

Presiding:  
Chair  
Roland H. Bauer  
October 11, 2017

1	Call to Order
2	Report of the Chair
3	Report of the President
4	Report of the Student Trustees
5	Approval of Minutes
6	Report of the Finance & Administration Committee
7	Report of the Academic Issues & Student Success Committee
8	Report of the Rules Committee
9	Consent Agenda Vote
10	Report of the Presidential Assessment Advisory Committee
11	New Business
12	Next Regular Meeting: December 6, 2017 Student Union, Room 339
13	Adjournment

# Board of Trustees

## **Talent Development & Human Resources**

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

**October 11, 2017**

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

#### **Separations – 25 Total**

##### **Voluntary Separations – 21**

Resignations 14 Total– 1 Faculty, 7 Contract Professional and 6 Staff

Retirements 7 Total– 1 Faculty, 2 Contract Professional and 4 Staff

During the current fiscal year 23 employees have retired or provided notice of their intent to retire: 3 Faculty, 4 Contract Professional and 16 Staff

During the previous fiscal year 81 employees retired or provided notice of their intent to retire: 28 Faculty, 14 Contract Professional and 39 Staff

##### **Involuntary Separations – 3**

1. Ann Switocz, Clinical Curriculum Specialist/Head Teacher, Center for Child Development. Position was eliminated following the closure of the Center.
2. Kimberly Schlue, Manager Testing Center, Student Services Administration, Wayne College. Contract Professional position, non-renewal without cause.
3. Carol Pleuss, Academic Adviser and Coordinator Career Placement, Student Services Administration, Wayne College. Contract Professional position, non-renewal without cause.

There is one employee death to report – Sharon Lauck, Departmental Systems Administrator, Admissions passed away following an illness.

##### **Retire/Rehire Actions**

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

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

Joseph Kiba, Building Maintenance Superintendent, Physical Facilities Operations Center will retire on December 31, 2017 and return to work on January 3, 2018 on a one-year retire/rehire agreement at 80 percent of his current pay.

There is one personnel action to approve a retire/rehire agreement. Initial notification was provided at the August Board meeting:

Brian Davis, Associate Vice President/Controller will retire on December 31, 2017 and return to work on January 3, 2018 on a one-year retire/rehire agreement at 80 percent of his current rate of pay.

At this time, there are five approved retire/rehire agreements.

### **Transitions After Retirement Program (TARP)**

There are two new agreements to report:

1. Dr. George Newkome, Vice President Emeritus Research; Professor Chemistry; Professor Polymer Science; Intellectual Property Center Fellow; James & Vanita Oelschlager Professor, Science and Technology will retire on October 31, 2017 and will continue thereafter on a part-time basis with the College of Polymer Science and Polymer Engineering.
2. Dr. Richard Maringer, Associate Professor, Economics, Wayne College retired May 31, 2017 and is returning on a part-time basis.

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

### **Emeritus Status**

There is one recommendation for emeritus status in accordance with Article 21 of the American Association of University Professors (AAUP) Collective Bargaining Agreement/University Rules:

Rita Young, Professor of Instruction Emeritus, School of Nursing, College of Health Professions

### **Athletics**

There are 7 personnel actions in Athletics totaling \$15,250 for one-time payments for sports camps and bonus payments provided for under individual employment agreements. They can be summarized as follows:

1. Five payments for sports camps for Women's Basketball totaling \$12,250.
2. Two bonus payments totaling \$3,000. The bonus payments are given in recognition of the achievement of sports teams/athletes in accordance with existing employment agreements:
  - Women's Volleyball – One payment totaling \$1,000 to the Head Coach for American Volleyball Coaches Association Team Academic Award.
  - Men's Golf – One payment totaling \$2,000 to the Head Coach for two Scholar Athlete Awards.

### **Personnel Actions Subject to University Rule 3359-9-01**

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

There is one personnel action with special conditions of employment to report:

1. Dr. David Bastidas has been hired as an Associate Professor in Chemical and Biomolecular Engineering, College of Engineering. To assist Dr. Bastidas in developing a strong research program, the College of Engineering will provide \$285,000 in support - \$75,000 equipment and supplies; \$130,000 for two graduate students for three years; \$30,000 for summer salary for two years; \$30,000 for travel and \$20,000 for research lab infrastructure.

### **Significant Personnel Actions to Note**

There are 13 personnel actions for continuing full-time positions that provide ongoing adjustments totaling \$111,021 to salaries of existing employees for job audits, job reclassification/reorganization and promotions. They can be summarized as follows:

There are three personnel actions for job audits totaling \$6,453:

1. Ashley Ramer, Senior Coordinator Biology Laboratory, grade 119. \$1,533 increase to reflect change in evaluation of position from Coordinator Biology Laboratory, grade 118.
2. Esther Wain-Weiss, Director Graduate Programs, grade 121. \$1,720 increase to reflect change in evaluation of position from Coordinator, Graduate Programs, grade 120.
3. Theresa Yogi, Director, Undergraduate Programs, grade 121. \$3,200 increase to reflect change in evaluation of position from Coordinator, Undergraduate Programs, grade 119.

There are 10 personnel actions totaling \$104,568 for promotion/reorganization of existing employees to new positions within their department, division or college:

1. Alison Doehring, Director Zip Assist, Office of the Registrar, grade 122. \$15,620 increase for promotion from Assistant Director Student Life, grade 119.
2. Kimberly Kemp, Grant Accountant Senior, grade 121. \$4,000 increase for promotion from Grant Accountant, grade 120.
3. Stephanie McElfresh, Manager Financial Research Administration, grade 122. \$5,000 increase for promotion from Grant Accountant Senior, grade 121.

4. James Carstarphen, Director Maintenance and Operations, grade 122. \$11,897 increase for promotion from Manager Trades Shops/Interim Director Maintenance and Operations, grade 120.
5. Keith Piepho, Manager Server Operations, Hardware, Operations and Operating Systems. \$8,397 increase for additional responsibilities assigned to position. Change in grade from 222 to 223.
6. Eric Veigel, Coordinator, Distance Learning Program. \$9,789 increase for additional responsibilities assigned to position following the elimination of two positions. Change in grade from 218 to 220. Change in exemption status from non-exempt to exempt.
7. Heather Oravec, Research Associate Professor, Mechanical Engineering. \$14,433 increase for promotion from Research Assistant Professor.
8. Katie Boarman, Director Audiology and Speech Center, grade 122. \$8,540 increase for promotion from Supervisor Clinical Instruction, grade 120.
9. Kathern Sigal Papp, Coordinator, Hearing Aid Dispensary, grade 122. \$5,740 increase for promotion from Clinical Audiologist Senior, grade 121.
10. Sarah Hoge, Director Advising Services, College Applied Science and Technology, grade 123. \$21,152 increase for promotion from Assistant Director, Academic Advisement Center, grade 121.

## **Reports**

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

- Summary Report of Full-time Employee Personnel Actions
- Full-time Employee Personnel Actions
- Full-time Employee Personnel Actions Addendum
- Part-time Faculty Teaching Credit Courses
- Employees Paid for Activities Not Related to Credit Teaching
- Graduate Assistants
- Unclassified Classification Changes
- Notification of Reemployment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<b><u>Separation</u></b>				
Keszler, Balazs Laszlo	Visiting Scientist/Department of Polymer Science/Staff	08/18/17	\$1,769.23 biweekly	Resignation
<b>Newkome, George R.</b>	<b>Vice President Emeritus, Research; Professor, Chemistry; Professor, Polymer Science; Intellectual Property Center Fellow; James &amp; Vanita Oelschlager Professor, Science &amp; Technology/Department of Polymer Science/Faculty (BUF)</b>	<b>10/31/17</b>	<b>\$222,587.00 9 mo</b>	<b>Retirement; participating in Transition After Retirement Program</b>
<b>College of Applied Science &amp; Technology</b>				
<b><u>Appointment/Reappointment</u></b>				
Craddock, Elizabeth L.	Visiting Assistant Professor of Practice, Engineering & Science Technology/Division of Engineering & Science Technology/Faculty	08/28/17 05/20/18	\$50,000.00 9 mo	Appointment vice R. Marquette
Kennedy, Elizabeth A.	Dean, College of Applied Science & Technology; Fellow, Institute for Life-Span Development & Gerontology; Professor, Social Science; Acting Dean, College of Health Professions; Acting Chair, Disaster Science & Emergency Services/College of Applied Science & Technology, Office of the Dean/Faculty	07/01/17 06/30/18	\$190,000.00 12 mo	Temporary additional title of Acting Chair, Disaster Science & Emergency Services
Rinehart, Christen H.	Administrative Assistant/ Division of Business & Information Technology/Staff	09/11/17	\$13.57 hourly	Appointment vice K. Uber; successful internal applicant; salary adjustment from \$12.57/H; title change from Secretary; department change from Hower House; grade change from 114 to 116
Rossmeyssl, Lynn M.	Visiting Assistant Professor of Practice, Manufacturing Engineering Technology/Division of Engineering & Science Technology/Faculty	08/28/17 05/20/18	\$3,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for additional responsibilities; base salary is \$50,000.00/9 mo
White, Amy M.	Administrative Assistant/Department of Applied General & Technical Studies/Staff	09/11/17	\$12.23 hourly	Appointment vice A. Romano

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<b>College of Engineering</b>				
<b><u>Appointment/Reappointment</u></b>				
Ghadimi, Hanieh	Postdoctoral Research Associate/Department of Chemical & Biomolecular Engineering/Staff	10/01/17 11/09/17	\$12.00 hourly	Temporary reappointment
Mather, Janice L.	Senior Research Engineer/Department of Mechanical Engineering/Staff	10/01/17 09/30/18	\$3,625.08 biweekly	Temporary reappointment; salary adjustment from \$3,554.00/BW
<b>College of Health Professions</b>				
<b><u>Appointment/Reappointment</u></b>				
Lax, Greta A.	Director, Akron-Region Interprofessional Area Health Education Center/College of Health Professions, Office of the Dean/Contract Professional	10/01/17 08/31/18	\$53,045.00 12 mo	Temporary reappointment
<b>College of Polymer Science &amp; Polymer Engineering</b>				
<b><u>Appointment/Reappointment</u></b>				
Jha, Kshitij C.	Postdoctoral Research Fellow/Department of Polymer Science/Staff	10/01/17 10/31/17	\$1,200.00 biweekly	Temporary reappointment
<b><u>Separation</u></b>				
Giammarco, James	Assistant Manager, Polymer Testing/College of Polymer Science & Polymer Engineering, Office of the Dean/Contract Professional	09/26/17	\$48,000.00 12 mo	Resignation
<b>Wayne College</b>				
<b><u>Appointment</u></b>				
Maringer, Richard	Associate Professor, Economics/Economics-Wayne/Faculty	08/28/17		Retired May 31, 2017; Participating in Transitions After Retirement Program

**THE UNIVERSITY OF AKRON**

**RESOLUTION 10-2-17**

Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by President Matthew J. Wilson, dated October 11, 2017, 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.



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M. Celeste Cook, Secretary  
Board of Trustees

