer	Workforce Dev & Cont Educ	9/11/2011	10/15/2011	675.00	REH	TMP
Wells,Nicole D	Lecturer	Workforce Dev & Cont Educ	9/26/2011	12/24/2011	975.00	REH	TMP
Williams,Glenn G	Lecturer	Workforce Dev & Cont Educ	8/21/2011	1/28/2012	2620.00	PAY	OTH
Wynn,Susan E	Lecturer	Summit College Dean's Office	9/18/2011	11/26/2011	2857.10	REH	TMP
UNIVERSITY LIBRARIES							
Hawkins,Michael	Library Associate Sr	UL Reference	10/10/2011	5/4/2012	12.23	REH	TMP
WAYNE COLLEGE							
Clark,William	Lecturer	Workforce Dev & Cont Ed, Wayr	10/2/2011	10/8/2011	750.00	REH	TMP
Crawford,Randall S	Lecturer	Workforce Dev & Cont Ed, Wayr	8/14/2011	12/10/2011	2800.00	PAY	OTH
Dominik,Erich G	Lecturer	Workforce Dev & Cont Ed, Wayr	10/4/2011	10/4/2011	227.50	DTA	OTH
Dreher,Christine D	Lecturer	Workforce Dev & Cont Ed, Wayr	11/2/2011	11/2/2011	180.00	REH	TMP
Knowlton,Virginia A	Lecturer	Workforce Dev & Cont Ed, Wayr	10/31/2011	10/31/2011	180.00	REH	1XP
Schneider-Howland,Debra A	Lecturer	Workforce Dev & Cont Ed, Wayr	9/12/2011	9/12/2011	390.00	REH	1XP
Schoffman,Garth D	Lecturer	Workforce Dev & Cont Ed, Wayr	9/12/2011	11/26/2011	1950.00	REH	TMP
Taylor,Patricia R	Senior Lecturer	Biology-Wayne	10/6/2011	10/6/2011	150.00	REH	1XP
Zelones,Martin M	Lecturer	Workforce Dev & Cont Ed, Wayr	9/20/2011	9/20/2011	180.00	REH	1XP
Zioli,Arnold M	Lecturer	Workforce Dev & Cont Ed, Wayr	9/5/2011	10/1/2011	720.00	REH	TMP
Zioli,Arnold M	Lecturer	Workforce Dev & Cont Ed, Wayr	10/3/2011	10/29/2011	810.00	REH	TMP

*Regular retiree

GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
OFFICE OF THE PRESIDENT								
Dvorak, Mark J	GAI	Athletics Office	10/10/2011	10/22/2011	360.00	B	HIR	SPL
Lukach, John P	GAI	Athletics Office	10/9/2011	10/9/2011	50.00	D	REH	SPL
Martos, Arianna M	GAI	Athletics Office	9/16/2011	9/16/2011	75.00	D	HIR	SPL
Raymont, Brian P	GAI	Athletics Office	9/16/2011	9/16/2011	200.00	D	REH	SPL
Rockwell, Brandon M	GAI	Athletics Office	10/1/2011	10/1/2011	190.00	D	REH	SPL
Rockwell, Brandon M	GAI	Athletics Office	10/10/2011	10/22/2011	160.00	B	REH	SPL
VanDemark, Nicholas L	GAI	Athletics Office	9/16/2011	9/16/2011	30.00	D	REH	SPL
OFFICE OF ACADEMIC AFFAIRS								
Libman, Craig D	GAR	Incl & Equity/Chief Diversity	8/22/2011	12/10/2011	160.00	B	HIR	SPL
Libman, Craig D	GAR	Incl & Equity/Chief Diversity	1/9/2012	5/4/2012	160.00	B	REH	SPL
Zelin, Alexandra I	GAR	Incl & Equity/Chief Diversity	8/22/2011	12/10/2011	160.00	B	HIR	SPL
Zelin, Alexandra I	GAR	Incl & Equity/Chief Diversity	1/19/2012	5/4/2012	160.00	B	REH	SPL
VICE PRESIDENT FOR CAPITAL PLANNING & FACILITIES MANAGEMENT								
Opoku Agyeman, Isaac	GAA	Physical Facilities	10/2/2011	5/4/2012	658.06	B	HIR	TMI
BUCHTEL COLLEGE OF ARTS & SCIENCES								
Bilinovich, Stephanie M	GAT	Chemistry	12/11/2011	6/1/2012	730.77	B	REH	TMI
Bowers, David J	GAT	Chemistry	12/11/2011	6/1/2012	730.77	B	REH	TMI
Davis, Caroline M	GAT	Chemistry	12/11/2011	6/1/2012	730.77	B	REH	TMI
Engle, James T	GAT	Chemistry	12/11/2011	6/1/2012	730.77	B	REH	TMI
Jackson, Daniel P	GAT	Chemistry	5/6/2012	6/1/2012	730.77	B	REH	TMI
Johnson, Nicholas A	GAT	Chemistry	12/11/2011	6/1/2012	730.77	B	REH	TMI
Joseph, Jojo	GAT	Chemistry	12/11/2011	6/1/2012	730.77	B	REH	TMI
Katzenmeyer, Bryan C	GAT	Chemistry	12/11/2011	6/1/2012	730.77	B	REH	TMI
Olin, Tracy C	GAT	Chemistry	12/11/2011	6/1/2012	730.77	B	REH	TMI
Padgett, Nicholas E	GAT	Chemistry	12/11/2011	6/1/2012	730.77	B	REH	TMI
Robishaw, Nikki K	GAT	Chemistry	12/11/2011	6/1/2012	730.77	B	REH	TMI
Romano, Natalie C	GAT	Chemistry	12/11/2011	6/1/2012	730.77	B	REH	TMI
Schafer, Ryan F	GAT	Chemistry	12/11/2011	6/1/2012	730.77	B	REH	TMI
Schultz, Anthony F	GAT	Chemistry	12/11/2011	6/1/2012	730.77	B	REH	TMI
Shondrick, Sara J	GAR	Psychology	8/24/2011	8/24/2011	331.50	D	REH	1XP
Wagers, Patrick O	GAT	Chemistry	12/11/2011	6/1/2012	730.77	B	REH	TMI
Walker, Tia	GAT	Chemistry	12/11/2011	6/1/2012	730.77	B	REH	TMI
Wright, Brian D	GAT	Chemistry	12/11/2011	6/1/2012	730.77	B	REH	TMI
Yol, Alecr M	GAT	Chemistry	5/6/2012	6/1/2012	730.77	B	REH	TMI
COLLEGE OF BUSINESS ADMINISTRATION								
Zhou, Dan	GAA	Accountancy	8/22/2011	12/9/2011	180.00	B	HIR	TMI
COLLEGE OF EDUCATION								
Foster, Jessica E	GAR	Education Dean's Office	10/22/2011	10/22/2011	90.00	D	HIR	SPL
Steiner, Catrina A	GAR	Education Dean's Office	10/8/2011	10/8/2011	70.00	D	HIR	SPL
COLLEGE OF ENGINEERING								
Agarwal, Mohit Kumar	GAR	Electrical & Computer Engr	9/26/2011	12/9/2011	480.00	B	HIR	TMI
Bajaj, Srikanth	GAR	Civil Engineering	1/9/2012	5/4/2012	519.23	B	REH	TMI
Bridenstine, David R	GAI	Civil Engineering	12/11/2011	7/31/2012	647.77	B	REH	TMI
Kumkum, Pushpita	GAI	Civil Engineering	12/11/2011	7/31/2012	647.77	B	REH	TMI
Zhao, Qingqing	GAR	Mechanical Engineering	1/9/2012	5/3/2012	256.00	B	HIR	TMI
COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING								
Dong, Xuehui	GAR	Polymer Science	10/17/2011	10/15/2012	924.20	B	REH	TMI
Niknezhad, Sepideh	GAR	Polymer Engineering	1/9/2012	6/29/2012	846.15	B	REH	TMI
Sun, Hao-Jan	GAR	Polymer Science	9/26/2011	10/8/2011	100.00	B	REH	SPL
Xin, Yu	GAR	Polymer Science	9/26/2011	10/8/2011	280.00	B	REH	SPL

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

11/30/11GR/

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
117	41291	Events Asst/Coord REU	Non-Exempt		9/6/2011

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
126	24546	Asst VP Alumni & Col Ctr Progs	Exempt		10/1/2011
126	24547	Asst VP Development	Exempt		10/1/2011
126	24548	Exec Dir Corp Fnd & Dir Dev COE & PSPE	Exempt		10/1/2011
126	24549	Assoc VP & Chief Mrktg Officer	Exempt		10/31/2011
120	25124	Mgr Gnds, Spec Srvs & Recycling	Exempt		10/25/2011
122	27556	Dir The Akron Experience	Exempt		10/5/2011
125	27724	Exec Dir Career Center	Exempt		11/4/2011
120	28152	Dir Stu & Admin Affairs	Exempt		10/31/2011
121	28153	Coord Academic Affairs-OAA	Exempt		11/7/2011
117	28775	Events Asst/Coord REU	Non-Exempt	X	9/20/2011
221	T23507	Sr Systems Administrator	Exempt		10/3/2011

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

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Abbas	Ala R.	Asst Prof, Civil Engineering	Civil Engineering	74,327.00	78,571.00	9-month
Abousena	Eihab T.	Instr, Modern Languages	Modern Languages	38,446.00	40,633.00	9-month
Aby	Stephen H.	Prof, Bibliography	UL Collection Management	71,781.00	78,590.00	12-month
Acierito	Sheri A.	Instr, Nursing	Nursing - Instruction	51,620.00	53,145.00	9-month
Adamowicz-Hariasz	Maria	Assoc Prof, Modern Languages	Modern Languages	63,245.00	66,587.00	9-month
Aggarwal	Raj	FC Sullivan Prof, Intl Busn	Finance	186,004.00	190,104.00	9-month
Akhigbe	Aigbe	Prof, Finance	Finance	188,672.00	193,850.00	9-month
Allen	Philip A.	Prof, Psychology	Psychology	115,085.00	119,427.00	9-month
Al-Niemi	Naman Najim	College Lecturer, Mathematics	Theoretical & Applied Math	36,745.00	38,877.00	9-month
Ambrisco	Alan S.	Assoc Prof, English	English	59,918.00	64,369.00	9-month
Anderson	Carolyn M.	Prof, Communication	Communication	75,237.00	85,470.00	9-month
Andes	Thomas E.	Assoc Prof, Business Mngt Tech	Business & Office Tech-Wayne	72,632.00	75,634.00	9-month
Apple	Jerome E.	Instr, Accounting	Accountancy	66,252.00	68,318.00	9-month
Aron	Stephen C.	Prof, Music	Music	69,543.00	76,460.00	9-month
Arter	Roland K.	Assoc Prof, Mech Engr Tech	Engineering & Science Tech	61,084.00	64,654.00	9-month
Asencio	Emily K.	Asst Prof, Sociology	Sociology	61,529.00	63,422.00	9-month
Aupperle	Kenneth E.	Prof, Management	Management	115,798.00	131,963.00	9-month
Bagatto	Brian P.	Assoc Prof, Biology	Biology	66,051.00	71,429.00	9-month
Bahrami	Hamid R.	Asst Prof, Elec & Comp Engr	Electrical & Computer Engr	75,000.00	79,824.00	9-month
Ballou	Brian M.	Assoc Prof, Constr Engr Tech	Engineering & Science Tech	60,654.00	64,333.00	9-month
Baranowski	Shelley O.	Dist Prof, History	History	99,567.00	104,594.00	9-month
Barrett	Linda Ruth	Assoc Prof, Geography & Plan	Geography & Planning	69,857.00	73,676.00	9-month
Bays	Gary A.	Assoc Prof, English	English-Wayne	76,007.00	78,847.00	9-month
Bean	Janet P.	Assoc Prof, English	English	60,891.00	65,118.00	9-month
Becker	Matthew L.	Assoc Prof, Polymer Science	Polymer Science	113,066.00	116,926.00	9-month
Beckett	Julia	Assoc Prof, PAUS	Public Admin & Urban Studies	71,733.00	79,164.00	9-month
Beese	Jane A.	Instr, Education	Educ Found & Leadership	43,207.00	44,561.00	9-month
Behrman	Carolyn	Assoc Prof, Anthropology	Anthropology & Classical Studies	61,966.00	70,429.00	9-month
Belcher	Marcia C.	Prof, Constr Engr Tech	Engineering & Science Tech	71,456.00	75,852.00	9-month
Beltz	John F.	College Lecturer, Geo&Env Sci	Geology & Environmental Science	44,676.00	46,580.00	9-month
Beneke	Charles C.	Assoc Prof, Art	Art	58,032.00	67,364.00	9-month
Bennett	Richard L.	Assoc Prof, Fire Protect Tech	Public Service Technology	58,298.00	61,660.00	9-month
Besch	Thomas M.	Prof, Survey & Map Tech	Engineering & Science Tech	76,680.00	80,331.00	9-month
Bhati	Kuldhir S.	Asst Prof, Education	Counseling	61,555.00	62,866.00	9-month
Biddinger	Mary	Assoc Prof, English	English	58,104.00	67,709.00	9-month
Biddle	Stacia Elizabeth	Asst Prof, Resp Therapy Tech	Allied Health Technology	48,361.00	50,037.00	9-month
Bilia	Angela	College Lecturer, English	English	40,580.00	42,387.00	9-month
Birdsall	Eric R.	Prof, English	English	90,649.00	98,765.00	9-month
Bisconti	Toni L.	Assoc Prof, Psychology	Psychology	72,742.00	74,570.00	9-month

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

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Blackledge	Todd Alan	Assoc Prof, Biology	Biology	66,004.00	73,653.00	9-month
Boal	John M.	Assoc Prof, Criminal Just Tech	Public Service Technology	61,264.00	61,264.00	9-month
Bodman	Alan K.	Prof, Music	Music	72,369.00	78,771.00	9-month
Boisseau	Tracey Jean	Assoc Prof, History	History	61,673.00	69,539.00	9-month
Bordo	Guy V.	Assoc Prof, Music	Music	52,467.00	58,963.00	9-month
Borowiak	Dale S.	Prof, Statistics	Statistics	91,463.00	99,991.00	9-month
Borowiec	Andrew	Dist Prof, Art	Art	104,926.00	111,131.00	9-month
Bouchard	Constance B.	Dist Prof, History	History	109,711.00	119,046.00	9-month
Bove	Frank J.	Assoc Prof, Bibliography	UL Electronic Services	53,195.00	61,884.00	12-month
Braun	Minel J.	Dist Prof, Mechanical Eng	Mechanical Engineering	131,177.00	146,047.00	9-month
Brechtbill	James L.	Assoc Prof, Elec Engr Tech	Engineering & Science Tech	57,532.00	57,532.00	9-month
Bright Cobb	Marie A.	Instr, Nursing	Nursing - Instruction	53,901.00	55,347.00	9-month
Brinker	Lori A.	Assoc Prof, Office Tech	Business & Office Tech-Wayne	59,501.00	63,304.00	9-month
Broadway	Francis S.	Prof, Education	Curr & Instr Studies	76,726.00	81,288.00	9-month
Brooks	Stephen C.	Assoc Prof, Political Science	Political Science	84,099.00	87,377.00	12-month
Brougham	Rose M.	Asst Prof, Modern Languages	Modern Languages	54,521.00	56,012.00	9-month
Brown	Diane K.	Instr, Nursing	Nursing - Instruction	53,949.00	55,499.00	9-month
Brownlow	Robert J.	College Lecturer, Music	Music	37,620.00	39,841.00	9-month
Buchanan	James H.	Prof, Philosophy	Philosophy	75,885.00	75,885.00	9-month
Buckland	Sandra K.	Prof, Family & Consumer Sci	Family & Cons Sciences	71,303.00	77,530.00	9-month
Budd	Kathryn Marie	Assoc Prof, Art	Art	58,175.00	63,503.00	9-month
Buford	Christopher T.	College Lecturer, Philosophy	Philosophy	41,253.00	43,911.00	9-month
Buldum	Alper	Assoc Prof, Physics	Physics	67,204.00	74,621.00	9-month
Buser	Stacey L.	Clinical Instr, SS & Well Educ	Sport Science & Wellness Educ	44,738.00	47,110.00	9-month
Byrne	Michelle W.	Asst Prof, Tech Writing & Comp	Associate Studies	46,252.00	48,261.00	9-month
Cai	Sean X.	Assoc Prof, Phys & Hlth Educ	Sport Science & Wellness Educ	64,166.00	67,989.00	9-month
Cakmak	Mukerrem	Dist Prof, Polymer Engineering	Polymer Engineering	155,994.00	164,423.00	9-month
Callanan	Valerie J.	Asst Prof, Sociology	Sociology	59,777.00	62,038.00	9-month
Caplan	Richard E.	Assoc Prof, Communication	Communication	70,041.00	71,663.00	9-month
Carletta	Joan E.	Assoc Prof, Elect & Comp Engr	Electrical & Computer Engr	86,755.00	98,527.00	9-month
Carlin	Charles H.	Asst Prof, Sp-Lang Path & Aud	Speech-Lang Path & Audiology	59,646.00	66,382.00	9-month
Carlson	Sara G.	Instr, Biology	Biology	41,257.00	42,681.00	9-month
Carr	Fred M.	Prof, Education	Educ Found & Leadership	96,827.00	99,510.00	12-month
Carri	Gustavo A.	Assoc Prof, Polymer Science	Polymer Science	95,632.00	104,068.00	9-month
Cavicchi	Kevin A.	Asst Prof, Polymer Engineering	Polymer Engineering	78,158.00	85,189.00	9-month
Ceccio	Joseph F.	Prof, English	English	82,456.00	91,195.00	9-month
Cerrone	Kathryn L.	Asst Prof, Tech Mathematics	Associate Studies	46,571.00	48,593.00	9-month
Chandra	Akhlesh	Prof, Accounting	Accountancy	142,262.00	148,232.00	9-month
Chandv	Abhilash J.	Asst Prof, Mech Engineering	Mechanical Engineering	71,977.00	73,927.00	9-month

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

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Chase	George G.	Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	116,355.00	138,497.00	9-month
Cheh	John J.	Prof, Accounting	Accountancy	123,030.00	127,775.00	9-month
Chen	Ang	Assoc Prof, Physics	Physics	71,247.00	74,556.00	9-month
Chen	Chingju G.	Asst Prof, Education	Counseling	46,872.00	48,571.00	9-month
Cheng	Gang	Asst Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	74,007.00	76,884.00	9-month
Chernikova	Irina A.	Prof, Tech Mathematics	Associate Studies	67,770.00	72,733.00	9-month
Cheung	Harry M.	Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	107,771.00	117,451.00	9-month
Chiu	Sheau-Huey	Asst Prof, Nursing	Nursing - Instruction	64,746.00	66,512.00	9-month
Chlebek	Diana A.	Assoc Prof, Bibliography	UL Collection Management	66,277.00	73,279.00	12-month
Chojnacki	Bonnie	Asst Prof, Bibliography	UL Science & Technology	53,771.00	56,519.00	12-month
Choy	Fred Kat-Chung	Prof, Mechanical Engineering	Mechanical Engineering	110,272.00	120,885.00	9-month
Chronister	Kelli A	Asst Prof, Resp Therapy Tech	Allied Health Technology	52,421.00	53,804.00	9-month
Chuang	Connie S.	Instr, Nursing	Nursing - Instruction	49,605.00	51,090.00	9-month
Chura	Steven S.	Prof, Chem & Biomol Engr	Polymer Science	170,000.00	176,480.00	9-month
Chyi	Patrick J.	Assoc Prof, English	English	58,133.00	64,681.00	9-month
Cioffari	Lindgren L.	Prof, Geology & Environ Sci	Geology & Environmental Science	90,331.00	97,572.00	9-month
Ciszewski	Cynthia A.	Instr, Music	Music	30,000.00	33,362.00	9-month
Clark	Kathleen M.	College Lecturer, Devel Prog	Developmental Programs	42,647.00	44,248.00	9-month
Clark	Susan G.	Prof, Education	Educ Found & Leadership	77,493.00	80,568.00	9-month
Clary	Kathleen Diana	Assoc Prof, Communication	Communication	59,812.00	64,072.00	9-month
Clemons	William S.	Instr, Mathematics	Theoretical & Applied Math	44,086.00	46,585.00	9-month
Cockley	Curtis B.	Prof, Applied Math	Theoretical & Applied Math	78,099.00	87,218.00	9-month
Coffey	David	Instr, Marketing	Marketing	44,057.00	45,270.00	9-month
Cohen	Daniel J.	Asst Prof, Political Science	Political Science	64,142.00	65,875.00	9-month
Colville-Hall	David Brian	Assoc Prof, Political Science	Political Science	71,800.00	76,166.00	9-month
Conrad	Susan G.	Prof, Education	Curr & Instr Studies	74,777.00	77,872.00	9-month
Cossey	Edward J.	Assoc Prof, Accounting	Accountancy	123,244.00	126,556.00	9-month
Cosigan	James P.	Asst Prof, Mathematics	Theoretical & Applied Math	62,702.00	65,728.00	9-month
Coyner	Thomas E.	Instr, Finance	Finance	60,138.00	62,640.00	9-month
Croskey	Sandra C.	Assoc Prof, Education	Educ Found & Leadership	65,520.00	69,873.00	9-month
Crowley	Renee L.	Assoc Prof, Office Admin	Business Technology	59,488.00	63,660.00	9-month
Cushing	Robert F.	Associate College Lecturer	Communication	38,453.00	40,597.00	9-month
Cultrigh	Bruce S.	Prof, Biology	Biology	95,875.00	99,231.00	9-month
Daly	Teresa J.	Assoc Prof, Civil Engineering	Civil Engineering	79,808.00	83,895.00	9-month
Damson	Timothy M.	Asst Prof, Marketing	Marketing	94,500.00	97,083.00	9-month
Daugherty	Enoch E.	Assoc Prof, Computer Info Sys	Business Technology	70,128.00	75,356.00	9-month
Davis	Terry	Asst Prof, Marketing	Marketing	96,624.00	99,330.00	9-month
Davis III	Kathleen M.	Assoc Prof, Dance	Dance, Theatre & Arts Admin	62,006.00	64,862.00	9-month
	Alfred W.	Asst Prof, Education	Curr & Instr Studies	49,378.00	50,967.00	9-month

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

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
de Gregorio	Federico	Asst Prof, Marketing	Marketing	102,768.00	105,210.00	9-month
Deason	Lucinda Marie	Assoc Prof, PAUS	Public Admin & Urban Studies	64,839.00	69,610.00	9-month
Decker	Daniel Carl	Prof, Engineering	Engineering Technology-Wayne	74,184.00	79,993.00	9-month
Dejboard-Sawan	Parizad T.	Assoc Prof, Modern Languages	Modern Languages	62,848.00	65,609.00	9-month
Devany	David M.	Asst Prof, Paralegal Studies	Public Service Technology	46,447.00	46,447.00	9-month
Dey	Asoke K.	Asst Prof, Management	Management	99,686.00	102,567.00	9-month
Dickie	Jill L.	Prof, Community Svcs Tech	Public Service Technology	69,458.00	77,953.00	9-month
Diefendorff	James M.	Assoc Prof, Psychology	Psychology	90,472.00	97,304.00	9-month
Dimarco	Marguerite A.	Assoc Prof, Nursing	Nursing - Instruction	77,935.00	80,309.00	9-month
Doamekpor	Francois K.	Assoc Prof, PAUS	Public Admin & Urban Studies	65,855.00	65,855.00	9-month
Donovan	William J.	Assoc Prof, Chemistry	Chemistry	67,290.00	76,314.00	9-month
Dordevic	Sasa	Asst Prof, Physics	Physics	71,327.00	74,060.00	9-month
Doverspike	Dennis	Prof, Psychology	Psychology	100,500.00	106,756.00	9-month
Dreussl	Amy Shriver	Asst Prof, Social Science	Associate Studies	46,538.00	48,499.00	9-month
Drew	Julie A.	Assoc Prof, English	English	70,905.00	74,619.00	9-month
Duan	Zhong-Hui	Assoc Prof, Computer Science	Computer Science	86,139.00	96,542.00	9-month
Ducharme Jr.	Howard M.	Prof, Philosophy	Philosophy	86,137.00	92,130.00	9-month
Duff	Robert Joel	Prof, Biology	Biology	68,208.00	75,975.00	9-month
Duirk	Stephen Edward	Asst Prof, Civil Engineering	Civil Engineering	70,849.00	73,071.00	9-month
Dukes	John Thomas	Prof, English	English	98,499.00	100,765.00	9-month
Dunlap	Laurie A.	Asst Prof, Educ Math	Theoretical & Applied Math	54,147.00	55,562.00	9-month
Egan	James J.	Prof, English	English	95,024.00	100,574.00	9-month
Eichler	Rosemarie T.	Instr, History	History	43,955.00	45,429.00	9-month
Einsporn	Richard L.	Assoc Prof, Statistics	Statistics	71,694.00	75,876.00	9-month
Elbuluk	Malik E.	Prof, Elect & Comp Engr	Electrical & Computer Engr	99,644.00	106,390.00	9-month
Elicker	Joelle D.	Assoc Prof, Psychology	Psychology	68,086.00	71,643.00	9-month
Elliott Jr	J. Richard	Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	109,960.00	119,230.00	9-month
Elman	Cheryl S	Prof, Sociology	Sociology	77,175.00	81,231.00	9-month
Ely	Daniel L.	Prof, Biology	Biology	109,331.00	115,374.00	9-month
Endres	Kathleen L.	Dist Prof, Communication	Communication	87,678.00	103,771.00	9-month
Engelberg	Erik D.	Asst Prof, Mech Engineering	Mechanical Engineering	71,989.00	73,506.00	9-month
English	Kristina M.	Prof, Sp-Lang Path & Aud	Speech-Lang Path & Audiology	74,672.00	80,313.00	9-month
Erickson	Elizabeth B.	Assoc Prof, Economics	Economics	74,601.00	79,047.00	9-month
Erickson	Rebecca J.	Prof, Sociology	Sociology	82,521.00	92,180.00	9-month
Espe	Matthew P.	Assoc Prof, Chemistry	Chemistry	68,529.00	76,078.00	9-month
Evans	Edward A.	Assoc Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	82,848.00	91,960.00	9-month
Falah	Ghazi	Prof, Geography & Plan	Geography & Planning	82,326.00	87,652.00	9-month
Falk	Jane	College Lecturer, English	English	43,184.00	44,982.00	9-month
Fant	J. Clayton	Prof, Classical Studies	Anthropology & Classical Studies	85,796.00	89,054.00	9-month

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

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Farooqi	Zarrean	Prof, Computer Info Sys	Business Technology	68,630.00	74,075.00	9-month
Feerasta	Jamal	Prof, Hospitality Mngt	Business Technology	65,354.00	71,845.00	9-month
Feldt	Kevin M.	Assoc Prof, Mktg & Sales Tech	Business Technology	60,577.00	64,402.00	9-month
Felley	Kalrhyn	Assoc Prof, Sociology	Sociology	74,752.00	81,824.00	9-month
Fenwick	Rudy	Assoc Prof, Sociology	Sociology	66,704.00	69,584.00	9-month
Fielding	Lori Jean	Assoc Prof, Bibliography	UL Reference	56,673.00	64,656.00	12-month
Figler	Robert A.	Assoc Prof, Management	Management	87,674.00	96,164.00	9-month
Filer-Tubaugh	Bonnie L.	College Lecturer, Devel Prog	Developmental Programs	41,617.00	43,392.00	9-month
Fisher	Elaine M.	Assoc Prof, Nursing	Nursing - Instruction	78,145.00	88,724.00	9-month
Fister	Carrie L.	Instr, Sports Sci & Wellness	Sport Science & Wellness Educ	39,870.00	41,464.00	9-month
Fitzgerald	Karen M.	Instr, Nursing	Nursing - Instruction	47,991.00	49,457.00	9-month
Forcey	Stefan	Asst Prof, Mathematics	Theoretical & Applied Math	60,000.00	62,233.00	9-month
Forster	Antonia	Prof, English	English	81,772.00	87,099.00	9-month
Frank	Gary B.	Prof, Accounting	Accountancy	118,881.00	128,140.00	9-month
Friberg	LaVerne M.	Assoc Prof, Geology & Envi Sci	Geology & Environmental Science	73,110.00	77,686.00	9-month
Fridline	Mark M.	Instructor, Statistics	Statistics	53,469.00	55,045.00	9-month
Gamble	Sherry L.	Assoc Prof, Surgical Asst Tech	Allied Health Technology	60,535.00	64,971.00	9-month
Gao	Xiaosheng	Assoc Prof, Mechanical Engr	Mechanical Engineering	91,968.00	100,660.00	9-month
Gargarella	Elisa B.	Assoc Prof, Art Education	Art	56,906.00	62,197.00	9-month
Gatzia	Dimirta E.	Asst Prof, Philosophy	Philosophy-Wayne	50,407.00	51,898.00	9-month
Gehani	R. Ray	Assoc Prof, Mngt & Int'l Busn	Management	118,232.00	121,622.00	9-month
Gellyny	Ronald D.	Assoc Prof, Political Science	Political Science	68,425.00	71,237.00	9-month
Gerhardt	Jon Stuart	Design Assoc Prof, Mech Engr	Mechanical Engineering	73,024.00	77,401.00	9-month
Gerhardt	Sabine	Asst Prof, Early Childhood Dev	Public Service Technology	45,208.00	47,681.00	9-month
Gessel	Robert	College Lecturer, Mathematics	Theoretical & Applied Math	36,716.00	38,791.00	9-month
Ghosh	Sucharita	Assoc Prof, Economics	Economics	74,003.00	81,100.00	9-month
Giaconia	Jennifer Y.	College Lecturer, English	English	36,731.00	38,941.00	9-month
Giakos	George C.	Prof, Elect & Comp Engr	Electrical & Computer Engr	93,734.00	101,520.00	9-month
Giffels	David Patrick	Asst Prof, English	English	66,723.00	68,902.00	9-month
Giralt	Gabriel F.	Prof, Communication	Communication	79,849.00	84,265.00	9-month
Glozter	Richard S.	Prof, Family & Consumer Sci	Family & Cons Sciences	83,031.00	85,659.00	9-month
Golovaty	Dmitry	Assoc Prof, Applied Math	Theoretical & Applied Math	70,576.00	76,184.00	9-month
Gong	Xiong	Asst Prof, Polymer Engineering	Polymer Engineering	85,000.00	87,867.00	9-month
Goodell	John W.	Asst Prof, Finance	Finance	110,823.00	116,640.00	9-month
Gordon	Samuel	Prof, Music	Music	93,994.00	96,338.00	9-month
Gordon	Lesley J.	Prof, History	History	74,181.00	80,588.00	9-month
Gradisher	Suzanne M.	Asst Prof, Business Law	Finance	65,000.00	66,362.00	9-month
Graham	Michael F.	Prof, History	History	75,520.00	79,263.00	9-month
Graor	Christine H.	Asst Prof, Nursing	Nursing - Instruction	58,593.00	60,286.00	9-month

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

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Griffith	W. Ashley	Asst Prof, Geol & Environ Sci	Geology & Environmental Science	56,000.00	57,650.00	9-month
Guhde	Jacqueline Ann	Asst Prof, Clinical Nursing	Nursing - Instruction	58,403.00	60,093.00	9-month
Gujrati	Purushottam D.	Prof, Physics	Physics	99,773.00	107,183.00	9-month
Gunn	Virginia L.	Prof, Family & Consumer Sci	Family & Cons Sciences	94,827.00	101,868.00	9-month
Habizghi	Desale	Asst Prof, Statistics	Statistics	61,711.00	64,638.00	9-month
Hajjafar	Ali	Prof, Mathematics	Theoretical & Applied Math	82,791.00	86,710.00	9-month
Hall	Rosalie J.	Assoc Prof, Psychology	Psychology	77,483.00	89,736.00	9-month
Hallam	Stephen F.	Prof, Management	Management	160,519.00	166,175.00	9-month
Hallett	Terry L.	Assoc Prof, Sp-Lang Path & Aud	Speech-Lang Path & Audiology	63,970.00	68,809.00	9-month
Hamed	Gary R.	Prof, Polymer Science	Polymer Science	150,417.00	161,568.00	12-month
Han	Chang D.	BF Goodrich Endow Prof, Poly E	Polymer Engineering	158,268.00	165,179.00	9-month
Hanley	Dena	Assoc Prof, Political Science	Political Science	62,331.00	65,417.00	9-month
Hardy	James K.	Prof, Chemistry	Chemistry	94,656.00	104,525.00	9-month
Hariharan	Subramaniya I.	Prof, Elect & Comp Engr	Electrical & Computer Engr	127,878.00	136,426.00	9-month
Harp	Stephen L.	Prof, History	History	83,784.00	86,448.00	9-month
Harper	Augustus L.	Assoc Prof, Business Mngt Tech	Business Technology	61,906.00	64,815.00	9-month
Hart	Lisa A.	Instr, Nursing	Nursing - Instruction	48,346.00	49,716.00	9-month
Hartley	Tom T.	Prof, Elect & Comp Engr	Electrical & Computer Engr	114,879.00	126,946.00	9-month
Hassenpflug	Ann	Prof, Education	Educ Found & Leadership	80,364.00	83,032.00	9-month
Hauser	William Joseph	Assoc Prof, Marketing	Marketing	107,644.00	110,158.00	9-month
Hausknecht	Douglas R.	Assoc Prof, Mktg & Int'l Busn	Marketing	88,431.00	93,812.00	9-month
Hebert	Jennifer G.	College Lecturer, English	English	38,917.00	41,096.00	9-month
Heinz	Hendrik	Asst Prof, Polymer Engineering	Polymer Engineering	78,610.00	85,038.00	9-month
Heminger	John A.	Assoc Prof, Applied Math	Theoretical & Applied Math	67,711.00	70,543.00	9-month
Hicks	V	Assoc Prof, Music	Music	72,752.00	76,588.00	12-month
Hill	Patricia S.	Assoc Prof, Communication	Communication	59,854.00	65,311.00	9-month
Hixson	Walter L.	Dist Prof, History	History	96,526.00	104,545.00	9-month
Holda	James H.	Assoc Prof, Biology	Biology	65,450.00	68,337.00	9-month
Holz	Jennifer L.	Prof, Sociology	Sociology-Wayne	65,212.00	72,048.00	9-month
Hoo Fall	Michelle S.	Prof, Mechanical Engineering	Mechanical Engineering	91,060.00	102,109.00	9-month
Hoot	Christopher P.	Assoc Prof, Art	Art	77,252.00	78,734.00	9-month
Horn	Melissa A.	Asst Prof, Nursing	Nursing - Instruction	62,000.00	62,000.00	9-month
Horning	Kathleen M.	Instr, Nursing	Nursing - Instruction	53,778.00	55,015.00	9-month
Hower	Walter H.	Asst Prof, Fire Protection Tec	Public Service Technology	48,402.00	50,319.00	9-month
Howley	Heather A.	Asst Prof, Communication	Speech & Theatre Arts-Wayne	49,420.00	51,056.00	9-month
Hoyt Jr.	William G.	Prof, Music	Music	73,890.00	78,592.00	9-month
Hreno	Travis M. R.	Asst Prof, Philosophy	Philosophy	50,527.00	52,415.00	9-month
Hu	Yu-Kuang	Assoc Prof, Physics	Physics	69,202.00	72,224.00	9-month
Hu	Jun	Assoc Prof, Chemistry	Chemistry	68,901.00	75,388.00	9-month

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

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Huber	Lori A.	Instr, Nursing	Nursing - Instruction	50,000.00	51,238.00	9-month
Hudak	Sandra L.	Assoc Prof, Fam & Cons Sci	Family & Cons Sciences	61,057.00	65,659.00	9-month
Huff	Marlene S.	Prof, Nursing	Nursing - Instruction	94,915.00	98,631.00	12-month
Huss	John	Asst Prof, Philosophy	Philosophy	53,112.00	54,925.00	9-month
Ida	Nathan	Dist Prof, Elect & Comp Engr	Electrical & Computer Engr	130,984.00	144,270.00	9-month
Isayev	Avraam I.	Dist Prof, Polymer Engineering	Polymer Engineering	130,875.00	149,626.00	9-month
Jain	Naveen Kumar	Asst Prof, Mktg & Int'l Busn	Marketing	93,000.00	94,773.00	9-month
Jara Droguett	Herman B.	Instr, Modern Languages	Modern Languages	38,003.00	39,503.00	9-month
Jennings-Rentenaar	Teena	Assoc Prof, Fam & Cons Sci	Family & Cons Sciences	58,990.00	63,959.00	9-month
Jensrud	Qeller	Assoc Prof, Education	Educ Found & Leadership	64,716.00	68,738.00	9-month
Jia	Li	Asst Prof, Polymer Science	Polymer Science	96,006.00	101,177.00	9-month
Johanyak	Debra L.	Prof, English	English-Wayne	73,217.00	80,349.00	9-month
Johanyak	Michael F.	Prof, Tech Writing & Comp	Associate Studies	71,548.00	76,042.00	9-month
Johnson	Thomas W.	College Lecturer, Devel Prog	Developmental Programs	37,958.00	40,012.00	9-month
Johnson	Dawn M.	Asst Prof, Psychology	Psychology	69,015.00	72,403.00	9-month
Johnston	Scott A.	Prof, Music	Music	75,875.00	80,736.00	9-month
Jolly	Tucker R.	Prof, Music	Music	85,872.00	89,042.00	9-month
Jones	Gwendolyn	Prof, Business Mngt Tech	Business Technology	71,580.00	77,485.00	9-month
Jones	Kristina B.	Prof, Music	Music	69,812.00	73,891.00	9-month
Jones	Dwayne Keith	Asst Prof, Criminal Just Tech	Public Service Technology	46,672.00	48,635.00	9-month
Jones	Anedra W.	College Lecturer, Mathematics	Theoretical & Applied Math	36,604.00	38,614.00	9-month
Jorgensen	Robert D.	Prof, Music	Music	91,878.00	95,741.00	9-month
Joy	Abraham	Asst Prof, Polymer Science	Polymer Science	85,000.00	87,152.00	9-month
Justice	Brad L.	College Lecturer, Mathematics	Theoretical & Applied Math	38,925.00	41,109.00	9-month
Juvancic-Heltzel	Judith A.	Asst Prof, Education	Sport Science & Wellness Educ	47,653.00	50,372.00	9-month
Kahl	Douglas R.	Prof, Finance & Int'l Busn	Finance	138,241.00	150,668.00	9-month
Kaltenthaler	Karl C.	Prof, Political Science	Political Science	84,619.00	89,447.00	9-month
Kandray	Daniel E.	Asst Prof, Manf Tech&Mech Tech	Engineering & Science Tech	57,608.00	59,248.00	9-month
Kang	Eunsu	Asst Prof, Art	Art	53,467.00	54,939.00	9-month
Kappler	Rachele M.	Clinical Instr, SS & Well Educ	Sport Science & Wellness Educ	44,072.00	46,231.00	9-month
Karriker	Galen S.	Assoc Prof, Music	Music	58,025.00	62,810.00	9-month
Kaut	Kevin Patrick	Assoc Prof, Psychology	Psychology	69,582.00	75,084.00	9-month
Keiper	Bonnie J.	Instr, Communication	Communication	42,269.00	44,337.00	9-month
Kellar	Thomas W.	Assoc Prof, Computer Info Sys	Business Technology	59,818.00	64,608.00	9-month
Keller	Debra S.	Prof, Computer Info Sys	Business Technology	99,838.00	102,244.00	9-month
Kelly III	S. Graham	Assoc Prof, Mechanical Engr	Mechanical Engineering	117,853.00	124,371.00	9-month
Keltyka	Pamela Kay	Assoc Prof, Accounting	Accountancy	96,190.00	104,007.00	9-month
Kemp	Sukanya	Asst Prof, Social Science	Associate Studies	46,780.00	48,766.00	9-month
Kendra	Mary Agnes	Assoc Prof, Nursing	Nursing - Instruction	64,654.00	68,321.00	9-month

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

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Kennedy	Elizabeth A.	Prof, Social Science	Associate Studies	76,826.00	78,800.00	9-month
Kern	Kevin F.	Assoc Prof, History	History	59,715.00	67,178.00	9-month
Kernen	Margaret V.	Clinical Instr, Education	Education Dean's Office	47,880.00	48,977.00	9-month
Kerr	Kimberly B.	Instr, Nursing	Nursing - Instruction	49,948.00	51,337.00	9-month
Kidd	Lori I.	Asst Prof, Nursing	Nursing - Instruction	62,628.00	64,157.00	9-month
Kim	Il-Woon	Prof, Accounting & Intl Busn	Accountancy	139,888.00	150,970.00	9-month
King	Deborah P.	Instr, Geography & Plan	Geography & Planning	46,323.00	47,795.00	9-month
Klein	Janet	Asst Prof, History	History	65,366.00	67,477.00	9-month
Kline	Lynn S.	Assoc Prof, Education	Curr & Instr Studies	58,105.00	62,436.00	9-month
Klingler	Mona L.	Assoc Prof, Sp-Lang Path & Aud	Speech-Lang Path & Audiology	60,785.00	64,740.00	9-month
Knight	Catharine C.	Prof, Education	Educ Found & Leadership	75,750.00	79,341.00	9-month
Kolodziej	Matthew	Assoc Prof, Art	Art	58,297.00	63,682.00	9-month
Kornspan	Alan S.	Assoc Prof, Education	Sport Science & Wellness Educ	59,496.00	65,154.00	9-month
Koskey	Kristin L.	Asst Prof, Education	Educ Found & Leadership	54,510.00	56,147.00	9-month
Kostandy	Raouth	Asst Prof, Nursing	Nursing - Instruction	55,086.00	56,557.00	9-month
Kraft	Lori A.	Assoc Prof, General Tech	Engineering & Science Tech	56,615.00	62,901.00	9-month
Kraus	Sophia A.	Assoc Clin Instr, Fam&Con Sci	Family & Cons Sciences	56,437.00	59,050.00	12-month
Kreider	Kevin L.	Prof, Applied Math	Theoretical & Applied Math	85,609.00	95,962.00	9-month
Kreidler	Maryhelen C.	Prof, Nursing	Nursing - Instruction	91,613.00	95,610.00	9-month
Krishna	Lala B.	Prof, Mathematics	Theoretical & Applied Math	77,898.00	83,563.00	9-month
Kropff	Janet S.	Assoc Prof, Computer Info Sys	Business Technology	59,867.00	65,087.00	9-month
Kruse	Sharon D.	Prof, Education	Educ Found & Leadership	118,758.00	124,190.00	9-month
Kurzawa	Colleen J.	Instr, Nursing	Nursing - Instruction	51,408.00	52,903.00	9-month
Kushner Benson	Susan Nan	Assoc Prof, Education	Educ Found & Leadership	70,982.00	73,812.00	9-month
Kyu	Thein	Dist Prof, Polymer Engineering	Polymer Engineering	132,026.00	148,416.00	9-month
Lafferty	Laurie J.	Prof, Music	Music	70,015.00	74,542.00	9-month
Lahay	Karen Eilers	Prof, Finance	Finance	138,843.00	153,293.00	9-month
Laipply	Richelle S.	Prof, Allied Health Tech	Allied Health Technology	66,985.00	71,203.00	9-month
Landis	William J.	Prof, Polymer Science	Polymer Science	162,000.00	164,858.00	9-month
LaRose	Joseph A.	Assoc Prof, Bibliography	UL Reference	63,267.00	70,719.00	12-month
Lashbrook	Laurie E.	Assoc Prof, Music	Music	52,695.00	60,028.00	9-month
Lastler	Sharalyn J.	Asst Prof, Bibliography	UL Reference	47,667.00	51,533.00	12-month
Lavrentyev	Peter J.	Prof, Biology	Biology	67,262.00	74,741.00	9-month
Lazar	Lisa A.	Asst Prof, Bibliography	UL Collection Management	51,641.00	54,834.00	12-month
Lee	Seungbum	Asst Prof, Education	Sport Science & Wellness Educ	46,974.00	48,764.00	9-month
Lee	Kye-Shin	Asst Prof, Elec & Comp Engr	Electrical & Computer Engr	75,000.00	77,664.00	9-month
Leeper	Thomas C.	Asst Prof, Chemistry	Chemistry	65,845.00	67,961.00	9-month
Leipzig	Nic D.	Robt Iredell Ast Prof Chem Eng	Chemical & Biomolecular Engr	75,934.00	77,907.00	9-month
Lenhart	Lisa A.	Prof, Education	Curr & Instr Studies	69,997.00	78,838.00	9-month

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

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Leonov	Arkadii I.	Prof, Polymer Engineering	Polymer Engineering	115,195.00	117,139.00	9-month
Lesner	Sharon A.	Prof, Sp-Lang Path & Aud	Speech-Lang Path & Audiology	92,603.00	100,669.00	9-month
Levant	Ronald F.	Prof, Psychology	Psychology	161,839.00	165,049.00	9-month
Levin	Michael J.	Assoc Prof, History	History	60,416.00	67,637.00	9-month
Lewis	Susan M.	College Lecturer	Business & Office Tech-Wayne	43,833.00	45,222.00	9-month
Li	Huey-Li	Prof, Education	Educ Found & Leadership	77,909.00	81,838.00	9-month
Li	Peter K.	Assoc Prof, Social Work	Social Work	62,235.00	66,074.00	9-month
Liang	Robert Y.	Dist Prof, Civil Engr	Civil Engineering	144,973.00	157,235.00	9-month
Liang	Xin	Assoc Prof, Education	Educ Found & Leadership	76,226.00	81,788.00	9-month
Licale	David Anthony	Assoc Prof, Crm Just Tech & Emerg Mgt	Public Service Technology	52,543.00	60,772.00	9-month
Lieberman	Alvin H.	Assoc Prof, Accounting	Accountancy	106,918.00	112,121.00	9-month
Lillie	Timothy H.	Assoc Prof, Education	Curr & Instr Studies	59,896.00	63,589.00	9-month
Lin	Young Y.	Prof, Communication	Communication	71,827.00	79,763.00	9-month
Liszka	Kathy J.	Prof, Computer Science	Computer Science	108,246.00	114,131.00	9-month
Liu	Qin	Prof, Biology	Biology	69,220.00	80,643.00	9-month
Liu	Liping	Prof, Mgt & Info Systems	Management	142,684.00	145,816.00	9-month
Liu	Lingyun	Asst Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	71,595.00	74,994.00	9-month
LiVecchi	Joseph P.	Asst Prof, Philosophy	Philosophy	60,235.00	61,757.00	9-month
Loesch	Jack A.	Assoc Prof, Business Mngt Tech	Business & Office Tech-Wayne	59,701.00	63,605.00	9-month
Londraville	Richard L.	Prof, Biology	Biology	77,327.00	87,244.00	9-month
Loth	Francis	FT Harrington Endow Assoc Prof	Mechanical Engineering	109,389.00	113,117.00	9-month
Lueck	Therese L.	Prof, Communication	Communication	79,542.00	88,004.00	9-month
Luetmer-Strathmann	Jutta	Assoc Prof, Physics	Physics	66,633.00	73,286.00	9-month
Lukach	Thomas F.	Prof, Mechanical Engr Tech	Engineering & Science Tech	67,243.00	72,548.00	9-month
Lulhern	John J.	Assoc Prof, General Tech	Engineering & Science Tech	58,546.00	58,546.00	9-month
Lyuksyulov	Sergei F.	Assoc Prof, Physics	Physics	68,649.00	72,850.00	9-month
Mac Donald	Suzanne C.	Prof, Education	Educ Found & Leadership	76,513.00	80,086.00	9-month
MacCracken	Mary Jo	Prof, Phys & Hlth Educ	Sport Science & Wellness Educ	93,281.00	98,708.00	9-month
Madanayake	Habarakada Liyanachchi	Asst Prof, Elec & Comp Engr	Electrical & Computer Engr	75,000.00	77,119.00	9-month
Makki	Nidaa	Asst Prof, Education	Curr & Instr Studies	52,327.00	53,626.00	9-month
Malavite	Patsy A.	Assoc Prof, Busn & Office Tech	Business & Office Tech-Wayne	78,036.00	81,098.00	9-month
Mancke	Elizabeth	Prof, History	History	79,403.00	83,401.00	9-month
Marich	Fredric	Instr, Mktg & Int'l Busn	Marketing	49,371.00	50,922.00	9-month
Maringer	Richard M.	Assoc Prof, Economics	Economics-Wayne	66,057.00	69,162.00	9-month
Marino	Deborah D.	Assoc Prof, Fam & Cons Sd	Family & Cons Sciences	68,714.00	73,262.00	9-month
Marion	Nancy E.	Prof, Political Science	Political Science	78,870.00	87,615.00	9-month
Martin	Leisa A.	Asst Prof, Education	Curr & Instr Studies	56,597.00	59,242.00	9-month
Mascaro	Michelle J.	Asst Prof, Bibliography	UL Electronic Services	50,194.00	53,609.00	9-month
Matejkovic	John E.	Assoc Prof, Business Law	Finance	90,340.00	99,642.00	9-month

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

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Matney	Timothy	Assoc Prof, Archaeology	Anthropology & Classical Studies	77,391.00	79,499.00	9-month
Mc Donald	Rebecca A.	College Lecturer, Devel Prog	Developmental Programs	41,254.00	43,089.00	9-month
McArdle	Linda J.	Instr, Social Work	Social Work	58,683.00	60,191.00	12-month
McCarthy	Daniel W.	Prof, Music	Music	72,396.00	76,917.00	9-month
McCollum	Rebecca L.	Prof, Computer Info Sys	Business Technology	71,572.00	76,892.00	9-month
McElfresh	Rebecca A.	Instr, Education	Educ Found & Leadership	44,231.00	45,259.00	9-month
McHenry	William Keith	Assoc Prof, Management	Management	113,735.00	117,048.00	9-month
McKnight	Lynn B.	College Lecturer, Devel Prog	Developmental Programs	35,958.00	38,012.00	9-month
Meehan	Susanne M.	Prof, Psychology	Psychology-Wayne	70,522.00	75,098.00	9-month
Mehlberg	Timothy R.	Asst Prof, Hospitality Mngt	Business Technology	49,955.00	51,388.00	9-month
Memmer	Debra	Asst Prof, Nutrition & Diet	Family & Cons Sciences	47,618.00	49,353.00	9-month
Meyer	David G.	Assoc Prof, Management	Management	80,123.00	83,729.00	9-month
Migid-Hamzza	Adel A.	Prof, Theatre Arts	Dance, Theatre & Arts Admin	85,206.00	92,351.00	9-month
Milam	Jennifer L.	Asst Prof, Education	Curr & Instr Studies	53,483.00	59,911.00	9-month
Milks	Andrew E.	Asst Prof, Electr Engr Tech	Engineering & Science Tech	56,584.00	58,208.00	9-month
Miller	Michelle A.	College Lecturer, Devel Prog	Developmental Programs	42,284.00	43,946.00	9-month
Miller	Christopher M.	Assoc Prof, Civil Engineering	Civil Engineering	82,547.00	86,571.00	9-month
Miller	Jon Stephen	Assoc Prof, English	English	59,942.00	64,257.00	9-month
Millhoff	Patricia A.	Assoc Prof, Criminal Just Tech	Public Service Technology	59,836.00	65,722.00	9-month
Milsted	Amy	Prof, Biology	Biology	85,301.00	95,162.00	9-month
Minc	Janet Barnett	Prof, English	English-Wayne	88,796.00	92,981.00	9-month
Mitchell	Randall J.	Prof, Biology	Biology	82,051.00	87,312.00	9-month
Mittal	Gaurav	Asst Prof, Mech Engineering	Mechanical Engineering	73,999.00	76,194.00	9-month
Miyoshi	Toshikazu	Assoc Prof, Polymer Science	Polymer Science	110,000.00	112,480.00	9-month
Modarelli	David A.	Prof, Chemistry	Chemistry	78,442.00	90,643.00	9-month
Monty	Chelsea	Asst Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	73,968.00	75,786.00	9-month
Moore	Francisco B.	Assoc Prof, Biology	Biology	65,195.00	70,143.00	9-month
Moore Gardner	Megan	Assoc Prof, Education	Educ Found & Leadership	55,222.00	62,075.00	9-month
Morgan	Karyn I.	Instr, Nursing	Nursing - Instruction	55,510.00	57,060.00	9-month
Morrison II	John W.	Assoc Prof, Art	Art	61,857.00	64,999.00	9-month
Morscher	Gregory N.	Assoc Prof, Mechanical Engr	Mechanical Engineering	76,440.00	82,823.00	9-month
Morse	Mindy	College Lecturer, Devel Prog	Developmental Programs	42,284.00	43,946.00	9-month
Mudrey-Camino	Renee	Assoc Prof, Education	Educ Found & Leadership	55,506.00	63,224.00	9-month
Mukherjee	Debmalya	Asst Prof, Management	Management	103,010.00	111,392.00	9-month
Mumper	John	Prof, Community Srvs Tech	Public Service Technology	74,903.00	82,498.00	9-month
Murray	Amber R.	Instr, Nursing	Nursing - Instruction	54,608.00	56,122.00	9-month
Murrock	Carolyn J.	Asst Prof, Nursing	Nursing - Instruction	66,302.00	68,124.00	9-month
Mutter III	Jay L.	Instr, Economics	Economics	44,578.00	46,168.00	9-month
Myers	Steven C.	Assoc Prof, Economics	Economics	79,714.00	84,087.00	9-month

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

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Myers	Mary E.	Assoc Prof, Criminal Just Tech	Public Service Technology	58,435.00	64,617.00	9-month
Nelson	Lance D.	College Lecturer, Mathematics	Theoretical & Applied Math	41,532.00	43,593.00	9-month
Newby	Bi-min Zhang	Assoc Prof, Chemical Engr	Chemical & Biomolecular Engr	81,801.00	92,703.00	9-month
Newman	Melinda L.	Assoc Prof, Finance	Finance	118,767.00	124,990.00	9-month
Newton	Evangeline	Prof, Education	Curr & Instr Studies	80,553.00	85,291.00	9-month
Nguyen	Truyen Van	Asst Prof, Applied Mathematics	Theoretical & Applied Math	63,259.00	65,161.00	9-month
Nguyen	Hung Ngoc	Asst P Prof, Mathematics	Theoretical & Applied Math	60,000.00	61,451.00	9-month
Nicholas	John B.	Asst Prof, Comp Info Systems	Business Technology	55,545.00	57,222.00	9-month
Niewiarowski	Peter H.	Prof, Biology	Biology	79,649.00	84,257.00	9-month
Nofziger	Stacey	Assoc Prof, Sociology	Sociology	63,617.00	68,393.00	9-month
Nunn	Hillary M.	Assoc Prof, English	English	58,224.00	65,170.00	9-month
O	Mun Pyung	Asst Prof, Economics	Economics	78,000.00	79,650.00	9-month
Obiekwe	Jery C.	Prof, Mathematics	Mathematics-Wayne	73,613.00	79,280.00	9-month
Ofofibe	Emeka O.	Assoc Prof, Accounting	Accountancy	100,763.00	107,188.00	9-month
Oh	Namkyung	Asst Prof, PAUS	Public Admin & Urban Studies	55,000.00	56,440.00	9-month
Okonieski	Deborah A.	College Lecturer, Mathematics	Theoretical & Applied Math	40,913.00	43,099.00	9-month
O'Neil	Timothy W.	Assoc Prof, Computer Science	Computer Science	92,736.00	96,762.00	9-month
Orr	Linda M.	Asst Prof, Marketing	Marketing	115,679.00	118,604.00	9-month
Ortega-Liston	Ramona	Assoc Prof, PAUS	Public Admin & Urban Studies	72,580.00	77,502.00	9-month
O'Sullivan	Terrence M.	Asst Prof, Political Science	Political Science	56,520.00	57,828.00	9-month
Oswald	Ruth	Assoc Prof, Education	Curr & Instr Studies	68,767.00	74,740.00	9-month
Osyk	Barbara A.	Assoc Prof, Management	Management	94,051.00	100,986.00	9-month
Ott	Donald W.	Prof, Biology	Biology	83,123.00	86,291.00	9-month
Otterletter	Ronald	Assoc Prof, Education	Sport Science & Wellness Educ	52,224.00	65,308.00	9-month
Owen	Cheryl L.	Instr, Nursing	Nursing - Instruction	50,871.00	52,357.00	9-month
Owens	Deborah L.	Assoc Prof, Mktg & Int'l Busn	Marketing	94,285.00	98,984.00	9-month
Pachnowski	Lynne M.	Prof, Education	Curr & Instr Studies	75,982.00	79,284.00	9-month
Palacas	Arthur L.	Prof, English	English	81,640.00	90,049.00	9-month
Palmer	Lori J.	Instr, Sp-Lang Path & Aud	Speech-Lang Path & Audiology	46,317.00	47,631.00	9-month
Pan	Ernian	Prof, Civil Engineering	Civil Engineering	91,958.00	103,085.00	9-month
Pang	Yi	Coleman Assoc Prof, Chemistry	Chemistry	86,245.00	91,110.00	9-month
Park Boush	Lisa E.	Prof, Geology & Environ Sci	Geology & Environmental Science	96,161.00	108,935.00	12-month
Parr	Patricia E.	Prof, Education	Counseling	73,053.00	79,573.00	9-month
PalanKar	Jayprakash G.	Prof, Management	Management	118,139.00	136,388.00	9-month
Patnaik	Anil	Assoc Prof, Civil Engineering	Civil Engineering	78,552.00	84,610.00	9-month
Peck	John A.	Assoc Prof, Geology & Envi Sci	Geology & Environmental Science	66,770.00	78,636.00	9-month
Peetles	Georgia K.	Prof, Music	Music	78,767.00	84,721.00	9-month
Pendleton	Brian F.	Prof, Sociology	Sociology	111,766.00	116,593.00	9-month
Peralta	Robert L.	Assoc Prof, Sociology	Sociology	60,354.00	66,488.00	9-month

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

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Perosa	Sandra L.	Prof, Education	Counseling	77,968.00	81,173.00	9-month
Perosa	Linda M.	Assoc Prof, Education	Counseling	59,469.00	63,200.00	9-month
Perry	David S.	Prof, Chemistry	Chemistry	106,514.00	118,225.00	9-month
Pipps	Val S.	Asst Prof, Communication	Communication	48,370.00	50,067.00	9-month
Plummer	Karen A.	Assoc Prof, Bibliography	UL Electronic Services	67,772.00	71,599.00	12-month
Pond	Kelly M.	Instr, Nursing	Nursing - Instruction	84,363.00	86,120.00	9-month
Pope	Susan H.	Prof, Business Mngt Tech	Business Technology	72,150.00	76,670.00	9-month
Pope	Durand L.	Assoc Prof, Theatre Arts	Dance, Theatre & Arts Admin	63,125.00	73,585.00	9-month
Pope Jr.	George S.	Prof, Music	Music	75,368.00	84,291.00	9-month
Povitsky	Robert F.	Prof, English	English	88,334.00	98,189.00	9-month
Prichard	Alex	Assoc Prof, Mechanical Engr	Mechanical Engineering	85,165.00	92,246.00	9-month
Prochazka	Robin	Asst Prof, Dance	Dance, Theatre & Arts Admin	53,472.00	55,122.00	9-month
Pugh	David	Assoc Prof, Bibliography	UL Electronic Services	63,482.00	68,597.00	12-month
Puskas	Coleen	Prof, Polymer Science	Polymer Science	109,740.00	123,738.00	9-month
Queener	Judit E.	Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	155,000.00	158,564.00	9-month
Quesada	John E.	Prof, Education	Counseling	69,023.00	74,299.00	9-month
Quinn	Antonio R.	Prof, Mathematics	Theoretical & Applied Math	97,062.00	102,090.00	9-month
Radesic	D. Dane	Prof, Mechanical Engineering	Mechanical Engineering	93,199.00	101,708.00	9-month
Raliff	Brian P.	Instr, Nursing	Nursing - Instruction	121,075.00	123,593.00	12-month
Rakoff	Patricia A.	Clinical Instr, Education	Educ Found & Leadership	53,210.00	54,370.00	9-month
Ramcharran	Penny A.	Prof, Art	Art	80,617.00	86,009.00	9-month
Ramirez	Harridutt	Prof, Finance & Int'l Busn	Finance	126,403.00	135,775.00	9-month
Ramlo	Rolando Juan Jose	Asst Prof, Biology	Biology	59,855.00	62,808.00	9-month
Ramsey-Chin	Susan E.	Prof, General Tech	Engineering & Science Tech	75,903.00	79,821.00	9-month
Rancer	Kimberly Colleen	College Lecturer, Mathematics	Theoretical & Applied Math	36,753.00	38,965.00	9-month
Randy	Andrew S.	Prof, Communication	Communication	91,659.00	104,270.00	9-month
Reddy	Scott P.	Assoc Prof, Tech Mathematics	Associate Studies	60,211.00	63,534.00	9-month
Reep	Narender P.	Prof, Biomedical Engineering	Biomedical Engineering	112,538.00	130,751.00	9-month
Reeves	Diana C.	Prof, English	English	93,826.00	100,778.00	9-month
Reneker	John N.	Instr, Anthropology	Anthropology & Classical Studies	42,677.00	44,529.00	9-month
Renna	Darrell H.	Dist Prof, Polymer Science	Polymer Science	178,167.00	193,869.00	12-month
Resanovic	Francesco	Assoc Prof, Economics	Economics	77,155.00	83,755.00	9-month
Resler	Nikola	Prof, Music	Music	72,806.00	78,783.00	9-month
Reynolds	Rose M.	Asst Prof, Fam & Cons Sci	Family & Cons Sciences	53,002.00	54,396.00	9-month
Rhoades	Cynthia A.	Prof, Education	Counseling	70,497.00	77,472.00	9-month
Riedl	Elizabeth	College Lecturer, English	English	41,938.00	44,061.00	9-month
Riley	Jeffrey M.	Assoc Prof, Mathematics	Theoretical & Applied Math	67,055.00	71,568.00	9-month
Rinaldi	Tracy A.	Assoc Prof, Nursing	Nursing - Instruction	76,077.00	83,384.00	9-month
	Peter L.	Prof, Chemistry	Chemistry	107,080.00	119,357.00	9-month

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

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Ritchey	David	Prof, Communication	Communication	78,693.00	83,076.00	9-month
Rittenour	Mark W.	College Lecturer	Communication	37,684.00	40,184.00	9-month
Roberts	Jane F.	Prof, Social Services Tech	Public Service Tech-Wayne	83,058.00	87,972.00	9-month
Robinson	Bennie P.	Asst Prof, Bibliography	UL Reference	50,399.00	53,734.00	12-month
Rogers Jr.	James R.	Prof, Education	Counseling	76,184.00	86,328.00	9-month
Rohlin	Shawn M.	Asst Prof, Economics	Economics	77,135.00	82,360.00	9-month
Roke	David A.	Asst Prof, Civil Engineering	Civil Engineering	69,000.00	70,425.00	9-month
Ronccone II	John E.	Asst Prof, Physical Educ	Sport Science & Wellness Educ Wayne	49,420.00	51,056.00	9-month
Rossetti	Michael R.	College Lecturer, Mathematics	Theoretical & Applied Math	36,673.00	38,754.00	9-month
Rostedt	Vicki D.	Prof, Mktg & Sales Tech	Business Technology	70,742.00	75,516.00	9-month
Roy	Jeanne-Helene	Assoc Prof, Modern Languages	Modern Languages	58,666.00	58,666.00	9-month
Saleeb	Atef F.	Prof, Civil Engineering	Civil Engineering	127,885.00	135,988.00	9-month
Saliga	Linda Marie	Assoc Prof, Mathematics	Theoretical & Applied Math	66,821.00	70,315.00	9-month
Salisbury	Ronald L.	Assoc Prof, Biology	Biology	68,216.00	70,786.00	9-month
Samangy	Anthony J.	Asst Prof, Graphic Design	Art	48,045.00	49,718.00	9-month
Sams	Carol J.	Instr, Nursing	Nursing - Instruction	50,000.00	51,186.00	9-month
Sancaktar	Erol	Prof, Polymer Engineering	Polymer Engineering	113,188.00	120,895.00	9-month
Sanganjanavanich	Varunee Faii	Asst Prof, Education	Counseling	55,000.00	56,597.00	9-month
Santos	Martha S.	Asst Prof, History	History	56,504.00	58,419.00	9-month
Sasowsky	Ira D.	Prof, Geology & Environ Sci	Geology & Environmental Science	84,407.00	91,173.00	9-month
Sastry	Shivakumar	Assoc Prof, Elect & Comp Engr	Electrical & Computer Engr	85,728.00	93,539.00	9-month
Saunders	Marnie M.	Assoc Prof, Biomedical Engr	Biomedical Engineering	86,000.00	89,163.00	9-month
Sawyer	Scott D.	Assoc Prof, Mechanical Engr	Mechanical Engineering	73,733.00	82,300.00	9-month
Schaeffer	Leann	Asst Prof, Fam & Cons Sci	Family & Cons Sciences	48,338.00	50,116.00	9-month
Schantz	John A.	Assoc Prof, Music	Music	68,680.00	72,281.00	9-month
Schantz	Jeffrey D.	Prof, Tech Writing & Comp	Associate Studies	68,935.00	73,410.00	9-month
Schneider	Rachel Zimmer	College Lecturer, Sociology	Sociology	45,219.00	46,483.00	9-month
Schneider IV	William H.	Asst Prof, Civil Engineering	Civil Engineering	65,311.00	74,363.00	9-month
Schuller	Gary A.	Assoc Prof, Survey & Map Tech	Engineering & Science Tech	69,432.00	73,211.00	9-month
Schulze	Pamela Ann	Prof, Family & Consumer Sci	Family & Cons Sciences	71,670.00	78,224.00	9-month
Schwartz	Robert C.	Prof, Education	Counseling	72,095.00	78,337.00	9-month
Schwartz	Robert M.	Assoc Prof, Emergency Mgmt	Public Service Technology	66,822.00	68,559.00	9-month
Scolto	Carol J.	Asst Prof, Nursing	Nursing - Instruction	60,914.00	62,618.00	9-month
Senko	John M.	Asst Prof, Geol & Environ Sci	Geology & Environmental Science	56,523.00	59,153.00	9-month
Seit	Kallol	Asst Prof, Civil Engineering	Civil Engineering	70,869.00	73,454.00	9-month
Shaffer	Ronald E.	College Lecturer, Devel Prog	Developmental Programs	32,978.00	35,535.00	9-month
Shanklin	Richard L.	Assoc Prof, Music	Music	62,427.00	64,891.00	9-month
Shanks	Linda C.	Asst Prof, Nursing	Nursing - Instruction	64,977.00	66,757.00	9-month
Shawkey	Matthew D.	Asst Prof, Biology	Biology	67,623.00	70,452.00	9-month

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

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Shriner	Barbara D.	College Lecturer, Devel Prog	Developmental Programs	41,617.00	43,392.00	9-month
Shubat	Larry C.	Prof, Survey & Map Tech	Engineering & Science Tech	70,500.00	75,202.00	9-month
Stiebert	Loren	Assoc Prof, Geography & Plan	Geography & Planning	62,595.00	62,595.00	9-month
Simms	Sherry A.	Assoc Prof, Art	Art	57,782.00	61,769.00	9-month
Slowiak	James R.	Prof, Theatre Arts	Dance, Theatre & Arts Admin	78,635.00	87,099.00	9-month
Smith	Monica Harrison	Assoc Prof, Mathematics	Mathematics-Wayne	78,980.00	82,144.00	9-month
Smith	Priscilla R.	Asst Prof, Social Work	Social Work	56,854.00	58,335.00	9-month
Smith	Frederick T.	Prof, Dance	Dance, Theatre & Arts Admin	72,359.00	75,661.00	9-month
Smith	Mieko K.	Prof, Social Work	Social Work	93,229.00	95,737.00	9-month
Smolen	Lynn A.	Prof, Education	Curr & Instr Studies	86,538.00	90,433.00	9-month
Snell	Andrea F.	Assoc Prof, Psychology	Psychology	70,715.00	77,388.00	9-month
Snider	Larry D.	Prof, Music	Music	90,136.00	100,274.00	9-month
Snow	Alan J.	Asst Prof, Biology	Biology-Wayne	50,000.00	51,489.00	9-month
Soppeland	Mark E.	Dist Prof, Art	Art	88,261.00	96,488.00	9-month
Sohnak	Eric	Assoc Prof, Philosophy	Philosophy	64,324.00	69,091.00	9-month
Soucek	Mark	Prof, Polymer Engineering	Polymer Engineering	101,846.00	114,436.00	9-month
Sozer	Yilmaz	Asst Prof, Elec & Comp Engr	Electrical & Computer Engr	77,028.00	83,548.00	9-month
Speers	Susan D.	Prof, Theatre Arts	Dance, Theatre & Arts Admin	93,826.00	98,930.00	9-month
Speight	Suzette L.	Asst Prof, Psychology	Psychology	82,301.00	84,566.00	9-month
Spence	Maria A.	Asst Prof, Social Work	Social Work	51,396.00	52,794.00	9-month
Spering	James C.	Prof, Political Science	Political Science	85,078.00	95,410.00	9-month
Spickard Prettyman	Sandra	Assoc Prof, Education	Educ Found & Leadership	60,454.00	67,166.00	9-month
Spohn	Cydney	Assoc Prof, Dance	Dance, Theatre & Arts Admin	50,076.00	57,135.00	9-month
Srinivasan	Mahesh	Asst Prof, Management	Management	100,682.00	103,706.00	9-month
Srivastava	Prashant	Asst Prof, Marketing	Marketing	102,436.00	104,964.00	9-month
Srivatsan	Tirumalai S.	Prof, Mechanical Engineering	Mechanical Engineering	113,014.00	123,919.00	9-month
Stallard	Melissa K.	Asst Prof, Art	Art	49,327.00	50,757.00	9-month
Steer	David N.	Prof, Geology & Environ Sci	Geology & Environmental Science	72,819.00	81,843.00	9-month
Steiger	James	Prof, Sp-Lang Path & Aud	Speech-Lang Path & Audiology	69,225.00	76,531.00	9-month
Stein	Karen M.	College Lecturer, Devel Prog	Developmental Programs	42,647.00	44,248.00	9-month
Steiner	Richard P.	Prof, Statistics	Statistics	88,289.00	94,920.00	9-month
Stephens	Margaret Carol	Assoc Prof, PAUS	Public Admin & Urban Studies	64,372.00	72,555.00	9-month
Sterns	Harvey L.	Prof, Psychology	Psychology	102,737.00	111,574.00	9-month
Stitz	Tammy A.	Asst Prof, Bibliography	UL Science & Technology	49,820.00	53,211.00	12-month
Stoyloff	Catherine A.	College Lecturer, English	English	37,655.00	39,641.00	9-month
Stuart	Denise H.	Assoc Prof, Education	Curr & Instr Studies	61,961.00	65,519.00	9-month
Sutowski	Caroline C.	College Lecturer, English	English	36,850.00	38,948.00	9-month
Sutter	Carolyn J.	Instr, Nursing	Nursing - Instruction	57,600.00	59,221.00	9-month
Svehla	Lance M.	Assoc Prof, English	English	61,997.00	71,243.00	9-month

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

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Szalay	David M.	Asst Prof, Graphic Design	Art	52,973.00	54,276.00	9-month
Takyi	Baffour K.	Prof, Sociology	Sociology	74,467.00	79,650.00	9-month
Tan	Juay Seng	Asst Prof, Biomedical Engr	Biomedical Engineering	74,449.00	78,056.00	9-month
Tang	Tang	Asst Prof, Communication	Communication	42,000.00	47,932.00	9-month
Taschner	Michael J.	Prof, Chemistry	Chemistry	92,901.00	106,563.00	9-month
Tavana	Hossein	Asst Prof, Biomedical Engr	Biomedical Engineering	75,000.00	77,335.00	9-month
Teague	Colleen M.	Assoc Prof, Busn & Office Tech	Business & Office Tech-Wayne	70,313.00	72,508.00	10-month
Tessier	Claire A.	Prof, Chemistry	Chemistry	88,488.00	100,810.00	9-month
Thelin	William	Assoc Prof, English	English	77,746.00	79,960.00	9-month
Thomas	Andrew Robert	Asst Prof, Mktg & Int'l Busn	Marketing	103,253.00	109,070.00	9-month
Thompson	Janet Elizabeth	College Lecturer, Devel Prog	Developmental Programs	41,790.00	43,536.00	9-month
Thompson	Christine M.	Asst Prof, Classical Studies	Anthropology & Classical Studies	54,485.00	55,932.00	9-month
Thomson	Philip G.	Assoc Prof, Music	Music	67,151.00	68,710.00	9-month
Thornlon	Michele D.	Instr, Social Work	Social Work	49,451.00	51,161.00	12-month
Tokar	David M.	Prof, Psychology	Psychology	79,383.00	89,501.00	9-month
Toliver	Brooks A.	Prof, Music	Music	73,293.00	78,424.00	9-month
Triece	Mary E.	Prof, Communication	Communication	64,365.00	76,678.00	9-month
Troutman	Janice S.	Prof, Art	Art	74,616.00	76,914.00	9-month
Tsai	I-Chun	Asst Prof, Education	Educ Found & Leadership	52,000.00	53,597.00	9-month
Tsige	Mesfin	Assoc Prof, Polymer Science	Polymer Science	110,000.00	112,689.00	9-month
Tsukerman	Igor A.	Prof, Elect & Comp Engr	Electrical & Computer Engr	101,988.00	109,377.00	9-month
Turner	Carol Michele	Prof, Chemistry	Chemistry-Wayne	64,711.00	71,523.00	9-month
Turning	Tyrone M.	Assoc Prof, Speech	Speech & Theatre Arts-Wayne	99,457.00	102,484.00	9-month
Tusate	Kathleen	Assoc Prof, Nursing	Nursing - Instruction	64,166.00	68,949.00	9-month
Uitto	Denise J.	Asst Prof, Education	Wayne College Dean's Office	50,417.00	51,908.00	9-month
Usher	Ann L.	Prof, Music	Music	65,376.00	71,783.00	9-month
Vakil	Shernavaz	Prof, Education	Curr & Instr Studies	64,265.00	70,718.00	9-month
Varian	Anne S.	Instr, Education	Curr & Instr Studies	58,308.00	59,495.00	9-month
Veillette	Robert J.	Assoc Prof, Elect & Comp Engr	Electrical & Computer Engr	88,845.00	96,323.00	9-month
Versraete	Mary C.	Assoc Prof, Biomedical Engr	Biomedical Engineering	90,172.00	98,965.00	9-month
Vierheller	Timothy R.	Prof, Physics	Physics-Wayne	83,780.00	87,514.00	9-month
Vijayarman	Bindiganavale S.	Prof, Mgt & Info Systems	Management	122,417.00	131,438.00	9-month
Vinnedge	Laura A.	Assoc Prof, Art	Art	57,966.00	61,491.00	9-month
Vogl	Markus V.	Asst Prof, Graphic Design	Art	52,500.00	53,851.00	9-month
Vollmer	John Lawrence	Assoc Prof, Fam & Cons Sci	Family & Cons Sciences	62,614.00	66,219.00	9-month
Von Spiegel	Janice	College Lecturer, Mathematics	Theoretical & Applied Math	36,662.00	38,766.00	9-month
Vukadinovic	Vlada	Assoc Prof, Art	Art	60,502.00	63,150.00	9-month
Wadia	Adil M.	Asst Prof, Geol & Environ Sci	Geology-Wayne	56,685.00	58,180.00	9-month
Waehler	Charles A.	Assoc Prof, Psychology	Psychology	70,970.00	78,096.00	9-month

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

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Wainwright	A. Martin	Prof, History	History	78,430.00	80,964.00	9-month
Walker	Angela M.	Assoc Prof, Business Mngt Tech	Business Technology	59,583.00	63,517.00	9-month
Walker	Deborah J.	Instr, Education	Curr & Instr Studies	40,087.00	41,333.00	9-month
Walkerly	Helen F.	Assoc Prof, Social Svcs Tech	Public Service Tech-Wayne	61,386.00	66,866.00	9-month
Walter	Heather L.	Assoc Prof, Communication	Communication	59,848.00	66,704.00	9-month
Wang	Li	Asst Prof, Accounting	Accountancy	115,426.00	123,841.00	9-month
Wang	Guo-Xiang	Assoc Prof, Mechanical Engr	Mechanical Engineering	79,862.00	86,248.00	9-month
Wang	Shi-Qing	Prof, Polymer Science	Polymer Science	127,008.00	137,930.00	9-month
Wang	Shengyong	Asst Prof, Mech Engineering	Mechanical Engineering	75,073.00	77,104.00	9-month
Ward	Cheryl L.	Asst Prof, Education	Educ Found & Leadership	47,977.00	50,041.00	9-month
Ward	Frank	Asst Prof, Music	Music	42,000.00	44,826.00	9-month
Washington	Stephen T.	Instructor	Finance	51,979.00	53,563.00	9-month
Wasserman	Eric	Asst Prof, English	English	50,396.00	53,650.00	9-month
Webb	Kelly A.	Asst Prof, Tech Writing & Comp	Associate Studies	47,374.00	49,261.00	9-month
Webb	Donna S.	Prof, Art	Art	79,609.00	85,499.00	9-month
Weeks	Stephen C.	Prof, Biology	Biology	87,694.00	92,266.00	9-month
Weidknecht	Marcia E.	Instr, Polymer Science	Polymer Science	61,148.00	63,373.00	9-month
Weigold	Ingrid	Asst Prof, Education	Counseling	56,441.00	58,738.00	9-month
Weiner	Anne	Asst Prof, Fam & Cons Sci	Family & Cons Sciences	46,919.00	48,773.00	9-month
Weinstein	Paul B.	Prof, History	History-Wayne	74,498.00	79,740.00	9-month
Weiss	Robert A.	Prof, Polymer Engineering	Polymer Engineering	184,668.00	190,474.00	9-month
Welfley	Mark M.	Instr, Accounting	Accountancy	50,906.00	52,410.00	9-month
Wesdemiotis	Chrys	Dist Prof, Chemistry	Chemistry	100,182.00	124,771.00	9-month
Wheland	Ethel R.	Assoc Prof, Mathematics	Theoretical & Applied Math	73,093.00	75,763.00	9-month
White	Sylvia E.	Assoc Prof, Communication	Communication	65,902.00	68,255.00	9-month
White	Naomi C.	Asst Prof, Social Work	Social Work	51,388.00	57,786.00	9-month
Whitmore	Julie	Asst Prof, Interior Design	Family & Cons Sciences	47,627.00	49,430.00	9-month
Wilber	J. Patrick	Assoc Prof, Applied Math	Theoretical & Applied Math	68,801.00	74,347.00	9-month
Wilding	James	College Lecturer, Music	Music	37,620.00	39,602.00	9-month
Willett	Stacy Lynn	Assoc Prof, Emergency Mgmt	Public Service Technology	58,760.00	67,959.00	9-month
Williams	Mary B.	Prof, Office Admin	Business Technology	73,163.00	79,601.00	9-month
Williams	Zachery R.	Asst Prof, History	History	65,589.00	67,213.00	9-month
Willits	Rebecca	Assoc Prof, Biomedical Engr	Biomedical Engineering	105,000.00	107,583.00	9-month
Wilson	Gregory	Assoc Prof, History	History	60,037.00	72,810.00	9-month
Wise	Craig	Asst Prof, Const Engr Tech	Engineering & Science Tech	49,414.00	51,107.00	9-month
Witt	Susan D.	Prof, Family & Consumer Sci	Family & Cons Sciences	74,423.00	79,992.00	9-month
Witt	David D.	Prof, Family & Consumer Sci	Family & Cons Sciences	86,913.00	92,391.00	9-month
Wong	Shing-Chung Josh	Assoc Prof, Mechanical Engr	Mechanical Engineering	87,376.00	100,018.00	9-month
Woods	Stephanie J.	Prof, Nursing	Nursing - Instruction	84,820.00	88,191.00	9-month

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

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Woods	Douglas B.	Assoc Prof, Business Mngt Tech	Business & Office Tech-Wayne	65,494.00	67,732.00	9-month
Xi	Juan	Asst Prof, Sociology	Sociology	64,736.00	67,696.00	9-month
Xiao	Yingcai	Assoc Prof, Computer Science	Computer Science	95,105.00	101,472.00	9-month
Yi	Ping	Prof, Civil Engineering	Civil Engineering	88,614.00	97,282.00	9-month
Ying	Hui-Chu	Prof, Art	Art	72,164.00	75,845.00	9-month
Yoder	Janice D.	Prof, Psychology	Psychology	97,723.00	105,549.00	9-month
Young	Rita K.	Instr, Nursing	Nursing - Instruction	50,999.00	52,449.00	9-month
Young	Gerald W.	Prof, Applied Math	Theoretical & Applied Math	115,297.00	130,982.00	9-month
Young	Susan M.	College Lecturer, Mathematics	Theoretical & Applied Math	45,362.00	46,801.00	9-month
Youngs	Wiley J.	Dist Prof, Chemistry	Chemistry	101,062.00	117,540.00	9-month
Yun	Yang Hyun	Assoc Prof, Biomedical Engr	Biomedical Engineering	79,543.00	91,413.00	9-month
Yun	GunJin	Asst Prof, Civil Engineering	Civil Engineering	65,772.00	68,453.00	9-month
Zadrozny Jr.	Edward A.	Prof, Music	Music	81,976.00	84,083.00	9-month
Zanetta	Maria A.	Prof, Modern Languages	Modern Languages	74,284.00	81,612.00	9-month
Zhang	Ge	Asst Prof, Biomedical Engr	Biomedical Engineering	77,855.00	79,657.00	9-month
Zhang	Lan	Asst Prof, Civil Engineering	Civil Engineering	70,791.00	72,393.00	9-month
Zhao	Baomei	Asst Prof, Fam & Cons Sci	Family & Cons Sciences	54,158.00	58,967.00	9-month
Zhao	Gang	Asst Prof, History	History	54,132.00	55,888.00	9-month
Zhe	Jiang John	Assoc Prof, Mechanical Engr	Mechanical Engineering	79,765.00	94,033.00	9-month
Zheng	Jie	Asst Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	74,365.00	82,409.00	9-month
Ziegler	Christopher J.	Assoc Prof, Chemistry	Chemistry	79,041.00	86,167.00	9-month

The University of Akron
Non-Bargaining Unit Faculty 2011-12 Rates of Compensation

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Anderson	Lloyd C.	Prof, Law	Law - Instruction	142,895.00	147,538.00	9-month
Ash	Steven R	Assoc Prof, Management	Management	123,387.00	131,296.00	12-month
Ashby	Susan	Assoc Prof, Bibliography	UL Electronic Services	66,933.00	72,538.00	12-month
Aynes	Richard L.	Prof, Law	Law - Instruction	166,155.00	173,388.00	9-month
Baker	David B.	MCM Ex Dir Ctr for Am Psych	Psychology Archives	149,668.00	157,603.00	12-month
Baker	William E.	Prof, Marketing	Marketing	142,739.00	150,000.00	12-month
Barnes	Gail Kristen	Asst Prof, Law	Law - Instruction	91,000.00	93,643.00	9-month
Batur	Celal	Prof, Mechanical Engineering	Mechanical Engineering	152,755.00	161,133.00	12-month
Baumgartner	Samuel P.	Assoc Prof, Law	Law - Instruction	121,881.00	126,982.00	9-month
Belsky	Martin H.	Dean, Law	Law Dean's Office	241,587.00	252,458.00	12-month
Binienda	Wieslaw K.	Prof, Civil Engineering	Civil Engineering	139,677.00	152,385.00	12-month
Biorci	Diana L.	Assoc Dean, Rsrch & Grad Prog	Nursing - Instruction	124,324.00	131,012.00	12-month
Buchanan	Cheryl L.	Coord, Baccalaureate Prog	Nursing - Instruction	79,967.00	83,965.00	12-month
Calderon	Thomas G.	Prof, Accounting	Accountancy	192,058.00	200,360.00	12-month
Calvo	Kim C.	Prof, Chemistry	Chemistry	116,412.00	125,017.00	12-month
Calzonetti	Jo Ann	Prof, Bibliography	UL Science & Technology	85,602.00	89,942.00	12-month
Capers	Cynthia F.	Special Asst to Provost/COO	Office of Academic Affairs	161,743.00	165,787.00	12-month
Carro	J. Dean	Prof, Clinical Law	Law - Instruction	150,038.00	155,288.00	12-month
Chan	Chien-Chung	Prof, Computer Science	Computer Science	133,150.00	141,626.00	12-month
Cheng	Stephen Z.	Dean, PS&PE	Polymers Dean's Office	252,135.00	270,609.00	12-month
Cohen	Richard C.	Assoc Prof, Law	Law - Instruction	104,380.00	107,829.00	9-month
Cole	Dana	Assoc Prof, Law	Law - Instruction	96,592.00	99,812.00	9-month
Cox III	Raymond W.	Prof, PAUS	Public Admin & Urban Studies	97,802.00	109,166.00	9-month
Cravens	Sarah M.R.	Assoc Prof, Law	Law - Instruction	96,050.00	100,473.00	9-month
Daniels	Christopher C.	Research Assoc Prof	Engineering Dean's Office	120,184.00	126,184.00	12-month
De Abreu-Garcia	Jose Alexis	Prof, Elect & Comp Engr	Electrical & Computer Engr	128,561.00	137,071.00	12-month
DePompei	Roberta A.	Interim Dean, HS/HS & Nursing	Hlth Sci & Hum Svs Dean's Of	145,000.00	151,525.00	12-month
Dessin	Carolyn L.	Prof, Law	Law - Instruction	113,712.00	118,657.00	9-month
Dhinojwala	Ali	Prof, Polymer Science	Polymer Science	162,510.00	179,457.00	12-month
Divoky	James J.	Assoc Dean, CBA	CBA Dean's Office	167,500.00	175,001.00	12-month
Fleischer	S. Victor	Assoc Prof, Bibliography	UL Archival Services	67,173.00	70,852.00	12-month
Ford	Bridle A.	Prof, Education	Curr & Instr Studies	109,732.00	112,583.00	12-month
Foster	Mark D.	Assoc Dean, Prog, Pol & Eng	Polymers Dean's Office	160,400.00	188,931.00	12-month
Frampton	James D.	Prof, Draft & Comp Draft Tech	Engineering & Science Tech	100,617.00	104,138.00	12-month
Franks	Jeffrey A.	Assoc Prof, Bibliography	UL Reference	77,867.00	79,814.00	12-month
Gammon	Julia A.	Prof, Bibliography	UL Acquisitions	91,115.00	93,393.00	12-month

*rehired retiree

The University of Akron
Non-Bargaining Unit Faculty 2011-12 Rates of Compensation

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Garafolo	Nicholas Gordon	Research Asst Prof	Engineering Dean's Office	75,000.00	78,750.00	12-month
Genetin	Bernadette Bollas	Assoc Prof, Law	Law - Instruction	105,036.00	109,236.00	9-month
Gibson	Willa E..	Prof, Law	Law - Instruction	120,208.00	125,015.00	9-month
Gilpatric	Lawrence	Prof, Hospitality Mngt	Business Technology	98,483.00	105,869.00	12-month
Graham	Elizabeth E.	Prof, Communication	Communication	106,000.00	113,650.00	12-month
Green	John C.	Dir RC Bliss Inst of Appl Pol	A&S Dean's Office	129,378.00	136,364.00	12-month
Guegold	William K.	Prof, Music	Music	116,730.00	121,464.00	12-month
Hanton	Susan C.	Int Asst Dean & Dir Grad Progs	CBA Dean's Office	119,771.00	127,366.00	12-month
Haritos	George K.	Dean, Engineering	Engineering Dean's Office	240,000.00	250,800.00	12-month
Huff	Robert J.	Prof, Art	Art	90,310.00	94,370.00	12-month
Huhn	Wilson R.	Prof, Law	Law - Instruction	147,690.00	154,114.00	9-month
Jalbert	Michael J.	Assoc Dean, Summit College	Summit College Dean's Office	108,809.00	116,969.00	12-month
Jana	Sadhan C.	Prof, Polymer Engineering	Polymer Engineering	153,622.00	161,938.00	12-month
Jordan	Karin B.	Prof, Education	Counseling	108,169.00	114,873.00	12-month
Jordan III	William S.	Assoc Dean, Law	Law Dean's Office	160,514.00	170,466.00	12-month
Ju	Lu-Kwang	Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	141,322.00	153,351.00	12-month
Karim	Alamgir	Goodyear Tire&Rubber Prof/Poly	Polymer Engineering	169,541.00	178,860.00	9-month
* Kennedy	Joseph P.	Dist Prof, Polymer Science	Polymer Science	178,798.00	181,338.00	12-month
Kern-Simirenko	Cheryl	Dean, University Libraries	UL Dean's Office	158,101.00	170,191.00	12-month
Koosed	Margery B.	Prof, Law	Law - Instruction	130,824.00	134,936.00	9-month
Krovi	Ravi	Dean, CBA	CBA Dean's Office	217,500.00	227,288.00	12-month
Lavoie	Richard L.	Assoc Prof, Law	Law - Instruction	106,768.00	111,212.00	9-month
Leahy	Peter J.	Sr Research Assoc IHSP	Inst, Health & Social Policy	100,797.06	103,316.98	12-month
Lee	Brant T..	Assoc Prof, Law	Law - Instruction	104,969.00	108,865.00	9-month
Lee	Matthew T.	Assoc Prof, Sociology	Sociology	64,836.00	68,942.00	9-month
Levy	Paul E.	Prof, Psychology	Psychology	121,378.00	131,928.00	12-month
Linberger	Peter	Prof, Bibliography	UL Collection Management	62,981.00	67,556.00	12-month
* Lord	Robert G.	Dist Prof, Psychology	Psychology	73,899.00	75,746.00	9-month
Loven	Del Rey	Prof, Art	Art	101,340.00	103,874.00	9-month
Lyons Jr	William T.	Actg Dir, Academic Global Prog	A&S Dean's Office	86,829.00	92,039.00	12-month
Mahajan	Ajay	Assoc Dean, Research	Engineering Dean's Office	141,669.00	150,309.00	12-month
Mallik	Robert R.	Prof, Physics	Physics	122,055.00	128,557.00	12-month
McBurney	Molly	Asst Prof, Legal Writing	Law - Instruction	67,500.00	74,154.00	9-month
McCarragher	Timothy M.	Assoc Prof, Social Work	Social Work	85,026.00	91,271.00	12-month
McHugh	James T.	Prof, Political Science	Political Science	96,362.00	102,144.00	12-month
Menzemer	Craig C.	Assoc Dean, Grad Studies & Adm	Engineering Dean's Office	138,500.00	150,468.00	12-month

*rehired retiree

The University of Akron
Non-Bargaining Unit Faculty 2011-12 Rates of Compensation

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Midha	Chand	Dean, Arts & Sciences	A&S Dean's Office	225,000.00	240,625.00	12-month
Mitzel	Annette R.	Dir, Cntr for Nrsng Clin	Nursing - Instruction	72,888.00	77,532.00	12-month
Monroe	Charles B.	Assoc Dean, Arts & Sciences	A&S Dean's Office	125,566.00	132,060.00	12-month
Morath	Sarah J.	Asst Prof, Legal Writing	Law - Instruction	67,500.00	74,154.00	9-month
Moritz	E. Stewart	Assoc Prof, Law	Law - Instruction	94,974.00	97,823.00	9-month
Mugler	Dale H.	Dean, Honors College	Honors College Dean's Office	128,757.00	139,951.00	12-month
Nelson	Michael A.	Prof, Economics	Economics	145,228.00	154,266.00	12-month
Newman	Alan	Prof, Law	Law - Instruction	118,597.00	123,641.00	9-month
Norfolk	Timothy S.	Prof, Mathematics	Theoretical & Applied Math	92,246.00	98,861.00	9-month
O'Connor	Phyllis G.	Assoc Dean, Univ Libraries	UL Dean's Office	100,549.00	107,995.00	12-month
Oddi	A. Samuel	Prof, Law	Law - Instruction	157,370.00	163,267.00	9-month
Olson	Susan J.	Prof, Education	Educ Found & Leadership	119,646.00	126,309.00	12-month
Olson	Carol A.	Assoc Prof, Law	Law - Instruction	85,248.54	85,248.54	9-month
Oravec	Heather A.	Research Asst Prof	Engineering Dean's Office	75,000.00	78,750.00	12-month
Padfield	Stefan	Assoc Prof, Law	Law - Instruction	94,774.00	98,804.00	9-month
Panzner	Matthew John	Research Asst Prof	Chemistry	54,060.00	55,412.00	12-month
Pinheiro	Victor E.	Assoc Prof, Phys & Hlth Educ	Sport Science & Wellness Educ	91,872.00	98,277.00	12-month
Popovich	Paulette M.	Interim Dean, Wayne College	Academic Affairs - Wayne	125,000.00	130,625.00	12-month
Qammar	Helen K.	Dir, Inst Teaching & Learning	Office of Academic Affairs	126,127.00	131,803.00	12-month
Ramsier	Rex D.	Vice Provost Academic Opns	Office of Academic Affairs	141,035.00	153,188.00	12-month
Rasor-Greenhalgh	Sue A.	Prof, Family & Consumer Sci	Family & Cons Sciences	94,864.00	99,308.00	12-month
Reilly	Elizabeth A.	Vice Provost Academic Planning	Office of Academic Affairs	183,000.00	191,235.00	12-month
Rich	William D.	Assoc Prof, Law	Law - Instruction	88,208.00	90,641.00	9-month
Richert	Paul	Law Librarian	Law Library	127,563.00	132,015.00	12-month
Robbins	Kalyani	Asst Prof, Law	Law - Instruction	91,945.00	95,469.00	9-month
Ross-Alaolmolki	Kathleen M.	Assoc Dean, UG Progs&Inn Nurs	Nursing - Instruction	118,001.00	123,401.00	12-month
Sahl	John P.	Prof, Law	Law - Instruction	104,419.00	108,908.00	9-month
Sahl	Joann Marie	Asst Clinical Prof, Law	Law - Instruction	71,300.00	81,647.00	9-month
Sakezles	Priscilla K.	Prof, Philosophy	Philosophy	95,662.00	100,445.00	12-month
Samuels	Jeffrey M.	David L. Brennan Prof, Law	Law - Instruction	165,747.00	171,632.00	9-month

The University of Akron
 Non-Bargaining Unit Faculty 2011-12 Rates of Compensation
 ADDENDUM 1

Last Name	First Name	Title	Department	2011-12 Contract Rate Prior to Increase	Final 2011-12 Contract Rate	Contract Basis
Sapienza	Neil B.	Int Assoc Dean, C & PA	Creative & Pro Arts Dean's Off	101,644.00	108,737.00	12-month
Savery	John R.	Dir, Instructional Services	Instructional Services	111,000.00	114,762.00	12-month
Schiavone	Ann L.	Asst Prof, Legal Writing	Law - Instruction	70,000.00	78,325.00	9-month
Schuldiner	Michael	Prof, English	English	117,868.00	124,233.00	12-month
Shaver	Elizabeth A.	Asst Prof, Legal Writing	Law - Instruction	70,000.00	78,325.00	9-month
Shaffer	Daniel B.	Assoc Prof, Biomedical Engr	Biomedical Engineering	139,416.00	149,723.00	12-month
Sheng	Michael M.	Prof, History	History	108,046.00	112,368.00	12-month
Shermis	Mark D.	Dean, College of Education	Education Dean's Office	175,440.00	183,335.00	12-month
Shott	Michael	Prof, Archaeology	Anthropology & Classical St	116,186.00	122,460.00	12-month
Silverman	Stanley B.	Dean, Summit College	Summit College Dean's Office	187,685.00	196,131.00	12-month
Spiker	Julia A.	Assoc Prof, Communication	Honors College Dean's Office	86,057.00	86,165.00	9-month
Spring	Gary W.	Assoc Clinical Prof, Law	Law - Instruction	65,000.00	75,585.00	9-month
Stark	David B.	Assoc Prof, Statistics	Statistics	69,089.00	72,543.00	9-month
Stokes	Nancy L.	Special Asst to Ofc of AcadAff	Office of Academic Affairs	112,749.00	117,823.00	12-month
Stratton	Richard W.	Act Asst Dean, Assess&Fis Aff	A&S Dean's Office	107,014.00	111,937.00	12-month
Strong	Richard R.	Asst Prof, Legal Writing	Law - Instruction	70,000.00	78,250.00	9-month
Subich	Linda M.	Assoc Dean, Arts & Sciences	A&S Dean's Office	121,488.00	132,989.00	12-month
Szabo	John P.	Prof, Geology & Environ Sci	Geology & Environmental Sci	123,274.00	133,370.00	12-month
Tausig	Mark B.	Assoc Dean, Graduate School	Graduate School	115,747.00	121,535.00	12-month
Thomas	Tracy A.	Prof, Law	Law - Instruction	117,939.00	123,257.00	9-month
Tosko	Michael P.	Assoc Prof, Bibliography	UL Teaching & Training	61,172.00	66,017.00	12-month
Turner	Dudley B.	Int Dean, C & PA	Creative & Pro Arts Dean's Off	86,496.00	89,257.00	12-month
Turner	Monte E.	Prof, Biology	Biology	90,541.00	97,805.00	9-month
Vacca	Ryan G.	Asst Prof, Law	Law - Instruction	82,500.00	86,132.00	9-month
Visco Jr	Donald P.	Assoc Dean, UG Studies	Engineering Dean's Office	135,000.00	141,750.00	12-month
Wallace	Patricia A.	Prof, Early Childhood Dev	Public Service Technology	104,179.00	108,033.00	12-month
Weber	Deborah S.	Asst Dean, Advising Services	Summit College Dean's Office	104,468.00	108,230.00	12-month
Wellton	Evonn N.	Assoc Dean, Student Services	Education Dean's Office	130,811.00	137,343.00	12-month
Wilder	Joseph W.	Assoc Dean, Arts & Sciences	A&S Dean's Office	127,255.00	134,050.00	12-month
* Wray	Denise M.	Prof, Sp-Lang Path & Aud	Speech-Lang Path & Audiology	67,750.00	69,444.00	9-month
Wrice	Sheldon B.	Prof, Tech Writing & Comp	Associate Studies	101,621.00	105,846.00	12-month
Wyszynski	Matthew	Assoc Prof, Modern Languages	Modern Languages	60,755.00	63,489.00	9-month
Zipp	John F.	Assoc Dean for Planning, A & S	A&S Dean's Office	150,951.00	159,514.00	12-month

* rehired retiree

THE UNIVERSITY OF AKRON

RESOLUTION 11- -11

Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Luis M. Proenza, dated November 30, 2011, 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

November 30, 2011



DATE: November 9, 2011

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

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

SUBJECT: Amendment and Restatement of The University of Akron
457(b) Deferred Compensation Plan

General Information

The Administration seeks the Board of Trustees' authorization to amend and restate the 457(b) Deferred Compensation Plan of The University of Akron (the "Plan") in order to bring the Plan into compliance with the Heroes Earnings Assistance and Relief Tax Act of 2008 ("HEART"); the Pension Protection Act of 2006 ("PPA"); the Worker, Retiree, and Employer Recovery Act of 2008 ("WRERA") and other miscellaneous Internal Revenue Service required changes.

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

Specific Changes

The amendment and restatement of the Plan resulted in changes to certain provisions of the Plan document, as described below:

- IRS rules require that the Plan include a provision on the ability of an Employee to make deferrals to the Plan while on qualified military service.
- Language must be included in the Plan on payment of military differential wage payments to participants on military leave.
- Nonspouse beneficiaries are permitted to make direct rollovers from the Plan into an IRA.
- Under the restated Plan document provisions for 2009 only, a Plan participant was permitted to elect between receiving and not receiving required minimum distributions at age 70-1/2.

{H22391412.1 }

Office of Vice President for Talent Development and Human Resources
The University of Akron
Akron, OH 44325-4722
330-972-7306 Office • 330-972-6293 Fax

- The Plan document provides language to permit a Plan participant to purchase permissive service credit in a State of Ohio defined benefit plan, subject to the approval of the state plan.
- The Plan provides for unforeseeable emergency withdrawals based on a severe financial hardship of the Participant's primary beneficiary.

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

Timetable & Action Required

Board of Trustees to pass the following resolution to: (1) amend and restate the 457(b) Deferred Compensation Plan of The University of Akron, effective as stated in the amended and restated Plan, and (2) provide for a more efficient procedure for adopting future Internal Revenue Service and other required technical amendments to the Plan.

cc: Ted A. Mallo
David J. Cummins

**457(b) DEFERRED COMPENSATION PLAN
OF
THE UNIVERSITY OF AKRON**

This plan document (which includes both an Adoption Agreement and a Basic Plan Document) is intended to meet the requirements of an eligible deferred compensation plan under Section 457(b) of the Internal Revenue Code of 1986 (the "Code"), as amended, and the regulations promulgated thereunder, and is a Code Section 457(b) Plan sponsored by a governmental employer, as defined thereunder.

**SECTION 457(b) DEFERRED COMPENSATION PLAN OF
THE UNIVERSITY OF AKRON (THE "PLAN")
ADOPTION AGREEMENT**

The undersigned employer hereby restates this Plan. This Plan shall be comprised of both (1) this Adoption Agreement and (2) the Basic Plan Document. Article and section references in this Adoption Agreement refer to articles and sections of the Basic Plan Document unless otherwise indicated.

Employer Name: The University of Akron
Employer Address: 302 Buchtel Common
Akron, Ohio 44325-6120

1. Plan Effective Date. ("Effective Date.") (Check one.)

- This Plan is being established by the Employer as a new Plan, effective _____, _____.
- This Plan amends and restates the Plan previously established by the Employer and is effective January 1, 2011.

2. Eligible Employees. (Check one.)

- All Employees shall be eligible to participate.
- The Employer, in its sole discretion, shall determine each Plan Year which Employees shall be eligible to participate in the Plan.
- All Employees shall be eligible to participate except the following Employees:
Eligible employees shall not include: (i) any individual who is deemed to be an independent contractor, as determined by the Plan Administrator in its sole and absolute discretion, or (ii) any individual who is performing services for the Employer pursuant to an agreement that provides that such individual shall not be eligible to participate in this Plan or other benefit plans of the Employer. If any individual is not classified as an Eligible Employee by the Employer and is subsequently reclassified as an Eligible Employee by an overriding governmental or regulatory authority, such individual shall nevertheless be deemed to have become an Eligible Employee prospectively only, effective as of the date of such reclassification (and not retroactive to the date on which he was found to have first become eligible for any other purposes), and then only if he otherwise satisfies the requirements of this Plan.

3. Roth Contributions. (Check one.)

Designated Roth Contributions are not permitted.

4. Employer Contributions.

- There shall be no Employer Contributions under this Plan.
- Discretionary Employer Contribution. The Employer may, in its absolute discretion, make an Employer Contribution to the Plan, and may determine, in its absolute discretion, how any such Employer Contribution shall be allocated among Plan Participants. This Discretionary Employer Contribution may be a matching or non-matching contribution.

5. Loans.

Loans are not available under this Plan.

6. Unforeseeable Emergency Withdrawals. (Check one.)

- Yes. Withdrawals under Section 6.08 shall be available under this Plan.
- Withdrawals on account of an illness, accident or need to pay for the funeral expenses of the Participant's primary Beneficiary shall be available effective January 1, 2012.

7. Participant's Election to Receive In-Service Distribution. There are no in-service distributions under this Plan.

8. Distribution without Participant's Consent. Small accounts of certain inactive Participants may be distributed without the Participant's consent as described in Section 6.11. (Check one.)

- No. Section 6.11 shall not apply to this Plan.

9. Distributions to Individuals in Uniformed Services.

- The Plan does not permit distributions to individuals who are deemed to have a Severance from Employment solely on account of their performing services in the uniformed services and Section 6.13 shall not apply to this Plan.
- Participants who are deemed to have a Severance from Employment on account of their performing services in the uniformed services for a period of 30 days or more may elect to receive a distribution of all or a portion of their Account (subject to the post-distribution restrictions described in Section 6.13).

10. In-plan Roth Conversions.

- In-plan Roth conversions are not permitted under this Plan.

11. Deductions from Distributions to Eligible Retired Public Safety Officers.
- The Plan does not allow elections by Eligible Retired Public Safety Officers.
12. Non-spousal Beneficiary Rollovers. As described in Section 8.03, non-spousal Beneficiary rollovers are allowed after December 31, 2009.
13. Required Minimum Distributions for 2009. (Check one of the boxes in each of subsections (a) and (b) below. If none of the boxes in a subsection is checked, the first option shall apply to the Plan.)
- (a) For purposes of 2009 required minimum distributions:
- The provisions of Section 6.05(a) apply (Required Minimum Distributions continue in accordance with the terms of the Plan for Participants or Beneficiaries receiving installment payments unless such Participant or Beneficiary elects otherwise, whereas Required Minimum Distributions are suspended for all other Participants and Beneficiaries).
- (b) For purposes of Section 6.05(d), the Plan will treat the following as eligible rollover distributions in 2009:
- A direct rollover option shall be offered only for distributions that would be eligible rollover distributions without regard to Code Section 401(a)(9)(H).
14. Optional Benefit Accruals under HEART Act.
- The optional benefit accrual provisions described in Section 4.12 for individuals who die or become disabled while performing qualified military service shall not apply.
- The optional benefit accrual provisions described in Section 4.12 for individuals who die or become disabled while performing qualified military service shall apply effective _____, ____ (insert date not earlier than first day of 2007 Plan Year).
15. Governing Law. This Plan shall be construed under the laws of the State of Ohio. This Plan shall be subject to any applicable State, county or local deferred compensation rules and regulations.

The Employer hereby causes this Adoption Agreement document to be executed by its duly authorized representative on the date specified below.

Employer (Please Print): The University of Akron.

Employer's Signature: _____

Name (Please Print): _____

Title: _____ Date: _____, 2011

**457 (b) DEFERRED COMPENSATION PLAN
OF
THE UNIVERSITY OF AKRON
BASIC PLAN DOCUMENT**

ARTICLE I. INTRODUCTION

This Plan is intended to be an eligible deferred compensation plan under Section 457 of the Internal Revenue Code of 1986, as amended. The primary purpose of this Plan is to attract and retain qualified personnel by permitting them to provide for benefits in the event of their retirement or death. Nothing contained in this Plan shall be deemed to constitute an employment agreement between any Participant and the Employer and nothing contained herein shall be deemed to give any Participant any right to be retained in the employ of the Employer.

ARTICLE II. DEFINITIONS

- 1.01 Account: The account maintained for each Participant reflecting the cumulative amount of each Participant's Deferred Compensation, including any income, gains, losses, or increases or decreases in market value attributable to the investment of the Participant's Deferred Compensation, and further reflecting any distributions to the Participant or the Beneficiary and fees or expenses, if any, charged against the Participant's Deferred Compensation.
- 2.02 Adoption Agreement: The separate agreement which is executed by the Employer and sets forth the elective provisions of this Plan as specified by the Employer.
- 2.03 Annuity Contract: If selected by the Employer as an investment option, one or more group fixed, variable or combination fixed and variable annuity contracts issued and approved for sale in the Employer's state, or by another insurance company qualified to do business in the Employer's state, which provide for periodic payments at regular intervals, whether for a period certain or during one or more lives, and which are non-transferable and/or one or more custodial accounts for the exclusive benefit of Participants and Beneficiaries under the Plan and issued by an insurance company qualified to do business in the Employer's state. For purposes of this paragraph, the custodian of any custodial account created pursuant to the Plan must be a bank, as described in section 408(n) of the Internal Revenue Code, or a person who meets the non-bank trustee requirements of paragraphs (2)-(6) of section 1.408-2(e) of the Income Tax Regulations relating to the use of non-bank trustees.

All amounts of compensation deferred under the Plan shall be transferred to a custodial account or annuity contract as described in section 401(f) of the Internal Revenue Code within a period that is not longer than is reasonable for the proper administration of the accounts of Participants. To comply with this requirement, all amounts of compensation deferred under the Plan shall be transferred to a custodial account or annuity contract described in section 401(f) of the Code.

- 2.04 **Beneficiary or Beneficiaries:** The person or persons designated by the Participant in his Deferred Compensation Agreement who shall receive any benefits payable hereunder in the event of the Participant's death. If more than one designated Beneficiary survives the Participant, payments shall be made equally to the surviving Beneficiaries, unless otherwise provided in the Deferred Compensation Agreement. If no Beneficiary is designated in the Deferred Compensation Agreement or if no designated Beneficiary survives the Participant, then the estate of the Participant shall be the Beneficiary. However, a Participant may designate a contingent Beneficiary (or Beneficiaries) who shall become the primary Beneficiary (or Beneficiaries) under this Plan in the event that no primary Beneficiary survives the Participant.
- 2.05 **Code:** The Internal Revenue Code of 1986, as amended, and regulations thereunder.
- 2.06 **Compensation:** The amount of compensation that would be payable to a Participant by the Employer if no Deferred Compensation Agreement were in effect to defer compensation under this Plan. The term Compensation includes amounts that are excludable from an Employee's gross income and that are contributed by the Employer at the Employee's election to a cafeteria plan, qualified transportation fringe benefit plan, a Section 401(k) arrangement, a SARSEP, a Section 403(b) arrangement, a SIMPLE plan or another Section 457(b) plan of the Employer. For years beginning after 2008, Compensation shall include "differential wage payments," as that term is defined in Section 2.17 (Includible Compensation).
- 2.07 **Deferred Compensation:** The amount of Compensation otherwise payable to the Participant that the Participant elects to defer hereunder or any amount credited to a Participant's Account by reason of a transfer under Section 8.01.
- 2.08 **Deferred Compensation Agreement:** An agreement entered into between a Participant and the Employer and any amendments or modifications thereof, which agreement shall fix the amount of pre-tax Elective Deferral that the Participant elects to defer; specify the Participant's investment selection with respect to his Deferred Compensation; designate the Participant's Beneficiary or Beneficiaries; and incorporate the terms, conditions, and provisions of this Plan by reference. Such Deferred Compensation Agreement shall state the Elective Deferral Contribution amount to be withheld from a Participant's Compensation and shall become effective no earlier than the first day of the month following execution of such agreement. Once executed, the Deferred Compensation Agreement shall be legally binding and irrevocable with regard to amounts paid or otherwise made available while the agreement is in effect.
- 2.09 **Reserved.**
- 2.10 **Elective Deferral Contribution:** The amount of a Participant's Compensation that he elects to defer to the Plan (as Deferred Compensation) on a pre-tax basis.
- 2.11 **Eligible Retirement Plan:** A plan described in Code Section 402(c)(8)(B) to which an Eligible Rollover Distribution may be transferred pursuant to Code Section 457(e)(16).

- 2.12 **Eligible Rollover Distribution:** A qualifying distribution to a Participant, or to a spousal Beneficiary of a deceased Participant, that is described in Code Section 402(c)(4).
- 2.13 **Employee:** Any individual providing services for the Employer for which compensation is paid. For years beginning after December 31, 2008, the term Employee also includes an individual receiving “differential wage payments,” as that term is defined in Section 2.17 (Includible Compensation), from the Employer.
- 2.14 **Eligible Employee:** An Employee who, based on the Employer’s elections in the Adoption Agreement, is eligible to participate in the Plan.
- 2.15 **Employer:** The entity identified in the Adoption Agreement, which entity is a State, political subdivision of a State, or an agency or instrumentality of a State or political subdivision of a State.
- 2.16 **Employer Contribution:** The amount (if any) that the Employer contributes to the Plan (as Deferred Compensation) that does not reduce (on a pre-tax or an after-tax basis) the Participant’s Compensation for the Plan Year.
- 2.17 **Includible Compensation:** For a taxable year, the Participant’s compensation, as defined in Code Section 415(c)(3), for services performed for the Employer. For years beginning after 2008, Includible Compensation shall include “differential wage payments,” as defined in Code Section 3401(h)(2) (a payment by the Employer to an individual with respect to any period during which the individual is performing service in the uniformed services while on active duty for a period of more than 30 days, and which payment represents all or a portion of the wages the individual would have received from the Employer if the individual were performing service for the Employer). The amount of Includible Compensation shall be determined without regard to any community property laws.
- 2.18 **Maximum Limitation:** The maximum amount that may be deferred under this Plan (other than rollover amounts described in Section 8.02) for the taxable year of a Participant. Such amount shall be either the Normal Limitation or Catch-Up Limitation, whichever is applicable.
- (a) **Normal Limitation:** The maximum amount deferred shall not exceed the lesser of the Applicable Dollar Amount (as described in Section 2.18(c) below) or 100% of the Participant’s Includible Compensation, as adjusted by Section 2.18(d) below. Notwithstanding the preceding provisions of this paragraph, for calendar years prior to 2002, the maximum amount deferred shall not exceed such limit or limits in effect for the applicable year pursuant to Code Section 457.
- (b) **Catch-Up Limitation:** For each one of the last three (3) taxable years of a Participant ending before the Participant’s attainment of Normal Retirement Age, the maximum amount (not taking into account an Eligible Rollover as described in Section 8.02 to this Plan or a transfer as described in Section 8.01) deferred for each such year shall be the lesser of:

- (1) twice the Applicable Dollar Amount (as described in Section 2.18(c) below); or
- (2) the sum of the Normal Limitation, plus that portion of the Normal Limitation not used in each of the prior taxable years of the Participant commencing after 1978 in which (i) the Participant was eligible to participate in this Plan or another eligible plan of the Employer, and (ii) compensation deferred under this Plan (or such other plan) was subject to the deferral limitations set forth in this section.

A Participant may utilize the Catch-Up Limitation only if the Participant has not previously utilized it with respect to a different Normal Retirement Age under this Plan or any other plan.

For years prior to 2002, the limit under this paragraph (b) for any year shall not exceed \$15,000.

If a Participant uses the general catch-up limitation and then postpones retirement or returns to work after retirement, the general catch-up limitation shall not be available again.

- (c) Applicable Dollar Amount: For contributions in 2006 and subsequent years, the Applicable Dollar Amount shall be \$15,000 as adjusted for cost-of-living increases in accordance with Code Section 457(e)(15). The Applicable Dollar Amount for the 2011 calendar year is \$16,500 and for the 2012 calendar year is \$17,000.
- (d) Coordination with Other Plans: For contribution years prior to 2002, the amount excludible from a Participant's gross income for any taxable year under this Plan or any other plan under Code Section 457(b) shall not exceed \$7,500 (as adjusted for cost-of-living increases in accordance with Code Section 457(e)(15)) or such greater amount allowed under paragraph (b) of this section, less any amount excluded from gross income under Code Section 403(b), 402(e)(3), or 402(h)(1)(B) or (k), or any amount with respect to which a deduction is allowable by reason of a contribution to an organization under Code Section 501(c)(18).
- (e) Age-Based Catch-Up Contributions: In addition to any other limit set forth in this section, a Participant who will attain age 50 in the calendar year may contribute an additional \$5,000 as adjusted for cost-of-living increases in accordance with Code Section 414(v)(2)(C). The Age-Based Catch-Up limitation for the 2011 and 2012 calendar years is \$5,500.
- (f) Coordination of Catch-Up Contributions: A Participant may not utilize both the Catch-Up Limitation and the Age-Based Catch-Up Limitation and the Age-Based Catch-Up Contribution in the same year. The Age-Based Catch-Up Contribution shall not apply for any taxable year for which a high Catch-Up Limitation applies.

- (g) Excess Deferrals: Any amount deferred in excess of the Maximum Limitation or Age-Based Catch-Up Contribution shall be distributed to the Participant, with allocable net income, as soon as administratively practicable after the Plan determines that the amount is an excess deferral. An excess deferral as a result of a failure to comply with the individual limitation under Treas. Reg. Section 1.457-5 for a taxable year may be distributed to the Participant, with allocable net income, as soon as administratively practicable after the Plan determines that the amount is an excess deferral.
- 2.19 Normal Retirement Age: Normal Retirement Age means age 65.
- 2.20 Participant: Any Eligible Employee who has enrolled in this Plan pursuant to the requirements of Article V or who has previously deferred compensation under this Plan and who has not received a distribution of his entire benefit under the Plan.
- 2.21 Plan Year: The 12-month period commencing each January 1st and ending on the following December 31st.
- 2.22 Severance from Employment: Termination of the Participant's employment relationship with the Employer. For years after 2008, solely for purposes of the withdrawal restrictions of Code Section 457(d)(1)(A), an individual shall be treated as having been severed from employment during any period the individual is performing service in the uniformed services, as described in Code Section 3401(h)(2)(A). For years prior to 2002, references in this Plan to Severance from Employment shall mean severance of the Participant's employment with the Employer, within the meaning of Code Section 402(e)(4)(D)(i)(111), rather than termination of the Participant's employment relationship with the Employer.
- 2.23 Service Provider: Such other entity as the Employer designates to perform administrative services under this Plan.

ARTICLE III. ADMINISTRATION

- 3.01 Plan Administrator. This Plan shall be administered by the Employer or one or more persons designated by the Employer. The Plan Administrator, if other than the Employer, shall act as the agent of the Employer in all matters concerning the administration of this Plan. The Plan Administrator shall have full power to adopt, amend, and revoke such rules and regulations consistent with and as may be necessary to implement, operate and maintain this Plan, to enter into contracts on behalf of the Employer under this Plan, and to make discretionary decisions affecting the rights or benefits of Participants under Section 6.08 of this Plan.
- 3.02 Employee with Administrative Responsibilities. Any Employee who is charged with administrative responsibilities hereunder may participate in the Plan under the same terms and conditions as apply to other Employees. However, he shall not have the power to participate in any discretionary action taken with respect to his participation under Section 6.08 of this Plan.
- 3.03 Administrative Services. The Employer may enter into an agreement with a Service Provider or other entity to provide nondiscretionary administrative services under this Plan for the convenience of the Employer, including, but not limited to, the enrollment of Employees as Participants, the maintenance of Accounts and other records, the making of periodic reports to Participants, and the disbursement of benefits to Participants.

ARTICLE IV. PARTICIPATION IN THE PLAN

- 4.01 Participant. An Eligible Employee becomes a Participant when he has executed and entered into a Deferred Compensation Agreement with the Employer. An Eligible Employee is not precluded from becoming a Participant by reason of having received a pre-1997 cash-out distribution (upon separation from service) of \$3,500 or less from a Code Section 457(b) plan.
- 4.02 Enrollment in the Plan. To participate in the Plan, each Eligible Employee shall complete and return the required applicable forms, including a Deferred Compensation Agreement, and submit them to the Employer. Enrollment shall be effective on or after the first day of the month following the date the enrollment forms are properly completed by the Employee and accepted by the Employer or as soon as administratively feasible.
- A Participant shall be fully vested at all times in his accrued benefits under this Plan. Such accrued benefits shall be non-forfeitable at all times.
- 4.03 Minimum Deferral Amount. At the time of entering into or amending a Deferred Compensation Agreement hereunder, an Eligible Employee or Participant must agree to defer a minimum periodic amount as specified by the Plan Administrator.
- 4.04 Change in Amount of Deferred Compensation or Beneficiary. A Participant may not amend or modify an executed Deferred Compensation Agreement to change the amount of

Deferred Compensation except with respect to compensation to be earned in the subsequent calendar month and provided that notice is given prior to the beginning of the month for which such change is to be effective. The Employer may suspend a Participant's Elective Deferral Contributions in the event that a Participant takes a hardship distribution from the Employer's Section 403(b) arrangement if required under the terms of such plan or arrangement. A Participant may change the Beneficiary designated in his Deferred Compensation Agreement at any time by giving written notice to the Plan Administrator.

- 4.05 Revocation of Deferred Compensation Agreement. A Participant may revoke his election to have Compensation deferred by so notifying the Employer in writing. Such termination shall take effect as soon as administratively practicable, but not earlier than the first pay period commencing with or during the first month following receipt by the Employer of satisfactory written notice of such revocation.
- 4.06 New Deferred Compensation Agreement Upon Return to Service or After Revocation. A Participant who returns to active service with the Employer after a Severance from Employment, or who has revoked his Deferred Compensation Agreement under Section 4.05, may again become an active Participant by executing a new Deferred Compensation Agreement with the Employer prior to the beginning of the calendar month for which it is to be effective.
- 4.07 Leave of Absence: Other Absences. Compensation may continue to be deferred under this Plan with respect to a Participant who is on an approved leave of absence from the Employer with Compensation, and all of the rules of this Article shall apply with respect to making, amending or revoking any Deferred Compensation Agreement for such a Participant.
- 4.08 Reserved
- 4.09 Deferrals of Amounts Paid After Severance from Employment. Subject to the approval of the Employer:
- (a) An Eligible Employee or Participant may elect to defer certain amounts that are paid after Severance from Employment, but only if such amounts are
 - (1) paid by the later of 2-½ months after Severance from Employment or the end of the calendar year that includes the date of Severance from Employment, and
 - (2) one of the following types of compensation:
 - (i) regular compensation for services rendered by the Eligible Employee or Participant (including base pay, overtime, shift differential, commission, bonus or other similar pay), so long as these amounts would have been paid to the Eligible Employee or Participant prior to termination of employment if the Eligible

Employee or Participant had not had a Severance from Employment; or

- (ii) payments for accrued but unused sick, vacation or other leave, but only if the Eligible Employee or Participant would have been able to use such leave if employment had continued.
- (b) An Eligible Employee or Participant may also elect to defer amounts paid to the Eligible Employee or Participant during periods when the Eligible Employee or Participant is not performing services for the Employer by reason of qualified military service (as that term is used in Code Section 414(u)(1)), but only to the extent those payments do not exceed the amount the Eligible Employee or Participant would have received if the Eligible Employee or Participant had continued to perform services for the Employer rather than entering qualified military service.
- (c) An Eligible Employee or Participant may also elect to defer amounts paid to the Eligible Employee or Participant during a period when the Eligible Employee or Participant is not performing services for the Employer because the Eligible Employee or Participant is permanently and totally disabled (as that term is defined in Code Section 22(e)(3)), so long as either:
 - (1) the Eligible Employee or Participant was not a highly compensated employee (as defined in Code Section 414(q)) immediately before becoming permanently and totally disabled, or
 - (2) the plan under which the disability payments are made provides for payments to all Eligible Employees or Participants who are permanently and totally disabled for a fixed or determined period.

4.10 Reserved.

4.11 Reserved.

4.12 Compliance with HEART Act. In the case of a death occurring on or after January 1, 2007, if a Participant dies while performing qualified military service (as defined in Code Section 414(u)), the Participant's Beneficiary is entitled to any additional benefits (other than benefit accruals relating to the period of qualified military service), if any, provided under the Plan as if the Participant had resumed employment and then terminated employment on account of death. If (and only if) the Employer elects in the Adoption Agreement, then effective as of the date elected in the Adoption Agreement, the Plan shall treat an individual who dies or becomes disabled (as defined in Code Section 72(m)(7)) while performing qualified military service with respect to the Employer as if the individual had resumed employment in accordance with the individual's reemployment rights under USERRA, on the day preceding death or disability (as the case may be) and terminated employment on the actual date of death or disability. The Plan will determine the amount of Elective Deferral Contributions (or Designated Roth Contributions) of an individual treated as employed

under this section for purposes of applying Code Section 414(u)(8)(C) on the basis of the individual's average actual Elective Deferral Contributions (or Designated Roth Contributions) for the lesser of (i) the 12-month period of service with the Employer immediately prior to the qualified military service or (ii) the actual length of continuous service with the Employer.

ARTICLE V. INVESTMENT OF DEFERRED COMPENSATION

- 5.01 **Annuity Contracts and Other Plan Investments.** For the purposes of satisfying its obligation to provide benefits under this Plan, the Employer shall invest the amount of compensation deferred by each Participant in Annuity Contracts and other Plan investments as specified in the Participants' Deferred Compensation Agreements. Amounts deferred under this Plan must be transferred to a trust, custodial account or annuity contract described in Section 5.02 within a period that is not longer than is reasonable for the proper administration of the Participant Accounts. Responsibility for the selection of investment alternatives for Plan assets shall be retained by the Employer, and the Employer shall have the right to modify the selection of investment alternatives from time to time. However, Participants and Beneficiaries may allocate amounts held in their Accounts or otherwise credited for their benefit under the Plan among the investment alternatives selected by the Employer, and the Employer shall cause such amounts to be so allocated within a reasonable time after the receipt of Participant instructions, or may instruct the issuer, trustee, or custodian to accept such allocation instructions directly from Participants and Beneficiaries as representatives of the Employer.
- 5.02 **Exclusive Benefit.** Notwithstanding any provision of the Plan to the contrary, all amounts held under the Plan, including amounts deferred and earnings or other accumulations attributable thereto, shall be held for the exclusive benefit of Plan Participants and Beneficiaries (i) in annuity contracts or (ii) in trust or in one or more custodial accounts pursuant to one or more separate written instruments. Any such annuity contract, trust, or custodial account must satisfy the requirements of Code Section 457(g)(1). The annuity contract, trust or custodial account must make it impossible, prior to the satisfaction of all liabilities with respect to Participants and their Beneficiaries, for any part of the assets and income of the annuity contract, trust or custodial account to be used for, or diverted to, purposes other than for the exclusive benefit of Participants and their Beneficiaries. For purposes of this section, the terms Participant and Beneficiary shall also include contingent beneficiaries and/or spouses, former spouses, or children of Participants for whose benefit amounts are being held under the Plan pursuant to the terms of a domestic relations order which has been recognized under the terms of the Plan. Any discretionary authority reserved to the Employer (or to any administrator or administrative committee) under the Plan or under any investment held under the Plan, to the extent the exercise thereof would otherwise be inconsistent with this section, shall be exercised for the exclusive benefit of Plan Participants and Beneficiaries. Any issuer of an annuity contract or trustee or custodian of other investments held under the Plan shall have no authority to pay any amounts from such Plan investments to any creditor of the Employer, and shall have no duty to inquire into

the validity of any request by the Employer or by an administrator or administrative committee for distribution of amounts for the benefit of a Participant or a Beneficiary under the Plan.

- 5.03 Benefits Based on Participant's Account Value. The benefits paid to a Participant or Beneficiary pursuant to Article VI of this Plan shall be based upon the value of the Participant's Account. In no event shall the Employer's liability to pay benefits exceed the value of the Participant's Account, and the Employer shall not be liable for losses arising from depreciation or other decline in the value of any investments acquired under this Plan.
- 5.04 Periodic Reports. Each Participant shall receive periodic reports, not less frequently than annually, showing the then current value of his Account.
- 5.05 Employer-Directive Accounts. Notwithstanding any provision of the Plan to the contrary, the Employer shall direct the issuer, trustee or custodian with respect to the investment of any contributions that are forwarded to the issuer, trustee or custodian prior to the date on which the Participant or Beneficiary completes the necessary paperwork with the issuer, trustee or custodian (or takes such other action or actions as may be necessary) to direct the investment of such amounts. This direction shall be effective only until such time as the Participant or Beneficiary exercises his right to direct the investment of such amounts in accordance with the terms of the Plan.

ARTICLE VI. BENEFITS

- 6.01 Distribution of Benefits. Except as otherwise provided in this Article, a Participant's Account shall become distributable at any time following Severance from Employment. Notwithstanding the provisions of the foregoing sentence, in no event shall distribution of benefits commence with respect to any Participant later than the April 1st of the calendar year following the calendar year in which the Participant attains age 70-1/2, or if later, the April 1st of the calendar year following the calendar year in which the a Participant separates from service.
- 6.02 Distribution Procedures. The Employer may from time to time establish procedures for Participant distribution elections, provided that such procedures are not inconsistent with the requirements of Section 6.01.
- 6.03 Payment Options. A Participant (or a Beneficiary as provided in Sections 6.06 or 6.07) may elect to have the value of the Participant's Account distributed in accordance with one of the following payment options provided that such option is available under the investment and consistent with the requirements set forth in Section 6.04:
- (a) Lump Sum. A single lump sum payment of the entire balance credited to a Participant's account.
 - (b) Single Life Annuity. An annuity payable in equal installments for the life of the Participant that terminates upon the Participant's death.

- (c) **Joint Life Annuity.** An annuity payable in equal installments for the joint lives of the Participant and his Beneficiary.
- (d) **Fixed Period Payments.** Payments for a fixed period of not less than five years and not more than thirty years.
- (e) Any other method of payment agreed upon between Participant and Employer and accepted by the investment provider or Service Provider.

If a Participant fails to elect a payment option, any required payments shall be made in a lump sum.

6.04 Required Minimum Distributions.

- (a) No payment option may be selected by the Participant (or a Beneficiary) unless it satisfies the requirements of Code Section 401(a)(9) and any additional Code limitations applicable to the Plan. The provisions of this section shall apply for purposes of determining required minimum distributions for calendar years beginning with the 2003 calendar year. The requirements of this section shall take precedence over any inconsistent provisions of the Plan. All distributions required under this section shall be determined and made in accordance with the regulations under Code Section 401(a)(9). Notwithstanding the other provisions of this section, distributions may be made under a designation made before January 1, 1984, in accordance with Section 242(b)(2) of the Tax Equity and Fiscal Responsibility Act (TEFRA) and the provisions of the Plan that relate to Section 242(b)(2) of TEFRA.
- (b) The Participant's entire interest shall be distributed, or begin to be distributed, to the Participant no later than the Participant's required beginning date. If the Participant dies before distributions begin, the Participant's entire interest shall be distributed, or begin to be distributed, no later than as follows:
 - (1) If the Participant's surviving spouse is the Participant's sole designated Beneficiary, then unless the surviving spouse elects to apply the 5-year rule (pursuant to subsection (1), below), distributions to the surviving spouse shall begin by December 31st of the calendar year immediately following the calendar year in which the Participant died, or by December 31st of the calendar year in which the Participant would have attained age 70-1/2, if later.
 - (2) If the Participant's surviving spouse is not the Participant's sole designated Beneficiary, then unless the designated Beneficiary elects to apply the 5-year rule (pursuant to subsection (f), below), distributions to the designated Beneficiary shall begin by December 31st of the calendar year immediately following the calendar year in which the Participant died.

- (3) If there is no designated Beneficiary as of September 30th of the year following the year of the Participant's death, the Participant's entire interest shall be distributed by December 31st of the calendar year containing the fifth anniversary of the Participant's death.
- (4) If the Participant's surviving spouse is the Participant's sole designated Beneficiary and the surviving spouse dies after the Participant but before distributions to the surviving spouse begin, this subsection (b), other than paragraph (b)(1), shall apply as if the surviving spouse were the Participant.

For purposes of this subsection (b) and subsection (d), unless paragraph (b)(4) applies, distributions are considered to begin on the Participant's required beginning date. If paragraph (b)(4) applies, distributions are considered to begin on the date distributions are required to begin to the surviving spouse under paragraph (b)(1). If distributions under an annuity purchased from an insurance company irrevocably commence to the Participant before the Participant's required beginning date (or to the Participant's surviving spouse before the date distributions are required to begin to the surviving spouse under paragraph (b)(1)), the date distributions are considered to begin is the date distributions actually commence.

Unless the Participant's interest is distributed in the form of an annuity purchased from an insurance company or in a single sum on or before the required beginning date, as of the first distribution calendar year distributions shall be made in accordance with subsections(c) and (d) of this section. If the Participant's interest is distributed in the form of an annuity purchased from an insurance company, distributions thereunder shall be made in accordance with the requirements of Code Section 401(a)(9).

- (c) During the Participant's lifetime, the minimum amount that shall be distributed for each distribution calendar year is the lesser of:
 - (1) the quotient obtained by dividing the Participant's account balance by the distribution period in the Uniform Lifetime Table set forth in Section 1.401(a)(9)-9 of the regulations, using the Participant's age as of the Participant's birthday in the distribution calendar year; or
 - (2) if the Participant's sole designated Beneficiary for the distribution calendar year is the Participant's spouse, the quotient obtained by dividing the Participant's account balance by the number in the Joint and Last Survivor Table set forth in Section I .401(a)(9)-9 of the regulations, using the Participant's and spouse's attained ages as of the Participant's and spouse's birthdays in the distribution calendar year.

Required minimum distributions shall be determined under this subsection (c) beginning with the first distribution calendar year and up to and including the distribution calendar year that includes the Participant's date of death.

- (d)(1) If the Participant dies on or after the date distributions begin and there is a designated Beneficiary, the minimum amount that shall be distributed for each distribution calendar year after the year of the Participant's death is the quotient obtained by dividing the Participant's account balance by the longer of the remaining life expectancy of the Participant or the remaining life expectancy of the Participant's designated Beneficiary, determined as follows:
- (a) The Participant's remaining life expectancy is calculated using the age of the Participant in the year of death, reduced by one for each subsequent year.
 - (b) If the Participant's surviving spouse is the Participant's sole designated Beneficiary, the remaining life expectancy of the surviving spouse is calculated for each distribution calendar year after the year of the Participant's death using the surviving spouse's age as of the spouse's birthday in that year. For distribution calendar years after the year of the surviving spouse's death, the remaining life expectancy of the surviving spouse is calculated using the age of the surviving spouse as of the spouse's birthday in the calendar year of the spouse's death, reduced by one for each subsequent calendar year.
 - (c) If the Participant's surviving spouse is not the Participant's sole designated Beneficiary, the designated Beneficiary's remaining life expectancy is calculated using the age of the Beneficiary in the year following the year of the Participant's death, reduced by one for each subsequent year.
- (2) If the Participant dies on or after the date distributions begin and there is no designated Beneficiary as of September 30th of the year after the year of the Participant's death, the minimum amount that shall be distributed for each distribution calendar year after the year of the Participant's death is the quotient obtained by dividing the Participant's account balance by the Participant's remaining life expectancy calculated using the age of the Participant in the year of death, reduced by one for each subsequent year.
- (3) Except as otherwise elected (pursuant to subsection (0), below), if the Participant dies before the date distributions begin and there is a designated Beneficiary, the minimum amount that shall be distributed for each distribution calendar year after the year of the Participant's death is the quotient obtained by dividing the Participant's account balance by the remaining life expectancy of the Participant's designated Beneficiary, determined as provided in paragraphs (1) and (2), above.
- (4) If the Participant dies before the date distributions begin and there is no designated Beneficiary as of September 30th of the year following the year of the Participant's

death, distribution of the Participant's entire interest shall be completed by December 31st of the calendar year containing the fifth anniversary of the Participant's death.

- (5) If the Participant dies before the date distributions begin, the Participant's surviving spouse is the Participant's sole designated Beneficiary, and the surviving spouse dies before distributions are required to begin to the surviving spouse under paragraph (b)(1), this subsection (d) shall apply as if the surviving spouse were the Participant.
- (e) Definitions.
- (1) "Designated Beneficiary" means the individual who is designated as the Beneficiary under Section 2.0-4 of the Plan and is the designated Beneficiary under Code Section 401(a)(9) and Section 1.401(a)(9)-1, Q&A-4, of the regulations.
- (2) "Distribution calendar year" means a calendar year for which a minimum distribution is required. For distributions beginning before the Participant's death, the first distribution calendar year is the calendar year immediately preceding the calendar year that contains the Participant's required beginning date. For distributions beginning after the Participant's death, the first distribution calendar year is the calendar year in which distributions are required to begin under subsection (b). The required minimum distribution for the Participant's first distribution calendar year shall be made on or before the Participant's required beginning date. The required minimum distribution for other distribution calendar years, including the required minimum distribution for the distribution calendar year in which the Participant's required beginning date occurs, shall be made on or before December 31st of that distribution calendar year.
- (3) "Life expectancy" means life expectancy as computed by use of the Single Life Table in Section 1.401(a) (9)-9 of the regulations.
- (4) "Participant's account balance" means the account balance as of the last valuation date in the calendar year immediately preceding the distribution calendar year (valuation calendar year) increased by the amount of any contributions made and allocated or forfeitures allocated to the account balance as of dates in the valuation calendar year after the valuation date and decreased by distributions made in the valuation calendar year after the valuation date. The account balance for the valuation calendar year includes any amounts rolled over or transferred to the Plan either in the valuation calendar year or in the distribution calendar year if distributed or transferred in the valuation calendar year.
- (5) "Required beginning date" means April 1st of the calendar year following the later of:

- (a) the calendar year in which the Participant attains age 70-1/2 ; or
 - (b) the calendar year in which the Participant retires.
- (f) Participants or Beneficiaries may elect, on an individual basis, whether the 5-year rule or the life expectancy rule in subsections (b) and (d) applies to distributions after the death of a Participant who has a designated Beneficiary. The election must be made no later than the earlier of September 30th of the calendar year in which distribution would be required to begin under subsection (b), or by September 30th of the calendar year which contains the fifth anniversary of the Participant's (or, if applicable, the surviving spouse's) death. If neither the Participant nor the Beneficiary makes an election under this paragraph, distributions shall be made in accordance with subsections (b) and (d).

6.05 2009 Required Minimum Distributions ("RMDs").

- (a) Continuation of RMDs for Participants Receiving Installment Payments Unless Otherwise Elected by the Participant; Suspension of RMDs for All Other Participants. This paragraph applies if elected by the Employer in the Adoption Agreement or if no election is made by the Employer in the Adoption Agreement. Notwithstanding the provisions of Code Section 401(a)(9)(H), a Participant or Beneficiary who would have been required to receive required minimum distributions for 2009 but for the enactment of Code Section 401(a)(9)(H) ("2009 RMDs"), and who would have satisfied that requirement by receiving distributions that are one or more payments in a series of installments (that include 2009 RMDs), will continue to receive those distributions for 2009 unless the Participant or Beneficiary chooses not to receive such distributions. Participants and Beneficiaries described in the preceding sentence will be given the opportunity to elect not to receive the distributions that include 2009 RMDs. For all other Participants and Beneficiaries, the requirement to receive the 2009 RMD shall be suspended in accordance with Code Section 401(a)(9)(H).
- (b) Continuation of RMDs for All Participants Unless Otherwise Elected by the Participant. This paragraph applies if elected by the Employer in the Adoption Agreement. Notwithstanding the provisions of Code Section 401(a)(9)(H), a Participant or Beneficiary who would have been required to receive required minimum distributions for 2009 but for the enactment of Code Section 401(a)(9)(H) ("2009 RMDs"), and who would have satisfied that requirement by receiving distributions that are either (1) equal to the 2009 RMDs or (2) one or more payments in a series of installments (that include 2009 RMDs), will receive those distributions for 2009 unless the Participant or Beneficiary chooses not to receive such distributions. Participants and Beneficiaries described in the preceding sentence will be given the opportunity to elect to stop receiving the distributions described in the preceding sentence.

- (c) Continuation of RMDs for All Participants Unless Otherwise elected by Participants Receiving Installment Distributions. This paragraph applies if elected by the Employer in the Adoption Agreement. Notwithstanding the provisions of Code Section 401(a)(9)(H), a Participant or Beneficiary who would have been required to receive required minimum distributions for 2009 but for the enactment of Code Section 401(a)(9)(H) (“2009 RMDs”), and who would have satisfied that requirement by receiving distributions that are either (1) equal to the 2009 RMDs or (2) one or more payments in a series of installments (that include the 2009 RMDs), will receive those distributions for 2009. However, Participants and Beneficiaries receiving installments will be given the opportunity to elect not to receive the distributions that include 2009 RMDs.
- (d) Direct Rollovers. Notwithstanding the provisions of the Plan relating to required minimum distributions under Code Section 401(a)(9), and solely for purposes of applying the direct rollover provisions of the Plan, certain additional distributions in 2009, as elected by the Employer in the Adoption Agreement, will be treated as eligible rollover distributions. If no election is made by the Employer in the Adoption Agreement, then a direct rollover will be offered only for distributions that would be eligible rollover distributions without regard to Code Section 401(a)(9)(H).

6.06 Post-Retirement Death Benefits. Should the Participant die after he has begun to receive benefits under an annuity payment option, the guaranteed or remaining payments, if any, under the annuity payment option shall be payable to the Participant’s Beneficiary commencing with the first payment due after the death of the Participant. If the Beneficiary does not continue to live for the remaining period of payments under the annuity payment option, then the remaining benefits under the annuity payment option shall be paid to the Beneficiary’s beneficiary or, if none, the Beneficiary’s estate. Should the Participant die after he has begun to receive benefits under any other payment option, a death benefit equal to the value of the Participant’s Account shall be payable to the Beneficiary. Such death benefit shall be paid in a lump sum unless the Beneficiary elects a different payment option. Should the Beneficiary die before the completion of payments under an annuity payment option or before distribution of the entire Participant Account, then the value of the remaining payments under the annuity payment option, or the value of the Participant Account in a lump sum, respectively, shall be paid to the Beneficiary’s beneficiary or, if none, the Beneficiary’s estate. Payment to the Participant’s Beneficiary under this section must comply with Code Section 401(a)(9), and with any additional Code limitations applicable to the Plan. In no event shall the Employer be liable for any payments made in the name of the Participant or a Beneficiary before the Employer or its agent receives proof of the death of the Participant or Beneficiary.

6.07 Pre-Retirement Death Benefits. Should the Participant die before he has begun to receive benefits under Section 6.01, a death benefit equal to the value of the Participant’s Account shall be payable to the Beneficiary. Such death benefit shall be paid in a lump sum unless the Beneficiary elects a different payment option. Payment to the Participant’s Beneficiary

must comply with Code Section 401(a)(9), and with any additional Code limitations applicable to the Plan. Should the Beneficiary die before the completion of payments under an annuity payment option or before distribution of the entire Participant Account, the value of the remaining payments under the annuity payment option, or the value of the Participant Account in a lump sum, shall be paid to the Beneficiary's beneficiary or, if none, the Beneficiary's estate.

- 6.08 Unforeseeable Emergency Withdrawals. If the Employer so elects in the Adoption Agreement, then in the event of an unforeseeable emergency, a Participant may apply to the Employer to receive that part of the value of his Account that is reasonably needed to satisfy the emergency need (including any amounts that may be necessary to pay any federal, state or local income taxes or penalties reasonably anticipated to result from the distribution). If such application for withdrawal is approved by the Employer, the Employer shall direct the issuer, trustee or custodian to pay the Participant such value as the Employer deems necessary to meet the emergency need.

The regulations under Section 457(d)(1)(A)(iii) of the Code define an unforeseeable emergency as a severe financial hardship of the Participant or Beneficiary resulting from an illness or accident of the Participant or Beneficiary, the Participant's or Beneficiary's spouse, or the Participant's or Beneficiary's dependent (as defined in Code Section 152, and, for taxable years beginning on or after January 1, 2005, without regard to Code Section 152(b)(1), (b) (2), and (d)(1)(B)); loss of the Participant's or Beneficiary's property due to casualty (including the need to rebuild a home following damage to a home not otherwise covered by homeowner's insurance, e.g., as a result of a natural disaster); or other similar extraordinary and unforeseeable circumstances arising as a result of events beyond the control of the Participant or Beneficiary. For example, the imminent foreclosure of or eviction from the Participant's or Beneficiary's primary residence may constitute an unforeseeable emergency. In addition, the need to pay for medical expenses, including non-refundable deductibles, as well as for the cost of prescription drug medication, may constitute an unforeseeable emergency. Finally, the need to pay for the funeral expenses of a spouse or a dependent (as defined in Code Section 152, and, for taxable years beginning on or after January 1, 2005, without regard to Code Section 152(b)(1), (b)(2), and (d)(1)(B)) of the Participant or Beneficiary may also constitute an unforeseeable emergency. Except as otherwise specifically provided in this Section 6.08, neither the purchase of a home nor the payment of college tuition is an unforeseeable emergency.

A distribution on account of an unforeseeable emergency may not be made to the extent that such emergency is or may be relieved through reimbursement or compensation from insurance or otherwise, by liquidation of the Participant's assets, to the extent the liquidation of such assets would not itself cause severe financial hardship, or by cessation of deferrals under the Plan.

Unless otherwise elected in the Adoption Agreement, then effective as of August 17, 2006, a Participant's unforeseeable emergency includes a severe financial hardship of the Participant's primary beneficiary under the Plan, that would constitute an unforeseeable emergency if it occurred with respect to the Participant's spouse or dependent as defined under Code Section 152. For purposes of this section, a Participant's "primary beneficiary under the Plan" is an

individual who is named as a Beneficiary under the Plan and has an unconditional right to all or a portion of the Participant's account balance under the Plan upon the Participant's death.

- 6.09 Transitional Rule for Annuity Payment Option Elections. If this Plan document constitutes an amendment and restatement of the Plan as previously adopted by the Employer and if a Participant or Beneficiary has commenced receiving benefits under an annuity payment option, that annuity payment option shall remain in effect notwithstanding any other provision of this Plan.
- 6.10 Participant's Election to Receive In-Service Distribution. If the Employer so elects in the Adoption Agreement, a Participant may elect to receive an in-service distribution of the total amount payable to him under the Plan if:
- (a) such amount does not exceed the dollar amount under Section 411(a)(11)(A) of the Code,
 - (b) no amount has been deferred under the Plan with respect to the Participant during the two-year period ending on the date of the distribution, and
 - (c) there has been no prior distribution under the Plan to the Participant under this Section 6.10 or under Section 6.11.
- 6.11 Distribution without Participant's Consent. If the Employer so elects in the Adoption Agreement, the total amount payable to a Participant under the Plan may be distributed to the Participant without his consent if:
- (a) such amount does not exceed \$1,000,
 - (b) no amount has been deferred under the Plan with respect to the Participant during the two-year period ending on the date of the distribution, and
 - (c) there has been no prior distribution under the Plan to the Participant under this Section 6.11 or under Section 6.10.
- 6.12 Reserved.
- 6.13 Distributions to Individuals Performing Service in Uniformed Services. If (and only if) elected by the Employer in the Adoption Agreement, a Participant who is deemed to have incurred a Severance from Employment on account of performing services in the uniformed services (as defined in chapter 43 of title 38, United States Code) for a period of active duty of more than 30 days may elect to receive a distribution of all or a portion of the Participant's Account under the Plan. However, the Plan will not distribute the Participant's Account without the Participant's consent.

If the Participant elects to receive a distribution under this provision, the Participant may not make an Elective Deferral Contribution or a Designated Roth Contribution to the Plan during the 6-month period beginning on the date of the distribution.

6.14 Reserved.

ARTICLE VII. NON-ASSIGNABILITY

7.01 In General. Except as provided in Section 7.02, the interests of each Participant or Beneficiary under the Plan are not subject to the claims of the Participant's or Beneficiary's creditors; and no Participant or Beneficiary shall have any right to commute, sell, assign, pledge, transfer or otherwise convey or encumber the right to receive any payments hereunder or any interest under the Plan, which payments and interests are expressly declared to be non-assignable and non-transferable.

7.02 Domestic Relations Orders.

- (a) Allowance of Transfers: Notwithstanding Section 7.01, if a judgment, decree or order (including approval of a property settlement agreement) that relates to the provision of child support, alimony payments, or the marital property rights of a spouse or former spouse, child, or other dependent of a Participant is made pursuant to a State domestic relations law ("domestic relations order"), then the amount of the Participant's Account shall be paid in the manner and to the person or persons so directed in the domestic relations order. Such payment shall be made without regard to whether the Participant is eligible for a distribution of benefits under the Plan. The Plan Administrator shall establish reasonable procedures for determining the status of any such decree or order and for effectuating distribution pursuant to the domestic relations order. Where necessary to carry out the terms of such an order, a separate Account may be established with respect to the spouse, former spouse, or child who shall be entitled to make investment selections with respect thereto in the same manner as the Participant.
- (b) Release from Liability to Participant: The Employer's liability to pay benefits to a Participant shall be reduced to the extent that amounts have been paid or set aside for payment to a spouse, former spouse, child, or other dependent pursuant to paragraph (a) of this section. No such transfer shall be effectuated unless the Employer or Service Provider has been provided with satisfactory evidence that the Employer and the Service Provider are released from any further claim by the Participant with respect to such amounts. The Participant shall be deemed to have released the Employer and the Service Provider from any claim with respect to such amounts, in any case in which (i) the Employer or Service Provider has been served with legal process or otherwise joined in a proceeding relating to such transfer, (ii) the Participant has been notified of the pendency of such proceeding in the manner prescribed by the law of the jurisdiction in which the proceeding is pending by service of process in such action or by mail from the Employer or Service Provider to the Participant's last known mailing address, and (iii) the Participant fails to obtain an

order of the court in the proceeding relieving the Employer or Service Provider from the obligation to comply with the judgment, decree, or order. The Participant shall also be deemed to have released the Employer or Service Provider if the Participant has consented to the transfer pursuant to the terms of a property settlement agreement and/or a final judgment, decree, or order as described in paragraph (a).

- (c) Participation in Legal Proceedings: The Employer and the Service Provider shall not be obligated to defend against or seek to have set aside any judgment, decree, or order described in paragraph (a) or any legal order relating to the garnishment of a Participant's benefits, unless the full expense of such legal action is borne by the Participant. In the event that the Participant's action (or inaction) nonetheless causes the Employer or Service Provider to incur such expense, the amount of the expense may be charged against the Participant's Account and thereby reduce the Employer's obligation to pay benefits to the Participant. In the course of any proceeding relating to divorce, separation, or child support, the Employer and Service Provider shall be authorized to the extent permitted by applicable laws to disclose information relating to the Participant's Account to the Participant's spouse, former spouse, or child (including the legal representatives of the spouse, former spouse, or child), or to a court.
- (d) Effective April 6, 2007, a domestic relations order will not fail to be a domestic relations order (1) solely because the order is issued after, or revises, another domestic relations order; or (2) solely because of the time at which the order is issued, including issuance after the annuity starting date or after the Participant's death. A domestic relations order described in this paragraph is subject to the same requirements and protections that apply to domestic relations orders.

ARTICLE VIII. TRANSFERS AND ROLLOVERS

8.01 Transfers. This Plan shall accept and allow transfers, pursuant to Code Section 457, of amounts deferred by an individual under this Plan or another eligible deferred compensation plan meeting the requirements of Section 457(g) of the Code, provided the conditions of this Section 8.01 are met.

- (a) Directed by Individual Participant or Beneficiary. A transfer from this Plan to another eligible governmental deferred compensation plan or from another eligible governmental deferred compensation plan to this Plan is permitted only if the transferor plan provides for transfers, the receiving plan provides for the receipt of transfers, the Participant or Beneficiary whose amounts deferred are being transferred shall have an amount deferred immediately after the transfer at least equal to the amount deferred with respect to that Participant or Beneficiary immediately before the transfer, and in the case of a transfer for a Participant, the Participant whose amounts deferred are being transferred has had a severance from employment with the transferring employer and is performing services for the employer maintaining the transferee plan. Upon the transfer of assets from this Plan under this paragraph (a), the Plan's liability to pay benefits to the Participant or

Beneficiary under this Plan shall be discharged to the extent of the amount so transferred for the Participant or Beneficiary.

Any such transferred amount shall not be treated as a deferral subject to the limitations of Section 2.18, except that, for purposes of applying the limit of Section 2.18, an amount deferred during any taxable year under the plan from which the transfer is accepted shall be treated as if it had been deferred under this Plan during such taxable year and compensation paid by the transferor employer shall be treated as if it had been paid by the Employer.

- (b) Permissive Service Credit Transfers. Subject to any limitations imposed by an investment provider, if a Participant is also a participant in a tax-qualified defined benefit governmental plan (as defined in Code Section 414(d)) that provides for the acceptance of plan-to-plan transfers with respect to the Participant, then the Participant may elect to have any portion of the Participant's Account transferred to the defined benefit governmental plan. A transfer under this paragraph (b) may be made before the Participant has had a Severance from Employment.

A transfer may be made under this paragraph (b) only if the transfer is either for the purchase of permissive service credit (as defined in Code Section 415(n)(3)(A)) under the receiving defined benefit governmental plan or a repayment to which Code Section 415 does not apply by reason of Code Section 415(k)(3).

- 8.02 Rollovers. A Participant may elect to roll an Eligible Rollover Distribution to an Eligible Retirement Plan. The Participant shall be provided with a description of available rollover rights and rules in advance of such a distribution. A distribution that is an Eligible Rollover Distribution and that is paid in a form other than a rollover shall be subject to mandatory withholding of 20%, or such other mandatory withholding rate as may be imposed under the Code from time to time. This Plan shall be permitted to accept a rollover distribution from an Eligible Retirement Plan (including a distribution from an IRA) to this Plan, subject to any administrative restrictions imposed by the Plan or by the investment provider. To the extent required under the Code, the Plan shall separately account for any rollover contributions it receives. Rollover contributions to the Plan before January 1, 2006, shall be subject to the same restrictions on distributions applicable to other amounts held under the Plan. Rollover contributions to the Plan on or after January 1, 2006, shall not be subject to the same restrictions on distributions applicable to other amounts held under the Plan, and such rollover contributions may be distributed at any time.

8.03 Non-spousal Beneficiary Rollovers.

- (a) For distributions after December 31, 2009, and unless otherwise elected in the Adoption Agreement, for distributions between January 1, 2007 and December 31, 2009, a non-spouse Beneficiary who is a "designated beneficiary" under Code Section 401(a)(9)(E) and the regulations thereunder, may roll over, by a direct trustee-to-trustee transfer ("direct rollover"), all or any portion of his distribution to an individual retirement account the Beneficiary establishes for purposes of

receiving the distribution. In order to roll over the distribution, the distribution otherwise must satisfy the definition of an Eligible Rollover Distribution.

- (b) Although a non-spouse Beneficiary may roll over directly a distribution as provided in paragraph (a) above, any distribution made prior to January 1, 2010, is not subject to the direct rollover requirements of Code Section 401(a)(31) (including Code Section 401(a)(31)(B), the notice requirements of Code Section 402(1) or the mandatory withholding requirements of Code Section 3405(c)). If a non-spouse Beneficiary receives a distribution from the Plan, the distribution is not eligible for an indirect “60-day” rollover.
- (c) If the Participant’s named Beneficiary is a trust, the Plan may make a direct rollover to an individual retirement account on behalf of the trust, provided the trust satisfies the requirements to be a “designated beneficiary” within the meaning of Code Section 401(a)(9)(E).
- (d) A non-spouse Beneficiary may not roll over an amount which is a required minimum distribution, as determined under applicable Treasury regulations and other Internal Revenue Service guidance. If the Participant dies before his required beginning date and the non-spouse Beneficiary rolls over to an IRA the maximum amount eligible for rollover, the Beneficiary may elect to use either the 5-year rule or the life expectancy rule, pursuant to Section 1.401(a)(9)-3, A-4(c) of the regulations, in determining the required minimum distributions from the IRA that receives the non-spouse Beneficiary’s distribution.

ARTICLE IX. LOANS

Loans are not available under this Plan.

ARTICLE X. AMENDMENT OR TERMINATION OF PLAN

- 10.01 Amendment or Termination. The Employer may at any time amend this Plan or terminate this Plan and distribute the Participants’ Accounts in conformity with the Code; provided, however, that such amendment or termination shall not impair the rights of Participants or their Beneficiaries with respect to any compensation deferred before the date of the amendment or termination of this Plan except as may be required to maintain the tax status of the Plan under the Code. In the event that the Plan is terminated, amounts deferred under the Plan (and all Plan assets) shall be distributed to all Plan Participants and Beneficiaries as soon as administratively practicable after the termination of the Plan.
- 10.02 Amendment and Restatement of Previously Adopted Plan. If this Plan document constitutes an amendment and restatement of the Plan as previously adopted by the Employer, the amendments contained herein shall be effective as of the Effective Date, and the terms of the preceding plan document shall remain in effect through such date.

ARTICLE XI. USERRA

An Employee whose employment is interrupted by qualified military service under Code Section 414(u) or who is on a leave of absence for qualified military service under Code Section 414(u) may defer additional Compensation upon resumption of employment with the Employer equal to the maximum amount of Compensation that could have been deferred during that period if the Employee's employment with the Employer had continued (at the same level of Compensation) without the interruption of leave, reduced by the amount of Compensation, if any, actually deferred during the period of the interruption or leave. This right applies for five years following the resumption of employment (or, if sooner, for a period equal to three times the period of the interruption or leave).

ARTICLE XII. MISTAKEN CONTRIBUTIONS

If any contribution (or any portion of a contribution) is made to the Plan by a good faith mistake of fact, then within one year after the payment of the contribution, and upon receipt in good order of a proper request approved by the Plan Administrator, the amount of the mistaken contribution (adjusted for any income or loss in value, if any, allocable thereto) shall be returned directly to the Participant or, to the extent required or permitted by the Plan Administrator, to the Employer.

ARTICLE XIII. RELATIONSHIP TO OTHER PLANS

This Plan serves in addition to any other retirement, pension or benefit plan or system presently in existence or hereinafter established.

The Employer hereby causes this Basic Plan document to be executed by its duly authorized representative on the date specified below.

Employer (Please Print): The University of Akron
Employer's Signature: _____
Name (Please Print): _____
Title: _____ Date: _____, 2011

THE UNIVERSITY OF AKRON

Resolution No. 11 - - 11

**A RESOLUTION PERTAINING TO ADOPTION OF THE AMENDED AND
RESTATED 457(b) DEFERRED COMPENSATION PLAN OF
THE UNIVERSITY OF AKRON**

Pertaining to authorizing the adoption of the amended and restated 457(b) Deferred Compensation Plan of The University of Akron (the "Plan") to conform with the Heroes Earnings Assistance and Relief Tax Act of 2008 ("HEART"); the Pension Protection Act of 2006 ("PPA"), the Worker, Retiree, and Employer Recovery Act of 2008 ("WRERA") and other miscellaneous changes and authorization for adopting future amendments to the Plan.

WHEREAS, The University of Akron sponsors the Plan; and

WHEREAS, the Board of Trustees has the ability to amend, from time to time, the Plan;
and

WHEREAS, the University desires to amend the Plan to bring the Plan into compliance with current Internal Revenue Service ("IRS") rules for IRS Code Section 457(b) plans, including compliance with tax law changes for HEART, PPA and WRERA.

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

Section 1. Amended Plan. The amended and restated Plan is hereby adopted effective as stated therein.

Section 2. Execution. The Administration is hereby authorized to execute the amended and restated Plan and any other instruments, documents, or conveyances necessary to effectuate the amended and restated Plan.

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

Section 4. Conforming Changes. The Administration in carrying out this Resolution, is hereby authorized and empowered to make any necessary changes to the amended and restated Plan as may be required to ensure compliance with the applicable and effective provisions of HEART, PPA and WRERA, and any other IRS rules and regulations, currently in

effect or as hereinafter amended, and to take such further action as may be necessary or available to implement this Resolution without further ratification or action by the Trustees.

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

_____, 2011
Date

Ted A. Mallo
Secretary
Board of Trustees



DATE: November 11, 2011

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 Item for Approval

The following purchase for more than \$350,000 is recommended for approval by the Board of Trustees at its meeting on November 30, 2011.

1. **Highmark Insurance Group:** The Office of the Vice President for Talent Development and Human Resources is proposing an award to Highmark Insurance Group (HMIG) to renew our stop loss coverage for the plan year 2012 in the amount of approximately \$1,135,000.

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 2012. Both specific and aggregate stop loss coverage are inclusive of combined medical and prescription drug claim costs. Following analysis of the HMIG proposal, the University in consultation with Towers Watson recommends to accept the HMIG proposal for specific and aggregate stop loss. Annual premiums to provide specific medical and prescription drug stop loss coverage of \$250,000 per individual, with an unlimited lifetime maximum per individual, are approximately \$1,100,000. Annual premiums to provide aggregate medical and prescription drug stop loss coverage, with a 125% claims corridor and a \$1,000,000 maximum aggregate annual benefit, are approximately \$35,000.

The renewal of our stop loss coverage is acceptable to the Office of the Vice President for Talent Development and Human Resources, the Office of General Counsel and the Department of Purchasing.

I recommend that an award be made to Highmark Insurance Group and request your approval and that of the Board of Trustees at its meeting on November 30, 2011.

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

THE UNIVERSITY OF AKRON

Resolution No. 11 - - 11

Pertaining to Purchases of More Than \$350,000

BE IT RESOLVED, that the recommendations of the Finance, Fiscal Policy, and Investment Committee on November 30, 2011, be approved:

Award to Highmark Insurance Group a contract to renew our stop loss coverage for the plan year 2012 in the amount of approximately \$1,135,000 and not to exceed an amount greater than \$1,250,000 (49% increase).


Ted A. Mallo, Secretary
Board of Trustees

November 30, 2011



DATE: November 21, 2011

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

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

SUBJECT: Board Agenda Items for November 30, 2011

One action item will be presented by the Finance and Administration Committee for the consideration of the Board of Trustees at its November 30, 2011 meeting – the Cumulative Gift Income Report for October 2011, which is submitted for review and approval. The Finance and Administration Committee also will provide a brief “information-only” report on Alumni Association activities.

CUMULATIVE GIFT REPORT

For July through October 2011, giving totaled \$25.3 million, 92 percent more than the \$13.2 million received through October 2010 and 133 percent more than the five-year average of \$10.9 million. The number of gifts decreased from 8,237 for October 2010 to 7,973 for this fiscal year to date.

REPORT TO THE UNIVERSITY OF AKRON BOARD OF TRUSTEES

Department of Development
November 30, 2011

The University of Akron recorded total giving of \$25,330,790 for July through October 2011. That total compares to \$13,199,386 for July through October 2010 (an increase of 92 percent) and a year-to-date average of \$10,888,386 for the previous five years (an increase of 133 percent). During October 2011, 7,973 gifts were received, as compared with 8,237 for the same period in the last fiscal year (a decrease of 3 percent).

Comparable Year-to-Date Totals for October 2011

Fiscal Year	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012
Total Giving	\$10,352,146	\$9,858,856	\$7,557,689	\$13,473,853	\$13,199,386	\$25,330,790
Total Gifts	5,722	7,025	7,576	7,798	8,237	7,973

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

THE UNIVERSITY OF AKRON

RESOLUTION 11- -11

Pertaining to Gift Income Report
October 2011

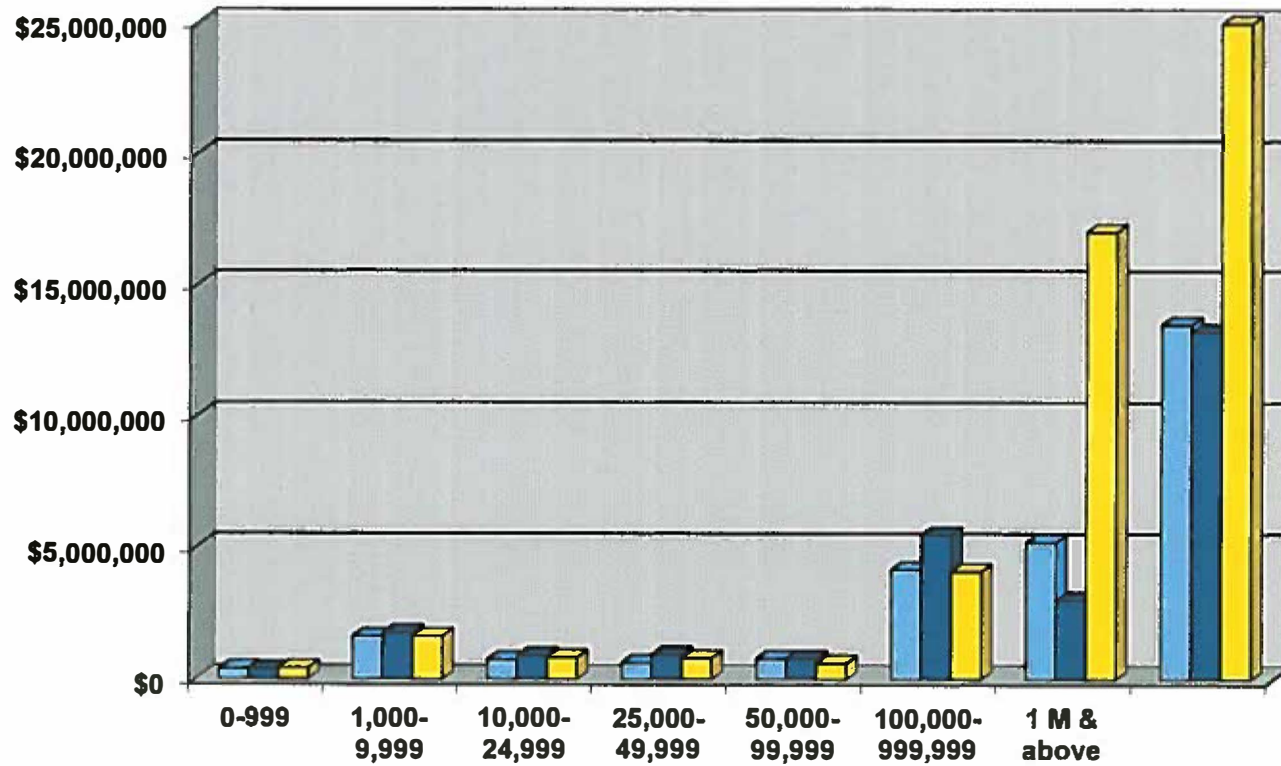
BE IT RESOLVED that the recommendation of the Finance and Administration Committee on November 30, 2011, pertaining to the Gift Income Report for July through October 2011, be approved.

Ted A. Mallo, Secretary
Board of Trustees

November 30, 2011

Exhibit 1

**The University of Akron
Size of Gift Comparison
Comparison July 1 - October 31, 2011 -- FY 2010, FY 2011 , FY 2012**

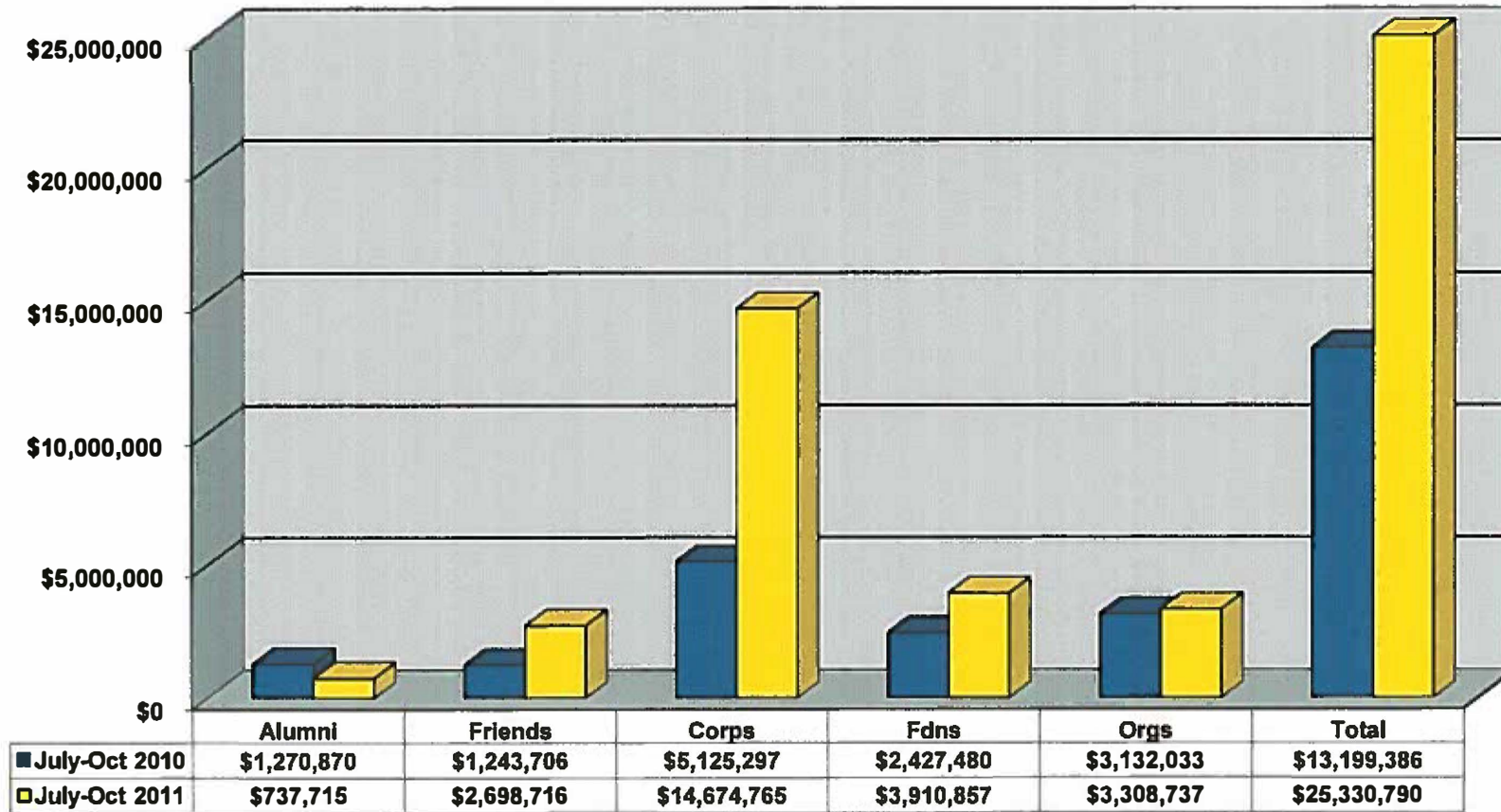


									TOTAL
2009-2010	\$ Level	\$383,440	\$1,617,898	\$738,680	\$627,224	\$781,678	\$4,143,969	\$5,180,964	\$13,473,853
	# Gifts	7,044	658	48	17	11	17	3	7,798
2010-2011	\$ Level	\$366,058	\$1,744,176	\$893,513	\$928,528	\$791,478	\$5,476,846	\$2,998,787	\$13,199,386
	# Gifts	7,416	699	61	28	12	19	2	8,237
2011-2012	\$ 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

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, 2011 -- FY 2010-2011 -- FY 2011-2012

Exhibit 2



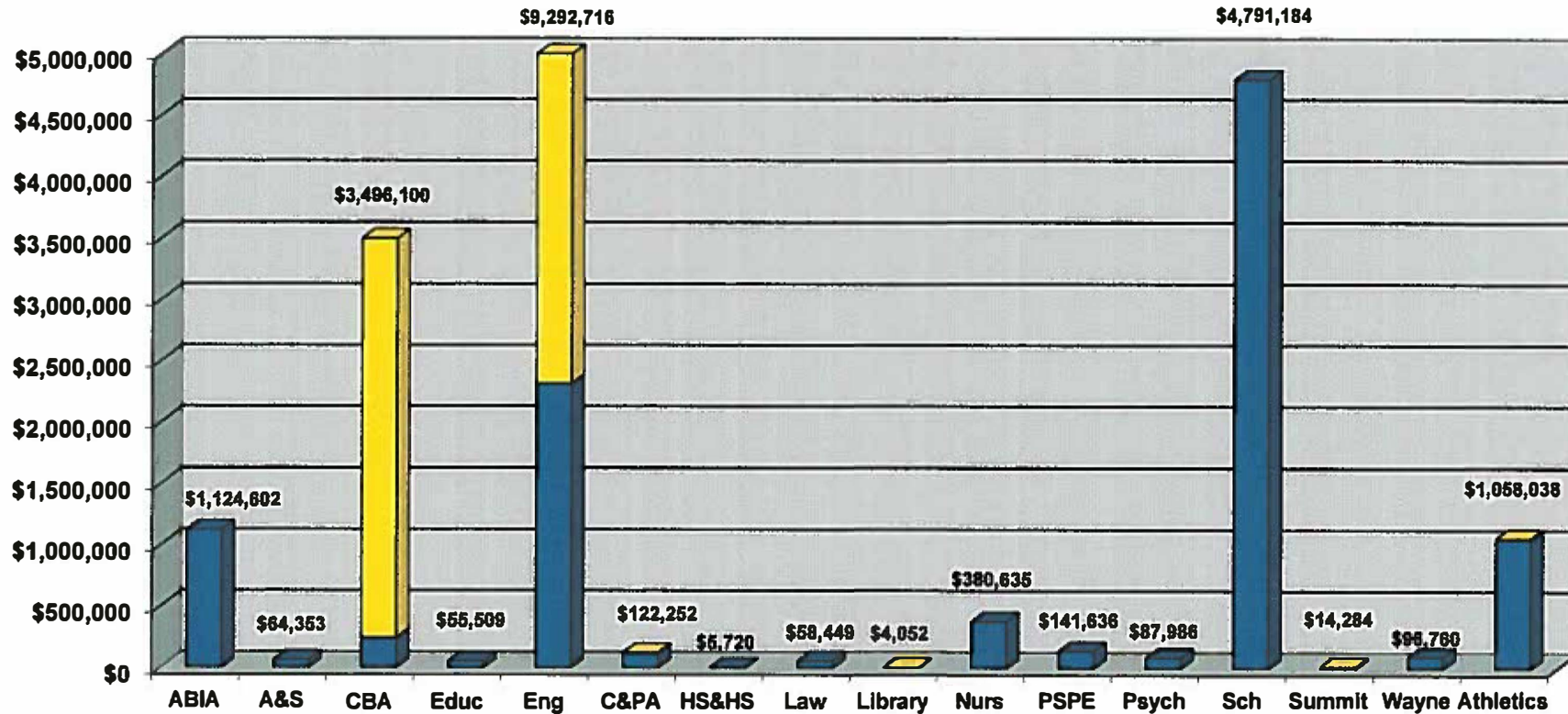
Alumni: graduates and former students of UA
Friends: individuals who are not alumni
Corporations: private, for profit entities

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

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

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

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

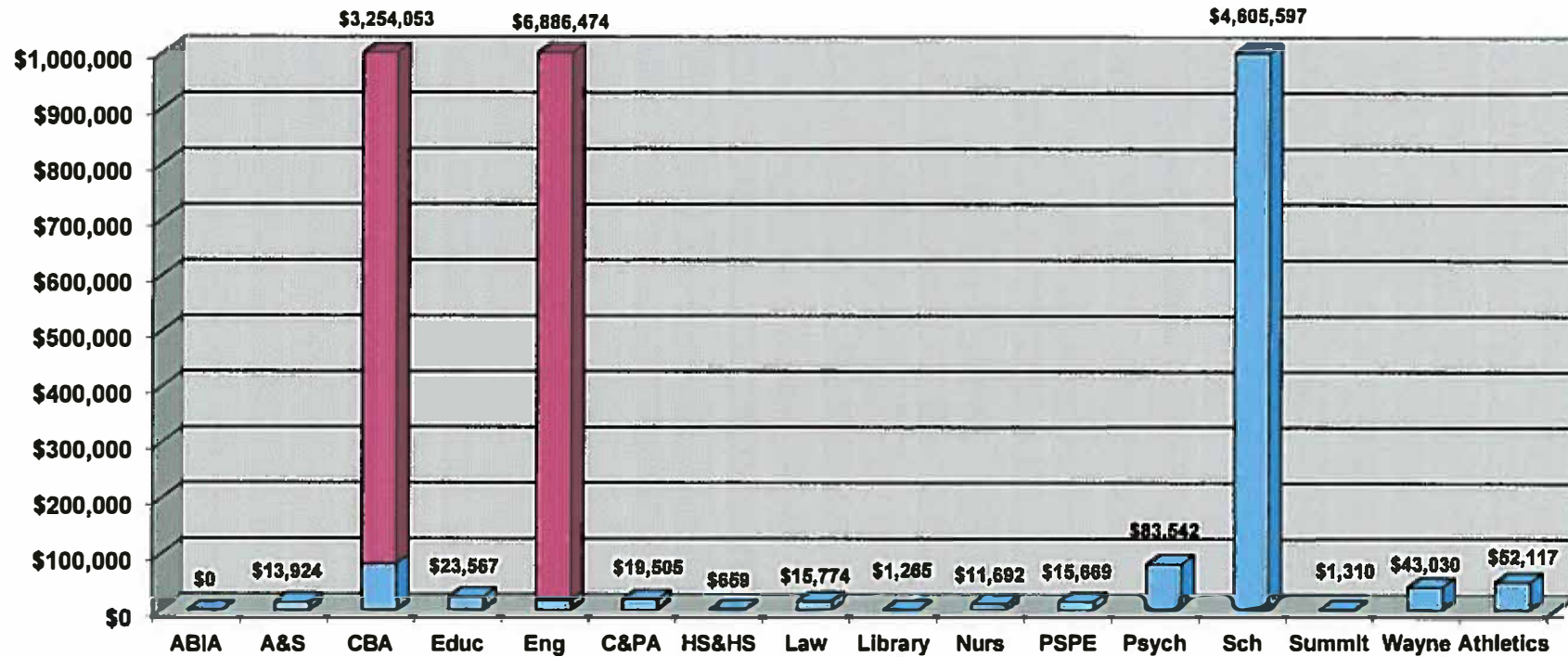
C&PA: Creative and Professional Arts
HS&HS: Health Sciences & Human Services
Law: School of Law
Library: University Libraries

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 2011-2012
October 1 - October 31, 2011**

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

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

PSPE: College of Polymer Science and Polymer Engineering
Psych: Psychology Archives
Sch: General Scholarships
Summit: Summit College
Wayne: Wayne College
Athletics: Zips Athletics 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.



CHARTS

Annual Giving – Monthly-YTD, May, June, July Quarterly – **Exhibit 5**

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

Bequest Report – Monthly-YTD, May, June, July Quarterly – **Exhibit 7**

Bequest Report – 5 years, July 2011, FYTD – **Exhibit 8**

CAMPAIGN REPORTS

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**

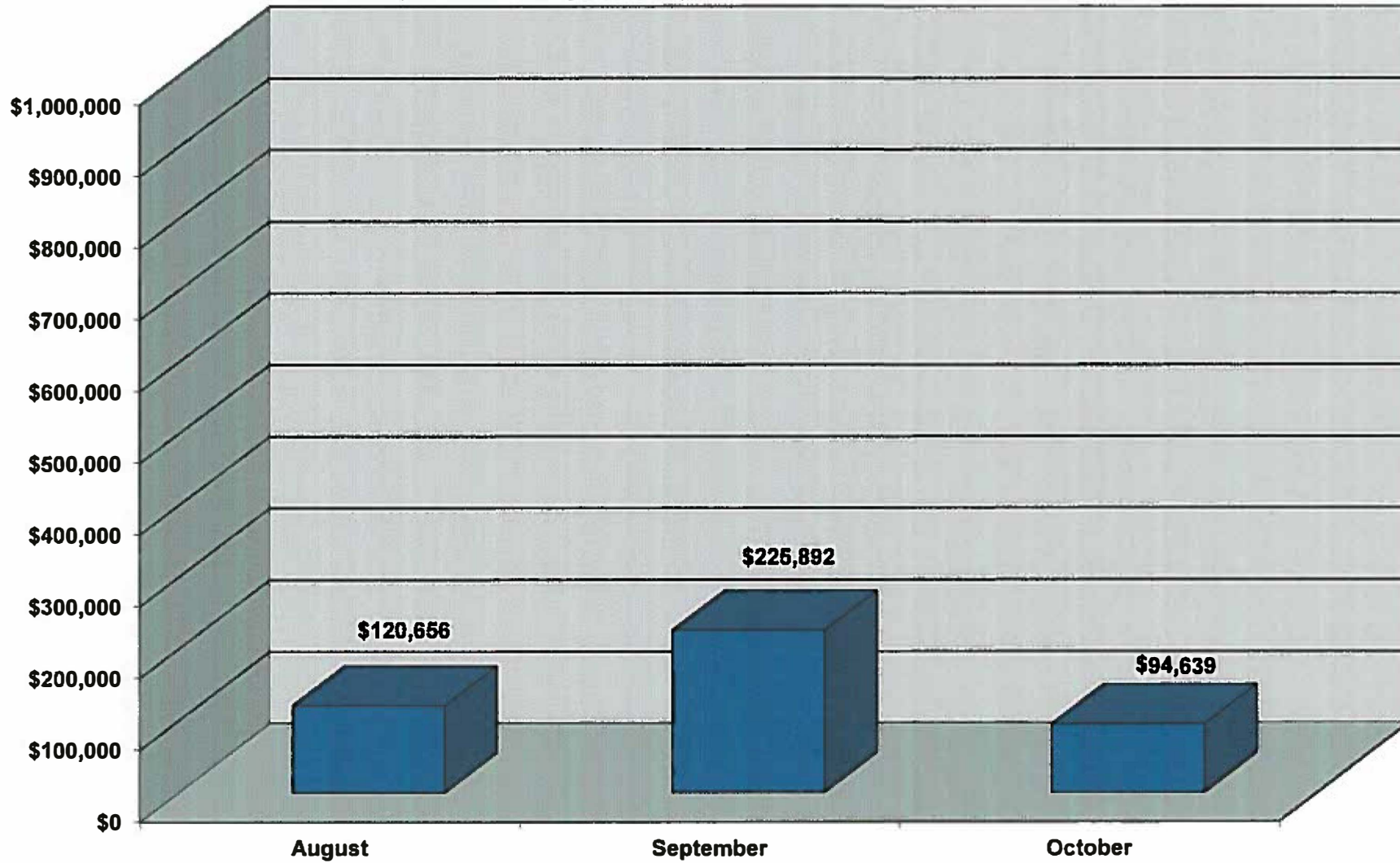
**Center for Gift and Estate Planning Campaign*

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

**THE UNIVERSITY OF AKRON
UA Annual Giving**

Exhibit 5

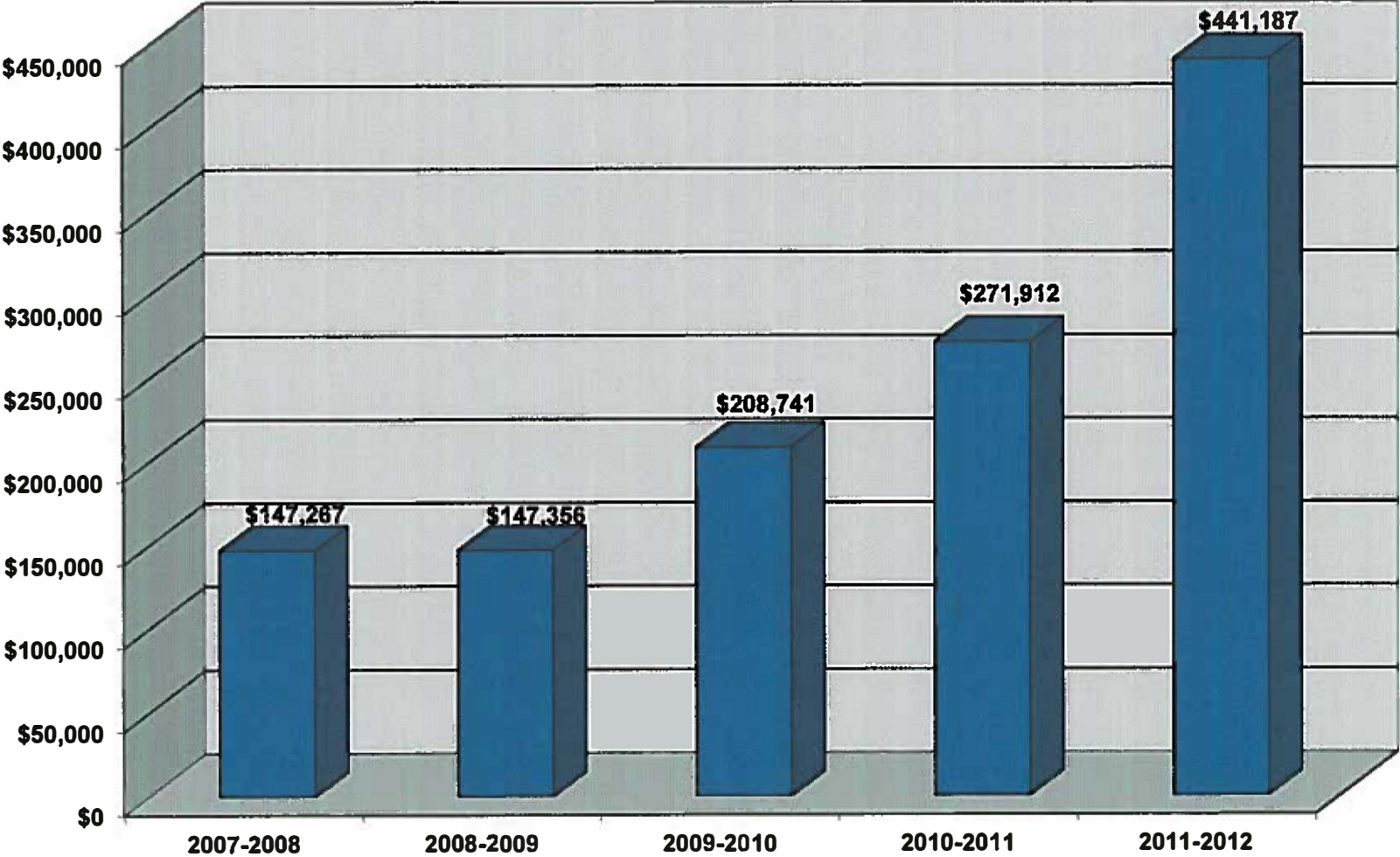
Monthly Totals, August, September, October FY2010 - FY2011; FY 2011-2012



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

THE UNIVERSITY OF AKRON
UA Annual Giving
FY2007-2008; FY2008-2009; FY2009-2010, FY2010-2011, FY 2011-2012
July 1 through October 31, 2011 FYTD

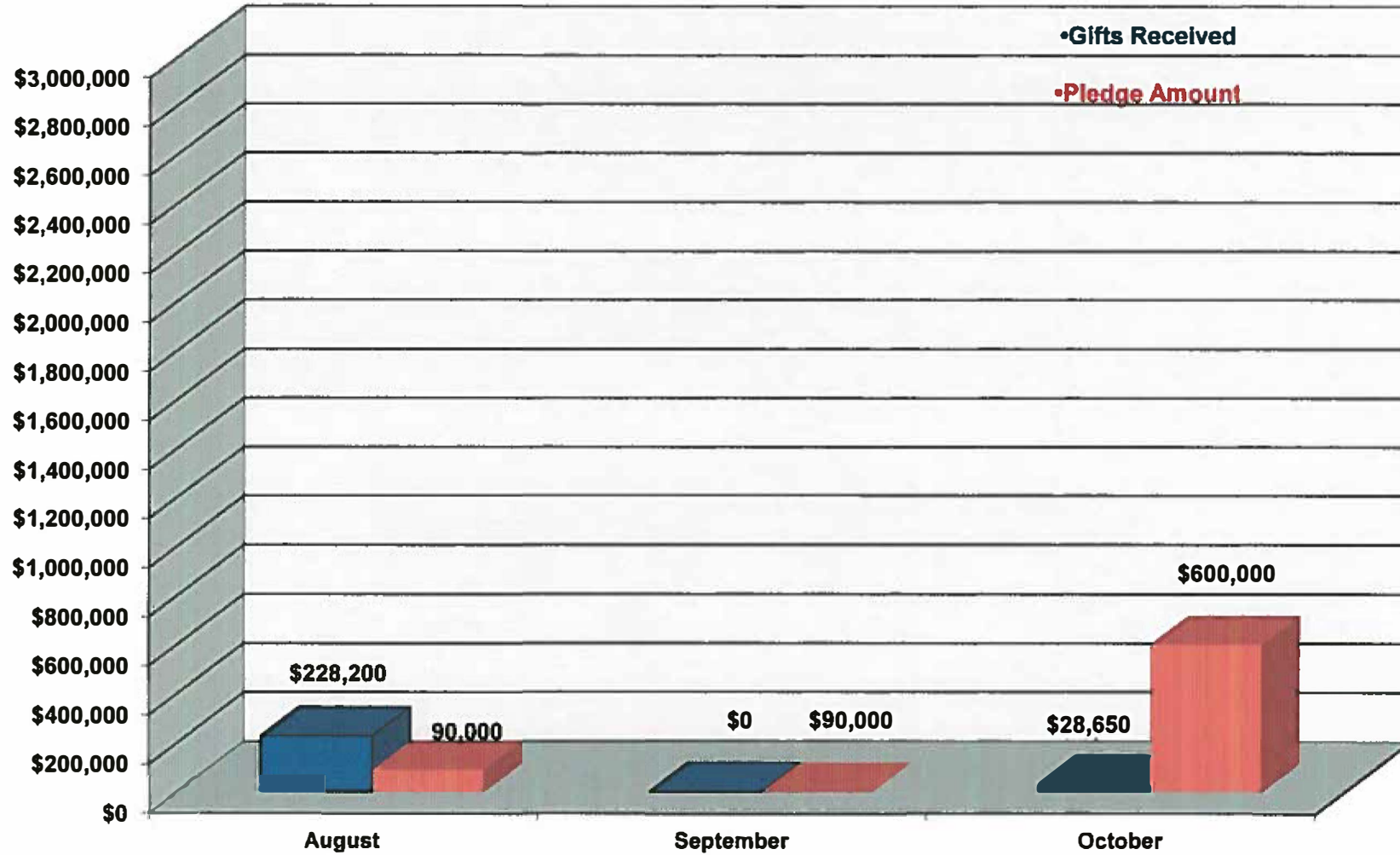
Exhibit 6



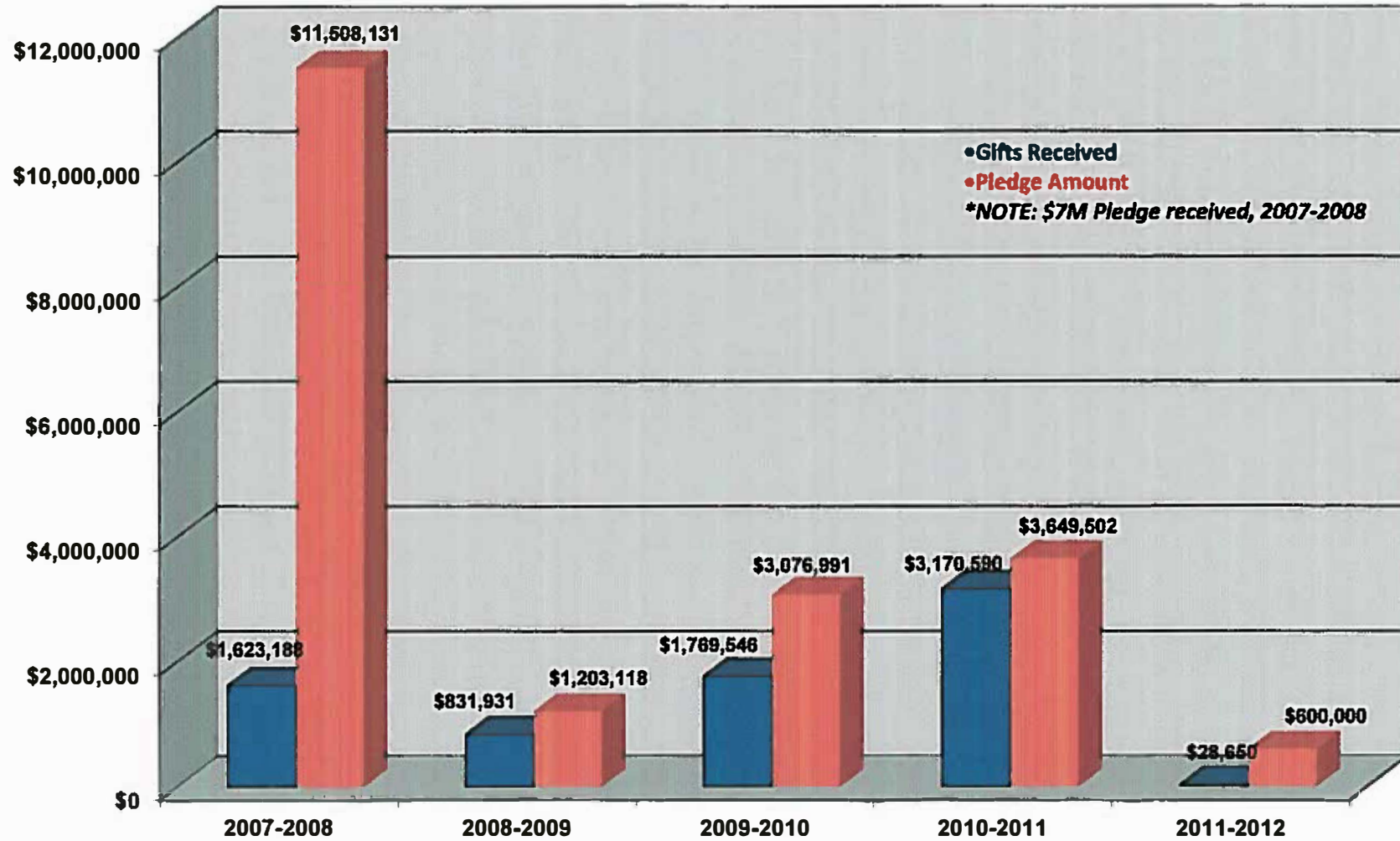
***UA Annual Giving is primarily direct mail and telemarketing only.**

**THE UNIVERSITY OF AKRON
Bequests Campaign Report
Monthly Totals
August - September - October, 2011**

Exhibit 7

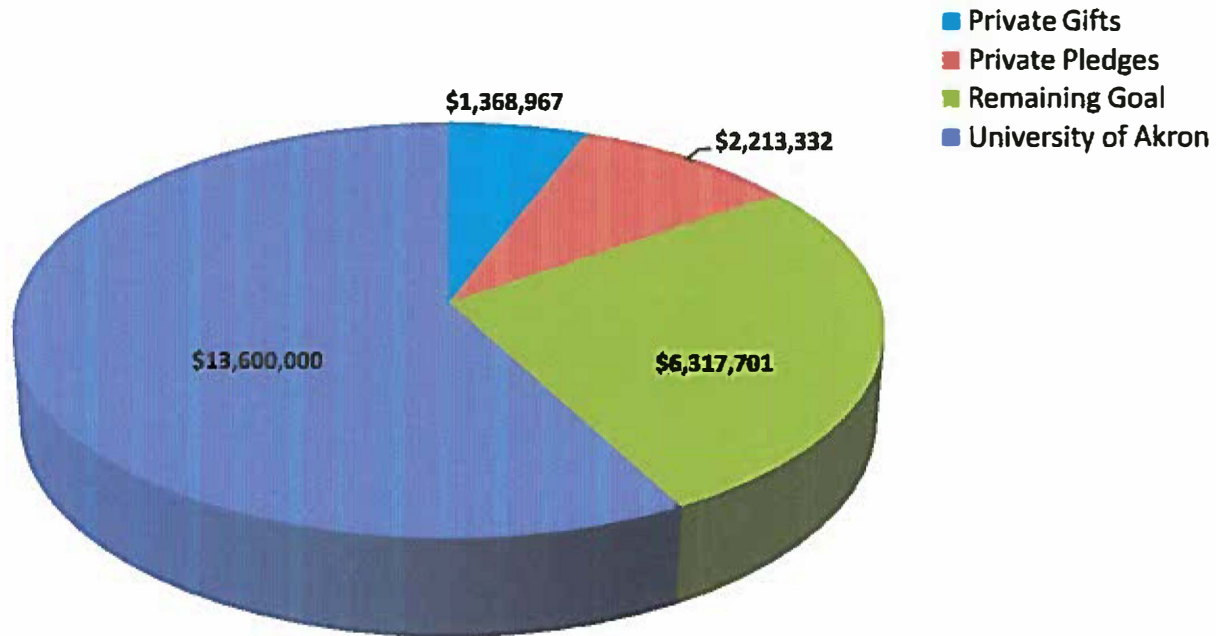


THE UNIVERSITY OF AKRON
Bequest Report
FY2007-2008; FY2008-2009; FY2009-2010, FY2010-2011, FY2011-2012
October 31, 2011, FYTD



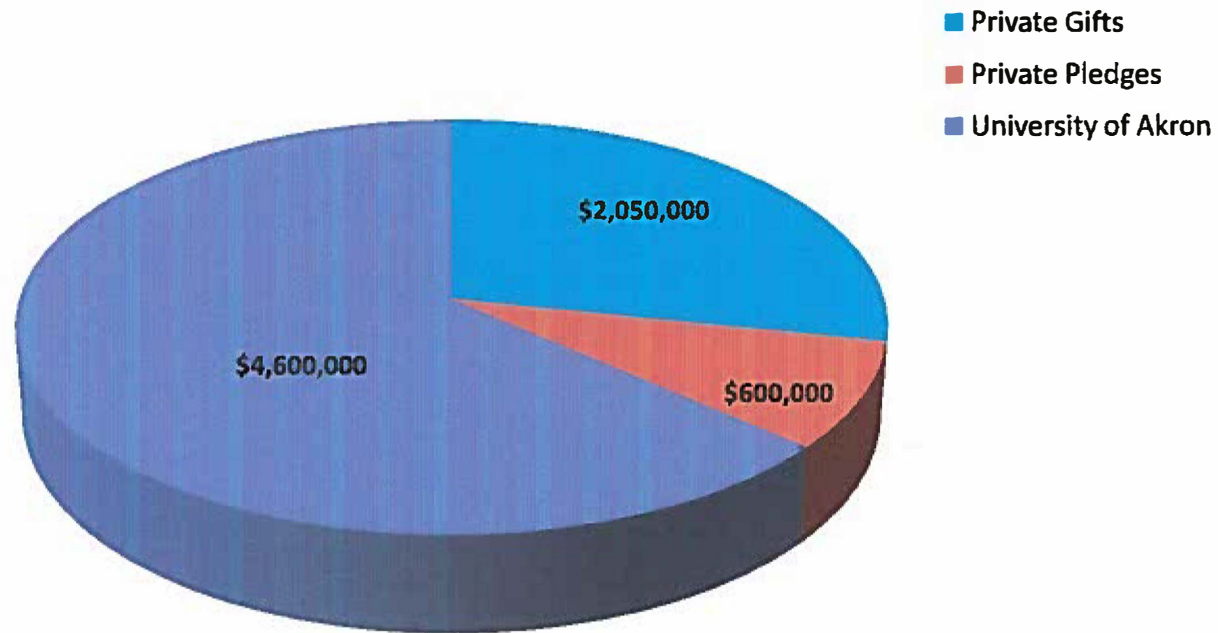
**The University of Akron
School of Law Building Campaign- \$23.5M Goal
October 31, 2011, FYTD**

Exhibit 9



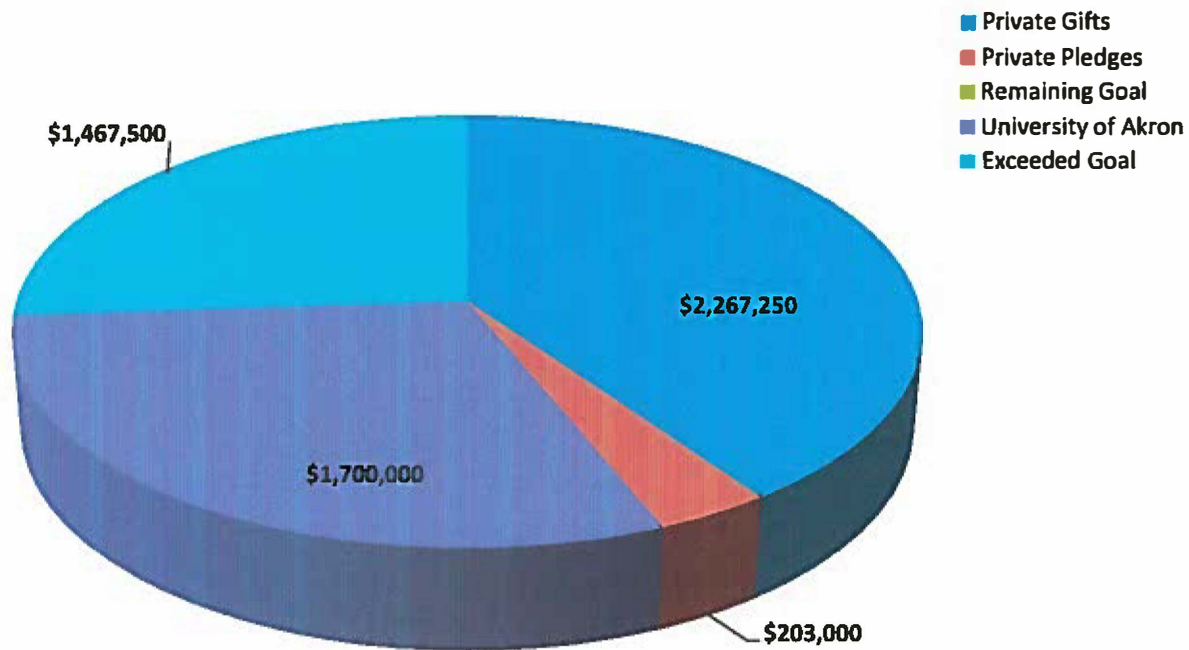
**The University of Akron
College of Engineering Building Campaign- \$6.6M Goal
October 31, 2011, FYTD**

**Exhibit 10
Phase I-Complete**



**The University of Akron
Soccer Stadium Campaign - \$3.2 M Goal
October 31, 2011, FYTD**

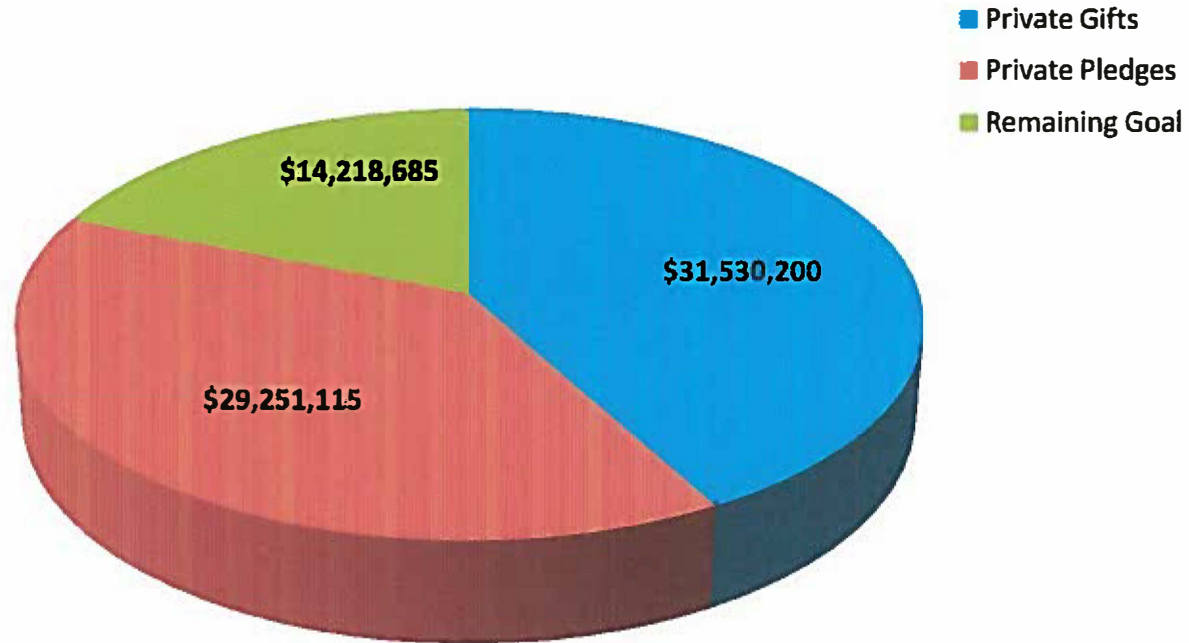
**Exhibit 11
Campaign Goal Exceeded**



PHASE II

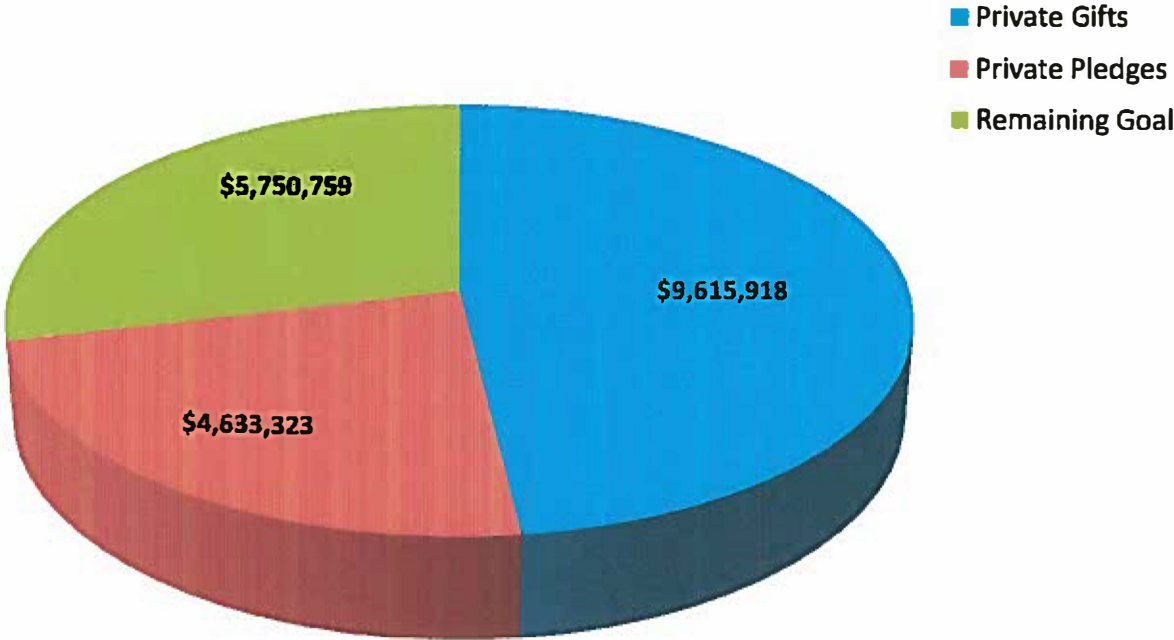
**The University of Akron
Bequest Campaign - \$75M Goal
**Center for Gift and Estate Planning*
October 31, 2011 , FYTD**

Exhibit 12



**The University of Akron
Family Campaign - \$20M Goal
October 31, 2011, FYTD**

Exhibit 13



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

College-Centered Alumni Boards

- The College of Business Administration will hold their selection meeting for the 2012 Simonetti Awards Breakfast on December 8th.
- The College of Engineering Alumni Board will hold their selection meeting for the 2012 Distinguished Engineering Alumni Awards Dinner on December 9th.

Alumni Events

- The National Alumni Board featured Dr. John C. Green, Director of the Ray C. Bliss Institute of Applied Politics who gave a presentation to the group regarding the recent elections that were held on November 8th.
- The Alumni Association is offering a bus trip to alumni and friends to Cleveland to see *La Cage Aux Folles* at Playhouse Square on November 13th.

Student – Alumni Continuum

- The College of Education Fall Graduate Reception will be held on November 29th at the Student Union to honor graduating seniors. Alumni attend the reception along with faculty and College leadership.
- The application for the Legacy Scholarship is available on the Alumni website. Deadline for applicants is February 1, 2012 and open to all full-time students with a parent, grandparent or legal guardian who is a graduate of The University of Akron.
- The Alumni Association has coordinated two alumni speakers for the December 10th Commencement Ceremony: Dr. Alise Bartley, '05 and Erica Jones, '99.



FY 2011-12 Priority Budget Issues October 2011

CURRENT

GENERAL FUND

- **Revenues:**

- Year-to-date total revenues fell short of the budget estimate by \$4.0 million, or 2.0%.
- As stated last month, year-to-date enrollment has increased over last year, but is less than anticipated. Through October, tuition and fees are \$4.4 million short of budget. If this trend continues into spring term, it is anticipated that overall tuition and general fee revenues may be short by as much as \$6.5 million.
- Revenues from departmental sales operations exceed estimates by \$0.8 million; income from investments is a bit short of projections.
- Enrollment growth appears to be slowing throughout the state. In addition, some areas of credit hour decline at UA can be traced to curricular improvements while others require further investigation.

- **Expenses:**

- Year-to-date total expenditures exceeded the budget estimate by \$1.0 million, or 0.7%.
- To date, payroll expenditures are very close to budget estimate. However, fringe benefit expenses continue to stay well below estimate, \$2.4 million, or 10.9%. This continues a trend of benefit costs tracking below estimate for several months. Nonetheless, it should be noted that this is still the first year of the new self-insured health plan, which makes comparisons to prior periods difficult.
- Scholarships, including graduate assistant fee remissions, are \$2.2 million, or 9.8%, greater than the budget estimate. This is in part due to the timing of the payment for Post-Secondary Enrollments Options (PSEO) scholarships, which were paid much earlier than last year, and in part due to the increase being experienced in non-resident surcharge revenue. In some cases those fees are waived which raises the cost of fee remissions.
- Non-personnel Operating is \$2.6 million, or 10.5% above budget estimate. This includes some significant expenditures in the Information Technology area. Some of the variance in IT is the result of timing; but the majority is from projects such

as the laptop refresh program, which is funded from accumulated Tech Fee balances.

- Utility expenses through October are roughly \$1.3 million, or 40% less than budget estimate. This is most likely an issue with the timing of payments and or billing.

- **Other:**

- A plan is being developed to recover the outstanding balance from the Early Retirement Incentive Plan (ERIP) payment that was made in 2001. A proposal will be brought to the Board for a multi-year payback approach.

AUXILIARIES

Year-to-date combined Auxiliary revenues were \$35.7 million; combined expenditures were \$37.4 million. Most of this variance for the first quarter was anticipated in the budget projections. The actual variance differs from the original projections by \$0.3 million.

WAYNE CAMPUS

Summary

Year-to-date total revenues fell short of the budget estimate by \$0.5 million, or 6.1%. However, year-to-date expenditures are also below estimate by \$0.8 million, or 14.9%. The variances are attributed to enrollment being below the budget estimate.

FUTURE

FY13 Outlook

As the current year budget is finalized, preparations will begin for the planning of FY13. The budget process will be developed with the help of the University Council Budget Standing Committee and the Integrated Financial Planning Group. These committees have representation from all campus constituencies as well as all academic and academic support units. Information-gathering is underway in regards to a potential hybrid responsibility-centered budgeting system (RCB).

Akron Campus

	OCTOBER				Annual Budget FY12
	Actual FY11	Actual FY12	Budget FY12	Variance	
REVENUES					
Tuition/Gen Svc Fees (gross)	\$ 130,191	\$ 135,050	\$ 139,437	\$ (4,387)	\$ 245,241
Other Fees	13,388	13,621	13,982	(361)	25,877
Total Tuition and Fees	<u>\$ 143,578</u>	<u>\$ 148,671</u>	<u>\$ 153,419</u>	<u>\$ (4,748) -3.1%</u>	<u>\$ 271,118</u>
State Share of Instruction	\$ 35,501	\$ 30,094	\$ 29,897	\$ 196 0.7%	\$ 89,692
Inc. from Investments/Endowment	\$ 869	\$ 591	\$ 791	\$ (200)	\$ 2,429
Departmental Sales/Svc Revenues	5,383	5,974	5,189	785	14,249
Indirect Cost Revenue	1,531	1,556	1,394	162	4,426
Miscellaneous	110	170	350	(180)	1,050
Total Other Revenue	<u>\$ 7,893</u>	<u>\$ 8,292</u>	<u>\$ 7,725</u>	<u>\$ 567 7.3%</u>	<u>\$ 22,154</u>
Total Revenue	<u><u>\$ 186,972</u></u>	<u><u>\$ 187,056</u></u>	<u><u>\$ 191,041</u></u>	<u><u>\$ (3,985) -2.1%</u></u>	<u><u>\$ 382,964</u></u>
Transfers-in	<u>\$ 1,149</u>	<u>\$ 3,939</u>	<u>\$ 3,817</u>	<u>\$ 122 3.2%</u>	<u>\$ 8,400</u>
Total Current Resources	<u><u>\$ 188,121</u></u>	<u><u>\$ 190,995</u></u>	<u><u>\$ 194,858</u></u>	<u><u>\$ (3,863) -2.0%</u></u>	<u><u>\$ 391,364</u></u>

	OCTOBER				Annual Budget FY12
	Actual FY11	Actual FY12	Budget FY12	Variance	
EXPENDITURES					
Total payroll	\$ 46,709	\$ 48,513	\$ 48,571	\$ 58	\$ 163,605
Fringe Benefits	18,330	19,660	22,071	2,411	59,730
Total Compensation	<u>\$ 65,038</u>	<u>\$ 68,173</u>	<u>\$ 70,642</u>	<u>\$ 2,469 3.5%</u>	<u>\$ 223,335</u>
Nonpersonnel operating	\$ 22,271	\$ 27,388	\$ 24,786	\$ (2,602)	\$ 67,124
Scholarships	20,877	24,314	22,140	(2,175)	39,321
Utilities	2,970	1,995	3,337	1,342	12,150
Reallocations TBD	-	-	-	-	(3,000)
Total nonpersonnel	<u>\$ 46,119</u>	<u>\$ 53,697</u>	<u>\$ 50,263</u>	<u>\$ (3,434) -6.8%</u>	<u>\$ 115,595</u>
Aux. Support (incl. debt svc.)	\$ 11,404	\$ 11,425	\$ 11,425	\$ -	\$ 36,900
Set-aside for Law bldg	131	269	269	-	807
Debt service (excl. aux.)	1,956	3,996	3,996	-	9,328
Budget stabilization fund	-	-	-	-	3,000
Other	450	667	667	-	2,400
Total transfers out	<u>\$ 13,942</u>	<u>\$ 16,356</u>	<u>\$ 16,356</u>	<u>\$ - 0.0%</u>	<u>\$ 52,434</u>
Total expenditures	<u><u>\$ 125,099</u></u>	<u><u>\$ 138,226</u></u>	<u><u>\$ 137,260</u></u>	<u><u>\$ (966) -0.7%</u></u>	<u><u>\$ 391,364</u></u>
Net Surplus/Deficit	<u><u>\$ 63,023</u></u>	<u><u>\$ 52,769</u></u>	<u><u>\$ 57,597</u></u>	<u><u>\$ (4,829) -8.4%</u></u>	<u><u>\$ (0)</u></u>

Wayne Campus

OCTOBER - REVENUE					
	Actual FY11	Actual FY12	Budget FY12	Variance	Annual Budget FY12
REVENUES					
Tuition/Gen Svc Fees (gross)	\$ 5,268	\$ 5,180	\$ 5,574	\$ (394)	\$ 9,732
Other Fees	244	234	227	7	425
Total Tuition and Fees	\$ 5,512	\$ 5,414	\$ 5,801	\$ (387) -6.7%	\$ 10,157
State Appropriations					
State Share of Instruction	\$ 1,384	\$ 1,196	\$ 1,196	\$ -	\$ 3,588
Departmental Sales/Svc Revenues	279	196	261	(65)	657
Indirect Cost Revenue	-	-	-	-	-
Miscellaneous	-	-	-	-	1
Total Other Revenue	\$ 279	\$ 196	\$ 261	\$ (65) -24.9%	\$ 658
Total Revenue	\$ 7,175	\$ 6,806	\$ 7,258	\$ (452) -6.2%	\$ 14,403
Transfers-In	\$ 27	\$ 123	\$ 123	\$ -	\$ 157
Total Current Resources	\$ 7,202	\$ 6,929	\$ 7,381	\$ (452) -6.1%	\$ 14,560
OCTOBER - EXPENDITURES					
	Actual FY11	Actual FY12	Budget FY12	Variance	Annual Budget FY12
EXPENDITURES					
Total payroll	\$ 2,021	\$ 2,059	\$ 2,497	\$ 438	\$ 8,064
Fringe Benefits	690	733	908	175	2,872
Total Compensation	\$ 2,711	\$ 2,792	\$ 3,405	\$ 613 18.0%	\$ 10,936
Nonpersonnel operating	\$1,088	\$1,326	\$1,511	\$185	\$2,344
Scholarships	-	395	395	-	625
Utilities	102	107	138	31	455
Total nonpersonnel	\$ 1,190	\$ 1,828	\$ 2,044	\$ 216 10.6%	\$ 3,424
Scholarships	\$ 83	\$ 33	\$ 33	\$0	\$ 100
Plant Fund	117	17	17	-	50.00
Contingency	-	50	50	-	50
Total transfers out	\$ 200	\$ 100	\$ 100	\$ - 0.0%	\$ 200
Total expenditures	\$ 4,101	\$ 4,720	\$ 5,549	\$ 829 14.9%	\$ 14,560
Net Surplus/Deficit	\$ 3,101	\$ 2,209	\$ 1,832	\$ 377 20.6%	\$ -

THE UNIVERSITY OF AKRON - Akron Campus
 AUXILIARY ENTERPRISES
 July 1, 2010 to October 31, 2011
 (\$ In Thousands)

YEAR-TO-DATE OCTOBER



	FY 2011 Actual	FY 2012 Actual	FY 2012 Budget	YTD Variance	Indicator	FY12 Approved Budget
INFOCISION STADIUM						
<i>Beginning Fund Balance</i>	\$ -	\$ -	\$ -	-		
Operating Resources	\$ 1,225.4	\$ 1,252.0	\$ 1,228.7	\$ 23.3	●	\$ 5,397.3
Expenditures	\$ 1,750.2	\$ 1,794.3	\$ 1,755.8	\$ (38.5)		5,397.3
Net Surplus (Deficit)	\$ (524.8)	\$ (542.3)	\$ (527.1)	\$ (15.2)		0.0
<i>Ending Fund Balance</i>	\$ (524.8)	\$ (542.3)	\$ (527.1)	\$ (15.2)		
ATHLETICS						
<i>Beginning Fund Balance</i>	\$ -	\$ 59.0	\$ 59.0	-		
Operating Resources	\$ 8,642.8	\$ 8,135.9	\$ 8,265.9	\$ (130.0)	●	\$ 24,650.8
Expenditures	\$ 9,678.4	\$ 10,377.7	\$ 10,493.7	\$ 115.9		24,650.8
Net Surplus (Deficit)	\$ (1,035.6)	\$ (2,241.8)	\$ (2,227.8)	\$ (14.0)		0.0
<i>Ending Fund Balance</i>	\$ (1,035.6)	\$ (2,182.8)	\$ (2,168.8)	\$ (14.0)		
DINING SERVICES						
<i>Beginning Fund Balance</i>	\$ 2,909.6	\$ 3,233.8	\$ 3,233.8	-		
Operating Resources	\$ 6,382.1	\$ 6,359.2	\$ 6,355.8	\$ 3.4	●	\$ 17,002.1
Expenditures	\$ 5,857.1	\$ 6,708.0	\$ 6,458.2	\$ (249.8)		17,002.1
Net Surplus (Deficit)	\$ 525.0	\$ (348.7)	\$ (102.4)	\$ (246.4)		0.0
<i>Ending Fund Balance</i>	\$ 3,434.6	\$ 2,885.1	\$ 3,131.5	\$ (246.4)		
EJ THOMAS PERFORMING ARTS HALL						
<i>Beginning Fund Balance</i>	\$ -	\$ 57.9	\$ 57.9	-		
Operating Resources	\$ 1,026.9	\$ 843.7	\$ 858.0	\$ (14.3)	●	\$ 2,918.1
Expenditures	\$ 1,130.7	\$ 1,102.6	\$ 1,062.6	\$ (40.0)		2,918.1
Net Surplus (Deficit)	\$ (103.8)	\$ (258.9)	\$ (204.7)	\$ (54.3)		0.0
<i>Ending Fund Balance</i>	\$ (103.8)	\$ (201.0)	\$ (146.8)	\$ (54.3)		
PARKING SERVICES						
<i>Beginning Fund Balance</i>	\$ 931.8	\$ 337.3	\$ 337.3	-		
Operating Resources	\$ 5,374.2	\$ 7,076.5	\$ 6,981.1	\$ 95.4	●	\$ 9,988.0
Expenditures	\$ 3,933.2	\$ 5,581.5	\$ 5,705.1	\$ 123.6		9,988.0
Net Surplus (Deficit)	\$ 1,440.9	\$ 1,495.0	\$ 1,276.0	\$ 219.0		0.0
<i>Ending Fund Balance</i>	\$ 2,372.8	\$ 1,832.3	\$ 1,613.3	\$ 219.0		

THE UNIVERSITY OF AKRON - Akron Campus
 AUXILIARY ENTERPRISES
 July 1, 2010 to October 31, 2011
 (\$ In Thousands)

YEAR-TO-DATE OCTOBER



	FY 2011 Actual	FY 2012 Actual	FY 2012 Budget	YTD Variance	Indicator	FY12 Approved Budget
RESIDENCE LIFE & HOUSING						
<i>Beginning Fund Balance</i>	\$ 5,223.7	\$ 4,834.1	\$ 4,834.1	\$ -		
Operating Resources	\$ 7,092.7	\$ 7,025.1	\$ 7,239.8	\$ (214.7)	●	\$ 20,767.9
Expenditures	\$ 6,882.1	\$ 6,917.8	\$ 7,095.8	\$ 178.0		20,767.9
Net Surplus (Deficit)	\$ 170.6	\$ 107.3	\$ 144.0	\$ (36.7)		0.0
<i>Ending Fund Balance</i>	\$ 5,394.3	\$ 4,941.4	\$ 4,978.1	\$ (36.7)		
STUDENT RECREATION & WELLNESS						
<i>Beginning Fund Balance</i>	\$ 786.9	\$ 975.6	\$ 975.6	\$ -		
Operating Resources	\$ 1,751.1	\$ 1,692.9	\$ 1,643.3	\$ 49.6	●	\$ 4,537.6
Expenditures	\$ 1,671.4	\$ 1,553.5	\$ 1,686.8	\$ 133.2		4,537.6
Net Surplus (Deficit)	\$ 79.7	\$ 139.3	\$ (43.5)	\$ 182.8		(0.0)
<i>Ending Fund Balance</i>	\$ 866.6	\$ 1,114.9	\$ 932.1	\$ 182.8		
STUDENT UNION						
<i>Beginning Fund Balance</i>	\$ 879.8	\$ 930.1	\$ 930.1	\$ -		
Operating Resources	\$ 2,006.2	\$ 2,116.7	\$ 2,144.3	\$ (27.6)	●	\$ 6,601.2
Expenditures	\$ 2,114.0	\$ 2,209.5	\$ 2,150.8	\$ (58.7)		6,601.2
Net Surplus (Deficit)	\$ (107.8)	\$ (92.7)	\$ (6.4)	\$ (86.3)		0.0
<i>Ending Fund Balance</i>	\$ 772.0	\$ 837.3	\$ 923.6	\$ (86.3)		
TELECOMMUNICATIONS						
<i>Beginning Fund Balance</i>	\$ 743.1	\$ 1,102.6	\$ 1,102.6	\$ -		
Operating Resources	\$ 1,956.4	\$ 1,239.7	\$ 1,154.3	\$ 85.4	●	\$ 3,386.0
Expenditures	\$ 1,640.9	\$ 1,157.7	\$ 1,392.2	\$ 234.5		3,386.0
Net Surplus (Deficit)	\$ 315.5	\$ 82.0	\$ (237.9)	\$ 319.9		0.0
<i>Ending Fund Balance</i>	\$ 1,058.6	\$ 1,184.5	\$ 864.7	\$ 319.9		
TOTAL AUXILIARY ENTERPRISES - AKRON CAMPUS						
TOTAL						
<i>Beginning Fund Balance</i>	\$ 11,474.9	\$ 11,530.3	\$ 11,530.3	\$ -		
Operating Resources	\$ 35,417.9	\$ 35,741.7	\$ 35,871.2	\$ (129.5)	●	\$ 95,249.1
Expenditures	\$ 34,658.1	\$ 37,402.7	\$ 37,801.0	\$ 398.2		\$ 95,249.1
Net Surplus (Deficit)	\$ 759.8	\$ (1,661.0)	\$ (1,929.7)	\$ 268.8		0.0
<i>Ending Fund Balance</i>	\$ 12,234.6	\$ 9,869.3	\$ 9,600.6	\$ 268.8		

THE UNIVERSITY OF AKRON
Operating Funds Investment Report
September 30, 2011

Exhibit 2

Policy Compliance: Asset Allocation

- In Compliance
- Not in Compliance

	Policy Guidelines		Current Allocation	Compliance Indicator
	Range	Target		
Cash and Cash Equivalents	5-100%	25%	41.1%	●
Short-Term Fixed Income	0-50%	37.5%	38.7%	●
Intermediate-Term Fixed Income	0-50%	37.5%	20.2%	●

Both fixed-income portfolios are well diversified among U.S. Treasuries, Federal Agencies, Corporate Notes and Certificates of Deposits (CDs). The composition of each portfolio is continually evaluated to capitalize on any market anomalies. During the first quarter, negotiable CDs were added to the Short-Term Fixed Income portfolio at a significant yield advantage over similarly dated U.S. Treasury and Agency securities. Approximately \$128.2 million in operating funds was invested in these two fixed-income portfolios as of September 30, 2011.

Cash and Cash Equivalents are maintained to meet daily liquidity needs. The high balance savings account at JPM Chase Bank, which operates as a fully-funded cash reserve with an annualized fixed yield of 0.14%, closed the first quarter with a \$38.8 million balance. In August 2011, excess cash in the University's PFM Prime Series money market account was used to purchase \$9.7 million in CDs and \$20.3 million in commercial paper maturing in 4 - 5 months. The returned cash from these investments will be available to cover calendar year-end expenditures, including debt service payments. The PFM Prime Series money market account closed the first quarter with a \$16.1 million balance. The total cash assets are sufficient to cover University expenses until the next influx of revenue, which will coincide with the beginning of Spring Semester 2012.

Exhibit 3

Net Rates of Return for the Period Ended September 30, 2011

- 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
Cash and Cash Equivalents <i>Merrill Lynch 3 Month Treasury Index</i>	\$ 89,562,057	0.06% ● 0.02%	0.24% ● 0.14%
Short-Term Fixed Income <i>Merrill Lynch 1-3 Year Treasury/Agency Index</i>	84,335,409	0.25% ● 0.46%	1.15% ● 1.23%
Intermediate-Term Fixed Income <i>Merrill Lynch 1-10 Year Treasury/Agency Index</i>	43,890,036	2.27% ● 3.35%	3.15% ● 3.94%
Total Operating Funds	\$ 217,787,503	0.84%	1.53%

Intermediate- and long-term interest rates fell sharply for the second consecutive quarter due to a myriad of events including the renewed economic slowdown, the European debt crisis, S&P's downgrade of the U.S. sovereign credit rating and the Federal Reserve's promise to keep short-term rates low for at least the next two years.

As a result, longer-term fixed income portfolios posted their largest quarterly returns in nearly three years, while shorter-term portfolios remained hostage to near zero rate levels.

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

Exhibit 4

Investment Income for the Period Ended September 30, 2011

- Over Budget
- Under Budget

	Three Months			Over/ (Under)
	Actual	Budget	Variance \$	
Revenue	\$ 533,327	\$ 552,250	\$ (18,923)	●

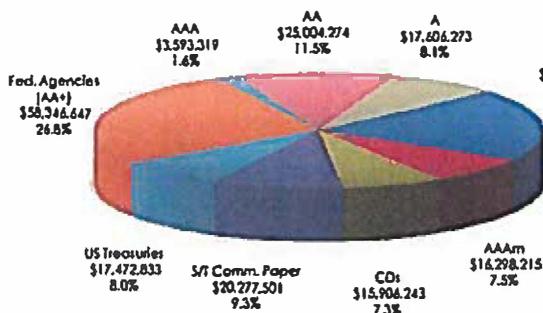
The FY12 budgeted revenue is \$2,209,000, or \$552,250 per quarter. Actual revenue for the first quarter fell short of the budgeted amount by \$18,923.

Exhibit 5

State Compliance: Portfolio Credit Quality

- In Compliance
- Not in Compliance

Cash and Cash Equivalents
 Short-Term Fixed Income
 Intermediate Fixed Income
 Ohio Revised Code §3345.05



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 instrumentals, 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, or bankers acceptances maturing in 270 days or less which are eligible for purchase by the federal reserve system, as a reserve.

THE UNIVERSITY OF AKRON
Endowment Funds Investment Report
September 30, 2011

Exhibit 6

Policy Compliance : Asset Allocation

- In Compliance
- Not in Compliance

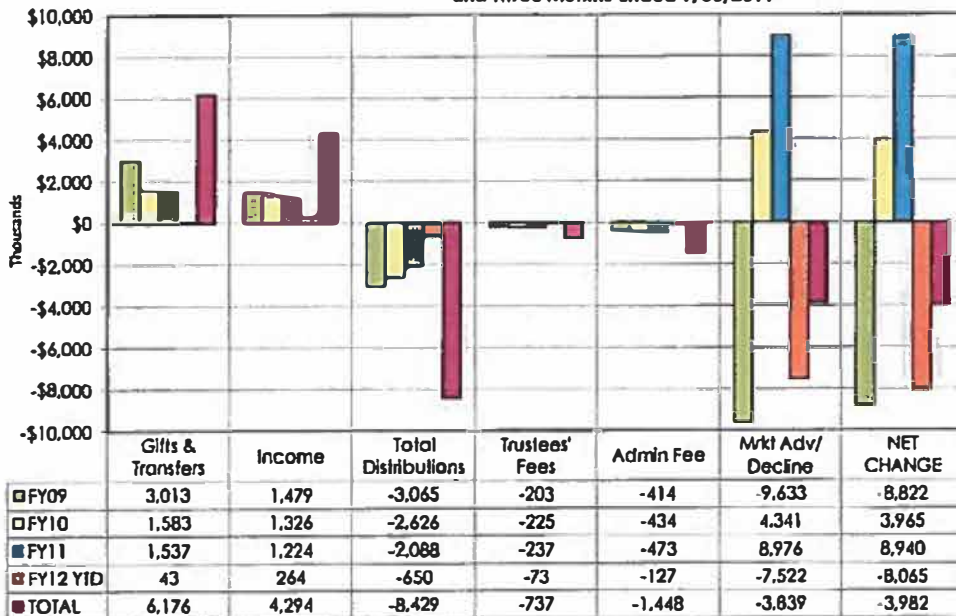
	Policy Guidelines		Current Allocation	Compliance Indicator
	Range	Model		
Domestic Large Cap Equities	20-30%	25%	25.1%	●
Domestic Small/Mid Cap Equities	10-20%	15%	18.1%	●
International Equities	15-25%	20%	18.8%	●
Alternative Investments	0-15%	15%	10.1%	●
Fixed Income	20-30%	20%	24.7%	●
Cash and Cash Equivalents	0-10%	5%	1.2%	●

The University's current allocation of pooled endowment assets fell within the policy guidelines as of September 30, 2011.

Approximately 62% of the endowed assets were invested in equities by almost equal proportions between growth and value managers.

Exhibit 7

Market Valuation of University Endowments
Components of Change
Fiscal Years Ended 2009 - 2011
and Three Months Ended 9/30/2011



Gifts & Transfers
 New gifts to the University are infrequent. Most of the gifts/transfers-in are given in support of existing endowments.

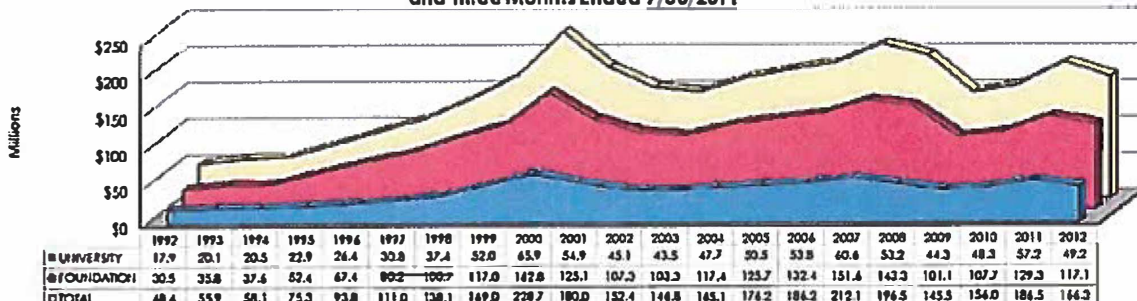
Total Distributions
 Distributions from endowments have been on the decline over the last three years because no distributions have been made from underwater endowments as identified during the annual scholarship projection calculations.

FY12 distributions will be greater than FY11 distributions because the number of underwater endowments had declined.

Market Advance/Decline
 The market decline in the first quarter of FY12 has almost negated the entire market advance made in FY11. The \$7,522 million market decline consisted of \$7,434 million in unrealized losses and only \$87,653 in realized losses.

Exhibit 8

The University of Akron and Foundation Endowments
Historical Growth
Fiscal Years Ended 1992 - 2011
and Three Months Ended 9/30/2011



During the 20 plus years presented, the University's and the UA Foundation's combined portfolios have grown from \$48.4 million to \$166.3 million. In the first quarter of FY12, however, the combined portfolios experienced a 10.9% decrease from a June 30, 2011 market value of \$186.5 million.

The University's portfolio is well diversified by its holdings and by sector. As of September 30, 2011, the pooled endowments held 242 securities and seven mutual funds. Amazon was the largest equity holding at 1.2% of the pooled endowment portfolio; Information Technology was the largest equity position by sector at 17.6%.

THE UNIVERSITY OF AKRON
Endowment Funds Investment Report
September 30, 2011

Exhibit 9

Net Rates of Return for the Periods Ended September 30, 2011 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	Nine Months ROR/Benchmark	One Year ROR/Benchmark	Three Years ROR/Benchmark	Since March 2008 ROR/Benchmark

March 2008 represents first full quarter under management by Legacy Strategic Asset Management.

Portfolio Composite	\$ 43,073,646	-13.58% ●	-9.88% ●	-4.03% ●	3.04% ●	-0.78% ○
Policy Balanced Index		-10.88%	-6.97%	-0.65%	2.96%	-0.21%

Exhibit 10

Net Rates of Return for the Periods Ended September 30, 2011 by Investment Manager

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

Market Value (Incl. Accrued)	Net Rates of Return				
	Quarter ROR/Benchmark	Nine Months 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)	\$ 4,994,475	-14.77% ●	-9.56% ●	-0.57% ●	NA ○	NA ○
Russell 1000 Value Index		-16.20%	-11.24%	-1.89%	-1.52%	-3.53%
Oak Associates (Growth)	3,031,029	-12.43% ●	-10.24% ●	-0.60% ●	4.10% ○	2.29% ○
Neuberger Berman (Growth)	4,454,827	-13.84% ○	-10.68% ●	-0.62% ●	NA ○	NA ○
Russell 1000 Growth Index		-13.14%	-7.20%	3.78%	4.69%	1.62%

Domestic Small/Mid Cap Equities

Systematic Financial (Value)	4,318,096	-24.05% ●	-18.47% ●	-6.21% ●	NA ○	NA ○
Russell 2500 Value Index		-21.10%	-16.29%	-4.70%	0.08%	-1.69%
Essex Investments (Growth)	3,033,411	-23.30% ●	-16.16% ●	-5.24% ●	NA ○	NA ○
Russell 2500 Growth Index		-21.35%	-13.29%	0.59%	4.56%	1.91%

International Equities

Arlis Global (formerly Julius Baer)	3,415,153	-24.50% ●	-23.32% ●	-18.24% ●	-5.48% ●	-4.95% ●
Dodge & Cox International Fund	3,923,137	-21.72% ●	-19.38% ●	-12.96% ●	NA ○	NA ○
MSCI A# World x US		-19.78%	-16.48%	-10.42%	0.98%	-1.12%

Alternative Investments

PIMCO All Asset All Authority (AAAA) Fund	4,344,470	-6.02% ●	-1.77% ●	-2.75% ●	NA ○	NA ○
CPI +4%		1.59%	6.64%	7.97%	5.22%	6.25%

Fixed Income

PIMCO Total Return Fund	3,745,742	0.46% ●	2.95% ●	1.67% ●	9.62% ●	7.68% ○
MetWest Total Return Fund	3,335,476	1.56% ●	4.42% ●	4.30% ○	11.49% ●	8.12% ●
First Merit Bond	1,558,723	2.44% ●	4.87% ●	3.24% ●	NA ○	NA ○
Loomis Sayles Bond Fund	1,484,448	-4.92% ●	NA ○	NA ○	NA ○	NA ○
Barclays Aggregate Bond Index		3.83%	6.66%	5.29%	7.98%	6.98%
Templeton Global Bond Fund	1,434,660	-7.86% ●	NA ○	NA ○	NA ○	NA ○
Barclays Global Aggregate		0.97%	5.39%	4.00%	7.78%	6.85%

SEPARATELY INVESTED ENDOWMENTS

Oelschlaeger Leadership Award	1,267,283	-12.00% ●	-9.98% ●	-2.77% ●	6.20% ●	1.34% ●
S&P 500		-13.87%	-8.68%	1.15%	1.23%	-1.18%
Selberling Chair in Constitutional Law	1,437,329	0.26% ●	0.80% ●	0.30% ●	1.92% ●	3.72% ●
Barclays Aggregate Bond Index		3.83%	6.66%	5.29%	7.98%	6.53%

For the periods ended September 30, 2011, the Portfolio Composite fell below the Policy Balanced Index three out of the five postings: off by 270 basis points for the quarter; 291 basis points for the nine-month period; and 318 for the one-year. For the three-year period, the Portfolio Composite was calculated to be 8 basis points higher than the Policy Balanced Index, a positive 3.04% to 2.96% respectively. The fifth period for the Portfolio Composite section only has been revised to represent the "since inception" rate of return for assets under management by Legacy Strategic Asset Management.

On an individual basis, the returns for the three periods ending one year or less were negative for all equity managers. The worst equity performance was posted by Arlis Global who was 782 basis points less than its one-year benchmark. The only equity managers that outperformed their respective benchmarks were Diamond Hill for all three short-term periods and Oak Associates for the quarter. Oak also outperformed its five-year period's benchmark.

The fixed-income managers (PIMCO, MetWest, and FirstMerit) posted positive, single-digit returns although they did not outperform the Barclays Aggregate in the short-term. However, PIMCO and MetWest did better than the benchmark in the longer term.

During the quarterly review meeting, Legacy recommended that Arlis Global be replaced due to ongoing poor performance through an international manager search. Legacy also reported that the pooled market value as reported above of \$43 million has increased to \$47 million as of November 8, 2011, a 9.4% recovery since September 30th.

THE UNIVERSITY OF AKRON
DEPARTMENT OF PURCHASING

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

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

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
1. Ariva Distribution Inc. A4742001/10825 (309825)	B1272346	07-OCT-2011	Blanket PO for Various Types of Paper Stock Printing Services	\$58,000.00
2. Be Productions A4773001/10000 (200550)	0000074442	26-OCT-2011	Prod. Costs for HD Video for TV Commercials University Advertising	\$49,430.00
3. CRAIC Technologies A0322000/34027 (534027) 34032 (534032) A0322077/10000 (207782)	0000074322	05-OCT-2011	Measurement Equipment for Biology Dept. AFOSR FA9550-09-1-0159 Shawkey OBR Res Chall-09 Shawkey Start-Up Funds - Shawkey	\$96,520.00
4. CedarCrestone Inc. A4751007/10000 (201012)	0000074220	17-OCT-2011	Consulting Services, PeopleSoft Recruiting SW IT Operating Projects	\$47,900.00
5. Deskstone Inc. A4751002/10000 (200701)	0000074424	13-OCT-2011	Hosted Virtual Desktop Computer Lab f/students Student Info Tech Fee	\$101,750.00
6. Direct Marketing Assoc. Inc. A0485000/39202 (639202)	0000074338	05-OCT-2011	DMA Student Membership & Education Program Taylor Inst - Direct Marketing	\$50,000.00
7. Freeport Press Inc. A4761015/10000 (200524)	B1272287	27-OCT-2011	Blanket PO for Printing of the Akron Magazine University of Akron Magazine	\$85,000.00

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
8. Golling's Arena Dodge Inc. A4757001/10000 (200270)	0000074598	25-OCT-2011	Two Dodge Charger Police Vehicles University Police Department	\$46,920.00
9. Horiba Jobin Yvon Inc. A0355000/32331 (532331) 39166 (639166) A0355028/10000 (204873)	0000074140	05-OCT-2011	IGA Array Detector and Spectrograph AFOSR FA9550-10-1-0254 Pang L & K Coleman Chair- Chemist IDC Distr-Chemistry	\$49,999.90
10. IMG College LLC A7600038/20400 (305021)	0000074356	04-OCT-2011	Revenue Share for Ticket Sales, April-June 2011 Athletics Ticket Operations	\$28,753.00
11. Kapper & Associates Inc. A4704001/10000 (200105)	0000074454	13-OCT-2011	Consulting Services for Gov't & Comm. Relations Special Purpose Fund	\$36,000.00
12. Lakefront Lines Inc. A7600017/20400 (305401)	0000074392	13-OCT-2011	Charter Bus for Baseball Team Travel FY 11-12 Baseball	\$32,168.00
13. Montrose Ford North A4801007/10000 (205013)	0000073906	13-OCT-2011	Two Ford Transit Connect Vehicles for PFOC Zone Maintenance	\$47,277.88
14. Ohio Desk Company A4802000/72179 (772179)	0000074371	19-OCT-2011	Furniture, Fixtures & Equipment Student Union- Off Campus Student Svcs	\$44,834.05
15. Otis Elevator Co. Inc. A4801004/10000 (205010)	B1258863	10-OCT-2011	Blanket PO for Elevator Maintenance at Quaker Contract Maintenance	\$30,000.00
16. Scannell & Kurz Inc. A4601004/10000 (200129)	0000074293	11-OCT-2011	Review of Scholarship Programs for Freshmen Enrollment Management	\$40,000.00

<u>VENDOR</u> <u>DEPT/FUND</u>	<u>PURCHASE ORDER</u> <u>NUMBER</u>	<u>DATE</u>	<u>DESCRIPTION</u> <u>DEPARTMENT</u>	<u>AMOUNT</u>
17. Serpentini Chevrolet W4801006/11000 (216300)	0000074554	24-OCT-2011	2012 Chevrolet Silverado 4WD Truck with Plow Wayne - General Projects	\$31,677.06
18. Synergy LLC A4802000/72179 (772179)	0000073593	26-OCT-2011	Plumbing, Fire Protection, HVAC Trades Student Union- Off Campus Student Svcs	\$26,291.72
19. United Healthcare Stud. Res. /10000 (016483)	0000074633	25-OCT-2011	Health Insurance for Students Int'l Student Insurance Pay	\$266,645.00
20. West Roofing Systems Inc. A4801007/10000 (205013)	0000074154	04-OCT-2011	Roof Installation Services at Zook Hall Zone Maintenance	\$48,814.35




Approved for Board of
Trustees

Luis M. Proenza

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

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

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

DATE: November 10, 2011

SUBJECT: Summary of Agenda Items

The following is a summary of Agenda Items to be considered by the Board of Trustees on November 30, 2011.

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




Approved for Board of
Trustees

Luis M. Proenza

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

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

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

DATE: November 10, 2011

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



















The report contains the following items:




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

PROJECT NAME	PROJECT NUMBER	IMAGE	DESCRIPTION		STATUS
Administrative Services Building Phase III	UAK07007		Renovate vacant space to relocate the DEPARTMENT OF INSTITUTIONAL MARKETING from the Broadway Building; renovate exterior walls and roof. <u>Construction schedule: 09/2010 through 11/2011.</u>		Interior renovation complete. Institutional Marketing Department moved 02/14/2011. 3-story roof complete. East Elevation tuck pointing and power washing delayed due to First Energy power lines. Construction 85% complete.
Administrative Services Building Standby Generator	UAK090051		Install emergency generator and associated equipment with capacity to maintain financial operations of the university during power failures. <u>Construction schedule: 11/2011 through 2/2012.</u>		Pre-construction meeting 09/2011. Construction 5% complete.
Auburn Science and Engineering 2B/2C Renovation	120003		Renovate vacant space to create a research lab for the College of Engineering. <u>Construction schedule: to be determined.</u>		Contract for professional design complete. Schematic design underway.
Auburn Science Student Design Center	100015		Renovate space for Engineering Design Activities.		Construction 100% complete. Closeout in progress.
Auburn West Tower Rehabilitation, Phase I, II and III	250-2004-123		Renovate existing parking deck for BIOLOGY; relocate BIOLOGY from West Tower; abate hazardous materials and renovate West Tower for BIOLOGY and ENGINEERING. <u>Construction schedule: 01/2007 through 01/2012.</u>		Phase I & II construction 100% complete. Phase III construction 65% complete. Overall construction 85% complete.
Bierce Library Caulking	UAK090005		Replace deteriorated sealants in building envelope. <u>Construction schedule: to be determined.</u>		Project delayed pending funding.
Bierce Library Learning Commons Coffee Shop	110020		Renovation on first floor for a coffee shop.		Construction 100% complete. Punch list and closeout in progress.
Bierce Library Learning Commons Phase I	UAK090001		Phase IA: Renovate upper levels to make space for Learning Commons. Phase IB: Renovate first floor to provide technology rich information environment for student success and security improvements.		Construction 100% complete. Punch list and closeout in progress.
Broadway Building Demolition	UAK090010		Demolish building after INSTITUTIONAL MARKETING relocates to the Administrative Services Building. <u>Demolition schedule: to be determined by City of Akron.</u>		Asbestos abatement estimate \$148,000.
Buchtel Hall Exterior Renovations	110027		Exterior renovations to Buchtel Hall. <u>Construction schedule: 09/2011 through 11/2011.</u>		Construction 100% complete. Punchlist and closeout in progress.















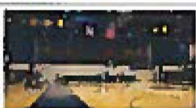





Project pending recommendation of Campus Guide Plan Update.
 Project delayed or over budget.
 Project in budget and on schedule.




**THE UNIVERSITY OF AKRON
CAPITAL PLANNING AND FACILITIES MANAGEMENT
STATUS OF PROJECTS AND PLANNING ISSUES
(As of November 10, 2011)**

Buckingham Building Suite 111 & 113 Renovation	110031		Renovation of 1,350 sf on the first floor for a student study area for the College of Business.		Construction 100% complete. Closeout in progress.
Campus Guide Plan Update	110025		In September of 1999, Sasaki Associates completed the Campus Development Guide Plan (CDGP) for The University of Akron. Since that time, the university has relied on that document to guide capital improvements through the Landscape for Learning. The dramatic change in academic programs, campus life and physical environment during that time oblige an update to the CDGP for the future development of campus.		Update in progress.
Campus Implementation	UAK090014		Phase I improvements to campus walks, lighting and additional site amenities. Specific scope is affected by site development of other projects. <u>Construction schedule: to be determined.</u>		Construction 0% complete. Programming and scope in progress.
Carroll Street Renovations	UAK090007		Redesign street east of Buckeye Street to the Student Union cul-de-sac and include pedestrian friendly features. <u>Construction schedule: to be determined.</u>		Construction 0% complete.
College of Arts & Sciences Renovations	090011		Series of small interior renovations to better support the administration of student services. <u>Construction schedule: additional phases to be determined.</u>		Phase I through Phase III construction complete. Phase IV construction to occur over winter break.
College of Education	UAK090023		Construction of 58,000 sf academic building including classrooms, labs, administrative offices and support areas. <u>Construction schedule: to be determined.</u>		Construction 0% complete. Programming on hold.
Demolition of Acquired Properties	01004		Hazardous material abatement and demolition of recently acquired real estate. <u>Demolition schedule: determined by closing dates and hazardous material content.</u>		Project ongoing. City of Akron to schedule demolition for: 372/374 East Exchange Street 233 Spicer Street 494 Harvey Court
EJ Thomas Deferred Maintenance	100017		Phase I: Replace flex wood wall covering and restore walls of the Grand Tier Lobby. Phases II & III: Renovation and repairs to address aging safety controls and equipment, electrical, HVAC and building envelope leaks.		Construction 100% complete. Punch list and closeout in progress.
Electric Metering Program	090027		Meter buildings.		Construction 100% complete. Closeout in progress.


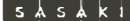










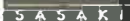





 Project pending recommendation of Campus Guide Plan Update.
 Project delayed or over budget.
 Project in budget and on schedule.




**THE UNIVERSITY OF AKRON
CAPITAL PLANNING AND FACILITIES MANAGEMENT
STATUS OF PROJECTS AND PLANNING ISSUES
(As of November 10, 2011)**

Energy Efficient Hoods Phase I	UAK090013		Current funding is for a study to prioritize replacement of inefficient chemical fume hoods on campus. Goodyear Polymer, Knight Chemistry and Olson Research have been identified as primary focus for this study. <u>Construction schedule: to be determined.</u>		Construction 0% complete.
Fir Hill Exterior Renovation and Roof Replacement	UAK090012		Repair existing retaining wall and railing; replace roof.		Construction 100% complete. Closeout in progress.
Grant Street Student Housing Phase IA	110022		533 bed residence hall on north end of townhouse site. <u>Construction schedule: 05/16/2011 through 08/2012.</u>		Building shell and Mechanical, Electrical and Plumbing rough-ins in progress. <i>Construction 38% complete.</i>
Goodyear 6th Floor Office and Lab Renovations	120002		Renovate vacated office and lab. <u>Construction schedule: completion 01/2012.</u>		Construction documents complete. State permit underway.
Guzzetta Fire Suppression System	UAK090004		Add sprinkler system to original Guzzetta to complete fire suppression system. Currently it has horn/strobe alarm and stand pipe only.		Construction 100% complete. Closeout in progress.
InfoCision Stadium - Veteran's Lounge Build-out	110017		Build out approximately 925 sf of the non-developed 10,000 sf area on the third floor of InfoCision Stadium for the Veteran's Lounge.		Construction 100% complete. Punch list and closeout in progress.
Intercollegiate Soccer Stadium Improvements Phases I, II, III	100013		Phase III grandstand expansion, restrooms & concessions construction. <u>Construction schedule: 07/11/11 through 10/2011.</u>		Phase I and II construction 100% complete. <i>Overall construction 99% complete.</i>
JAR Basketball Team Facility Improvements	110013		<u>Construction schedule: 05/2011 through 07/2011.</u>		Construction 100% complete. Closeout in progress.
James A. Rhodes Arena Feasibility Study	110028		Study for improved sight lines, revisions to seating configuration, improved concessions, novelty and ticketing as well as team and offices facilities. <u>Schedule: completion 10/2011.</u>		<i>Programming and Design in progress.</i> <i>Report due 12/15/2011.</i>
Lakewood Bailey Building	110032		Purchase of furniture for the new Lakewood Branch.		Construction 100% complete. Closeout in progress.

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

**THE UNIVERSITY OF AKRON
CAPITAL PLANNING AND FACILITIES MANAGEMENT
STATUS OF PROJECTS AND PLANNING ISSUES
(As of November 10, 2011)**

Law School New Building	100008		New building for the Law School located west of computer center. <u>Construction schedule: project on hold.</u>		Construction 0% complete. Project on hold. RFP in progress for Public/Private Development.
Memorial Hall Demolition	100019		Hazardous materials abatement and demolition of Memorial Hall.		Construction 100% complete. Punch list and closeout in progress.
Multiplex Student Housing	080008		After completion and occupancy of the 450 bed Spicer Residence Hall, build out of the first floor north wing (17 additional beds) was approved.		Construction 100% complete. Closeout complete.
Olson Research 215 and 217 Renovations	120001		Renovate rooms 215 and 217 for new research lab. <u>Construction schedule: to be determined.</u>		Design in progress.
Parking Deck Repairs 2011	110016		Repairs to the ASB, EJ THOMAS, EAST CAMPUS, EXCHANGE STREET, NORTH CAMPUS, ROBERTSON, SCHRANK and WEST CAMPUS PARKING DECKS. <u>Construction schedule: 05/2011 through 10/2011.</u>		Construction 100% complete. Punchlist and closeout in progress.
Police Dispatch Security Renovations	100023		Renovations to accommodate Edwards Fire Alarm System and future security monitors. <u>Construction schedule: 06/2010 through 11/2011.</u>		Construction 90% complete.
Quaker Square Inn Hotel Renovation	100014		Renovate 65 guest rooms including finishes and furnishings. <u>Construction schedule: project on hold pending results of financial feasibility studies.</u>		Construction 0% complete. Project on hold.
South Campus Parking Deck	080009		1,324 space parking deck.		Construction 100% complete. Closeout in progress.
Student Union Off-Campus Student Services Build Out	110024		Renovate 2,590 sf in the old Planet Underground to house Off-Campus Student Services. <u>Construction schedule: 08/2011 through 11/2011.</u>		Construction 85% complete.
Wolf Ledges Engineering Building	UAK100002		New Research Building located south of Buckingham Hall. <u>Construction schedule: 04/2011 through 05/2012 with partial occupancy 12/2011.</u>		Phase I Construction 55% complete.

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

INFORMATION ITEMS NOVEMBER 30, 2011

1. Wolf Ledges Engineering Building – December 2011
2. Grant Street Residence Hall – August 2012
3. Coleman Common – November 2011
4. E.J. Thomas Deferred Maintenance – November 4, 2011
5. Buchtel Hall Renovation – Completed November 2011

The University of Akron

Capital Projects 2011-2016

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

Capital Planning and Facilities Management November 19, 2010

CONSTRUCTION STATUS OF SELECTED PROJECTS

- Page 1-2** **Buchtel Hall Exterior Renovations – Main entrance, South Elevation and Southeast Elevation**
- Page 3** **Coleman Common Phase II – Amphitheater steps and East stage**
- Page 4** **Grant Street Student Housing Phase IA – Views looking southeast and southwest**
- Page 5** **Intercollegiate Soccer Stadium Improvements Phase I, II & III – North Gate**
- Page 6** **Wolf Ledges Engineering Building –Views looking north and south**

Buchtel Hall Exterior Renovations (Project# 110027) – Main Entrance



Buchtel Hall Exterior Renovations (Project# 110027) – South Elevation



Buchtel Hall Exterior Renovations (Project# 110027) – Southeast Elevation



Campus Implementation – Coleman Common Phase II (Project# 04013) – Amphitheater steps



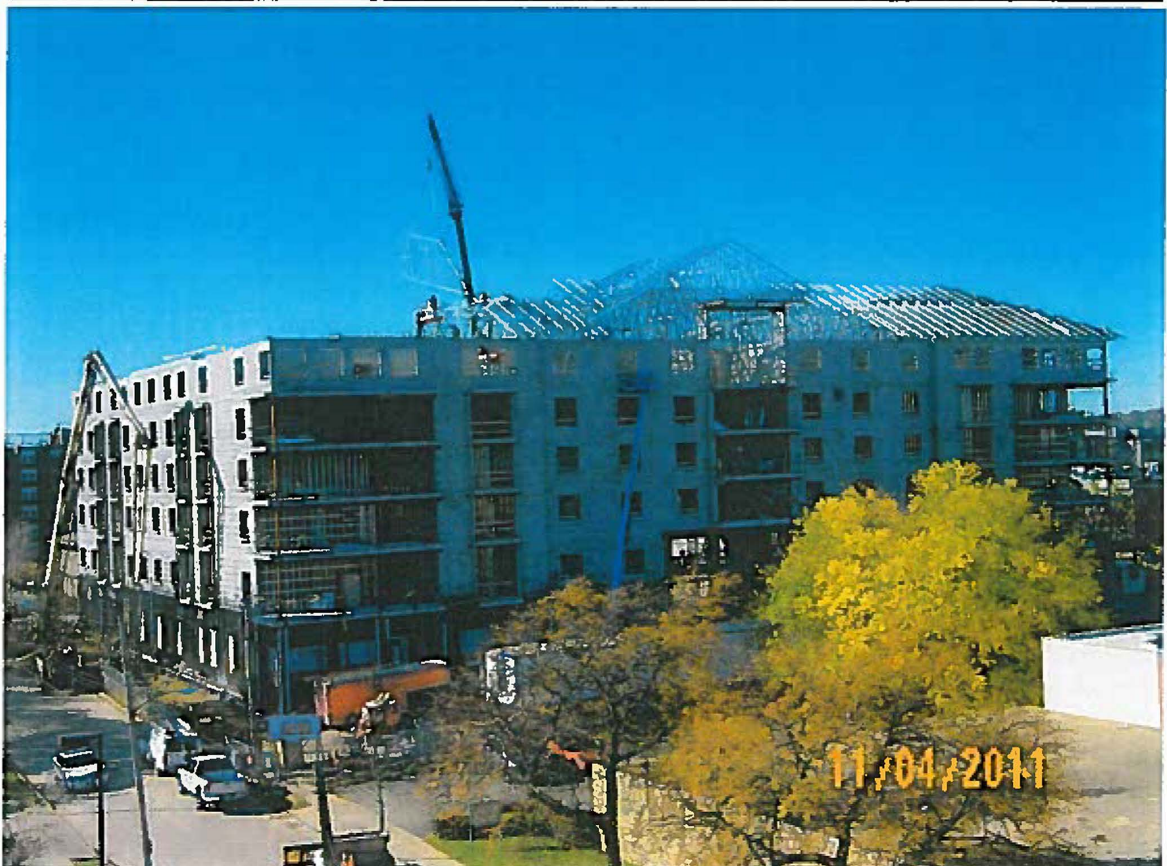
Campus Implementation – Coleman Common Phase II (Project# 04013) – East Stage



Grant Street Student Housing Phase IA (Project# 110022) – View looking southeast



Grant Street Student Housing Phase IA (Project# 110022) – View looking southwest



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



Wolf Ledges Engineering Building (Project# UAK100002) – View looking north



Wolf Ledges Engineering Building (Project# UAK100002) – View looking south



CHANGE ORDER REPORT AS OF NOVEMBER 10, 2011

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

AUBURN WEST TOWER REHABILITATION (PROJECT# 250-2004-123)**Conti Corporation**

001-12	Add two safety showers	16,770.27
002-12	Reroute existing storm drain and acid waste drains	12,752.35
003-12	Reroute existing acid waste vent	4,463.81
		<hr/> 33,986.43

BIERCE LIBRARY LEARNING COMMONS (PROJECT# UAK090001)**Coastal Quality Construction, Inc.**

012-01B	Revise doors, frames and hardware	811.24
013-01B	Modify door frames	453.20
016-01B	Install floor filler to eliminate the gap between door frames and study rooms	3,157.44
026-01B	Install three additional fabric-wrapped acoustical panels	1,216.39
031-01B	Modifications needed to install convection oven	671.82
032-01B	Remove and stockpile computer desks	106.06
033-01B	Install signage	692.17
034-01B	Premium time to install walk-in cooler and freezer	255.67
035-01B	Signage modifications	447.32

The K Company, Inc.

007-02B	HVAC work for Einstein Bros build-out	19,845.00
014-02B	Install additional cooling equipment in telecom room	9,099.06

M&M Electrical Contractor

007-04	Electrical work for Einstein Bros build-out	48,080.00
014-04	Install additional cooling equipment in telecom room	5,790.02
018-04	Provide power to and install two existing pendant lights	481.04
023-04	Install new receptacle	432.79
026-04	Remove three existing pendants	272.04
036-04	Install additional cable to optical turnstile card reader	491.80
		<hr/> 92,303.06

BUCHTEL HALL EXTERIOR RENOVATIONS (PROJECT# 110027)**Brian Bros. Painting & Restoration, LLC**

001-01	West side caulking between retaining wall and sidewalk	1,875.00
		<hr/> 1,875.00

INFOCISION STADIUM VETERANS LOUNGE BUILDOUT (PROJECT# 110017)**R.L. Management**

001-01	Construct soffit over computer work stations	345.00
004-01	Install an exit device at the main entry door	1,754.34
006-01	Install premium vinyl composition tile in the corridor extension	300.00
007-01	Install additional drywall soffit to hide existing pipe	420.55

Thompson Electric, Inc.

003-04	Relocate existing lighting control junction box	595.12
		<hr/> 3,415.01

INTERCOLLEGIATE SOCCER STADIUM IMPROVEMENTS PHASE III (PROJECT# 100013)**ABC Piping Co.**

062-03	Removal of watertanks and installation of on demand hot water	2,606.48
--------	---	----------

Cavanaugh Building Corporation

072-05	Modify heater	466.62
081-05	Add additional louvers in restrooms	967.58
082-05	Remove three light poles, reconfigure lighting wiring and install electrical conduit	7,097.61
083-05	Extend utilities from five feet outside of the building	2,482.40
084-05	Replacement of wet subgrade material located in west restroom	751.90

085-05	Undercut restroom foundations	8,843.44
087-05	Run approximately 680 feet of 4" conduit for future electrical duct bank	12,952.17
088-05	HVAC work to be performed by Bassak	84,712.74
089-05	Credit to provide muchroom exhaust fans	(1,908.90)
090-05	Two aluminum entry signs	18,558.75
091-05	Revise, remove and work around existing encased fiber optic cabling	11,110.35
092-05	Excavate and backfill for the electrical contractor	2,151.66
093-05	Install a storm inlet and underdrains at southeast corner of restroom	2,024.88
		<u>152,817.68</u>

SOUTH CAMPUS PARKING DECK (PROJECT# 080009)

Adams Signs

048-401	Backcharge for owner to procure temporary signs	(8,412.80)
		<u>(8,412.80)</u>

STUDENT UNION OFF-CAMPUS STUDENT SERVICES BUILDOUT (PROJECT# 110024)

Dial Electric, Ltd

001-04	Two emergency light fixtures	700.40
004-04	Install additional tele/data and power outlets	3,373.98

Synergy, LLC

003-02	Remove the existing grease trap, cut and cap the piping	1,720.12
008-02	Insulate the botton of the floor sink, piping and trap	363.77
009-02	Replace dual-walled ductwork with single-wall ductwork	(3,082.17)
		<u>3,076.10</u>

WOLF LEDGES ENGINEERING BUILDING (PROJECT# UAK100002)

Valentine Contractors, Inc.

013-04	Masonry above structural steel beam	500.00
--------	-------------------------------------	--------

DSV Builders, Inc.

016-06	Dr. Doll buildout	106,860.33
025-06	Remove and replace damage door frame	1,635.84

D&A Plumbing & Heating, Inc.

012-09	Compressor room plumbing	63,265.12
016-09	Dr. Doll buildout	74,666.96

Prout Boiler Heating & Welding, Inc.

016-11	Dr. Doll buildout	296,981.91
--------	-------------------	------------

J.W. Didado Electric, Inc.

016-12	Dr. Doll buildout	142,795.43
		<u>686,705.59</u>

Total All Change Orders	965,766.07
-------------------------	------------

Summary of Contingency Funds for Projects listed on the Board of Trustees Report as of November 10, 2011

Table with columns: PROJECT NUMBER, PROJECT NAME, ORIGINAL BUDGET, ACTUAL BUDGET, STATE FUNDS, LOCAL FUNDS, BOND FUNDS, OTHER FUNDS, COLLEGE AID, COLLEGE AID PER STUDENT, LOCAL AID PER STUDENT, % FOR AID, CONSTRUCTION CONTRACTS, STILL TO BE BIDDING CONTRACTS, OTHER FUNDS, BIDDING CONTINGENCY, CONTINGENCY FUND TO DATE, CONTINGENCY FUND TO DATE % OF BIDDING, BIDDING CONTINGENCY, BIDDING CONTINGENCY % OF BIDDING, BIDDING CONTINGENCY % OF BIDDING, BIDDING CONTINGENCY % OF BIDDING.

Grand Total

\$ 128,265,720 \$ 121,789,983 \$ 12,809,421 \$ 47,175,232 \$ 70,000,000 \$ 3,253,297 \$ 2,792,000 \$ 1,194,695 \$ 171,702 \$ 115,428 \$ 100,765,585 \$ 3,223,148 \$ 3,913,177 \$ 11,158,617 \$ 8,247,861 \$ 1,177,761 \$ 1,010,668 \$ 11.97% \$ 97.82%

1

*Acceptance of June 30, 2011 External Audit Results

2

*Acceptance of the SAS/70 external audit for the period May 1, 2010 through April 30, 2011

Presiding:

Richard W. Pogue

November 30, 2011

Audit and Compliance



CONSENT AGENDA:
Items 1, 2

THE UNIVERSITY OF AKRON

RESOLUTION 11- -11

Pertaining to Approval of June 30, 2011 Annual Financial Statement Audits

BE IT RESOLVED, that the recommendation presented by the Audit Committee on November 21, 2011, 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, 2011, be approved.

Ted A. Mallo
Secretary
Board of Trustees

November 30, 2011

THE UNIVERSITY OF AKRON

Resolution No. 11 - - 11

Pertaining to Approval of SAS70 Audit

WHEREAS that 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.

WHEREAS those services necessitate the need for an audit that varies in scope and objective from an annual financial statement audit.

WHEREAS that audit is often referred to as a SAS70 audit.

BE IT RESOLVED that the recommendation of the Audit Committee on November 21, 2011, pertaining to acceptance of the SAS70 audit of the University as performed by SS&G, external auditor, for the period May 1, 2010 through April 30, 2011, be approved.

Ted A. Mallo
Secretary
Board of Trustees

November 30, 2011

Presiding:
 Judge Jane Bond
 November 30, 2011

	Report of the Sr. Vice President, Provost and Chief Operating Officer
	Presentation
1	*Approval of the Proposed Establishment of the Center for Surface Engineering in the College of Engineering
2	*Approval of the Graduation List and Statistics for Fall 2011
3	*Approval of Research Services and Sponsored Programs Summary of Activity Report for October 2011
4	*Approval of the Proposed Academic Calendar for 2011-2012 and 2012-2013 <i>Withdrawn by administration</i>
	For Information Only:
5	Information Technology Report
6	Student Engagement and Success Report
*	CONSENT AGENDA: Items 1, 2, 3,4



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

November 22, 2011

TO: President Luis Proenza

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

SUBJECT: **Academic Issues & Student Success Summary for the November 2011
Board of Trustees Meeting**

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

Presentation

- 1. Approval of the Proposed Establishment of the *Center for Surface Engineering***
I support the request of the faculty in the College of Engineering to establish the *Center for Surface Engineering and Lubrication Research (CSELR)* within the College of Engineering. The CSELR will be a joint venture between The University of Akron and Timken Company. Timken has agreed to accommodate most if not all of the Center's experimental research requirements through the assets acquired through the Timken Engineering Surfaces Laboratory (TESL). The CSELR will produce graduates with industry-relevant experience in solving critical technological problems in tribology and corrosion, while attracting innovative industrial partners and opportunities for the University.

This proposal has been approved by the Faculty Senate Academic Policies Committee.

- 2. Approval of the Graduation List and Statistics for Fall 2011**
Available for your review are the graduation statistics for fall and a list of graduation candidates 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 who are eligible to participate in the University's fall 2011 commencement ceremonies, pending completion of all degree requirements and fulfillment of all obligations to the University. The total of 1,342 degrees to be conferred includes:

39	Doctoral
21	Juris Doctor
330	Master's
952	Undergraduate

I recommend approval of the graduation statistics for Fall Semester 2011 and the list of candidates supplied by the Office of the Registrar. I request approval of this list at the November 30, 2011, meeting of the Board of Trustees.

3. **Approval of the Office of Research Services Summary of Activity Report for October 2011**

4. **Approval of the Proposed Academic Calendars for 2011-2012 and 2012-2013**

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

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

6. **Student Engagement and Success Report (For Information Only)**
(Vice President of Student Engagement and Success)

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



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

November 3, 2011

MEMORANDUM

TO: President Luis M. Proenza

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

RE: **Proposed Establishment of the *Center for Surface Engineering***

I support the request of the faculty in the College of Engineering to establish the *Center for Surface Engineering and Lubrication Research (CSELR)* within the College of Engineering. The CSELR will be a joint venture between The University of Akron and Timken Company. Timken has agreed to accommodate most if not all of the Center's experimental research requirements through the assets acquired through the Timken Engineering Surfaces Laboratory (TESL). The CSELR will produce graduates with industry-relevant experience in solving critical technological problems in tribology and corrosion, while attracting innovative industrial partners and opportunities for the University.

This proposal has the approval of the Faculty Senate Academic Policies Committee, and with your approval, I will present this to the Board of Trustees at the November meeting.

THE UNIVERSITY OF AKRON

RESOLUTION 11- -11

Pertaining to the Approval of the Following Recommendation

BE IT RESOLVED, that the recommendation presented by the Academic Issues and Student Success Committee on November 30, 2011, pertaining to establishing the Center for Surface Engineering and Lubrication Research (CSELR) within the College of Engineering, a joint venture between The University of Akron and Timken Company, be approved.

Ted A. Mallo, Secretary
Board of Trustees

November 30, 2011



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

November 22, 2011

MEMORANDUM

TO: President Luis M. Proenza

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

RE: **Graduation List and Statistics for Fall 2011**

Available for your review are the graduation statistics for fall and a list of graduation candidates 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 who are eligible to participate in the University's fall 2011 commencement ceremonies, pending completion of all degree requirements and fulfillment of all obligations to the University. The total of 1,342 degrees to be conferred includes:

39	Doctoral
21	Juris Doctor
330	Master's
952	Undergraduate

I recommend approval of the graduation statistics for Fall Semester 2011 and the list of candidates supplied by the Office of the Registrar. I request approval of this list at the November 30, 2011, meeting of the Board of Trustees.

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		15	
	School of Law		15
Master of Laws		6	
	School of Law		6
Candidates for Law		Degrees	21
Doctor of Philosophy		12	
	Buchtel College of Arts and Sciences		12
Doctor of Philosophy		7	
	College of Engineering		7
Doctor of Education		2	
Doctor of Philosophy		5	
	College of Education		7
Doctor of Philosophy		13	
	College of Polymer Science and Polymer Engineering		13
Candidates for Doctoral		Degrees	39
Master of Applied Politics		10	
Master of Arts		31	
Master of Fine Arts in Creative Writing		1	
Master of Public Administration		11	
Master of Public Health		3	
Master of Science		35	
	Buchtel College of Arts and Sciences		91
Master of Science in Chemical Engineering		4	
Master of Science in Civil Engineering		12	
Master of Science in Electrical Engineering		18	
Master of Science in Engineering		3	
Master of Science in Mechanical Engineering		7	
	College of Engineering		44
Master of Arts in Education		48	
Master of Science in Education		60	
Master of Science in Technical Education		7	
	College of Education		115
Master of Business Administration		30	
Master of Science in Accountancy		3	
Master of Science in Management		6	
Master of Taxation		1	
	College of Business Administration		40
Master of Science		6	
Master of Science in Polymer Engineering		3	
	College of Polymer Science and Polymer Engineering		9
Master of Arts		15	
Master of Music		8	
	College of Creative and Professional Arts		23
Master of Arts in Family and Consumer Sciences		5	
Master of Science in Nutrition and Dietetics		2	

	Candidates for Master	Degrees	330
Master of Social Work	1		
College of Health Sciences and Human Services		8	
Bachelor of Arts	115		
Bachelor of Arts in Interdisciplinary Anthropology	5		
Bachelor of Arts in Interdisciplinary Studies	4		
Bachelor of Science	42		
Bachelor of Science in Computer Science	7		
Bachelor of Science in Labor Economics	2		
Bachelor of Science in Political Science/Criminal Justice	27		
Buchtel College of Arts and Sciences		202	
Bachelor of Science in Biomedical Engineering	1		
Bachelor of Science in Chemical Engineering	1		
Bachelor of Science in Civil Engineering	7		
Bachelor of Science in Electrical Engineering	1		
Bachelor of Science in Mechanical Engineering	14		
Bachelor of Science in Mechanical Polymer Engineering	1		
College of Engineering		25	
Bachelor of Arts in Education	26		
Bachelor of Science in Education	143		
Bachelor of Science in Technical Education	4		
College of Education		173	
Bachelor of Business Administration	121		
Bachelor of Science in Accounting	49		
College of Business Administration		170	
Bachelor of Science in Nursing	25		
College of Nursing		25	
Bachelor of Arts	26		
Bachelor of Arts in Business and Organizational Communication	40		
Bachelor of Arts in Interdisciplinary Studies	1		
Bachelor of Arts in Interpersonal and Public Communication	7		
Bachelor of Arts in Mass Media - Communication	12		
Bachelor of Arts in Theatre Arts	1		
Bachelor of Fine Arts	17		
Bachelor of Music	2		
College of Creative and Professional Arts		106	
Bachelor of Arts	3		
Bachelor of Arts in Family and Child Development	13		
Bachelor of Arts in Fashion Merchandising	2		
Bachelor of Arts in Interior Design	3		
Bachelor of Arts in Speech - Language Pathology and Audiology	4		
Bachelor of Arts/Social Work	24		
Bachelor of Science in Dietetics	1		
College of Health Sciences and Human Services		50	
Bachelor of Science in Automated Manufacturing Engineering Technology	4		
Bachelor of Science in Computer Information Systems	14		
Bachelor of Science in Construction Engineering Technology	13		
Bachelor of Science in Electronic Engineering Technology	9		
Bachelor of Science in Emergency Management and Homeland Security	14		
Bachelor of Science in Mechanical Engineering Technology	12		

Bachelor of Science in Surveying and Mapping

8

Summit College

74

Candidates for Bachelor

Degrees

825

Associate of Applied Business in Business Management Technology

5

Associate of Applied Business in Computer Information Systems

19

Associate of Applied Business in Hospitality Management

7

Associate of Applied Business in Marketing and Sales Technology

2

Associate of Applied Science in Community Services Technology

5

Associate of Applied Science in Construction Engineering Technology

1

Associate of Applied Science in Criminal Justice Technology

18

Associate of Applied Science in Drafting and Computer Drafting Technology

2

Associate of Applied Science in Early Childhood Development

1

Associate of Applied Science in Electronic Engineering Technology

2

Associate of Applied Science in Emergency Medical Services Technology

6

Associate of Applied Science in Fire Protection Technology

6

Associate of Applied Science in Geographic and Land Information Systems

3

Associate of Applied Science in Land Surveying

1

Associate of Applied Science in Manufacturing Engineering Technology

5

Associate of Applied Science in Mechanical Engineering Technology

4

Associate of Applied Science in Paralegal Studies

8

Associate of Applied Science in Radiologic Technology

1

Associate of Applied Science in Surveying Engineering Technology

1

Associate of Arts

6

Associate of Science

2

Summit College

105

Associate of Applied Business in Business Management Technology

6

Associate of Applied Business in Computer and Business Technology

5

Associate of Applied Business in Health Care Office Management

3

Associate of Applied Science in Social Services Technology

5

Associate of Science

3

Wayne College

22

Candidates for Associate

Degrees

127

Total Degrees

1,342

**The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order**

Following are the names of fall 2011 prospective degree candidates who have applied by Tuesday, November 22, 2011. 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, the Senior Vice President and Provost has been granted the authority to cause such students 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

Catherine J. Adinaro
India L. Bodien
Morena L. Carter
Emily K. Clark
Julie J. Falter
John P. Gersper
Stephen J. Gombita
Georgelle C. Heintel
Kristopher Immel
Yongae N. Jun
Danielle M. Pierce
Sara J. Radcliffe
Johnathon M. Taylor
Hannah K. Tigh
Michael A. Wheeler

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Doctorate Degree Candidates

Buchtel College of Arts and Sciences

Doctor of Philosophy

Donna M. Busson
Richelle M. Dykstra
Herath Mudiyanseelage Sujeewani K. Ekanayake
Stephen T. Graef
Steven M. Kawczak
Peter J. Manos
Karen A. Marando
Zhivka Y. Petkova
Alaina J. Phillips
Hugo A. Renderos
Danijela Smiljanic
Zin Min Tun

College of Engineering

Doctor of Philosophy

Maiko Arichi
Pouya Bani Bayat
Li Chen
Vivek Kumar
Stefan Ilie Moldovan
Angela L. Triplett
Jie Wen

College of Education

Doctor of Education

Sally L. Byard
John A. Messina

Doctor of Philosophy

Sarah K. Hamsher
Joanne M. Holbert
Nicole J. Hunka
Stephanie R. Santarosa
Devon E. Whitehead

College of Polymer Science and Polymer Engineering

Doctor of Philosophy

**The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order**

Alexander Agapov
James S. Baker
Yuanmei Cao
Cheng Ching K. Chiang
Lei Feng
Kshitij C. Jha
Kaiyi Liu
Yuqing Liu
Sayantan Roy
Maurice L. Wadley
Shih-Fan Wang
Yu Xin
Xinfei Yu

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Masters Degree Candidates

Buchtel College of Arts and Sciences

Master of Applied Politics

Lisa M. Bockhoff
Scott J. Esterly
Joseph P. Garrity
Lauren E. Harding
Bridget E. Harrison
Paul E. Kopper
Lisa L. Kot
Clare M. Mernagh
Kristen L. Olmi
Evelyn M. Prentice

Master of Arts

Nasser Y. Ali
Robert A. Berens
Peter R. Blazunas
Thomas A. Boley
Benjamin D. Branford
Zehra Ceviker
Krystal L. Culler
Lee H. Davis
Kathleen M. DiDomenico
Thomas J. Dolezal
Shane M. Fliger
Anna R. Ford
Justin L. Howard
Paula S. Iken
Jacqueline A. Kelo
Nicholas D. Kincaid
Mahider M. Kitil
Leon R. Markham
Brandon I. Mathias
Joshua A. Miller
Lauren G. Mostardi
Stephanie L. Mowrer
Carole W. Ouedraogo
Maria Paxos
Jonathan G. Rech
Lindsey L. Render
Brenda C. Schaefer
Scott V. Stetson
John Walentynowicz
Peter K. Whitford
Christopher J. Wise

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Master of Fine Arts in Creative Writing

Grant W. Currier

Master of Public Administration

Frederick A. Berry
Bndar A. Bougis
Deanna Burns
Sara F. Dresser
Dawn M. Miller
Bogdan Motoc
Jackie M. Roskoph
Nathan W. Spice
Shalonda M. Swain
Vonda M. Traylor
Amelia L. Ybarra

Master of Public Health

Ronald C. Conner
Diana M. Kingsbury
Vishal Sawhney

Master of Science

Haburugala Vithanage Ujitha A. Abeywickrema
Deborah L. Ammerman
Matthew M. Arpidone
Dustin T. Bates
Joshua L. Chavez
Shashank B. Chinta Venkata
Esra Cipa
Debra J. DeWitt
Aravinda Babu Dhanekula
Michael A. Dinsmore
Tammy S. Donohue
Bala Krishna Dundigalla
Brian L. Fritz
Maithili P. Ghamande
Marlena M. Gouin
Siva Bindu Guduru
Na Guo
Allen P. Holtz
Badr I. Iskandar
Radhika Kanubaddhi
Peter J. Knall
Nicole M. Knapp
Siva Ranga Pavan Kumar Kolli
Ramsey S. Langford

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Adam P. Martinez
Raja Manohara Srikanth Reddy Munagala
Ryan D. Neubig
Srivarsha Reddy Panthika
Phanitha Paturi
Darshana Puttarudraiah
Edward A. Ramirez
Mingjian Si
Raghavender Thota
Samuel A. Troyer
Saranya Sailaja Vinjarapu

College of Engineering

Master of Science in Chemical Engineering

Jia Fang
Gabriel M. Manzo
Alvaro A. Rodriguez
Jennifer L. Suder Klettinger

Master of Science in Civil Engineering

Srinath Baddam
Srikanth Bajaj
Jason A. Bornstine
Omid Ghaemi
Sai Geetha Koganti
Srivaitaran Mothukuri
Andrew T. Skeriotis
Suzana Stelkic
Nicholas E. Tini
Baoji Wang
Renee' S. Whittenberger
Sri Durga Yada

Master of Science in Electrical Engineering

Osama J. Al Khateeb
Sarita Bhandari
Kripesh Bhattarai
Lalita Bhetwal
Srikanth Bussa
Mukesh Kumar Chippa
Ravi Shankar Gaddam
Shashwat Jnawali
Nikhil Reddy Karnati
Naga Swathi Kucherlapati
Siva Rama P. Mantravadi
Krishna Mohan Pavan Kumar Namburi

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Utthej Nukala
Sreeshailam Palle
Jeffrey C. Petermann
Divya Sruthi Pingili
Matthew J. Taschner
Sriram Yarlagadda

Master of Science in Engineering

Nishita Mahendra
Stefanie Marotta
Kushal S. Shah

Master of Science in Mechanical Engineering

Moshabab M. Alkhtany
Jarod N. Dainoviec
Daniel J. Forpahl
Chinmay M. Godbole
Nareen Kumar Karnati
Justin S. Kopelos
Greg A. Pavlik

College of Education

Master of Arts in Education

Darrius C. Alati
Ladan J. Ali
Ashwaq Mohammed Aljaber
Latifah S. Al Naim
John J. Alvarez Turner
Traci A. Andrews
Claudia E. Ash
Amy R. Bacon
Jaclyn E. Balliet
David W. Bon
Krista M. Bowden
Kathleen A. Byron
Matthew J. Cochran
Brian P. Collingwood
Hien N. Dang
Benjamin C. Dulin
Ashley B. Fishbaugh
Matthew J. Hejl
Brianne R. Henderson
Heidi M. Hershberger
Stacy L. Hilterbrand
Deborah J. Holliday
Rebecca L. Kananian

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Kristen L. Karasek
Jesika A. Keener
Dawn M. Kern
Lee E. Kimmich
Kellie E. King
Holly E. Kulick
Jeanette M. Kwiatkowski
Ashley N. Lewis
Christina L. Macso
Alannah S. McCarthy
Kelly E. Mikula
Antoinette F. Nethery
Adam D. O'Connell
Jamie T. Oriti
Kevin E. Pullins
Aimee C. Sauls
LaCresia L. Shaw
Kaleb L. Singleton
Kenneth J. Smith
Catrina A. Steiner
Hoa N. Tao-Nguyen
J. Eric Veigel
Deelonna E. Watson
Craig S. Wilkinson
Ji Xia

Master of Science in Education

Johnathan W. Bacak
Jenny L. Baechle
Ralph A. Belfiglio
Melissa A. Beverly
Tony V. Bouie
Nicole Bratt
John M. Bryson
Kristin R. Burton
John A. Casper
Laura C. Cessna
Therese S. Chadbourne
Brittany Charek
Julie R. Cherkala
Patricia M. Chrisman
Carolyn L. Collins
Gabrielle D. Crenshaw
Andrea L. Daniels
Mary E. Davis
Amber R. Dickens
Jeramiah G. Dickey
Christopher D. Faciana
Charles W. Frame

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Marc J. Gramley
Darrell A. Haven
Mary C. Hawthorne
Andrea L. Heinl
Mark W. Henry
Deborah L. Hermann
Kellee M. Isaly
Joseph W. Kelleher
Cynthia J. Kenepp
Alia M. Lahoud
Chris London
Kathleen A. Marsch
Virginia L. Martin
Stephen W. McNees
Nicole E. Nelson
Lindsay M. Pennington
Daniel M. Pernod
Luke C. Power
Dominic A. Reali
Megan G. Reinking
Kayla A. Repp
Logan R. Repp
Abigail R. Riolo
Miranda C. Santos
Valerie Schmotzer
April S. Scisciani
Zachary P. Scisciani
Dustin B. Shaffer
Mary E. Stockdale
Sharon M. Stupp
Sharon Tapolcsanyi
Dustin C. Thompson
Amanda R. Truemper
Kathryn L. Watts
Nicole L. Webster
Ashley N. Willis
Andrea D. Young
Stefanie M. Young

Master of Science in Technical Education

Marlean A. Ames
Marie B. Baptiste
Abby Elliott
Kellie M. Geiger
Benjamin G. King
Megan L. King
Deborah J. Rivera

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

College of Business Administration

Master of Business Administration

Saud K. Alali
Miranda J. Amir
Brian T. Anderson
Brandon M. Berasi
Robert T. Blair
Brent M. Boring
Matthew J. Brenn
Ryan W. Brickwood
Laura M. Capen
Aaron J. Cohen
Stephanie K. Dougherty
April L. Engle
Genevieve K. Evans
Neil A. Fentner
Elizabeth A. Harry
Jacob A. Jordan
Lisa A. Kroeger
Carl R. Loskofsky
Lauren S. Luzar
Alhussain M. Madani
Bethany T. Matejin
Jonathan D. McGarity
Oksana V. Moissis
Jason S. Prodonovich
H Stephanie Schreiber
Lauren J. Selleck
Colin J. Skopinski
Jared R. Smith
William A. Vasiliou
Jessica M. Warstler

Master of Science in Accountancy

David G. Fatkins
Pu Yang Liu
John J. Pience

Master of Science in Management

Erin E. Elosh
Maureen Flannery
Georgelle C. Heintel
Ryan A. Knotts
Andrew T. Lizak
Arpitha Timmaraju

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Master of Taxation

Justin A. Beaty

College of Polymer Science and Polymer Engineering

Master of Science

Adeyemi A. Adepetun
Nickolas R. Kaiser
Jamel E. Lawrence
Nergis Makal
Paul A. Pavka
Bradley M. Schmidt

Master of Science in Polymer Engineering

Angela A. Beltran Osuna
Steven V. Kalan
Chaitanya Pratiwada

College of Creative and Professional Arts

Master of Arts

Carmen Borzea
Courtney T. Cable
Beth A. Capristo
Mary B. Chamberlain
Shekinah G. Corn
Dawn O. Edwards
Xingyu Hai
Christy A. Lake
Judith A. Miller
Regina M. Pietrarroia
Carolina Salazar
Derik J. Shirley
Kara M. Stewart
Erica E. Wilson
Nicole L. Zavodny

Master of Music

Keith M. Almstedt
Jamie B. Crooks
Philip K. Formes
Alanna C. Furst
Laura E. Meyer
Kevin R. Miller
Allison J. Ritley

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Kathryn A. Sees

College of Health Sciences and Human Services

Master of Arts in Family and Consumer Sciences

Sunny A. Carlisle
Cassie Clark
Mary M. Martell
Elizabeth Odell
Abbey M. Rowe

Master of Science in Nutrition and Dietetics

Benjamin C. Hartman
Hilary L. Hendrix

Master of Social Work

Angela B. Corona

School of Law

Master of Laws

Roger D. Juntunen
Patrica S. Murphy
Elizabeth A. Staples
Cecil H. Stump
Jude A. Thomas
Karl R. Wetzel

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Baccalaureate Degree Candidates

Buchtel College of Arts and Sciences

Bachelor of Arts

Kulling Abi
Colene N. Addleman
Saud A. Ansari
Kurt E. Anshutz
Melanie D. Auxter
Amy J. Barber
Anthony M. Basista
Heather L. Blomstrom
Natasha L. Borum
Leah M. Branford
Daniel J. Breyer
Brett A. Bunge
Brett T. Bunnell
Zachariah R. Camp
Kaitlin A. Carmen
Jerome M. Cash
Zachary A. Childress
Stephanie M. Chirumbolo
Jared D. Coleman
Tiffany E. Collins
Daniel J. Cundiff
Brandon C. Daniels
Victoria A. Davis
Christopher M. DiMarino
Christopher J. Dipold
Julia K. Dixon
Kathleen A. Dula
Elizabeth C. Dyer
Brendon J. Eby
Kevin L. Edwards
Warren C. Enano
Brandon D. Esters
Alexandria R. Evans
Lindsay T. Glass
Daniel C. Goebel
Allison J. Good
Marlena M. Gouin
Erica J. Green
Laura M. Guldeman
William L. Hamilton
Victoria L. Hanna
Andrew S. Harr
Jennifer M. Hawkins
Niclole J. Hays

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Hasan Hazime
Matthew S. Headrick
Matthew C. Henderson
Cassady A. Horn
Seth R. Huffman
Zachary L. Hungler
Adam M. Jarvis
Anne M. Johnston
Evan A. Jones
Andrew J. Karas
Jason E. Kemple
Lisa M. Kerestly
Kevin M. Kober
Andrew R. Koch
Justine N. Koehler
Victoria E. Kozlowski
Daniel L. Krause
Karolina M. Kristof
Joyce A. Lott
Dorian Mahulawde
Brett R. Maloney
Amanda A. Maples
Colin F. Marshall
Nicole M. Massey
Melissa D. Mathews
Kayla L. McDonald
Christopher L. Mellinger
Angelia R. Mendak
Heather D. Menefee
Courtney A. Miller
Seth A. Miller
Ryan A. Mohr
Matthew T. Moon
Kendall L. Myers
Courtney L. Norton
Kenneth R. Owens
Steven C. Palka
Dale A. Palmer
Jessie R. Patterson
Stephen R. Persram
Heather L. Piper
Eric D. Pruchnicki
Philip J. Rayl
Justin E. Reall
Rachel R. Reeves
Katherine M. Rice
Ryan T. Roberts
Kyle D. Rogers
Carlene N. Saxon
Andrew J. Schnell

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Matthew D. Simpson
Michelle E. Sinsky
LaTia S. Snyder
Jeffrey Q. Steinwachs
Rachel M. Stone
Eric J. Tannehill
Scott A. Thanasiu
Christopher M. Toombs
Katherine M. Uhl
Megan R. Valencic
Alex P. Valentine
Adam D. Varns
Melissa A. Walker
Anna Marie Wall
Joseph L. Waseity
Kathryn C. Wido
Christopher P. Wiest
Matthew R. Wittenberg
Daniel J. Wodarczyk
Royce L. Woods
Philip A. Wright

Bachelor of Arts in Interdisciplinary Anthropology

Meagan D. Deitering
Rachel L. Fox
Kathryn T. Roberto
Bradley E. Schwartz
Lucas W. Wright

Bachelor of Arts in Interdisciplinary Studies

Kevin M. Fay
Brian J. Wagner
Nick M. Wronkovich
Reginald L. Young

Bachelor of Science

Steven R. Beery
Stephen W. Brittain
Bethani R. Brna
Bryan P. Brown
Michael A. Burke
Jaclyn G. Chambers
Krysta M. Cione
Samuel D. Day
Kamal Dayal
Michelle Do
Marlena M. Gouin

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Corey A. Groff
Divya Gupta
Richard P. Hanlon
Robert K. Holmes
Hanfeng Hu
Christopher S. Kornuc
Christopher G. Kuzas
Willis A. Lecorchick
Brian H. Loeber
Jeanna M. Lott
Gillian MacDonald
Nicole L. Martzial
Jeffrey A. McDonald
Lucas J. McDonald
Alicia M. Miller
Alex P. Monnin
Reem W. Najjar
Karen M. Pavlisko
Donald J. Riegler
Kristen V. Scaglione
Mihir M. Shah
Frances I. Shun
Caitlin E. Spillan
Caleb A. Sprague
Kathleen Stimmel
Jeremiah M. Stoneburner
Francois X. Therrien
Emily S. Yang
Lauren M. Young
Nathalie Q. Young
Tana M. Zimmer

Bachelor of Science in Labor Economics

Eric R. Hall
Sylvia A. Telesz

Bachelor of Science in Political Science/Criminal
Justice

Adam R. Beard
Candice C. Bryant
Elvin R. Butler
Robert W. Byard
Jason T. Corzine
Resheta S. Dukes
Matthew H. Flickinger
Bradley F. Fryauff
Cassandra E. Gosmer
Cody D. Grandison

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Daniel P. Grumney
Adam M. Henry
David J. Horning
Elizabeth R. Hunt
James M. Hunt
Rachel J. Kennedy
Lawrence J. Kouri
John S. Meacham
Katherine E. Noahr
Whitley I. Pressley
Matthew L. Roberts
Melanie J. Salerno
Nicole D. Talley
Stephen E. Trabucco
Russell A. Vodila
Kimberly C. Williams
Travis W. Zook

Bachelor of Science in Computer Science

Justin L. Beall
Anthony J. Easley
Jarryd P. Huntley
Timothy D. Mahanke
Luu Bao N. Nguyen
Claude M. Sutterlin
Michael J. Yamsek

College of Engineering

Bachelor of Science in Biomedical Engineering

Nickolas E. Palmer

Bachelor of Science in Chemical Engineering

Keith A. Dick

Bachelor of Science in Civil Engineering

Jenna K. Farnsworth
Holly A. Grubaugh
Ashley M. Manella
Frank J. Podojil
Abdifatah I. Sheikh
Jason M. Steigerwald
Cameron W. Wright

Bachelor of Science in Electrical Engineering

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Jafar A. Alabdulwahb

Bachelor of Science in Mechanical Engineering

Mohammed A. Al Sadiq
James E. Braessler
John D. Buchanan
Scott M. Fogle
Molly M. Frase
Andrew J. Gallagher
Pulkit Gupta
Jennifer B. Haver
Daniel P. Nish
Seth M. Ricks
Diana K. Ruegg
Juan I. Scalone Sosa
Christopher A. Vassallo
Henry S. Walton

Bachelor of Science in Mechanical Polymer Engineering

Sarah A. Malak

College of Education

Bachelor of Arts in Education

Matthew R. Ballard
Austin T. Bensinger
Barret G. Bills
Alyssa C. Bushman
Corey A. Dentler
Katelin D. Dillon
Ashley N. Elias
Ashley A. Gallagher
Andrew B. Goldstein
Chase W. Helmling
Michael E. Lafferty
Kristen M. McGrogan
Matthew R. McKinney
Anthony J. Messina
Brett D. Montgomery
Matthew S. Myers
Megan J. Naim
Corey R. Pound
Tammi J. Rice
Joshua A. Schaefer
Shaina A. Schwartz
Bradley W. Scott
Tyler M. Sweet

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Theoflos A. Tsakiries
Christina M. Ward
Mark A. Zajaczkowski

Bachelor of Science in Education

Candice L. Adams
Stephanie M. Adams
Ivory J. Alexander
Katherine Amstutz
Kaitlin M. Andrews
Kaitlin M. Andrews
Brianna M. Aukerman
Lindsey A. Barta
Heather D. Bauer
Dustin B. Bell
Elizabeth M. Bell
Alexandra M. Benkalowycz
Alicia R. Blatt
Erin T. Bloodworth
Latricia J. Boesel
Danielle E. Boggs
David M. Bonezzi
Charles C. Bovard
Chelsea F. Bowen
Jessie A. Bradway
Jessie A. Bradway
Samantha Bunch
Rachel M. Burris
Rachel M. Burris
Joshua A. Calame
Christina D. Callahan
Elizabeth A. Calvo
Sydnie A. Carr
James B. Ciccolini
Alissa L. Cole
Robin J. Cole
Tammie R. Conner
Jessica L. Conrad
Paul G. Cooper
Caroline V. Cox
Ashley L. Day
Stephanie Dempsey
Andrew J. Dito
Christopher A. Dobson
Nicole M. Dorinski
Christopher J. Dougherty
Justin T. Doyle
Natasha L. Dummermuth
Jason E. Elrod

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Patricia A. Fenn
Jordan M. Ferrell
Jessica K. Ford
Amanda D. Fox
Tyler A. Gamble
Nicholas A. Gambow
Morgan L. Garner
Shelley M. Glubke
Brittany A. Grabill
Julia M. Gregos
Kacy E. Grogg
Kacy E. Grogg
Jessica K. Gubanez
Jessica A. Guthridge
Heather E. Hamstra
Alana R. Hardman
Diana M. Harp
Faith R. Hawkins
Angela R. Heldman
Joshua B. Hinkle
Cheyenne J. Indorf
Virginia A. Johnson
Virginia A. Johnson
Tabitha R. Kahl
Kristin N. Keiper
Andrea M. Kleese
Megan M. Knight
Jacqueline M. Krist
Timothy A. LaBar
Brianna L. Lane
Hannah E. Lebarre
Laura E. Lee
Laura E. Lee
Lydia G. Lee
Elizabeth A. London
James C. Lupica
Shannon M. MacGeorge
Jayne E. Malloy
Daniel A. Marcoux
Justin H. Marquardt
Courtney J. Maxim
Jamie L. Mazzola
Mark A. McCants
Natalie M. McGhee
John S. McIntosh
Nina M. McMillan
Courtney M. Messner
Alexandra R. Mitchell
Jennifer J. Monroe
Erica L. Mullins

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Chad M. Oaks
David J. Oravec
Jill M. Parr
Jacquelyn N. Paumier
Janelle M. Peppard
Jason A. Peters
Michele A. Phelps
Sonya Prohaska
Nicole A. Ray
Adam C. Reeder
Erin A. Robinson
Justin T. Romantic
Ashley Romig
Ashley Romig
Thomas K. Santa
Sarah J. Scully
Monica L. Shorter
Monica B. Sigler
Ashley J. Simmonds
Janis L. Skoropys
Frederick D. Smith
Kristen N. Spall
Stephanie L. Spencer
Breanna N. Spoonemore
Breanna N. Spoonemore
Charles J. Spreng
Leah Stillwell
Michelle R. Stockdale
Alicia D. Strickler
Carrie R. Sullivan
Corey M. Sweat
Kristi M. Sykora
Danielle M. Terlonge
Tara A. Thomas
Caitlin A. Todd
Julie E. Tornichio
Rebecca Varga
Vanessa R. Vargo
Chad M. Vaught
Deanna L. Vince
William M. Voelkerding
Meghan D. Warnes
Aarius W. Waters
Dustin L. Watkins
Andrew S. Weaver
Jamie L. Wiggins
Brigid M. Wolf
Erica L. Wood
Zachary E. Yike

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Bachelor of Science in Technical Education

Nicole C. Contes
Jo D. Loutzenhiser
Nicole M. Neila
Rebecca L. Woloschyn

College of Business Administration

Bachelor of Business Administration

Melina Ahmetovic
Michael V. Allman
Mitchell T. Baker
Jordan A. Benes
Alyssa E. Blair
Brett A. Bland
Curtis Boykins
Ami E. Brown
Evllogji Budo
Megan M. Buzek
Mallory A. Carpenter
Amanda C. Chanson
John C. Collver
Rebecca L. Covert
Lucas S. Crouch
Joseph F. Donka
Michael A. Doutt
Thomas R. Dressler
Scott S. Dunn
Ryan D. Evans
John D. Falatok
Sergio J. Falzone
Sanna Feinstein
Hannah M. Florian
Andrew M. Ford
Danielle P. Fox
Robyn J. Fraley
Michelle L. Frye
Diandra A. Garcia
Charles D. George
Bradley R. Gladys
Miranda N. Glancy
David J. Gossett
Joshua S. Gray
Samantha G. Guzik
Craig J. Hartman
Steven J. Hawes
Shannon M. Heisel
Thomas J. Hollin

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Dorian S. Holmes
Amy N. Howman
Eric T. Hubbard
Rebekah R. Hunter
Donald F. Jones
Donald R. Kasner
Emily Keen
Sean H. Kelley
Rachel L. Kerek
Ryan A. King
Daniel Kline
Jacob Klingshirn
John M. Koterba
Eric M. Krizay
Gregory M. Langos
Jay M. Latchic
Thomas V. Le
Daniel Leising
Heather J. Lemley
David J. Lewton
Hannah L. Lines
Jill L. Litchfield
Zachary A. Lohr
Sachin A. Makati
Brent A. Marakas
Katie J. McKelley
Kevin L. McVey
Mackenzie L. Merz
Mackenzie L. Merz
Kevin M. Messick
Joshua M. Migden
Amy A. Mihelich
Emily K. Morgan
Jennifer C. Morocco
Jennifer N. Munoz
Elisha P. Murray
Deanna M. Neff
Anthony J. Oberhauser
Patrick K. O'Neill
Vaibhav N. Parkhe
Jeremy C. Petros
Rachel M. Peysha
Garth O. Plyler
Anthony M. Pollice
Lawrence C. Prather
Nicholas R. Pustay
Corey W. Questel
Alex D. Reed
Keith D. Richards
Douglas E. Richardson

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Paul D. Ridley
Joseph A. Righetti
Garrett P. Robertson
Brent J. Runkle
Conor M. Ryan
Sarah M. Seay
Dale A. Settle
Timothy J. Shark
Gary L. Shatzer
Jason M. Shoffstall
Vyshnavi Sivakumaran
George C. Stobbs
Paul N. Stumpo
Michael R. Sypherd
Ashley A. Thielman
Curtis R. Thompson
Shanae' B. Timko
Justin A. Tizzano
Zachary K. Toole
Kevin N. Torres
Andrew M. Turocy
Michael J. Valle
Jillian K. VanZummeren
Jillian K. VanZummeren
Kevin C. Vastartis
Michael D. Weston
Jamila B. Wilson
Daniel E. Wintrow
Michael R. York
Elliott J. Young
Stephanie L. Zelasko
John P. Zeleznock

Bachelor of Science in Accounting

Patrick N. Abrams
William C. Allison
Rebecca L. Ball
Aaron D. Barbera
Melissa M. Barthel
Antone J. Berki
Julia M. Britanova
Paula A. Brown
Tessa M. Brown
Zachary J. Campbell
Luke J. Douglas
Cory A. Durbin
Samantha L. Fouser
Samantha G. Guzik
Hilary G. Hamilton

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Bradley A. Henderson
Sandra A. Johnson
Cecil T. Judy
Tharanga M. Kandanarachchi
Andrew R. Kuehm
Nathan A. Lieb
Ian M. MacEwen
Brent A. Marakas
Katherine M. Mayes
Jeremy D. Metz
Eric D. Nichols
Cody J. Nicholson
Joseph E. Nist
Mellissa A. Pfeiffer
William H. Pletcher
Nicola J. Prince
Branka Prtenjak
Ranka Prtenjak
Tushar R. Rajguru
Arlene K. Randolph
Kraig A. Reber
Marcello A. Romeo
Tanja Ruzicic
Matthew V. Savko
Tiffany J. Sherrard
Kyle B. Shofner
Mary A. Sprague
Phillip J. Stout
Carolyn A. Swinehart
David E. VanHoose
Jason L. Varrecchia
Sandra L. White
Erin E. White-Meece
David L. Winter

College of Nursing

Bachelor of Science in Nursing

Andrea M. Becker
John L. Boros
Sadine D. Campbell
Andrea R. Chaumont
David N. Davis
Amanda C. Ewing
Karen L. Frosti
Sheri E. Gregg
Anthony J. Harper
Lori A. Ison
Brittany A. Jones

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Akosua A. Kusi-Amankwah
Christie A. Lang
Jessica L. Lantz
Claire M. Mann
Amanda R. Myers
Ashley M. Nesbitt
Julia E. Peterson
Susanne M. Pettry
Jessica L. Plouse
Kayleigh V. Scarpitti
Alicia B. Schott
Lesley A. Shull
Emily D. Waggoner
Amy A. Weeks

College of Creative and Professional Arts

Bachelor of Arts

Emily M. Bobb
Sean A. Brown
Megan M. Campbell
Breanna M. Charles
Matthew A. Depew
Valerie S. Fraizer
Katie N. Hodges
Molly C. Howard
Aimee Juarez
Allyson A. Kinney
Michael J. Martin
Michael D. Nguyen
Walter S. Prettyman
Tabatha M. Reigle
Bruno A. Ricchiuti
Sharlee J. Sacha
Katie M. Selby
Jessica L. Sexton
Amanda M. Slagle
Leah M. Sussman
Erica V. Tan
Cory M. Tate
Lashonda Thomas
Lindsay E. Thomas
Emily D. Thompson
Taylor Wenson

Bachelor of Arts in Business and Organizational
Communication

Chelsey R. Alltop

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Rebecca A. Beale
Adrian T. Chestnut
Sabrina R. Dolly
Ryan J. Donahue
Jennifer E. Esterle
Ashley N. Faulisi
Shana M. Friedt
Andrea L. Giller
Rachael M. Goebel
James A. Grigas
Rachel C. Grof-Rice
Jaime M. Guylitto
Michelle M. Halenar
Megan A. Hill
Samantha J. Humbert
Kori E. Jenkins
Russell S. Joehlin
Patricia R. Krosky
Michael J. LaGuardia
Anita D. Linear
Jenell R. Marsek
DeAngelo P. McClendon
Elizabeth C. Mora
Gregory S. Murdock
Matthew K. Murray
Devon A. Musko
Theodore A. Naumoff
Lyndsie K. Pluck
Julius K. Ponder
John T. Reef
Alexandria R. Riedeman
Sanetta B. Sherman
Megan L. Smutak
Paul M. Stennett
Sean P. Tuttle
Bailey E. Venable
Roshawnda Wade
Ambria D. Ware
Andrea N. Zaratsian

Bachelor of Arts in Interdisciplinary Studies

Cara A. Miller

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

Caroline N. Drotar
Justin R. Hadam
Kylie E. Leicht

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Sean M. McLeod
Lindsey M. Pardi
Michael S. Werner
Jacob L. Young

Bachelor of Arts in Mass Media - Communication

Shannon C. Butera
Christopher J. Densmore
Nicholas M. DePasquale
Aaron M. Field
Joshua G. Gross
Aaron M. Holmes
Ryan C. Keeper
Christina N. Marion
Janbenson C. Oprecio
Giovanna S. Ragone
Jonathan B. Rogers
Drue A. Van Dam

Bachelor of Arts in Theatre Arts

Miranda A. Roth

Bachelor of Fine Arts

Jeff S. Dumire
Valerie S. Fraizer
Nicolette Gober
Erica R. Hoosic
Elizabeth A. Hughey
Scott G. Inskeep
Jamie L. Janish
Kyle A. Kukwa
Andrew J. Lowder
Sarah L. Murphy
Christopher A. Parker
George A. Read
Sanjin Rosic
Andrew U. Somoskey
Kyra M. Szepietowski
Paul A. Woznicki
Cephorah A. Yanke

Bachelor of Music

William L. Hamilton
Joe F. Terrett

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

College of Health Sciences and Human Services

Bachelor of Arts

Rachel J. Matejin
Megan L. Mercer
Toshua L. Tripi

Bachelor of Arts in Family and Child Development

Alanud A. Alfagir
Tameka L. Beatty
Stephani L. Diamond
Sharea V. Gooden
Lauren A. Gougler
Hannah R. Griffin
Tiffany D. Haddon
Brittany M. Harding
ShaRhonda Johnson
Kelly E. Kennard
Chareasa L. Pitts
Lisa K. Ross
Camille L. Thomas

Bachelor of Arts in Fashion Merchandising

Amanda A. Montgomery
Kelsey M. Tucker

Bachelor of Arts in Interior Design

Brittany L. Dolinar
Elizabeth A. Johnson
Mark A. McKee

Bachelor of Arts in Speech - Language Pathology and
Audiology

Emily J. Duncan
Shannon E. Lepri
Scott A. Pietrasz
Karla S. Seifert

Bachelor of Arts/Social Work

Shana M. Bennett
Patti E. Cleaver
Kellie A. Dickey
Julia L. Elia
Patty L. Goodson

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Sherise A. Hall
Willie C. Harper
Autumn K. Harris
Scott E. Kemp
Amanda Ludwick
Territa Marshall
Christen M. Misja
Kacinda D. Mitchell
Blake A. Moskowitz
Hannah Z. Naso
Melissa N. Newport
Susan K. Poda
Victorija Prysock
Nicole T. Scruggs
Danielle W. Sotcan
Hazel A. Speelman
Ashley N. Stead
Danielle N. Weaver
La'Toni M. Whiteside

Bachelor of Science in Dietetics

Amber M. Gorman

Summit College

Bachelor of Science in Automated Manufacturing
Engineering Technology

Kenneth D. Bailey
Mandeep S. Bansal
William T. Danicki
Brian D. Edwards

Bachelor of Science in Computer Information Systems

Gregory D. Arvidson
Kristofer A. Baldwin
William D. Bissler
Joel E. Burleigh
Jason A. Chambers
Nathan H. Hill
Nick A. Legger
Andrew A. Munford
Robert A. Pacholewski
Joseph D. Spataro
Eugene Stasenko
Joseph A. Stephan
Christopher G. Suma
Richard T. Turman

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Bachelor of Science in Construction Engineering
Technology

Aaron D. Chamberlain
Joseph R. Craig
Scott M. Dean
Paul W. Doering
Shaun E. Kadas
Brittany K. Lange
Kevin N. Marsh
Matthew W. Misanko
Kyle W. Mudd
Connor L. Noud
Daniel J. Passione
Lynne M. Pultea
Jason M. Zupan

Bachelor of Science in Electronic Engineering Technology

Waleed S. Albishri
John C. Bailey
Michael L. Beavers
John R. Bennington
John L. Blotnick
Mark A. Coury
Kristopher S. Fear
Nathaneal C. France
Timothy C. Mirth

Bachelor of Science in Emergency Management and Homeland
Security

Andrew G. Frankovich
Gregory P. Hendrix
James A. Kaminski
William V. Kone
Kaitlyn E. Kuhns
Patrick R. Myers
Emma L. Paras
Krystal M. Roethel
Deseree B. Rucker
Steven J. Schmitt
Andrew M. Sczypka
Jamie E. Tropkoff
Dante M. Ursetti
Michael J. Wisniewski

Bachelor of Science in Mechanical Engineering Technology

Jonathan M. Connor

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Ronny L. Gray
Steven D. Hart
John S. Hauser
David A. Hogue
Colton C. Jernigan
John W. Johnson
Dustyn L. Maston
Kassandra H. Oglesby
Chad D. Raymond
Matthew T. Redinger
Michael J. Sabatino

Bachelor of Science in Surveying and Mapping

Aran S. Deibel
Petar Erak
Holly A. Grubaugh
Debra J. McGarry
Ryland J. Pierce
Marcus E. Stenger
Luke C. Walker
Michael J. Zapior

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Associate Degree Candidates

Summit College

Associate of Applied Business in Business Management
Technology

Jason M. Brett
Phyllis M. Ford
Sarah A. Green
Latoya M. Guin
Peggy A. Harris

Associate of Applied Business in Computer Information
Systems

Ibrahim Abdulrahman Aljubayri
Yasser A. Almadani
Kristofer A. Baldwin
David A. Bartiromo
Megan R. Biddle
Aaron L. Camerato
Sean P. Doyle
Gregory R. Ellis
Ralph A. Gay
Mark A. Johnson
Brian L. Kuts
Lehel J. Nagy
Sarah M. Nicewander
Robert A. Pacholewski
Katie A. Rucker
Eric D. Smith
Christopher G. Suma
Allen G. Wallace
Delacey Wilson

Associate of Applied Business in Hospitality Management

Sarah A. Green
Daniel C. Johnson
Francesca M. Marotta
Erik L. Miller
Karli E. Newell
Andrew J. Posan
Kathleen E. Staton

Associate of Applied Business in Marketing and Sales
Technology

Jennifer H. Chiu

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

George C. Wright

Associate of Applied Science in Community Services
Technology

Henri E. Fletcher-Lockhart
Lori A. Martin
Raheem J. Martin
Heather N. Peters
Tracy L. Rodriguez

Associate of Applied Science in Construction Engineering
Technology

Elijah M. Dadbeh

Associate of Applied Science in Criminal Justice
Technology

Adam Albertson
Elizabeth L. Allen
Nikita A. Baker
Jasmine C. Cooper
Anthony L. Eddy
Macklin J. Flinn
Cassundra N. Gillison
Shaneka D. Glasper
Christopher E. Hartlaub
Tiffany A. Hunka
Brenda L. Lakatos
Samuel L. Pake
Leslie S. Reese
Kevin C. Rigano
Christopher D. Rocco
Jon D. Scott
Jeff C. Simko
Carina B. Studer Dyer

Associate of Applied Science in Drafting and Computer
Drafting Technology

Christopher N. Goshia
Michael A. Kost

Associate of Applied Science in Early Childhood
Development

Crystal K. Hill

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Associate of Applied Science in Electronic Engineering
Technology

Timothy C. Mirth
Nate L. Ohl

Associate of Applied Science in Emergency Medical
Services Technology

Demetrius T. Butler
Gregory P. Hendrix
Cory C. Hiltbrand
Joshua E. Jarzab
Peter C. Mauric
Jamie L. Stith

Associate of Applied Science in Fire Protection
Technology

Thomas A. Cantola
Keith P. Faron
Tyler K. Fike
William M. Svoboda
Michael P. Thompson
Raymond L. Tyson

Associate of Applied Science in Geographic and Land
Information Systems

Petar Erak
Debra J. McGarry
Richard W. Riccardi

Associate of Applied Science in Land Surveying

Debra J. McGarry

Associate of Applied Science in Manufacturing
Engineering Technology

Marc O. Barber
Brian K. Penick
Martin E. Stead
Alexander J. Stone
Timothy Sumser

Associate of Applied Science in Mechanical Engineering
Technology

Mark R. Gordon

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

John S. Hauser
Paul G. Herbst
Mathew A. Roberts

Associate of Applied Science in Paralegal Studies

Terri A. Arthurs
Amanda M. Kirn
Lisa M. Lane
Dawn D. Langley
Cheryl Metcalf
Jason C. Miller
Ashli R. Viar
Robert Widder

Associate of Applied Science in Radiologic Technology

John H. Dunlap

Associate of Applied Science in Surveying Engineering
Technology

Noah K. Molnar

Associate of Arts

Darrell B. Butler
Kianna S. Butler
Terrence S. Moore
Brandon E. Nelson
Michael D. Skinner
Christina M. Thompson

Associate of Science

Christian L. Coleman
Earl J. Williams

Wayne College

Associate of Applied Business in Business Management
Technology

Amanda L. Chakey
Matthew B. Lemmon
Kelly B. Marcum
Kelly B. Marcum
Michele R. Miller
Linda J. Yoder

The University of Akron
Office of the University Registrar
Prospective Graduates for 2011 Fall
Degree and Alpha Order

Associate of Applied Business in Computer and Business
Technology

Julie L. Atwood
Joseph L. Crosby
Brittany N. Greegor
Alex C. Hartzler
Denise F. Messier

Associate of Applied Business in Health Care Office
Management

Kayla D. Davenport
Peggy A. May
Kristin L. Sayre

Associate of Applied Science in Social Services
Technology

Charlotte A. Adams
Melinda Kauffman
Lori Kirtz
Melanie D. Wolf
Kristina L. Yarbour

Associate of Science

Gordon V. Giffin
Rose L. Jones
Daniel W. Miller

1,342 Total Degrees

THE UNIVERSITY OF AKRON

RESOLUTION 11- -11

**Pertaining to Approval of
Degree Recipients for Fall 2011**

BE IT RESOLVED, that the recommendation presented by the Academic Issues and Student Success Committee on November 30, 2011, pertaining to the List of Degree Recipients for Fall 2011, be approved.

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

November 30, 2011



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

November 4, 2011

MEMORANDUM

TO: President Luis M. Proenza

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

RE: **Office of Research Services**
Summary of Activity for October 2011

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

This summary report is provided to you for approval by the Board of Trustees at the November 30, 2011 meeting.



Office of the Vice President for Research
Dr. George R. Newkome

October 2011

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

SUMMARY

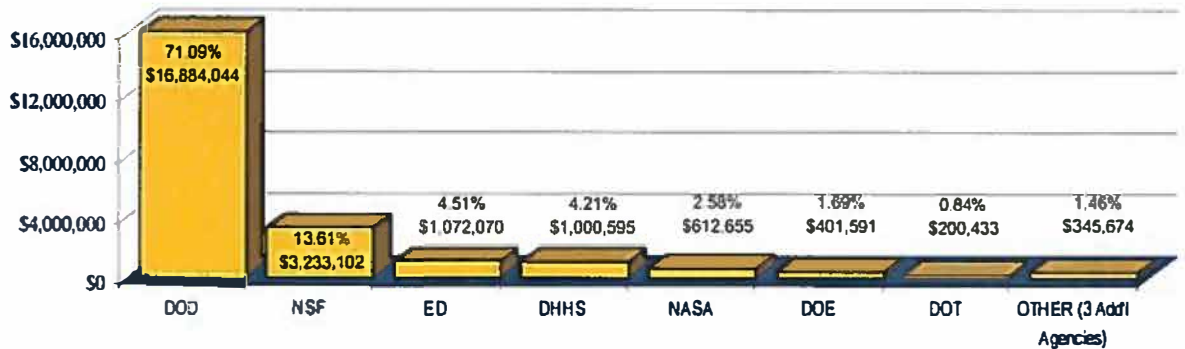
July 1, 2011 through October 31, 2011

UA & UARF Research and Sponsored Programs	AWARDS	<i>Dollars</i>	\$38,120,499	74.9% toward goal of \$50,902,802
		<i>Numbers</i>	195	39.7% toward goal of 491
	PROPOSALS	<i>Dollars</i>	\$87,769,834	44.0% toward goal of \$199,412,933
		<i>Numbers</i>	259	40.5% toward goal of 640

FEDERAL AWARDS	<i>Dollars</i>	\$23,750,164	Goal of \$15,786,610 met and surpassed by 50.4%
	<i>Numbers</i>	59	46.1% toward goal of 128
FEDERAL PROPOSALS	<i>Dollars</i>	\$72,176,186	53.3% toward goal of \$135,353,084
	<i>Numbers</i>	120	51.7% toward goal of 232

UA & UARF
Federal
Research

2010-2011 Federal Awards ~ By Sponsor



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

Technology Transfer	DISCLOSURES OF INVENTION	17	20.7% toward goal of 82
	NEW U.S. PATENTS FILED	8	16.7% toward goal of 48
	U.S. PATENTS ISSUED	1	10.0% toward goal of 10

Research and Sponsored Programs Activity By College

<u>Awards</u>	Current Period October 2011		2011-2012 July-October		2010-2011 July-October		2010-2011 Fiscal Year Totals	
	Count	Amount	Count	Amount	Count	Amount	Count	Amount
Arts & Sciences	6	\$75,855	50	\$1,978,302	44	\$2,168,280	119	\$4,688,617
Business Admin	0	\$0	3	\$30,152	1	\$22,614	14	\$226,465
Creative & Professional Arts	0	\$0	1	\$17,750	0	\$0	0	\$0
Education	2	\$68,030	9	\$196,038	7	\$2,649,115	21	\$4,240,306
Engineering	14	\$10,468,369	50	\$19,575,878	34	\$3,188,085	125	\$9,257,191
Health Sciences & Human Svcs	0	\$0	18	\$345,443	21	\$451,846	34	\$1,027,434
Nursing	2	\$355,766	5	\$417,944	4	\$18,290	13	\$520,356
Poly Sci & Poly Engr	8	\$1,056,580	45	\$14,146,390	29	\$2,896,158	117	\$11,114,459
Law	0	\$0	0	\$0	1	\$10,000	3	\$54,000
Summit College	1	\$103,900	2	\$536,458	4	\$810,657	7	\$859,959
Wayne College	0	\$0	1	\$2,598	0	\$0	3	\$77,450
Other University Units	2	\$24,171	11	\$873,546	18	\$1,231,640	34	\$3,142,344
Total Awards*	35	\$12,152,671	195	\$38,120,499	163	\$13,446,685	490	\$35,208,581
UARF included in UA totals	11	\$576,445	38	\$862,693	30	\$409,103	98	\$1,744,853
UARF ONLY**	0	\$0	0	\$0	0	\$0	1	\$14,748,247
UARF Total Awards	11	\$576,445	38	\$862,693	30	\$409,103	99	\$16,493,100
State Appropriations				\$0		\$64,368		\$945,974
Grand Total	35	\$12,152,671	195	\$38,120,499	163	\$13,511,053	491	\$50,902,802

<u>Proposals</u>	Current Period October 2011		2011-2012 July-October		2010-2011 July-October		2010-2011 Fiscal Year Totals	
	Count	Amount	Count	Amount	Count	Amount	Count	Amount
Arts & Sciences	19	\$4,826,712	68	\$14,570,871	47	\$6,429,224	132	\$22,902,376
Business Admin	0	\$0	3	\$30,152	2	\$468,246	12	\$618,320
Creative & Professional Arts	0	\$0	1	\$22,000	0	\$0	2	\$369,726
Education	4	\$138,064	10	\$284,491	7	\$41,244,661	27	\$45,358,607
Engineering	30	\$24,465,946	97	\$46,268,558	68	\$20,897,601	215	\$60,579,838
Health Sciences & Human Svcs	0	\$0	17	\$344,443	17	\$299,423	25	\$4,846,192
Nursing	0	\$0	1	\$5,700	6	\$922,002	15	\$1,172,947
Poly Sci & Poly Engr	19	\$8,577,403	48	\$23,294,005	45	\$13,983,066	180	\$42,175,999
Law	0	\$0	0	\$0	1	\$10,000	1	\$10,000
Summit College	1	\$1,080,914	4	\$2,108,871	1	\$499,992	4	\$1,015,637
Wayne College	0	\$0	0	\$0	0	\$0	3	\$55,198
Other University Units	2	\$24,171	10	\$840,743	11	\$574,137	23	\$5,559,846
Total Proposals*	75	\$39,113,210	259	\$87,769,834	205	\$85,328,352	639	\$184,664,686
UARF included in UA totals	11	\$576,445	38	\$865,693	33	\$2,002,701	102	\$2,766,080
UARF ONLY**	0	\$0	0	\$0	0	\$0	1	\$14,748,247
UARF Total Proposals	11	\$576,445	38	\$865,693	33	\$2,002,701	103	\$17,514,327
Grand Total	75	\$39,113,210	259	\$87,769,834	205	\$85,328,352	640	\$199,412,933

*Includes projects co-reported with UARF and with the Department of Development
**UARF ONLY statistics are adjusted to reflect UARF to UA subcontracts
The cumulative data contained in this report may differ from the monthly reports provided to the UA Board of Trustees due to database adjustments

Research and Sponsored Programs Activity By College

<u>Expenditures</u>	Current Period October 2011 Amount	2011-2012 July-October Amount	2010-2011 Fiscal Year Totals
Arts & Sciences	\$439,726	\$1,811,078	\$5,462,847
Business Admin	\$6,932	\$21,527	\$194,478
Creative & Professional Arts	\$790	\$30,165	\$128,006
Education	\$184,478	\$1,118,399	\$3,761,573
Engineering	\$1,506,620	\$5,123,484	\$12,229,236
Health Sciences & Human Svcs	\$68,877	\$263,448	\$699,159
Nursing	\$72,910	\$239,323	\$784,734
Poly Sci & Poly Engr	\$1,155,610	\$5,084,244	\$12,360,699
Law	\$3,756	\$14,804	\$85,432
Summit College	\$14,607	\$128,652	\$553,370
Wayne College	\$0	\$2,889	\$83,029
Other University Units	\$386,968	\$1,945,102	\$6,935,829
Total Expenditures	\$3,841,274	\$15,783,115	\$43,278,392

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

Research and Sponsored Programs Award Detail

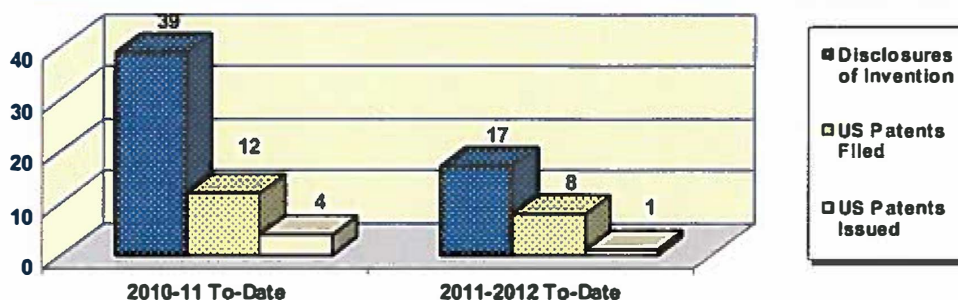
PI's Department Co-PI(s) Dept's (Italics)	Sponsor	Project Title	Principal Investigator/ Co-PI(s) (Italics)	% Credit	Total Award
BUCINETL COLLEGE OF ARTS AND SCIENCES					
Chemistry	Multiple Corporate Sponsors *	Testing	Rinaldi, Peter	100%	\$10,000
Geography and Planning	Akron Metropolitan Area Transportation	Student Internship	Harmon, Marlene E.	100%	\$10,251
Geology & Environmental Science	B.L. Robinson Engineering and Surveying	Student Internship	Barrett, Linda Ruth	100%	\$1,206
Institute of Health and Social Policy	Health Plan Foundation of Ohio	Ohio Family Violence Prevention Project Data Utility Evaluation, 2012	Mundy, Eric J.	100%	\$29,888
Institute of Health and Social Policy			Leahy, Peter J.	0%	
Public Administration & Urban Studies	City of Akron	Student Internship	Cox, Raymond W.	100%	\$10,351
Public Administration & Urban Studies	City of Akron	Student Internship	Cox, Raymond W.	100%	\$14,159
COLLEGE OF EDUCATION					
Center for Child Development	DHHS through Akron-Summit Community Action, Inc.	Head Start	Michael, Yetunde	100%	\$56,280
Education Dean's Office	Martha Holden Jennings Foundation	National Board Certification Training Support 2011-2012	Baltrinic, Barbara L.	100%	\$11,750
COLLEGE OF ENGINEERING					
Chemical and Biomolecular Engineering	Multiple Corporate Sponsors *	Testing	Chase, George	100%	\$3,750
Chemical and Biomolecular Engineering	United Soybean Board	Enzymatic Separation of Soy Proteins and Carbohydrates	Ju, Lu-Kwang	100%	\$126,845
Civil Engineering	Hemotech, Inc. *	Residual Stress Calculations of Fiber Optic Device Using ABAQUS	Binienda, Wieslaw K.	100%	\$3,401
Civil Engineering	Ohio Department of Transportation	Integration and Implementation of EQulS, GHMS, RCD.1, and DocMS	Liang, Robert Y.	100%	\$490,334
Civil Engineering	Ohio Gratings Inc. *	Static Tests of a New, Two Span Continuous Riveted Steel Grate	Menzemer, Craig C.	100%	\$2,500
Electrical & Computer Engineering	Multiple Corporate Sponsors *	Testing	Hartley, Tom	100%	\$10,000
Engineering Dean's Office	U.S. Army Corps of Engineers' Engineering Research and Development Center - CERL #	National Center for Education and Research on Corrosion and Materials Performance: Technical Efforts to Support the Office of Corrosion Policy and Oversight	Haritos, George K.	0%	\$9,189,064
Engineering Dean's Office			Louscher, Susan M.	60%	
Engineering Dean's Office			Mahajan, Ajay	0%	
Engineering Dean's Office			Payer, Joe H.	40%	
Mechanical Engineering	Multiple Corporate Sponsors *	Testing	Gerhard, Jon	100%	\$4,000
Mechanical Engineering	Air Force Office of Scientific Research through SORAA, Inc.	Solvothermal Growth of Low-Defect-Density Gallium Nitride Substrates	Braun, Minel J.	100%	\$30,000
Mechanical Engineering			Chandy, Abhilash J.	0%	
Mechanical Engineering	NASA Glenn Research Center at Lewis Field	Advanced Aerospace Seals Research	Daniels, Christopher C.	85%	\$93,975
Mechanical Engineering			Braun, Minel J.	15%	
Mechanical Engineering	Naval Air Systems Command (NAVAIR) through Materials Research & Design, Inc.	Development, Analysis and Testing of Concepts for Improved FOD Impact Resistance of Ceramic Matrix Composites	Hoo Fatt, Michelle S.	100%	\$70,000
Mechanical Engineering	Office of Naval Research	Composite Sandwich Structures for Shock Mitigation and Energy Absorption	Hoo Fatt, Michelle S.	100%	\$60,000
Mechanical Engineering	The Timken Company # *	The Development of the Research Infrastructure for the Timken Engineered Surfaces Laboratory (TESL)	Mahajan, Ajay	50%	\$350,000
Civil Engineering			Menzemer, Craig C.	50%	
Mechanical Engineering	U.S. Department of the Navy through Deformation Control Technologies, Inc.	Modeling to Quantify Improved Durability of Superfinish Gear Processing	Srivatsan, Tirumalai S.	100%	\$34,500

Research and Sponsored Programs Award Detail

PI's Department <i>Co-PI(s) Dept's (Italics)</i>	Sponsor	Project Title	Principal Investigator/ <i>Co-PI(s) (Italics)</i>	% Credit	Total Award
COLLEGE OF NURSING					
College of Nursing	W.K. Kellogg Foundation #	<i>Improving Oral Health of Poor and Low Income Pregnant Women, Mothers, and Children Up to Five Years Old: A Pilot Intervention at Urban and Rural WIC Program Sites in Northeastern Ohio</i>	Biordi, Diana L.	50%	\$344,916
<i>Institute of Health and Social Policy</i>			<i>Leahy, Peter J.</i>	20%	
<i>Family and Consumer Sciences</i>			<i>Taylor, Evelyn</i>	30%	
College of Nursing	Ohio Board of Regents through Northeast Ohio Medical University (NEOMED) #	<i>Development of an Akron-Region Interdisciplinary Area Health Education Center</i>	Riley, Tracy A.	70%	\$10,850
<i>Family and Consumer Sciences</i>			<i>Taylor, Evelyn</i>	30%	
COLLEGE OF POLYMER SCIENCE AND POLYMER ENGINEERING					
Institute of Polymer Engineering	Multiple Corporate Sponsors *	<i>Testing</i>	Heinz, Hendrik	100%	\$1,430
Institute of Polymer Engineering <i>Graduate School</i>	Lubrizol Advanced Materials Inc. #	<i>Community Industrial Assistantship</i>	Jana, Sadhan C.	100%	\$25,125
<i>Institute of Polymer Engineering</i>			<i>Tausig, Mark B.</i>	0%	
<i>Institute of Polymer Engineering</i>	Kraton Polymers, LLC *	<i>Radiation Crosslinking of Butadiene-Isoprene Block Copolymers</i>	Soucek, Mark	50%	\$164,676
<i>Institute of Polymer Engineering</i>			<i>Calmak, Mukerrem</i>	50%	
<i>Institute of Polymer Engineering</i>	Multiple Corporate Sponsors *	<i>Testing</i>	Soucek, Mark	100%	\$3,000
Institute of Polymer Science	Austen BioInnovation Institute in Akron	<i>Grant to Support Professor Nita Sahai</i>	Cheng, Stephen Z.	100%	\$503,100
Institute of Polymer Science <i>Graduate School</i>	Lubrizol Advanced Materials Inc. #	<i>Community Industrial Assistantship</i>	Cheng, Stephen Z.	100%	\$25,125
<i>Institute of Polymer Science</i>			<i>Tausig, Mark B.</i>	0%	
<i>Institute of Polymer Science</i>	Multiple Corporate Sponsors *	<i>Testing</i>	Seiple, Robert	100%	\$23,688
<i>Institute of Polymer Science</i>	National Science Foundation through Southern Illinois University	<i>CAREER: Simulation Studies of the Time Evolution of Polymer Morphology at Interfaces</i>	Tsige, Mesfin	100%	\$310,436
SUMMIT COLLEGE					
Summit College Dean's Office	U.S. Department of Education through Ohio Department of	<i>Early College High School-Race to the Top Funds</i>	Herold, Kelly M.	100%	\$103,900
OTHER UNIVERSITY UNITS					
Career Center	Akron Metropolitan Area Transportation	<i>Student Internship</i>	Kulick, Michael J.	100%	\$8,924
UA Libraries	American Chemical Society Rubber Division	<i>UA Library Services Agreement</i>	Calzonetti, JoAnn	100%	\$15,247

* University of Akron Research Foundation Award

Collaborative Research



Disclosures of Invention

(October 2011: 8)

Disclosure Number	Title	Inventor(s)
939	<i>Free Standing and Organic Solvent Free Polymer Crosslinked Electrolyte Films</i>	Thein Kyu and Mauricio Echerriveri
940	<i>Polymer Solar Cells</i>	Xiong Gong and Tingbin Yang
941	<i>Impregnation of Watersheel Supramolecules</i>	Thein Kyu
942	<i>Preparation Process of Attaching Polymer Chains to a Polymer Film Substrate</i>	Mark Foster and Jin Kuk Lee
943	<i>Nanofibers Jets Launched from Drops</i>	Sadhan Jana, Rafael E. Benavides-Gonzalez, and Darrell H. Reneker
944	<i>Integrated Peptides for Cancer Therapy</i>	Gang Cheng
945	<i>Real-Time Measurement System</i>	Mukerrem Cakmak, Baris Yalcin, and Emre Unsal
946	<i>Dendritic Polyalkyl Materials</i>	George Newkome and Charles Moorefield

New Patents Filed

(October 2011: 6)

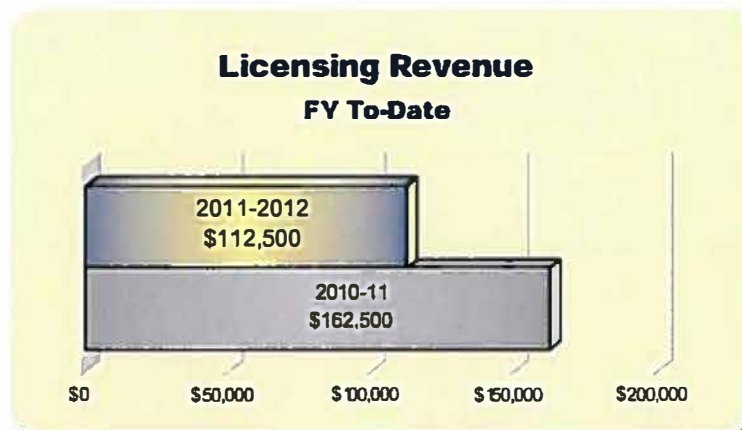
Disclosure Number	Application Type	Patent Title	Inventor(s)
923	Provisional	<i>Microtextured Seal Surface for Environmental Protection</i>	Christopher Daniels and Nicholas Garafolo
931	Provisional	<i>Implant Structures that Deform at a Designed Torque and Minimize Shock to Patients and Physicians</i>	Ajay Mahajan and Jason King
932	Provisional	<i>A Dynamic Lumbar Spinal Stabilizer with a Helical Machined Spring Element</i>	Ajay Mahajan and Tsuchin Chu
933	Provisional	<i>A Rod Holding and Placement Instrument for Accurately Orienting Rods in Spinal Reconstructive Surgery (RHAPI)</i>	Ajay Mahajan and Sumeer Lal
939	Provisional	<i>Free Standing and Organic Solvent Free Polymer Crosslinked Electrolyte Films with High Room Temperature Ion Conductivity</i>	Thein Kyu and Mauricio Echerriveri
940	Provisional	<i>Polymer Solar Cells with a Low Temperature-Annealed Sol-Gel-Derived MoO3 Film as a Hole Transport Layer</i>	Xiong Gong and Tingbin Yang

Patents Issued

(October 2011: 1)

U.S. Patent No.	Issue Date	Patent Title	Inventor(s)
8,043,987	October 25, 2011	<i>Lead-Free Ferroelectric/Electrostrictive Ceramic Material</i>	Ang Chen and Yu Zhi

For the month of:
 October 2011: \$0
 October 2010: \$50,000



LICENSING REVENUE

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 October 2011.

AWARDS

PI's Department Co-PI(s) Dept's (Italics)	Sponsor	Project Title	Principal Investigator/ Co-PI(s) (Italics)	% Credit	Total Award
BUCHTEL COLLEGE OF ARTS AND SCIENCES					
Chemistry	Multiple Corporate Sponsors	Testing	Rinaldi, Peter	100%	\$10,000
COLLEGE OF ENGINEERING					
Chemical and Biomolecular Engineering	Multiple Corporate Sponsors	Testing	Chase, George	100%	\$3,750
Civil Engineering	Hemotech, Inc.	Residual Stress Calculations of Fiber Optic Device Using ABAQUS	Binienda, Wieslaw K.	100%	\$3,401
Civil Engineering	Ohio Gratings Inc.	Static Tests of a New Two Span Continuous Riveted Steel Grate	Menzemer, Craig C.	100%	\$2,500
Electrical & Computer Engineering	Multiple Corporate Sponsors	Testing	Hartley, Tom	100%	\$10,000
Mechanical Engineering	Multiple Corporate Sponsors	Testing	Gerhardt, Jon	100%	\$4,000
Mechanical Engineering	The Timken Company #	The Development of the Research Infrastructure for the Timken Engineered Surfaces Laboratory (TESL)	Mahajan, Ajay	50%	\$350,000
Civil Engineering			Menzemer, Craig C.	50%	
COLLEGE OF POLYMER SCIENCE AND POLYMER ENGINEERING					
Institute of Polymer Engineering	Multiple Corporate Sponsors	Testing	Heinz, Hendrik	100%	\$1,430
Institute of Polymer Engineering	Kraton Polymers, LLC	Radiation Crosslinking of Butadiene-Isoprene Block Copolymers	Soucek, Mark	50%	\$164,676
Institute of Polymer Engineering			Calmak, Mukerrem	50%	
Institute of Polymer Engineering	Multiple Corporate Sponsors	Testing	Soucek, Mark	100%	\$3,000
Institute of Polymer Science	Multiple Corporate Sponsors	Testing	Seiple, Robert	100%	\$23,688

Collaborative Research

THE UNIVERSITY OF AKRON

RESOLUTION 11- -11

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

BE IT RESOLVED, that the recommendation presented by the Academic Issues
& Student Success Committee on November 30, 2011, pertaining to the acceptance of
the Office of Research Summary of Activity Report for October 2011, be approved.

Ted A. Mallo, Secretary
Board of Trustees

November 30, 2011



To: W. Michael Sherman, Sr. Vice President, Provost & COO
 FM: Jim Sage, Vice President, Information Technology, & CIO
 Subject: Highlights: Information Technology Report to the Board of Trustees
 Date: November 9, 2011

Student Success

- Lab Virtualization
- e-textbooks/Digital Content

Creation of a hosted, virtualized computer lab on the Internet.
 Recommendations to reduce the cost of textbooks for students

Global Relevance

- Shared Services

Akron continues work with PeopleSoft at Lorain. Collaboration
 discussions are being held with Stark State and Lorain regarding
 sharing administrative services.
 Timeline for distributing new laptops.
 Providing structured data and strategic decision support system.
 Intelligence

Distinction

- Online (eLearning) Learning
- Shared Data Center

Expansion of online offerings to underserved markets.
 Investigating a move of the current data center.

Engagement

- Governance and Project Management

New process and tools improve IT effectiveness.

Community

- e-Recruiting
- Software-as-a-Service
- Contributor Relations

Online Recruiting Solutions will streamline and expedite hiring process.
 Investigation into next generation of computer applications.
 New technologies intended to support and improve investor relations.

Integrated Planning

- Campus-wide Scheduling

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

Information Technology Services



Report to the Board of Trustees
November 30, 2011



Information Technology Services

November 30, 2011

(Prepared November 9, 2011)

STUDENT SUCCESS	Commitment to Excellence
<ul style="list-style-type: none"> Lab Virtualization  <p>The diagram illustrates the Desktop Cloud service. At the top, it says 'From Any Location' and shows icons for 'Faculty Offices', 'Faculty & Services', 'Students', and 'Instructor Offices'. In the center is a cloud labeled 'desktop desktop cloud'. Below the cloud, it says 'Your AD • Your Policies • Your Control'. At the bottom, it says 'Using Any Device' and shows icons for a desktop monitor, a smartphone, a tablet, and a laptop.</p>	<p>A contract for the University's new, cloud-hosted virtual computer lab was awarded to Deskton (www.deskton.com). Deskton provides Desktop as a Service (DaaS).</p> <p>The Deskton Cloud delivers a complete desktop from the cloud (internet). By delivering virtual desktops from the cloud, the University will be able to rapidly provision desktops to users on any device, anywhere.</p> <p>The University's initial startup will be for 150 hosted desktops and will ramp up as required. Software licensing to run on the virtual desktops has been procured for Minitab and SAS, SPSS, Autodesk, and JMP. Additional licensing is being pursued for other engineering applications.</p> <p>The virtual lab will provide students and staff access to the software and tools necessary to accomplish the University's academic mission of education, teaching, and research from any location.</p>
<ul style="list-style-type: none"> e-textbooks/Digital Content 	<p>Work teams representing faculty, students, IT staff and library staff have prepared recommendations for consideration by the OAA on how to reduce the cost to students of textbooks in response to the request from OBR and Chancellor Petro.</p> <p>Recommendations include re-negotiating terms with B&N Campus Bookstore, developing an information repository to assist faculty with implementing strategies to incorporate Open Educational Resources or Open Access textbooks, and a plan to reward instructors who demonstrate implementation of strategies that reduce costs while maintaining instructional quality.</p>
GLOBAL RELEVANCE	
<ul style="list-style-type: none"> Shared Service: Supporting PeopleSoft at LCCC  <p>The logos for The University of Akron and Lorain County Community College are displayed side-by-side.</p>	<p>UA is working with LCCC to upgrade PeopleSoft Tools, Campus Solutions, and Human Capital Management applications, which are scheduled to be moved to production December 4. Additional support was provided for:</p> <ul style="list-style-type: none"> Installing QAS, Address Correction software for the PeopleSoft Enterprise application environment Guidance with Series25, Event and Room Scheduling software Creating a plan, providing test data, and advising LCCC for State of Ohio transcript exchange using Infinum <p>UA continues to develop project management with LCCC. Project lists and status are being developed and updated with UA in an effort to help LCCC manage their workload and make projects more accountable. A processing calendar of events was created to track and manage processing events.</p>

• Shared Service: Innovation Alliance



Meetings continue to be held between Lorain County Community College (LCCC), Stark State College, and The University of Akron (UA) to determine ways to collaborate on administrative services in an effort to improve service quality and reduce costs to the participating organizations. Members of The Ohio Board of Regents are also participating to provide leadership and support in the form of funding through grants. The focus is on administrative services and this group is part of the Innovation Alliance.

A new survey was created to poll the Innovative Alliance committee members on which initiatives for collaboration should be used to pilot the concept of shared service. Suggested services included the following:

- IT Help Desk, Desktop Support, Network Operations, Data Center Operations, Application Services, Audio Vision, Telecommunications, Security, Enterprise Learning Applications, Web & Mobile Technology
- Financial Management Purchasing, Accounts Payable
- Institutional Research Data Warehousing
- Human Capital Management, Human Resources, Talent and Performance Management, Benefits, Payroll

The next meeting will be held November 22. The objective of the meeting is to agree on the definition of shared service and the group's objectives. Survey results will be provided to participants showing which services have the highest priority and greatest payback. Discussion will follow to determine which services should be undertaken for a pilot project that will demonstrate whether one business unit can be created to support all three schools.

• Faculty Laptop Refresh



Deployment of the faculty's new laptop computers began in early November. It will continue until all new computers are distributed and older computers are collected.

Once rollout of the new laptops is completed, the plan is to refurbish and redeploy the old computers to part-time faculty. There will be a limited number of refurbished machines so DTS will work with Deans to identify who should receive these computers.

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


• Data Warehouse/Business Intelligence




This project will move the University of Akron to a more structured data and strategic decision support system. Currently, the data exists in the transactional system where there is no correlation among various information sources. This project will provide organization and correlation of the disparate data to enhance the strategic and tactical decision capabilities at all levels of the University.

Currently, the software has been purchased and is being installed. The review of the implementation partners' bids is in process.

The timeline of the project's three phase approach to proof of concept is expected to be complete by the second quarter 2012.

DISTINCTION	Facilitate Faculty Development and Success by Expanding Clusters of Interdisciplinary Teaching and Research
<ul style="list-style-type: none"> Online (eLearning) Learning 	<p>The University of Akron eLearning vision is to launch a unique strategic partnership harnessing the capabilities of two educational leaders (UA and Pearson Learning Solutions) that will drive increased access to differentiated, high-quality online higher education programs.</p> <p>To achieve our objectives, we have organized the following working teams:</p> <ul style="list-style-type: none"> Faculty Focus Student Focus Business Case and Contracts Communications and Marketing Technology Integration Curriculum Focus <p>Members of the eLearning Strategy & Implementation Committee, members of Faculty Senate, and additional stakeholders from our campus, and Pearson resources (advisory role) are serving on the teams.</p>
<ul style="list-style-type: none"> Shared Data Center 	<p>UA continues to investigate the opportunity to move the current data center on campus to a multi-tenant, co-located data center off-campus owned by private enterprise. Some benefits of this move include:</p> <ul style="list-style-type: none"> A structurally more hardened building which can withstand most natural disasters Security surveillance around the clock Continuous steady electrical and cooling power through state-of-the-art generators <p>We continue to develop our partnerships with Akron hospitals by leveraging resources for this project.</p>
ENGAGEMENT	Build and Sustain Vital Relationships and Partnerships
Governance and Project Management	<p>Additional training on the Project Management tools for those involved or interested in becoming a project manager is being offered again in December. Refinements are being made to the Project Charter and Business Case project documents. A dashboard for IT projects is also being established.</p> <p>As new projects are initiated, they are using the new process and tools. Starting in January 2012, audits will be completed to determine the level of compliance with the process. The new project management process will help to improve the selection, prioritization, and implementation of all IT projects.</p>

COMMUNITY	Promote Vibrant and Engaging Environments and Facilities
<ul style="list-style-type: none"> Recruiting Solutions: e-Recruiting 	<p>The transition to the online recruiting process is now scheduled to occur in January.</p> <p>An adjustment in the implementation date was deemed necessary as project resources were required to complete other initiatives.</p> <p>As the go-live date approaches, Human Resources (HR) will notify the University and outline a schedule for posting positions. HR plans to take down the current online site in January to make the transition to the new system. An exact date for this shut down will be communicated once the definitive dates are established.</p> <p>Training on the new system is scheduled to begin in December. Training will focus on specific areas of the new software. Training dates will be provided in the near future. Also, HR plans to provide an overview of the entire process by offering demos of the new system.</p>
<ul style="list-style-type: none"> Software-as-a-Service (SaaS) Investigation for Human Capital Management 	<p>The University continues to investigate Software-as-a-Service (SaaS) application software. SaaS is a delivery model that provides the functionality currently provided by PeopleSoft at a much lower cost. SaaS offers a service for which the vendor provides technology assets such as hardware and software that can be accessed over the Internet rather than through onsite installation and operation. This concept creates the opportunity for rapid adoption of shared services over the existing platform.</p> <p>An investigation is being conducted into a Human Capital Management enterprise application, which includes Human Resources, Talent and Performance Management, Benefits, and Payroll. The selection is intended to determine the strategic direction for administrative applications being used at UA for the next five to ten years.</p> <p>The PeopleSoft Fusion technology (their roadmap to SaaS compliance) was presented to UA. It included a roadmap and some projected dates for migrating from PeopleSoft.</p> <p>In order to make a recommendation to senior management to determine whether to continue with the PeopleSoft enterprise applications and migrate to Fusion or to embrace the new technology with Workday, the following tasks remain:</p> <ul style="list-style-type: none"> Create an RFP to document what SaaS offerings are available for higher education HCM Complete the business case Finish the fit/gap analysis of PeopleSoft/Fusion versus Workday Verify the financial soundness of Workday Obtain approval of the business units involved to either remain with PeopleSoft and implement Fusion or to implement Workday Ensure funding to undertake the project Submit a recommendation to senior management for approval

<ul style="list-style-type: none"> Contributor Relations 	<p>ITS continues its objective to overcome software limitations to enable greater interaction within the Office of Development for alumni and friends of the University.</p> <p>It came to the attention of the project team that another vendor, Agilon, provided an offering that may be suitable as a replacement for PeopleSoft Contributor Relations (CR). An introductory conference call was conducted and an in-depth presentation of the product's functionality and architecture was reviewed. While the product was more current than PeopleSoft CR, the company was extremely small, lacked revenue growth from new customers, and did not have the breadth of functionality available from Blackbaud Razor's Edge.</p> <p>Work is underway to provide a recommended course of action for senior management. The effort is currently focused on completing the business case.</p>
<p>INTEGRATED PLANNING</p>	<p>Achieve Measurable Success</p>
<ul style="list-style-type: none"> Campus-wide Scheduling: Series 25 	<p>The Office of University Scheduling successfully launched the Campus-wide Series25 Scheduling System on November 3rd. The new system was used to successfully assign academic space for Spring Semester 2012. Additionally, a process is being developed to handle requests for change of room assignments.</p> <p>Phase II items include the engagement of additional resource providers with initial outreach and training scheduled for November as well as the design and development of business unit calendars.</p> 
<ul style="list-style-type: none"> ITS Metrics 	<p>The most current ITS metrics available at the time of this report are attached. If a line item does not have a target, the metric is intended to indicate the amount of work or activity being delivered. Lines with targets indicate levels of performance we strive to achieve.</p>

ITS DEPARTMENT SCORECARD –SEPTEMBER 2011

DAILY SERVICES PROVIDED		SEPT. TARGET	SEPTEMBER	AUGUST	JULY
Support Center (Help Desk)					
Number Support Center calls	*1	N/A	4116	9754	5835
Average Speed of Answer			1m47s	2m6s	1m15s
1 st Call Resolution Rate	*2	>64.8%	73%	87%	92%
Number of tickets opened by HD		N/A	4180	10957	5201
Total tickets opened		N/A	4867	11040	7210
Calls closed within four hours		N/A	3272	8902	6155
Calls closed first day		N/A	3557	9619	6626
Calls over one week old		N/A	56	139	91
Support Center abandoned calls		<2%	18%(733)	32%(3124)	17%(724)
# of Users serviced at walk-in centers		N/A	2237	3558	1639
# of Laptops checked out at walk-in centers	*3	N/A	2666	1435	523
Central Servers (Data Center)					
Data Center uptime percent (% of posted hours)		100%	100%	100%	100%
Total number of data center outages		0	0	0	0
Unix/Linux server uptime percent (% of posted hours)		99.9%	100%	100%	100%
Windows/Apple Server uptime percent (% of posted hours)		99.9%	100%	100%	100%
Web Server www.uakron.edu uptime percent		99.9%	96.7%	100%	100%
Total number of virtual/physical servers on platform		N/A	431 / 225	428 / 223	426 / 219
Voice System Performance (phones, voice mail, cable TV)					
Voice Enterprise System		100%	100%	100%	99%
Voice Mail		100%	100%	95%	100%
ZIP-TV (Campus cable TV)		100%	100%	100%	100%
Messaging & Network					
Total email accounts (UANet IDs)		N/A	229205	227661	225994
Total active email accounts (UANet IDs)		N/A	52099	50880	48255
Total forwarded email accounts (forwarded off campus)		N/A	125	127	123
Total emails processed (originates internally + originates externally and accepted)		N/A	9640103	9749021	7713945
Total emails filtered (originates externally and either tagged spam/virus or rejected)		N/A	519	500	415
Percent of emails filtered (percent of total mail originating externally either tagged or rejected)		N/A	0.01%	0.01%	0.01%
Email uptime percent (weighted by percent users affected)		99.50%	100%	100%	100%
Total active network nodes		N/A	18,806	18,317	12,019
Data network uptime		100%	100%	100%	100%
Wireless network uptime		100%	100%	100%	100%
Total number of reported network outages		0	0	0	0
Web					
Total Web page views		N/A	2,950,355	3,264,997	2,168,706
Total unique Web visitors		N/A	351,222	308,954	214,021
Total ZipLine (portal) unique logins		N/A	35,496	33,422	35,513

DAILY SERVICES PROVIDED		AUGUST TARGET	SEPTEMBER	AUGUST	JULY
Training					
Total attending and completing class		100	148	231	116
Contact hours for classes		45	51.5	83.75	62.25
One-on-one training sessions		N/A	N/A	N/A	N/A
Application support – one-to-one assistance (tickets)		N/A	11	7	4
Number of visits to online tutorials		1,000	726 Atomic Learning tutorials	590 Atomic learning tutorials	455 Atomic Learning tutorials
Critical Application Data					
Administrative logins PeopleSoft		N/A	143,842	276,108	137,427
Administrative users PeopleSoft		N/A	953	956	888
Logins to PeopleSoft self-service via ZipLine (students, faculty, staff)		N/A	141,815	442,452	212,257
Number of PeopleSoft users via ZipLine (students, faculty, staff)		N/A	28,812	36,106	30,335
NT Process Scheduler statistics	*4	N/A			
App Engine			2,747	2,907	2,700
Crystal			2,548	4,000	2,791
COBOL			2,321	3,170	1,785
PSJob			3,271	3,544	3,305
RoboFTP Script			165	188	165
SQR			11,883	15,637	13,747
XML Publisher		N/A	13	14	14
Admissions applications loaded: Grad		N/A	232	307	256
Admissions applications loaded: Law		N/A	33	24	53
Admissions applications loaded: Undergrad		N/A	1,587	1,226	1,008
Self-service enrollment requests (by students)		N/A	4,550	54,152	41,051
Self-service enrollment requests unique users (students)		N/A	2,316	9,916	6,916
Administrative enrollment/maintenance requests (by staff)		N/A	4,256	27,734	15,013
Administrative enrollment/maintenance requests unique students		N/A	1,951	8,992	5,111
Transcripts produced		N/A	13,148	18,962	11,503
Enrollment verifications produced		N/A	1,449	2,431	1,512
Grades posted		N/A	420	8,224	8,549
Student financials transactions, unique students		N/A	17,338	31,092	23,386
Student financials transactions	*5	N/A	108,323	420,715	142,431
Charge (7,374 students)		N/A	49,813	227,413	110,253
Financial Aid (9,318 students)		N/A	19,435	73,713	4,279
Payment (8,049 students)		N/A	27,792	101,128	25,189
Refund (8,247 students)		N/A	10,465	16,273	2,200
Waiver (655 students)		N/A	818	2,188	510
Financial aid ISIRs loaded	*6	N/A	2,106	6,203	5,564
Financial aid ISIRs loaded, unique students		N/A	1,589	4,286	4,198
Financial aid award transactions		N/A	41,898	27,987	24,730
Financial aid award transactions unique students		N/A	11,475	9,378	9,465
Financial aid disbursements		N/A	13,855	56,643	2,917
Financial aid disbursements unique students		N/A	9,280	20,492	2,074
University-Enterprise Managed Computers					
Total Windows desktops clients		N/A	4597	4600	3357
Total Windows laptops clients		N/A	2205	2146	2168
Total Apple clients		N/A	473	472	468
Total Managed Clients		N/A	7274	7218	5993

DAILY SERVICES PROVIDED		AUGUST TARGET	SEPTEMBER	AUGUST	JULY
Lab Computers (count & utilization)					
Windows Laptops (ITS managed)		N/A	612	612	612
Students Checkout		N/A	390	390	390
Mobile Teaching		N/A	182	182	182
Special Use		N/A	40	40	40
Total Logins		N/A	2284	1845	634
Total Unique Users		N/A	509	461	207
Windows Desktops (ITS managed)		N/A	796	796	796
ITS General Purpose		N/A	128	129	129
Departmental		N/A	667	667	667
Total Logins		N/A	34763	20323	1160
Total Unique Users		N/A	7058	6699	496
Kiosk Stations		N/A	132	132	132
Main Campus		N/A	124	124	124
MCUC		N/A	8	8	8
Total Kiosk Logins		N/A	23434	21075	672
Total Kiosk Unique Users		N/A	7618	8542	451
Apple Labs		N/A	197	197	197
Departmental Laptops		N/A	27	27	27
Departmental Desktops		N/A	170	170	170
Total Logins		N/A	3420	1484	47
Total Unique Users		N/A	797	610	31
Distance Learning/Audio Visual/Academic Technology					
Number of DL class sessions	*8	N/A	2331	935	260
Number of Springboard active course sections		N/A	3,781	3,695	977
Number of Springboard unique active users		N/A	28,324	28,697	11,626
Number of unique instructors using clickers		N/A	50	39	11
Number of course sections using clickers		N/A	71	59	14
Number of students (all sections) using clickers		N/A	4339	3820	391
Number of Audio Visual equipment deliveries		N/A	3966	1463	518
Department & Administration					
Total ITS headcount at end of month		N/A	250	259	212
Full-time		N/A	125	131	126
Part-time		N/A	3	4	4
Consultant		N/A	1	1	1
Approved openings		N/A	2	3	2
On leave		N/A	0	1	0
Student		N/A	122	123	81
Total "Ask the VP" questions		N/A	N/A	N/A	N/A
Total department hours accrued for vacation		N/A	24199	23772	25315
Total department reported vacation		N/A	1029	1617	2150
Total department reported sick time		N/A	931	769	692
Footnotes					
<p>*1. There are 10 days with no phone reports</p> <p>*2. Industry standard for the first call resolution rate is 65.8%, for Higher Education 58.8%, industry target is 70.9%. Cost savings to the institution for first call resolution is about \$150 per call. Outsourced Support Desks FCR is 66.3%. ** HDI best practices survey 2007.</p> <p>*3. Laptop Check-out centers included in report Student Union</p> <p>*4. Process Scheduler Stats are cleared weekly.</p> <p>*5. Total is higher than unique users because individual students may have had more than one transaction.</p> <p>*6. FAFSA applications for financial aid.</p> <p>*7. ITS managed clients logged in to the University network in the last 30 days.</p> <p>*8. Includes UA on-campus rooms and Medina County classrooms. This includes both distance and local use.</p>					

Division of **StudentEngagement**
and **Success**

The Division of Student Engagement and Success submits this report with a new format. The report is shorter and designed to highlight several critical areas for student and institutional engagement and success. A minimum of two critical areas will be highlighted for each report. Each critical area also is aligned with Vision 2020. The following critical areas will be showcased throughout the year:

- **Diversity and Inclusive Excellence**
- **Student Personal Effectiveness**
- **Student Engagement**
- **Professional Scholarship**
- **Career Readiness**
- **Critical and Creative Thinking**

This month, the report focuses on Student Engagement but in two distinct areas. Engagement takes on many different forms and different approaches. It can be engagement with fellow students; engagement with faculty and academic issues; engagement with civic organizations; engagement with the university community and many others. This month we highlight how students are engaging among themselves and with the university and how our students engage with the broader community through civic engagement and volunteerism.

A. Engagement with fellow students:

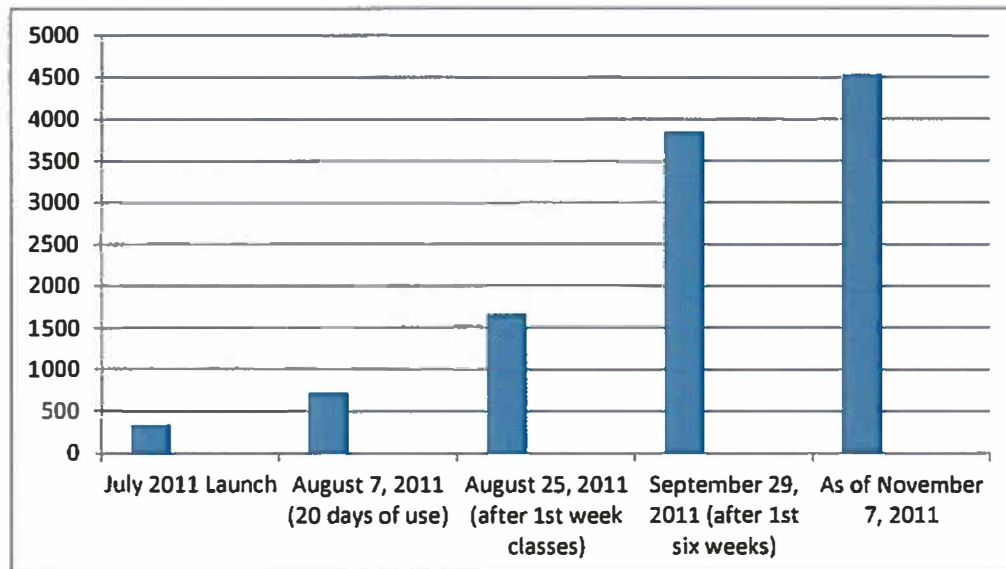
Student Personal Effectiveness: *Leadership through Involvement in Student Organizations measured through OrgSync.*

It is important for the university to understand how students become involved with each other and to record those involvements, particularly as we measure how those involvements are educationally focused and how much student learning and growth results from those engagements. Launched in July 2011, OrgSync is an organizational management and involvement tool for students, staff, and faculty with a structure similar to that of Facebook or Twitter. OrgSync allows UA student leaders to electronically record and manage their organization finances, membership, and overall, can assist in improving communication for their group(s). Students interested in joining student organizations can review registered organizations through a list format, by category, or they can search for an organization by keywords. As an online management system, OrgSync is available to our users every day, 24 hours a day. We will continue to encourage students to register with OrgSync and we will continue to evaluate how these data will inform our improvement of practices, services and programs that contribute to student success. The data sets reported herein are merely a beginning and a snapshot of where we are with registering students. As of November 10, more than 4,500 students have registered their involvement through OrgSync (figure 1). We caution that these data are preliminary and are presented to give a rudimentary glimpse of what we expect will be a robust set of data with which to fully launch The Akron Experience.

“I think OrgSync will be a fantastic tool that will allow me to conduct organization business not only more efficiently, but with greater ease due to its “student geared” accessibility,” (Student Leader).

Figure 1

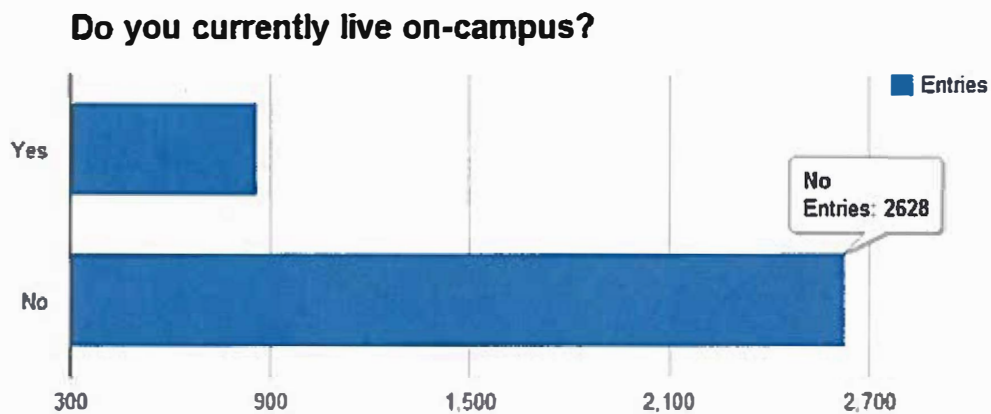
Student Users Registered with OrgSync: Fall 2011 to date



The understanding of how involvement plays out for our various sub-populations of students is important as we learn about what drives student success. One important variable is the sub-population of resident vs commuter populations. National research has been conducted to learn the impact of residence hall living has on student success, including retention. In the seminal work, *How College Affects Students*, Pascarella and Terenzini report, "there is clear evidence that living on campus exerts a net positive impact on persistence and degree attainment (1991, p. 378)." In figure 2 we show the breakdown of commuter vs. resident students as they self-report in OrgSync. This is the first of many data points/sets that we will use to evaluate how our residence hall students perform compared to national norms in persistence and graduation and how our efforts with commuter students can be enhanced with similar educational interventions, such as the creation of learning communities for commuting students to mirror those for residential students.

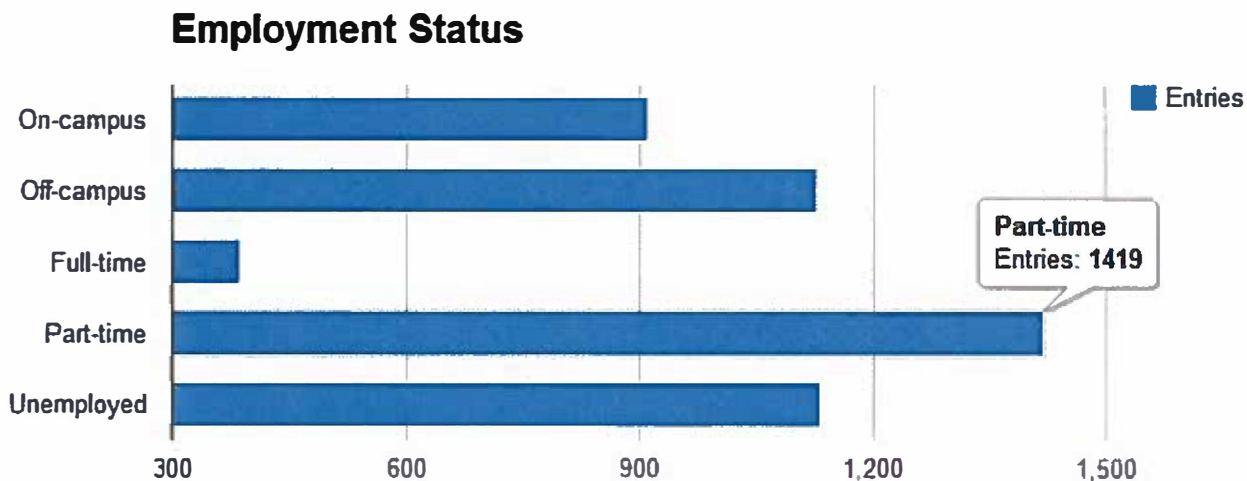
Figure 2

Commuter vs. Residence Hall populations



Another factor in student success is whether or not students work while attending college and a sub-factor is if that work is on or off campus. The Provost and Vice President for Student Engagement and Success charged a committee to examine on-campus employment during the spring semester, 2011. A report was drafted that will be shared with the Board. In the same Pascarella and Terenzini text cited earlier, they report that "... Astin (1975b) suggested that full-time (thirty five hours per week to 40 hours per week) off-campus employment may have more deleterious consequences for persistence and degree completion than part time (twenty-five hours per week or less) employment. It is clear from other analyses, however, that amount of part-time, off-campus employment also has a net negative influence on year-to-year persistence and an inhibiting effect on completing one's degree on time" (1991, p. 407). They went on to report in that same text that "... the reverse appears to be true for the effects of part-time employment on campus... studies ... indicate that a part-time job on campus (usually in the form of a work-study arrangement) has a net positive impact on year-to-year persistence, bachelor's degree completion, timely graduation, and the probability of enrolling in graduate or professional school ..." (1991, p. 407) In a study conducted by Fey, Ronco and Jackson (1993), the conclusion was that as the number of hours employed increased, the lower the earned GPA was for that semester, even when controlling for entering ACT/SAT. As we explore how to assist our students in their success in college, we will address these questions. OrgSync is the first collection point for students to report their employment status which will be used in the Akron Experience. As self-reported this semester, figure 3 shows a sample of our students and their employment status:

Figure 3



B. Engagement with the community:

Student Engagement: *Volunteerism and Civic Engagement*

Our students are encouraged to become involved in their communities, beginning with the UA community and extending out to our greater Akron community, northeast Ohio and beyond to the country and globally. Our initiatives promote community service and education on various social issues of importance to The University of Akron mission through a variety of programs, committees, events, and ongoing projects that let them give back. The next area of focus is volunteerism and civic engagement.

The first project to highlight in this area is “Make A Difference Day”. According to our website, “Make A Difference Day” is the most encompassing national day of helping others. Held annually on the fourth Saturday of October, millions of Americans are rallied into a single day of action to help change the world. The University of Akron has participated in this national day of service for the last 6 years... 2011 marks the 7th year of our participation!”

Make a Difference Day 2011:

Through the coordination of “Make a Difference Day” on Saturday, October 22, 2011, UA volunteers served the Akron community by feeding the hungry, cleaning and landscaping property, painting and making home repairs, and participating in a multitude of other engaging and much needed service opportunities in the surrounding area. Figure 4 provides the data on involvement in this important project.

“It felt good to see the potential of what a little time and effort can do for people.” (Student Participant).

Figure 4

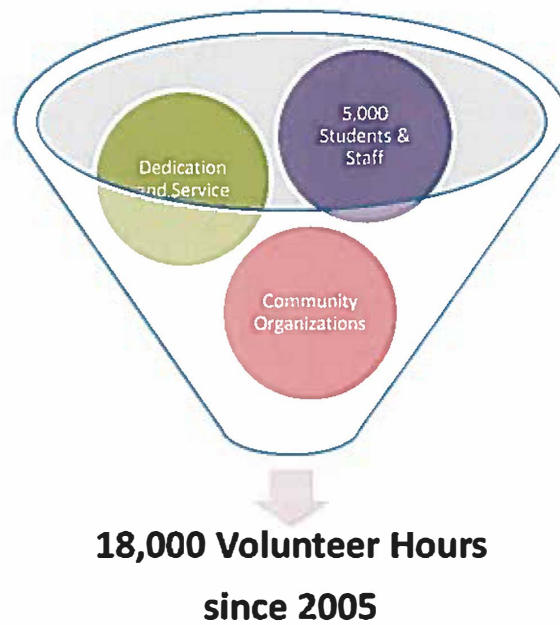
Quick Facts about Make a Difference Day, 2011



Over the years, thousands of participants have completed hundreds of projects which have improved the quality of life for our community and help to make better citizens of everyone involved. Figure 5 gives a graphic representation of this involvement.

Figure 5

Make a Difference Day History:



National Volunteer Week:

Our next example of civic engagement centers on the activities related to the National Volunteer Week. Activities planned in April 2011 marked **the first (recorded) time** that The University of Akron participated in National Volunteer Week, which is a week of service sponsored by the Hands-On Network. Organizations with which our volunteers worked included Akron Children’s Hospital, St. Jude’s Research Hospital, south of campus neighborhood, Akron CARES Relay for Life. Figure 6 shows the number of volunteers and hours of service performed during that week.

“It was a rewarding experience because I love the city of Akron and am happy to keep it beautiful!” “I enjoyed making a difference for a community.” (Student Participants).

Figure 6

Volunteers and hours of service by University of Akron participants



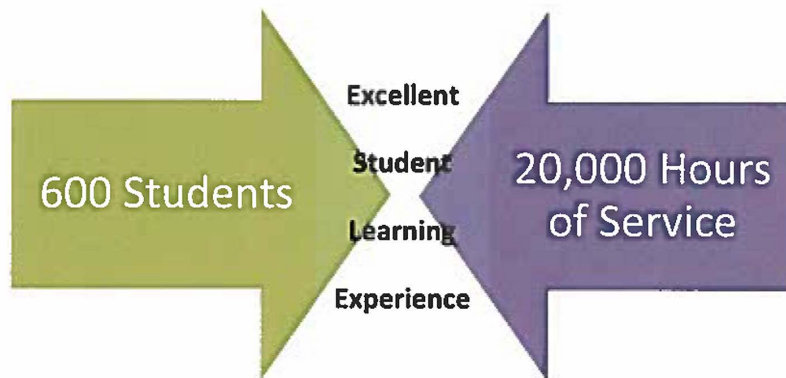
Alternative Spring Break:

The last highlighted program is one we have been doing for six years. Since 2005, the Alternative Spring Break (ASB) program, working with the non-profit Rebuilding Together in Louisiana historically has taken our students to the Gulf Coast region. To date, more than 600 students have dedicated approximately 20,000 hours of service during these experiences (figure 7)

“The part of the trip that I found most meaningful was getting to know the family that my team worked for. Not only were we there as volunteers, but also ended up as extended family. I also enjoyed getting to know other people coming on the trip.” “The sense of community with other students, the chance to help those less fortunate while also learning practical house maintenance.” (Student Volunteers).

Figure 7

Alternative Spring Break Facts (since 2005):



Conclusion

Our programs of community engagement are one which has had tremendous success in assisting our students in the pursuit of their education. We are consistently evaluating the effectiveness of our efforts with the intent of increasing them to offer more students more opportunities for involvement with a goal of every student becoming fully involved with their community, with their fellow students and with their total education. This is the promise of The Akron Experience.

Division of Student Engagement and Success

Monthly Data

AUXILIARIES													
Residence Life and Housing	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11	Oct-11
# active contracts	3,228	3,176	3,158	2,883	2,797	2,766	2,728	2,721	3,586	3,662	3,416	3,178	3,110
# students residing on-campus	3,228	3,176	3,158	2,883	2,797	2,766	2,728	2,721	N/A	N/A	3,222	3,157	3,109
% occupancy of halls	101.64%	100.00%	99.43%	91%	88%	87%	86%	86%	N/A	N/A	104.27%	102.20%	100.61%
# entering students residing on-campus	2,169	2,169	2,086	1,848	1,794	1,776	1,741	1,736	2,416	2,514	2,244	2,120	2,089
% entering students to total population	67%	68%	66%	64%	64%	64%	64%	64%	67%	69%	70%	67%	67%
# students on waitlist	0	0	0	0	0	0	0	0	247	432	192	0	0
# disciplinary cases	174	260	306	348	400	496	598	621	N/A	N/A	10	119	234
# programs offered	292	575	673	770	944	1002	1129	1155	N/A	N/A	22	191	357
# attendance at programs	21,020	29,845	34,016	36,145	40,458	42,105	44,801	46,881	N/A	N/A	9,501	17,582	21,713
Student Life	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11	Oct-11
# reservations	722	606	231	446	627	627	659	282	294	235	334	378	718
# guests in meeting rooms	585	12,553	4,769	9,499	12,933	12,009	14,617	5,531	4413	4381	6964	11508	12534
# guests in theatre	8,433	5,336	1,425	3,910	8,598	5,863	7,497	1,860	3449	2225	4196	7748	7446
# guests in ballroom	12,856	8,967	2,112	4,497	8,669	10,326	7,049	6,850	8474	3917	6263	6556	8203
# guests in game room	16,169	18,650	7,236	15,994	11,702	14,005	15,924	4,717	9419	3278	N/A	N/A	3882
# programming attendance											12,833	11,990	7,628
# visitors to Student Union	231,793	163,288	78,068	184,832	328,341	312,980	149,028	140,141	143,174	100,209	310,484	280,544	288,318
Revenue generated	\$11,486	\$3,266	\$2,960	\$4,715	\$6,538	\$7,338	\$7,944	\$32,194	\$14,685	\$5,267	\$8,213	\$12,655	\$12,017
Total revenue	\$161,479	\$114,375	\$111,294	\$125,250	\$385,675	\$241,602	\$100,998	\$105,620	N/A	N/A	N/A	N/A	N/A
					Includes annual commissions from vendors								
Student Recreation & Wellness	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11	Oct-11
Active Programs/Special Projects	663	658	144	464	310	473	423	135	240	246	286	541	370
Programs/Special Projects Attendance	15,361	11,731	4,514	9,740	31,790	18,388	13,885	2,244	5,722	9,952	3,525	10,356	10,982
Student & Member Swipe-ins for SRWC & ONAT	54,645	50,433	22,988	60,918	58,676	58,603	56,127	20,720	31,274	21,872	44,030	59,383	55,423
Visitors to SRWC & ONAT (Traffic Counters)	71,730	68,694	38,539	91,342	101,996	91,332	92,869	30,335	42,440	38,225	59,480	77,782	75,900

Division of Student Engagement and Success

Monthly Data

GRANT FUNDED													
Academic Achievement Programs	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11	Oct-11
Participants Served	1,174	1,174	1,016	1,089	1,157	1,169	1,150	1,136	1,160	983	983	1128	1130
Participants participating in test prep, tutoring & enrichment activities	617	588	368	308	360	428	435	404	168	249	164	165	165
Undergraduate students served - Strive Towards Excellence Program	46	46	46	36	32	32	32	32	32	9	1	31	31
Undergraduate-student study hours	1,256	1,201	166	664	803	866	879	0	0	0	0		2020
STUDENT SUCCESS AND RETENTION													
Career Center	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11	Oct-11
# student appointments/walk-ins	320	292	204	227	245	437	414	323	219	209	330	275	384
# employers interviewing on-campus	25	3	0	0	5	7	3	0	0	0	0	10	25
# students interviewed	356	25	0	0	47	47	8	0	0	0	0	155	341
# students in co-op/internship	67	67	67	135	137	137	137	118	145	142	139	62	62
# student employment					2566	2818	2522	1341	1434	1430	1447	2245	2466
# program attendance					933	684	491	128	475	188	27	587	1554
# student contacts					1513	2125	1861	3472	1585	1053	775	4217	3550
# employers recruiting on campus					96	64	14	0	0	2	0	0	25
# jobs posted					165	274	262	272	186	312	302	256	431
# active jobs					1506	1728	2002	717	504	531	505	737	688
# students utilizing e-resources					325	957	620	3012	880	647	808	3181	1271
Counseling Center	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11	Oct-11
# counseling & psychotherapy sessions	932	911	405	576	827	691	776	465	484	262	451	828	1,011
# clients	567	537	244	343	466	402	594	261	380	157	309	528	586
# emergency appointments	52	42	10	9	9	15	21	13	9	3	10	26	35
# psycho-educational outreach programs	33	41	5	7	27	33	33	11	21	10	13	27	48
# people attending psycho-educational outreach programs	1,060	1,100	38	240	567	823	530	286	748	246	710	544	834
# tests	917	600	829	693	626	629	935	372	958	641	178	581	821
# people who took tests	917	533	829	693	626	629	935	372	958	641	178	581	821
Off-Campus Student Services	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11	Oct-11
# of programs/special projects	5	5	1	3	4	4	4	2	1	0	7	4	3
# people attending programs/special projects	728	618	163	270	274	760	218	35	300	0	351	367	616

Division of Student Engagement and Success

Monthly Data

Office of Accessibility	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11	Oct-11
# enrolled students being served	1,119	1,135	1,145	1,176	1,197	1,058	1,052	1,078	1,088	1,112	1,175	1,210	1,226
# new students registered	20	14	11	24	16	8	18	39	15	19	55	37	19
# total appointments	143	126	40	132	97	105	119	92	40	37	151	170	106
# students receiving alternative text	136	136	136	91	98	98	99	104	26	28	78	121	125
# books/materials produced in alternative format	129	129	129	119	136	136	136	24	0	8	24	124	150
# tests administered/proctored	98	79	86	21	79	68	56	73	12	4	4	88	118
% attendance in Adaptive Study Strategies Program	93	89	91	90	92	100	100	0	0	0	100	79	78
Office of International Programs	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11	Oct-11
International Exchange Agreement	26	26	26	26	26	26	26	26	26	26	26	26	26
Undergraduate Applications Received	63	47	62	62	61	78	72	48	42	38	70	55	68
Undergraduate Students Admitted	27	30	12	15	13	28	20	42	24	6	0	12	20
Students/Faculty/Scholars/Guests Front Desk Contacts	529	579	468	814	458	469	550	637	485	486	1340	628	535
Students Attending Special Events	319	1,164	104	573	620	446	63	96	152	101	540	1,159	438
Visa Documents Issued	1,284	211	250	219	1143	235	225	327	245	169	286	817	49
Employment / internship documents Processed	91	50	57	173	91	114	141	97	107	68	285	172	39
Immigration Status Appointments	78	87	59	94	46	88	87	106	114	82	106	91	151
Advising appointments/ academic, admissions, study abroad	106	184	108	273	150	107	143	159	124	77	303	173	
Student Health Services	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11	Oct-11
Student Visits	1,555	1,200	521	1,179	1,152	1,173	1,256	671	682	609	1,015	1,729	1,394
Mental Health Medical Consults	42	65	40	37	36	52	48	44	34	29	26	41	40
Influenza-like Illnesses Treated	6	13	1	20	31	7	16	2	0	0	0	0	4
Student Judicial Affairs	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11	Oct-11
# students referred	67	83	23	20	27	75	77	35	15	17	36	90	105
# violations referred to SJA	107	138	34	29	42	112	136	64	35	34	56	159	205
# student/faculty education presentations	15	9	5	15	6	6	7	2	7	7	17	22	20
# student/faculty in attendance at education presentations	875	246	211	1,055	286	65	222	225	254	418	1320	701	635
# UA community sponsored events attended	3	2	4	1	2	3	5	2	1	2	3	2	2



Consent Agenda
The University of Akron Board of Trustees
Meeting of November 30, 2011

Approval of Minutes of January 19, 2011, May 25, 2011 and October 26, 2011

Finance and Administration Committee

- Tab 1 Personnel Actions
- Tab 2 Amendment to and Restatement of The University of Akron 457(b) Deferred Compensation Plan
- Tab 3 Purchases for More Than \$350,000
- Tab 4 Cumulative Gift and Grant Income Report for July – October 2011

Audit and Compliance Committee

- Tab 1 Acceptance of June 30, 2011 External Audit Results
- Tab 2 Acceptance of the SAS/70 external audit for the period May 1, 2010 through April 30, 2011

Academic Issues & Student Success Committee

- Tab 1 Proposed Establishment of the Center for Surface Engineering in the College of Engineering
- Tab 2 Graduation List and Statistics for Fall 2011
- Tab 3 Research Services and Sponsored Programs Summary of Activity Report for October 2011
- ~~Tab 4 Proposed Academic Calendar for 2011-2012 and 2012-2013~~
Postponed

Presiding:
Chair
Ann Amer Brennan
November 30, 2011

1

2

3

4

5

6

7

8

9

10

11

12

New Business