



Board of Trustees Meeting - April 2021

145th Meeting

Alfred A. Baker - Chair, Stephen Ciucci - Vice Chair

Mary Ellen Pisanelli, Daniel J. Guttman, Patrick J. Kenney, Will Lucas, Eleanore Awadalla, Richard Walinsk
Trustees

Roy V. Armes, Christine E. Brennan, Birdel F. Jackson, III - National Trustees

Rebecca K. Dangler, Anthony Gennings - Student Trustees



Meeting Book - Board of Trustees Meeting - April 2021

Agenda

1. Call to Order

2. Roll Call

3. Meeting Minutes

A. Board Meeting Minutes

- - Board of Trustees Meeting - February 10, 2021
- - Special Board of Trustees Meeting March 3, 2021

B. Committee Meeting Minutes

- - Clinical Affairs Committee Meeting February 10, 2021
- - Academic and Student Affairs Committee Meeting Minutes -February 10, 2021
- - Finance and Audit Committee Meeting Minutes - February 10, 2021
- - Trusteeship and Governance Committee Meeting Minutes - February 10, 2021
- - Privileging and Credentialing Sub-Committee Meeting Minutes - March 15, 2021

4. Consent Agenda

A. Chief of Staff Report for April 14, 2021

B. Healthcare Compliance Plan

C. Posthumous Degree, College of Arts and Letters - Mary Olivia Miller

D. Recommendations for Tenure and Promotion

E. Recommendations for Distinguished University Lecturers

F. Department of Dentistry Request

G. Honorary Degree Nomination - Matthew Hepburn,
MD

H. Resolution 21-04-06: Ratification Agreement
between UT and Fraternal Order of Police

I. Resolution 21-04-07: Approval of Large Purchases

J. Resolution 21-04-08: Security Clearance

K. Personnel Action Report for April

5. President's Report

6. Chair's Report

7. Committee Reports

A. Clinical Affairs Committee Report

B. Academic and Student Affairs Committee Report

C. Finance and Audit Committee Report

D. Trusteeship and Governance Committee Report

8. Executive Session, if needed

9. Other Business, if any

10. Adjournment

Minutes
The University of Toledo
143rd Meeting of the Board of Trustees
Wednesday, February 10, 2020
WebEx
10:00a.m.

The one-hundred forty third meeting of The University of Toledo Board of Trustees was held on Wednesday, February 10, 2021, via WebEx. Chair Alfred A. Baker called the meeting to order at 12:45 p.m. Secretary to the Board, Ms. Katie DeBenedictis, recorded the minutes.

**CALL TO
ORDER**

The following Board of Trustees members were in attendance:

Roy V. Armes, National Trustee
Eleanore Awadalla
Alfred A. Baker, Chair
Stephen P. Ciucci, Vice Chair
Rebekah K. Dangler, Student Trustee
Anthony Gennings, Student Trustee
Daniel Guttman
Birdel F. Jackson, III, National Trustee
Patrick J. Kenney
Will Lucas
Mary Ellen Pisanelli
Richard Walinski

ATTENDANCE

The following Board of Trustees members were absent:

Christine E. Brennan, National Trustee

A quorum of the Board was constituted.

The following individuals were also in attendance:

Jim Anderson, VP Enrollment Management
Karen Bjorkman, Provost/EVP Academic Affairs
Frank Calzonetti, Vice President for Research
Philip Cockrell, VP for Student Affairs
Christopher Cooper, EVP Clinical Affairs/Dean COM&LS
Meghan Cunningham, Director University Communications
David Cutri, Director of Internal Audit
Katie DeBenedictis, Secretary to the Board of Trustees
Troy Holmes, Chief Financial Officer of UTMCM
Mary Humphrys, Chair and Associate Professor of Business Technology
Charles Jake, Deputy General Counsel
Adrienne King, Associate Vice President for Marketing and Communications

Brenda Lee, President, University of Toledo Foundation
Linda Lewandowski, Dean, College of Nursing
Bill McCreary, VP and CIO
Diane Miller, AVP Government Relations/ Chief of Staff
Jeff Newton, University of Toledo Police Chief
Greg Postel, Interim President
Matthew Schroeder, EVP Finance and Administration/CFO
Rachel Stanford, Executive Assistant to the CFO
Rick Swaine, CFO of UTM
Sabrina Taylor, AVP Financial Planning, Analysis and Budget
Rod Theis, University of Toledo Deputy Police Chief
Brienne Thom
Amy Thompson, Vice Provost Faculty Affairs
Don Wedding, Faculty/Faculty Relations

Board Chair Baker requested a motion to waive the reading of the December 2020 and January 2021 Board and Committee meeting minutes and approve them as written. A motion was received from Trustee Kenney, seconded by Trustee Pisanelli, and approved by the Board.

**APPROVAL OF
MEETING
MINUTES**

Board Chair Baker requested a motion for approval of the Consent Agenda for this meeting. Prior to receiving a motion, Trustee Walinski asked for more information regarding the named gift item (4.G.). Following the discussion, a motion was received for approval of all consent agenda items from Trustee Pisanelli, seconded by Trustee Walinski, and approved by the Board.

**APPROVAL OF
CONSENT
AGENDA**

Dr. Postel read his president's report:

**PRESIDENT'S
REPORT**

As you are aware, we are confronting many challenges simultaneously... BUT
– PROGRESS IS EVIDENT!

1. Balanced Budget – kudos to Matt Schroeder.
 - 4.7M SSI bump – Also thank Governor DeWine and Chancellor Gardner.
2. Campus remains as safe as possible as we navigate the COVID-19 crisis – thank Amy Thompson and team.
3. Teams are hard at work planning for a more complete return to campus in the fall of this year with up to 80% of students, faculty and staff back on campus – thanks to Karen Bjorkman.
4. With the endorsement of Ohio's AG, our interim general counsel, Charles Jake, will now become our permanent general counsel.

5. The Toledo Blade has done an excellent job capturing good news stories from our campus around topics such as athletics and research – thank you to Adrienne King and her team in MarComm.
6. A series of educational and inspirational campus forums are taking place under the direction of Dr. Willie McKether to help our campus community learn and heal as we react to the events of the world around us.
7. A special thank you to Dean Chris Cooper and his team at the COMLS for their work in the submission of a 360 page report in preparation for April's LCME visit.
8. Students on campus for this spring semester have access to over 600 activities – thanks for Dr. Flapp Cockrell and his team in the VP for Student Affairs office.
9. A massive 18-month project is underway to implement an EPIC Electronic Records system at UTM. The project is off to a great start and we have developed a strong relationship at EPIC thanks to the efforts of Dr. Bill McCreary.
10. Preparation is intensifying for our November HLC reaffirmation visit and in advance I would like to thank Heather Huntley in the Provost's office for her work and guidance on this.
11. We are developing a coordinated approach to campus health inclusive of physical health, mental health and wellness initiative and are grateful to Dean Linda Lewandowski for agreeing to provide interim leadership for this effort.
12. Our projections are that our external research funding will hold steady at \$55M this year. This is impressive considering the adverse circumstances we have been dealing with and well moderated by Frank Calzonetti and his team.
13. Provost Bjorkman and her team continue to lead efforts aimed at student success. We have been delighted to note that during this challenging year we have continued to make progress in graduation and retention rates and also academic achievement gaps.
14. Mike O'Brien, our Director of Athletics, deserves kudos for again overseeing efforts resulting in academic excellence for our athletes. The addition of Tony Belt has added to our program significantly.
15. Mike O'Brien, Dave Nottke and Cheryl Zwayer continue their work in development working with donors large and small. Since December, we have

had large gifts resulting in significant namings – the Neff COBI in December and the Delp gift today.

16. Rick Swaine and his team continue to make more progress at UTMC. The budget remains positive, CMS will elevate our quality rating from CMS 1* to CMS 3* in April. We have made significant progress in our kidney transplant program. The EHR project is up and running.
17. Over 100 team members are actively performing the work of our 8 teams which we introduced to the board in December. At each BOT meeting, as today, you will hear detailed reports from two of the teams.
18. My work is made immeasurably easier by the hard and extremely competent work every day by Diane Miller, Katie DeBenedictis and Gail Simpson and I owe them thanks.

There is much work ahead but we are proud of the progress we have made in a short time.

Trustee Baker read his chair's report:

CHAIR'S REPORT

- Good afternoon. Thank you all for joining us here virtually again today. I hope everyone's year is off to a great start.
- The Alumni Association started this year by gifting a one-year membership to all UToledo employees as a thank you for supporting their alma mater during a rough year.
 - More than 2000 employees received a one-year membership.
- Thank you to our talented IT team, which has continued to expand WiFi access points in parking lots and in the Residence Halls to provide students with more network access.
- IT was also instrumental in setting up a new vaccine management system, which UTMC used to vaccinate the UToledo healthcare workers.
- Our University of Toledo student-athletes earned a combined grade-point average of 3.312 in the 2020 fall semester,
 - the highest semester GPA in a fall term for the Rockets,
 - and the second-highest ever, trailing only last spring.
- It is also the fourth consecutive semester in which UToledo student-athletes have earned a semester GPA of 3.3 or higher.

- As part of the continued effort by Student Affairs to provide support for our students, UToledo announced a new Campus Advocacy, Response, Evaluation and Service Team, known as the CARES team.
- The team is made up of representatives from many areas of campus to better coordinate resources.
- The CARES Team will connect students with the appropriate resources in order to resolve behavioral, emotional, health, conduct and other concerns.
- The University of Toledo's John B. and Lillian E. Neff College of Business and Innovation has made the Princeton Review's 2021 list of best business schools.
 - The college admission services company ranked Neff COBI as one of the nation's top on-campus M.B.A. programs.
- The College of Law moved up one spot to No. 4 on Princeton Review's national list of the top 10 law schools with the "Greatest Resources for Women."
 - Toledo Law also continues to be rated No. 1 for most accessible professors among law schools in Ohio, and tied in Michigan and Indiana.
- Under the direction of Dr. Susan Batten, from the College of Nursing, our nursing, medicine, pharmacy and physician assistant students have given over 6,600 doses of COVID-19 vaccine to frontline healthcare personnel and to members of the community in collaboration with the Lucas County Health Department.
 - Thank you Dr. Batten and students!
- I also want to congratulate The University of Toledo's marketing team, which earned the top award for its website to recruit prospective students to campus in the 2021 Pride of CASE V Awards.
- They also were recognized with bronze awards for crisis management, an early student registration campaign and photography.
- In closing, I want to thank you all for your time and attention. I know we all miss being able to hold these meetings in person and be on campus, hopefully we can do that again soon.
- I have had a chance to visit campus a few times, but I am really looking forward to that being a regular occurrence soon.

Academic and Student Affairs Committee Chair Guttman did not have a report.

**ACADEMIC
AND STUDENT
AFFAIRS
COMMITTEE**

Clinical Affairs Committee Chair Pisanelli did not have a report

**CLINICAL
AFFAIRS
COMMITTEE**

Finance and Audit Committee Chair Kenney did not have a report.

**FINANCE
AND AUDIT
COMMITTEE**

Trusteeship and Governance Committee Chair Lucas did not have a report.

**TRUSTEESHIP
AND
GOVERNANCE
COMMITTEE**

Chair Baker indicated that there was a need for an executive session to discuss the compensation and employment of a public employee. He asked for a motion to enter executive session. Trustee Pisanelli made the motion and it was seconded by Trustee Ciucci. Ms. DeBenedictis took a roll call vote of the board members: Baker, yes; Ciucci, yes; Guttman, yes; Awadalla, yes; Lucas, yes; Kenney, yes; Pisanelli, yes; and Walinski, yes.

**EXECUTIVE
SESSION**

Following the discussion, the board excused executive session with no action taken.

With no further business before the Board, Trustee Baker adjourned the meeting at 2:53 p.m.

ADJOURNMENT

Minutes
The University of Toledo
144th Meeting of the Board of Trustees
Wednesday, March 3, 2021
WebEx
9:00a.m.

The one-hundred forty fourth meeting of The University of Toledo Board of Trustees was held on Wednesday, March 3, 2021, via WebEx. Chair Alfred A. Baker called the meeting to order at 9:00 a.m. Secretary to the Board, Ms. Katie DeBenedictis, recorded the minutes.

**CALL TO
ORDER**

The following Board of Trustees members were in attendance:

Roy V. Armes, National Trustee
Eleanore Awadalla
Alfred A. Baker, Chair
Stephen P. Ciucci, Vice Chair
Rebekah K. Dangler, Student Trustee
Anthony Gennings, Student Trustee
Daniel Guttman
Birdel F. Jackson, III, National Trustee
Patrick J. Kenney
Will Lucas
Mary Ellen Pisanelli
Richard Walinski

ATTENDANCE

The following Board of Trustees members were absent:

Christine E. Brennan, National Trustee

A quorum of the Board was constituted.

The following individuals were also in attendance:

Christine Billau, Media Relations Specialist
Justin Billau, News Operations Managers WTVG
Karen Bjorkman, Provost/EVP Academic Affairs
Frank Calzonetti, Vice President for Research
Philip Cockrell, VP for Student Affairs
Meghan Cunningham, Executive Director of Marketing and Communications
Katie DeBenedictis, Secretary to the Board of Trustees
Mike Fairchild, Reporter WNWO
Charlene Gilbert, Dean, College of Arts and Letters
Shaun Hegarty, Reporter, 13ABC
Charles Jake, Deputy General Counsel

Adrienne King, Vice President for Marketing and Communications
Linda Lewandowski, Dean, College of Nursing
Willie McKether, Vice President of Diversity and Inclusion
Mark Merrick, Dean, College of Health and Human Services
Diane Miller, VP Government Relations/ Chief of Staff
Greg Postel, Interim President
Michael O'Brien, Vice President and Director of Athletics
Barry Scheuermann, Dean, College of Graduate Studies
Jeff Schmucker, Toledo Blade
Jeremy Schneider, Digital Content Producer 13ABC
Heather Schramm, Student
Matthew Schroeder, EVP Finance and Administration/CFO
Amy Thompson, Vice Provost Faculty Affairs

Chair Baker indicated that there was a need for an executive session to discuss the compensation and employment of a public employee. He asked for a motion to enter executive session. Trustee Pisanelli made the motion and it was seconded by Trustee Walinski. Ms. DeBenedictis took a roll call vote of the board members: Baker, yes; Ciucci, yes; Guttman, yes; Awadalla, yes; Lucas, yes; Kenney, yes; Pisanelli, yes; and Walinski, yes.

Following the discussion, the board excused executive session with no action taken.

Trustee Baker said this is an additional item of business for today's meeting. He stated that during executive session, the Board of Trustees discussed the employment and compensation of a public employee. Specifically, the board reviewed and discussed the provisions of Dr. Postel's employment agreement with The University of Toledo as we consider the future of our beloved institution.

The Board commends Dr. Postel for his tireless efforts since joining UToledo last July. In just a few short months he has quickly acclimated to our campuses and accomplished a great deal.

- Successfully led the Rocket Restart implementation and reopening of campus during the COVID-19 pandemic;
- Temporarily stabilized the finances of our hospital. Under his leadership, we've exceeded projected revenues, have launched an aggressive new

EXECUTIVE SESSION

OTHER BUSINESS

marketing campaign and are actively seeking new opportunities to serve our community;

- Continued to grow our research portfolio, building on the momentum of the past four years. Year-to-date numbers are on track to meet FY20;
- Identified eight key initiatives and appointed campus-wide working groups focused on creating a solid foundation upon which to build future growth. These include:
 - Developing and implementing a systemic approach to eliminate racism on our campuses;
 - Creating a plan for enterprise risk management;
 - Addressing the decade-long enrollment challenges with a focus on student success;
 - Enhancing the College of Medicine and Life Sciences' Academic Affiliation partnership with ProMedica;
 - Increasing the role and services provided for our community by UTMC;
 - Strategically reinvesting in critical operations focused on student success outcomes;
 - Developing and implementing a new RCM budget model to ensure the financial stability of UToledo; and
 - Modernizing our human resources in an effort to recruit and retain talent.

Trustee Baker continued his comments by stating that the board is extremely grateful for Dr. Postel's leadership during this challenging transition and want to commend all members of our campus community who have stepped up to realize these accomplishments. The Board applauds your continued focus on student success during these trying times.

Looking ahead, we know that we must continue this momentum if we are to realize our potential as a national, public research university where students obtain a world-class education and become part of a diverse community of leaders committed to improving the human condition in the region and the world.

We are addressing challenges head-on and believe that stable leadership is critical if we are to be successful. Dr. Postel's leadership has been instrumental in

stabilizing the institution, but perhaps more importantly, he is actively preparing The University of Toledo for the upcoming Higher Learning Commission visit in November 2021. The visit every 5 years is part of the University's continuing accreditation process.

And as the University approaches its 150 year celebration in 2022, his continued support of the University of Toledo Foundation's fundraising efforts have been extremely successful. He was actively involved in securing the institution's second named college – the John B. and Lillian E. Neff College of Business and Innovation, which was announced last December. He has also assisted with a number of other private gifts to support the University.

With this in mind, and after careful deliberation, including consultation with the University's senior leadership team, deans and faculty senate president, the Board will now take action on the proposal to permanently appoint Dr. Gregory Postel as the 18th president of The University of Toledo. Trustee Bakers asked for a motion to approve resolution 21-02-05*: Appointment of Permanent President. Trustee Kenney made the motion and Trustee Pisanelli provided a second to the motion. Trustee Baker asked Ms. DeBenedictis to take a roll call vote of the voting members of the trustees: Baker, yes; Ciucci, yes; Guttman, yes; Awadalla, yes; Lucas, yes; Kenney, yes; Pisanelli, yes; and Walinski, yes.

Congratulations, Dr. Postel! The Board is proud to announce the permanent appointment of Dr. Gregory Postel as the 18th president of The University of Toledo. His new contract includes service to UToledo through June 2025, with the option to extend the offer at the Board's discretion.

Today is a great day for UToledo! The future for our beloved institution is bright, and I'm certain that under your leadership, we will indeed be fueling tomorrows for many years to come!

Dr. Postel thanked Trustee Baker and the entire Board for their support. He stated that he is looking forward to continuing to make progress and lead The University of Toledo.

With no further business before the Board, Trustee Baker adjourned the meeting at 10:35 a.m.

**RESOLUTION
21-02-05***

ADJOURNMENT

**Resolution 21-02-05 was later changed to Resolution 21-03-05 to reflect the correct month it was voted on and approved. No other text was changed.*

Minutes
The University of Toledo Board of Trustees
Clinical Affairs Committee Meeting
February 10, 2021

Due to the COVID19 pandemic, the meeting was conducted remotely via WebEx. Committee members Ms. Mary Ellen Pisanelli, Mr. Stephen P. Ciucci, Mr. Patrick J. Kenney, Mr. Will Lucas and Ms. Eleanore Awadalla were present. Other Trustees who attended included Mr. Alfred A. Baker, Mr. Dan Guttman, Mr. Richard Walinski, Mr. Birdel Jackson, Mr. Roy Armes and Student Trustee Ms. Rebecca K. Dangler and Mr. Anthony Gennings. Faculty Representative Mr. Nicholas G. Horen was absent. Others in attendance were Mr. Jim Anderson, Karen Bjorkman, Dr. Frank Calzonetti, Dr. Andrew Casabianca, Dr. Phillip Cockrell, Dr. Christopher Cooper, Ms. Meghan Cunningham, Mr. David Cutri, Ms. Katie DeBenedictis, Dr. Michael Ellis, Mr. Tory Holmes, Mr. Charles Jake, Dr. Adrienne King, Ms. Brenda Lee, Ms. Linda Lewandowski, Dr. Bill McCreary, Ms. Traci McDaniel, Ms. Diane Miller, Ms. Danelle Mooi, Dr. Gregory Postel, Mr. Jeff Newton, Mr. Matthew Schroeder, Ms. Rachel Stanford, Mr. Rick Swaine, Ms. Sabrina Taylor, Mr. Rod Theis, Ms. Brienne Thom, Ms. Amy Thompson, and Mr. Don Wedding.

The meeting was called to order at 12:10 p.m. by Trustee Pisanelli via WebEx. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

Trustee Pisanelli requested a motion to waive the reading of the minutes from the December 14, 2020 committee meeting and approve them as written. A motion for approval was provided by Trustee Lucas, seconded by Trustee Awadalla, and approved by the Committee.

Trustee Pisanelli introduced Dr. Michael Ellis, Chief Medical Officer. Dr. Ellis gave a COVID-19 Update. The update included information on the status of hospital resources, daily case trends, and information on vaccine plans. Within the presentation, Dr. Ellis also gave an update on the hospital's CMS rating and was pleased to announce that the hospital will go from a 1 Star rating to a 3 Star rating when the information is published in April.

Trustee Pisanelli requested a motion to enter Executive Session to discuss privileged information related to the evaluation of medical staff personnel appointments, quality reporting and peer review. The motion was received from Trustee Lucas and seconded by Trustee Ciucci. Ms. DeBenedictis took the roll call vote: Ms. Pisanelli, yes; Mr. Ciucci, yes; Mr. Kenney, yes; Mr. Lucas, yes; and, Ms. Awadalla, yes. After discussions, the Committee exited Executive Session. No action was taken.

ATTENDANCE

**CALL TO
ORDER**

**MEETING
MINUTES**

**DISCUSSION
ITEMS**

**EXECUTIVE
SESSION**

Ms. Pisanelli requested a motion to approve the Chief of Staff Report as presented in Executive Session. A motion for approval of the report was received from Trustee Lucas, seconded by Trustee Kenney, and approved by the Committee. The Chief of Staff Report follows the minutes.

With no further business before the Committee, Trustee Pisanelli adjourned the meeting at 12:40 p.m.

**CHIEF OF
STAFF REPORT**

ADJOURNMENT

CHIEF OF STAFF SUMMARY REPORT

February 10, 2021

I. Initial Appointments - Physicians/Dentists/Clinical Psychologists

Omballi, Mohamed, MD
Medicine/Pulmonary Medicine

II. Initial Appointments - Advance Practice Providers (APPs)/Allied Health Professionals (AHPs)

Aiyewunmi, Hannah, CNP
Medicine/Infectious Disease

Nammavong, Alisa, CNP
Neurology

III. Reappointments – Physicians/Dentists/Clinical Psychologists

1. Abbas, Jihad, MD	Surgery/Vascular	Courtesy
2. Ahmed, Ayman, MD	Surgery/Vascular	Active
3. Baskara, Arunkumar, MD	Surgery/General	Active
4. Branam, Stephen, DDS	Surgery/Dentistry	Courtesy
5. Brochin, Kenneth, DDS	Surgery/Dentistry	Courtesy
6. Chaudhuri, Prabir, MD	Surgery/General	Active
7. Cohen, Michael, DDS	Surgery/Dentistry	Active
8. Dabiri, Darya, DDS	Surgery/Dentistry	Courtesy
9. Davis, William, DDS	Surgery/Dentistry	Active
10. Dietrich, Matthew, DDS	Surgery/Dentistry	Courtesy
11. Duckett, Timothy, MD	Surgery/General	Courtesy
12. Fahncke, Charles, DDS	Surgery/Dentistry	Active
13. Hasan, Mirza, MD	Surgery/General	Courtesy
14. Heenan, Mark, DMD	Surgery/Dentistry	Active
15. Ho, David, DDS	Surgery/Dentistry	Courtesy
16. Johnson, Houston, MD	Surgery/General	Membership Only
17. Knierim, Erin, DMD	Surgery/Dentistry	Courtesy
18. Ludwig, Jennifer, DDS	Surgery/Dentistry	Courtesy
19. Masroor, Saqib, MD	Surgery/CT	Active
20. McCullough, Daniel, MD	Surgery/General	Courtesy
21. Mostafa, Gamal, MD	Surgery/General	Active
22. Nakfoor, Matthew, DDS	Surgery/Dentistry	Courtesy
23. Nazzal, Munier, MD	Surgery/Vascular	Active
24. Nedley, Michael, DDS	Surgery/Dentistry	Active
25. Osman, Mohamed, MD	Surgery/Vascular	Active
26. Pace, Jr, Frank, DMD	Surgery/Dentistry	Active
27. Pannell, Stephanie, MD	Surgery/General	Active
28. Parenteau, Gary, MD	Surgery/CT	Courtesy
29. Sferra, Joseph, MD	Surgery/General	Membership Only
30. Spetka, Emily, DDS	Surgery/Dentistry	Courtesy
31. Stanek, Stephen, MD	Surgery/General	Courtesy
32. Stengle, John, MD	Surgery/General	Membership Only
33. Sutton, Jeffrey, MD	Surgery/General	Active

34. Tang, Jianlin, MD	Surgery/General	Active
35. Vicente, David, MD	Surgery/Vascular	Courtesy
36. White, Beth, MD	Surgery/General	Courtesy
37. Yadav, Kunal, MD	Surgery/General	Active

IV. Reappointments - APPs/AHPs

1. Aldrich, Richard, CSA	Surgery/General	AHP
2. Bauer, Karen, CNP	Surgery/Vascular	APP
3. Brown, Derick, CSA	Surgery/General	AHP
4. Coberley, Alex, RNFA	Surgery/General	AHP
5. Elsayed, Khaled, CSA	Surgery/General	AHP
6. Francis, Victoria, CNP	Surgery/Vascular	APP
7. Horvat, Shelley, AuD	Surgery/General	AHP
8. Kamer, Corinne, RNFA	Surgery/General	AHP
9. Kaser, Rachel, CNP	Surgery/Vascular	APP
10. Kirk, Jill, RNFA	Surgery/General	AHP
11. Lovett, Michele, RD	Surgery/General	AHP
12. Mansour- Shousher, Randa, AuD	Surgery/General	AHP
13. Mason, Kristi, RD	Surgery/General	AHP
14. Mason, Shawn, CSA	Surgery/General	AHP
15. Nachman, Adam, RD	Surgery/General	AHP
16. O'Neill, Dawn, RD	Surgery/General	AHP
17. Randolph, Dianna, AuD	Surgery/General	AHP
18. Reynolds, Rachel, CSA	Surgery/General	AHP
19. Rodriguez, Anne, CNP	Surgery/General	APP
20. Siebenaller, Daniel, PA-C	Surgery/Vascular	APP
21. Sirleaf, Alexandria, PA-C	Surgery/CT	APP
22. Steer, Jeffrey, CSA	Surgery/General	AHP
23. Waldman, Melissa, CNP	Surgery/General	APP
24. Webb, Hannah, PA-C	Surgery/Vascular	APP

V. Additional/Withdrawal of Privileges – Physicians/Dentists/Clinical Psychologists - None

VI. Additional/Withdrawal of Privileges – APPs/AHPs - None

VII. Change in Staff Category – Physicians/Dentists/Clinical Psychologists - None

VIII. Change in Staff Category – APPs/AHPs - None

IX. Removal from FPPE – Physicians/Dentists/Clinical Psychologists

1. Assaly, Ragheb, MD- Approve removal from fluoroscopy FPPE process and transition to OPPE process.
2. Cervantes, David, MD- Approve removal from initial FPPE process and transition to OPPE process.
3. Cox, Donald, MD- Approve removal from initial FPPE process and transition to OPPE process.
4. Egbert, Nathan, MD- Approve removal from initial FPPE process and transition to OPPE process.
5. Hall, Matthew, PhD- Approve removal from initial FPPE process and transition to OPPE process.
6. Howe, Murray, MD- Approve removal from initial FPPE process and transition to OPPE process.

7. Keiser, Vincent, MD- Approve removal from initial FPPE process and transition to OPPE process.
8. Levine, Amy, MD- Approve removal from initial FPPE process and transition to OPPE process.
9. Moustafa, Tarek, MD- Approve removal from initial FPPE process and transition to OPPE process. Will remain under FPPE for pulmonary artery/ vein angioplasty stenting, coil embolizations.
10. Sharma, Sachit, MD- Approve removal from initial FPPE process and transition to OPPE process. Will remain under FPPE for congestive heart failure.
11. Shekut, Steven, MD- Approve removal from initial FPPE process and transition to OPPE process.
12. Win, Thomas, MD- Approve removal from initial FPPE process and transition to OPPE process.

X. Extension of FPPE – Physicians/Dentists/Clinical Psychologists

1. Begeman, Garrett, MD- Approve extension of FPPE for one year due to low volume.
2. Duckett, Timothy, MD- Approve extension of Da Vinci FPPE for one year due to low volume.
3. Mostafa, Gamal, MD- Approve extension of FPPE for one year due to low volume.

XI. Removal from FPPE – APPs/AHPs

1. Aldrich, Richard, CSA- Approve removal from initial FPPE process and transition to OPPE process.
2. Beil, Angela, CNP- Approve removal from initial FPPE process and transition to OPPE process.
3. Cullison, Jillian, PA-C- Approve removal from initial FPPE process and transition to OPPE process.
4. Izsak, Kelly, PA-C- Approve removal from initial FPPE process and transition to OPPE process.

XII. Extension of FPPE - APPs/AHPs - None

XIII. Physicians/Dentists/Clinical Psychologists Departures – Informational

1. Abouarrage, Adelle, DDS- Failure to return reappointment application. Appointment will expire 02/28/2021
2. Cellier, Stephen, DDS- Failure to return reappointment application. Appointment will expire 02/28/2021
3. Czerniak, Lauren, DDS- Failure to return reappointment application. Appointment will expire 02/28/2021
4. Greenwood, Boley, DDS- Failure to return reappointment application. Appointment will expire 02/28/2021
5. Greenwood, Courtney, DDS- Failure to return reappointment application. Appointment will expire 02/28/2021
6. Haerian, Andre, DDS- Failure to return reappointment application. Appointment will expire 02/28/2021
7. McCabe, Patrick, DDS- Failure to return reappointment application. Appointment will expire 02/28/2021
8. Thomas, Richard, DDS- Surgery/ Dentistry- Effective 02/28/2021
9. Voss, Timothy, DDS- Surgery/ Dentistry- Effective 01/15/2021

XIV. APPs/AHPs Departures – Informational

1. Burchfield, Mary, CNP- Effective 01/06/2021
2. Chambers, Kristen, LISW-S- Effective 10/07/2020
3. Malhotra, Judith, CNP- Effective 01/04/2021

XV. Proposed Revisions to Delineation of Privileges

1. Approve revisions to the Certified Nurse Midwife delineation of privileges.

Minutes
The University of Toledo Board of Trustees
Academic and Student Affairs Committee Meeting
February 10, 2021

Due to the COVID19 pandemic, the meeting was conducted remotely via WebEx. Committee members Mr. Dan Guttman, Mr. Will Lucas, Mr. Richard Walinski, Ms. Eleanore Awadalla and Mr. Patrick Kenney were present. Other Trustees who attended included Mr. Alfred A. Baker, Mr. Stephen P. Ciucci, Ms. Mary Ellen Pisanelli Mr. Birdel Jackson, Mr. Roy Armes and Student Trustees Ms. Rebecca K. Dangler and Mr. Anthony Gennings. Faculty Representatives Mr. Tim Brakel and Wendy Cochrane were present. Student Representatives Nick Thompson and Brittany Jones were present. Others in attendance were Mr. Jim Anderson, Mr. Benjamin Barros, Dr. Karen Bjorkman, Ms. Holly Bristoll, Dr. Frank Calzonetti, Dr. Phillip Cockrell, Dr. Christopher Cooper, Ms. Meghan Cunningham, Mr. David Cutri, Ms. Katie DeBenedictis, Mr. Dominic D’Emilio, Dr. Michael Ellis, Mr. Tory Holmes, Ms. Margaret Hopkins, Ms. Mary Humphrys, Mr. Charles Jake, Dr. Adrienne King, Ms. Brenda Lee, Ms. Linda Lewandowski, Ms. Sandra MacNevin, Mr. Bill McCreary, Ms. Traci McDaniel, Ms. Diane Miller, Ms. Danelle Mooi, Mr. Jeff Newton, Ms. Nicole Porter, Dr. Gregory Postel, Mr. Kirk Ross, Mr. Matthew Schroeder, Mr. Brent Sielschott, Dr. Puneet Sindhvani, Ms. Rachel Stanford, Mr. Brooks Sutherland, Mr. Rick Swaine, Ms. Sabrina Taylor, Mr. Rod Theis, Ms. Amy Thompson, Mr. Skyler Weber, Mr. Don Wedding, Ms. Rebecca Zietlow, and Ms. Cheryl Zwyer.

The meeting was called to order at 9:00 a.m. by Committee Chair Guttman via WebEx. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

Ms. Brittany Jones, Graduate Student Association President, presented the Graduate Student Association report - Attachment 1.

Mr. Nick Thompson, Student Government President, presented the Student Government report – Attachment 2.

Dr. Timothy Brakel, Faculty Senate President, presented the Faculty Senate report - Attachment 3.

Wendy Cochrane, Graduate Council Chair, presented the Graduate Council report - Attachment 4.

ATTENDANCE

CALL TO ORDER

**GRADUATE
STUDENT
ASSOCIATION**

**STUDENT
GOVERNMENT**

FACULTY SENATE

**GRADUATE
COUNCIL**

Trustee Guttman requested a motion to waive the reading of the minutes from the December 14, 2020 Committee meeting and approve them as written. A motion was received from Trustee Walinski, seconded by Trustee Kenney, and approved by the Committee.

**APPROVAL OF
MINUTES**

Dr. Karen Bjorkman presented a recommendation to approve the sabbatical leaves for Academic Year 2021-22. Trustee Guttman requested a motion to approve the sabbatical leaves and forward to the consent agenda at the next board meeting. A motion was received by Trustee Lucas, seconded by Trustee Walinski, and approved by the Committee.

**SABBATICAL
LEAVE AY21-22**

Dr. Karen Bjorkman presented a recommendation for the 2021 Distinguished University Professors. The academic honors committee endorsed three candidates to receive UToledo's highest permanent honor bestowed upon a faculty member. The three candidates are: Nicole Porter, J.D. – Professor, College of Law, Yanfa Yan, Ph.D. – Professor, College of Natural Sciences and Mathematics, and Rebecca Zietlow, J.D. – Professor, College of Law. Trustee Guttman requested a motion to approve the 2021 Distinguished University Professors and forward to the consent agenda at the next board meeting. A motion was received by Trustee Kenney, seconded by Trustee Walinski, and approved by the Committee.

**DISTINGUISHED
UNIVERSITY
PROFESSORS 2021**

Dr. Bjorkman provided a spring 2021 Academic Affairs Update to the board.

**SPRING 2021
ACADEMIC
AFFAIRS UPDATE**

Dr. Karen Bjorkman introduced Dr. Puneet Sindhvani, M.D., Chair of the Department of Urology, Transplantation and Donation Sciences as the Faculty Scholarship and Research Highlight for the meeting. Dr. Sindhvani presented information to the group about his work with prostate cancer and the need for new treatment modality. He discussed ways to localize the cancer and highlighted HIFU: High Intensity Focused Ultrasound. Following the presentation, Dr. Sindhvani answered questions from the trustees.

**FACULTY
HIGHLIGHT**

With no further topics before the Committee and no need for an executive session, Trustee Guttman adjourned the meeting at 10:30 a.m.

ADJOURNMENT

ATTACHMENT 1

Graduate Student Association Report February 10, 2021

Thank you to the Board of Trustees and its members for inviting the Graduate Student Association (GSA) to share its Spring semester activities.

On January 28th, GSA and the Black Graduate and Professional Student Association (BGPSA) co-hosted a program titled, “Is there Equity for Graduate Students at UToledo?” It consisted of a panel of University leadership – President Postel, Provost Bjorkman, Dr. Cockrell, Dr. Lynne Hamer, and Dr. Monica Holiday-Goodman—who spoke on the graduate student experience and resources available. On February 4, 2021, GSA and the Dean’s Fellows and Scholars Program co-hosted a discussion on COVID and the Black Community. This program focused on presentations from four guest panelists – Dr. Jason Huntley (Assoc. Professor of Microbiology and Immunology), Dr. Jennifer Hanrahan (Assoc. Professor of the Division of Infectious Diseases), and two medical PhD Candidates, Jonnelle Edwards (Biomedical Science) and Quatez Scott (Foundations of Education). Both events were well attended and received positive feedback.

The GSA Research Award had 19 applications and GSA is moving forward with the planning of Midwest Graduate Research Symposium (MGRS) and the Dean’s Fellows and Scholars Roundtables. Brittany, Skyler, Dean Scheuermann, and Teri Geen have met yesterday to discuss the virtual setup of MGRS, promotional schedule, and other logistics. Moving forward, an ad-hoc committee will be formed that will focus on planning the event. The first of GSA’s Dean’s Fellows and Scholars Roundtables, “Cultivating a Positive Relationship with your PI,” is set for March 23 from 630p-8p. This will be a panel discussion of mostly UToledo Professors and will offer the space for student-PI interaction. The second Roundtable is set to take place sometime during the week of April 19th.

Future goals for the semester entail securing next year funding for graduate student organization/event sponsorship, further collaboration with said organizations, and community partnerships for potential member incentives.

ATTACHMENT 2

Student Government Report

First, I'm happy and relieved to report that the previous semester was a great success. Our Student Government worked to improve our advocacy for students with disabilities, we passed out masks and hand sanitizer around campus, and we coordinated with administrators to ensure that students have the latest information. Our ability to operate effectively has remained largely unchanged from previous years. Student Government's advocacy is only as effective as students and administrators allow it to be - and I'm grateful to report that it is still strong.

I am also happy to report that our students are still taking COVID-19 seriously and acting accordingly. UToledo's positivity rate has been far below that of both Lucas County and the state of Ohio. This trend could not happen without successful planning from administrators but especially not without compliance from students. Students are following the rules - wearing masks, social distancing, avoiding social gatherings, and limiting time spent in public. None of these measures are easy, and especially so for college students but much of the success can be attributed to the compliance of students.

I look forward to the further unique challenges this semester brings and I'm reassured by a supportive student body that we can handle any issue that comes our way.

ATTACHMENT 3

Faculty Senate Report

Since the last our last report, Constitution Chair Mark Templin, President-elect Terry Bigioni and I met with representatives of the administration regarding the Office of Legal Affairs review of the Constitution. Legal Affairs is fine with the changes that were made with our first reading but wanted a little modification to Article VI regarding special meetings called by the University President. We have since modified the language regarding special meetings that we believe makes it clearer and is consistent with Board of Trustees policies. These documents have been submitted for a tentative meeting with Trustee and Governance Committee Chair Will Lucas and any other Board of Trustees. We then will need to conduct a second reading within Senate and a faculty vote before final Board of Trustees' approval.

We are also in the process of setting up the Dean's evaluations. The Faculty Senate is charged with conducting evaluations of Dean's every other year assuming they have been in their positions for at least 2 years. We postponed last year's Dean's assessments due to the switch to remote and COVID related issues. These evaluations need to be done this semester and we will follow the same tool and process as used in the last round of Dean's evaluations. We are adding language in the instructions regarding that these evaluations need to be framed in the COVID context that we have found ourselves in the past year.

At its two meetings this semester, the Senate has approved eight new course proposals, 29 course modifications, and 13 program modifications. Many of these changes were to the Emergency Medical Services (EMS) degree.

We had a presentation by Vice-President of Enrollment Services Jim Anderson regarding the current and future enrollment issues at our February 2nd meeting. We believe that faculty can play a role in addressing these enrollment challenges.

Our next full Faculty Senate meeting is scheduled for February 16. As you are aware, this is one of the no class days that are occurring during the semester. We are still planning to continue with meeting on this day as we will hear a presentation from Huron Consulting regarding the work of the budget modernization process. I had communications with Matt Schroder and the Provost's Office to arrange this meeting. This will also permit faculty from across the university to attend the meeting. We will also have various curriculum and program approvals to take action on. We will also have a moment of tribute to Assistant Professor of Nursing Temeka Gray who passed away this past weekend. She was a respected member of the faculty and the Toledo Community. She had previously served as a Faculty Senator representative from the College of Nursing and had also previously served on the Faculty Senate Executive Committee.

ATTACHMENT 4

Graduate Council Report to Board of Trustees Academic and Student Affairs Committee February 10, 2021

This report includes the activities of Graduate Council (GC) since our last report on December 14, 2020.

Since the start of the spring semester, the 2020-21 Graduate Council Executive Committee (GCEC) met two times. We continued our work on two policies, the Graduate Student Leave of Absence and the Short-term Leave of Absence. We finalized a document for graduate faculty on tips and reminders for submitting curriculum and program changes. It will be distributed to graduate faculty this week.

The 2020-2021 Graduate Council also met two times since the start of the spring semester. At our January 26 meeting, we received an update on COVID-19 operations from Dr. Amy Thompson. The COGS Dean, Barry Scheuermann provided an update on graduate student funding and some information on the RCM model in relationship to COGS. As we listened and discussed, it was apparent we needed a shared understanding of RCM. Dean Scheuermann suggested inviting representations from the Huron Group.

At our February 9th meeting, we began by sharing the news of the unexpected loss this week of Dr. Tameka Gray El, our colleague in the College of Nursing. Dr. Gray El served as program director for the APRN programs and as a leader within and outside UToledo. She directly worked with Graduate Council by serving as a member of the Academic Standing Committee. To assist in creating a shared understanding of the RCM, we were joined by Tyler Jantz and Tim Walsh of the Huron Group, as well as Brenda Grant, Sabrina Taylor, and Provost Bjorkman. We acknowledge and thank Provost Bjorkman for her assistance in scheduling the presentation. Mr. Jantz and Mr. Walsh provided an informative presentation and responded to many questions posed by GC members. Our meeting closed with a report from our Graduate Faculty Membership Chair and our Curriculum Committee Chair. We approved several course modifications, new course proposals and program changes, and 8 new graduate certificates in the College of Business and Innovation.

Minutes
The University of Toledo Board of Trustees
Finance and Audit Committee Meeting
February 10, 2021

Due to the COVID19 pandemic, the meeting was conducted remotely via WebEx. Committee members Mr. Patrick Kenney, Mr. Daniel J. Guttman, Mr. Will Lucas, Mr. Stephen Ciucci and Ms. Mary Ellen Pisanelli were present. Other Trustees who attended included Mr. Alfred A. Baker, Mr. Richard Walinski, Ms. Eleanore Awadalla, Mr. Birdel Jackson, Mr. Roy Armes and Student Trustees Ms. Rebecca K. Dangler and Mr. Anthony Gennings. Faculty Representative Ms. Margaret Hopkins was present. Others in attendance were Mr. Jim Anderson, Ms. Anne Balazs, Mr. Benjamin Barros, Dr. Karen Bjorkman, B K, Ms. Holly Bristoll, Dr. Frank Calzonetti, Dr. Andrew Casabianca, Dr. Phillip Cockrell, Dr. Christopher Cooper, Ms. Meghan Cunningham, Mr. David Cutri, Ms. Katie DeBenedictis, Mr. Dominic D’Emilio, Dr. Michael Ellis, Dr. Charlene Gilbert, Ms. Brenda Grant, Mr. Tory Holmes, Ms. Mary Humphrys, Mr. Charles Jake, Dr. Adrienne King, Ms. Brenda Lee, Ms. Linda Lewandowski, Ms. Sandra MacNevin, Mr. Bill McCreary, Ms. Traci McDaniel, Ms. Diane Miller, Ms. Danelle Mooi, Mr. Jeff Newton, Ms. Nicole Porter, Dr. Gregory Postel, Mr. Kirk Ross, Mr. Matthew Schroeder, Mr. Brent Sielschott, Dr. Puneet Sindhvani, Ms. Rachel Stanford, Mr. Brooks Sutherland, Mr. Rick Swaine, Ms. Sabrina Taylor, Mr. Rod Theis, Ms. Brienne Thom, Ms. Amy Thompson, Mr. Skyler Weber, Mr. Don Wedding, Ms. Rebecca Zietlow, and Ms. Cheryl Zwyer.

The meeting was called to order at 10:30 a.m. by Trustee Kenney via WebEx. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

Mr. Matt Schroeder, EVP of Finance and Administration and CFO, provided a presentation on UToledo FY21 Second Quarter Financials. He also asked Mr. Troy Holmes to provide an update on the financial performance of UTMC. Mr. Holmes’ review included a look at overall stats, clinic visits and key factors within the budget variance.

Dr. Gregory Postel indicated that two of the Key Initiatives teams would give updates on progress today. Matt Schroeder and Charles Jake gave an update on Enterprise Risk Management (Attachment 1) and Sabrina Taylor and Brenda Grant gave an update on Budget Modernization (Attachment 2).

Trustee Kenney requested a motion to waive the reading of the minutes from the December 14, 2020 Finance and Audit Committee meeting and accept them as written. A motion for approval was received from Trustee Pisanelli, seconded by Trustee Awadalla and approved by the Committee.

Mr. Matthew Schroeder, Executive Vice President for Finance and Administration/CFO presented Resolution No. 21-02-01: Rate Increases for Housing and Meal Plans FY22. The recommended increase in housing effective Fall 2021 is 2.76% and the recommended increase for meal plan rates is 3.9%. Trustee Kenney requested a motion for approval of Resolution No. 21-02-01 and to forward it to the Consent Agenda at the next Board meeting. A motion for approval was received from Trustee Pisanelli, seconded by Trustee Guttman, and approved by the Committee.

ATTENDANCE

CALL TO ORDER

**FY21 SECOND
QUARTER
FINANCIALS/
UTMC UPDATE**

KEY INITIATIVES

**APPROVAL OF
MINUTES**

**RESOLUTION
NO. 21-02-01**

Matt Schroeder presented Resolution No. 21-02-02: Self Administration of State-Funded Construction Projects for consideration. This is done annually by the University and results in financial savings and local oversight of projects. Trustee Kenney requested a motion for approval of Resolution No. 21-02-02 and to forward it to the Consent Agenda at the next Board meeting. A motion was received from Trustee Ciucci, seconded by Trustee Pisanelli, and approved by the Committee.

**RESOLUTION
NO. 21-02-02**

Mr. Matt Schroeder presented Resolution No. 21-02-03: Westwood Divesture. Mr. Schroeder stated that a property owned by the University referred to as “Westwood Warehouse” has been deemed non-essential in accordance with the multiple campus master plan and has been put up for bid. Resolution 21-02-03 will allow the Auditor of State to prepare a Governor’s Deed for the property. Trustee Kenney requested a motion for approval of Resolution 20-02-03 and to forward it to the Consent Agenda at the next Board meeting. A motion was received from Trustee Lucas seconded by Trustee Baker, and approved by the Committee.

**RESOLUTION NO.
21-02-03**

Ms. Cheryl Zwyer, Senior Associate VP for Development, presented a named gift recommendation to the committee. The gift was for the John J. Delp Tower and the John J. Delp Strength and Conditioning Center. A Memorandum with information on this opportunity can be found following the minutes (Attachment 3). Before a motion was requested, Trustee Ciucci mentioned that he would abstain from voting on this agenda item due to a conflict. Trustee Kenney requested a motion for approval of the naming request for the John J. Delp Tower and the John J. Delp Strength and Conditioning Center and to forward it to the Consent Agenda at the next Board meeting. A motion was received from Trustee Baker seconded by Trustee Awadalla and approved by the Committee.

NAMED GIFT

Mr. Schroeder presented Resolution No. 21-02-04: Approval of Large Purchases. The large purchases include Technolutions, customer relationship software, and University Medical Center Emergency Power Project, backup generators. Trustee Kenney requested a motion for approval of Resolution No. 21-02-04 and to forward it to the consent agenda at the next board meeting. A motion was received from Trustee Pisanelli, seconded by Trustee Baker, and approved by the Committee.

**RESOLUTION NO.
21-02-04**

Trustee Kenney stated that there was no need for an executive session at today’s meeting. He reminded trustees that there are several informational items in their board materials including the UT/UTF Performance Reports and the University of Toledo Institutional Ethics and Compliance Committee Charter.

**INFORMATIONAL
ITEMS**

With no further business to discuss, the meeting was adjourned at 11:55a.m.

ADJOURNMENT

ENTERPRISE RISK MANAGEMENT UPDATE

Charles Jake and Matt Schroeder
February 10, 2021



ENTERPRISE RISK MANAGEMENT

Element	Description
Definition	<ul style="list-style-type: none">• A process by which an organization identifies, assesses, prioritizes and manages risks and opportunities to facilitate achievement of strategic objectives
Goal	<ul style="list-style-type: none">• Develop a department and plan for Enterprise Risk Management
Agenda	<ul style="list-style-type: none">• Establish foundational elements of an ERM framework supported by a UToledo ERM policy• Educate key stakeholders (e.g. trustees, senior leaders, etc.) on ERM fundamentals• Define the key qualities of an ERM leader within the unique context of UToledo• Optimize the relationship of key risk oversight functions, including ERM, compliance and internal audit, risk management, etc.• Develop a risk mitigation assessment template/tool• Identify and prioritize the University's top risks• Assess the sufficiency of current mitigation efforts in the highest priority risk areas

IMPLEMENTATION TIMELINE

- December 2020 – publish an RFP seeking a third party to assist with (i) a current state assessment (e.g., gap analysis); (ii) development of an ERM framework; (iii) determine level of internal capabilities of existing risk management structure; (iv) initial risk identification and prioritization; (v) etc.
- December 2020 – begin active recruitment process for an ERM leader
- January 2021 – selection and ultimately award of the RFP to a third party
- February 2021 – hire an Assoc. Vice President for Risk Management/Chief Risk Officer
- February - October 2021 – gap analysis, framework, stakeholder engagement/education/training, enterprise risk assessment with rankings, mitigation efforts, etc.
- November 2021 – stand up a fully functional ERM program
- December 2021 – begin quarterly ERM reports to the Board

RFP FOR THIRD-PARTY CONSULTANT (1/3)

The key objectives of this engagement:

- Establish the foundation for a UToledo ERM office and structure that will identify, evaluate, mitigate, monitor and report on compliance and risk issues and opportunities.
- Review current state of UToledo as it relates to regulatory compliance, financial management, strategic planning, operational risks including but not limited to academic and clinical, research, grants management, athletics, international presence, reputation in the community.
- Identify the top areas of concern within each area, ranking them from most harmful to least impactful.
- Identify the qualifications and characteristics of a chief risk officer to lead the office.
- Assist in training and improving on decision making in the context of the UToledo risk environment.

RFP FOR THIRD-PARTY CONSULTANT (2/3)

Deliverables to include:

- Perform an organizational assessment (e.g., gap analysis, stakeholder interviews, etc.).
- Facilitate enterprise risk identification and prioritization (e.g., initial risk map along with descriptions of the university's top risks).
- Develop framework for an ERM division/department; optimize the relationship of key risk oversight functions (ERM, Compliance & Internal Audit, Risk Management, etc.), along with a proposed governance structure.
- Determine the level of internal capabilities of the existing risk management structure to meet high level requirements and commitment of support needed to implement full compliance.
- Facilitate an ERM educational session for select stakeholders.
- Develop a risk mitigation assessment tool/template.
- Assess mitigation efforts currently underway and those that should be supported in the highest priority risk areas.

RFP FOR THIRD-PARTY CONSULTANT (3/3)

- The timeline was extended for two weeks due to UToledo's winter break.
- Vendors submitted over 40 questions to clarify the RFP requirements.
- The questions were answered by the ERM Team and Purchasing.
- Fifteen firms responded to the RFP. Respondents range from small, boutique firms to international consulting firms.
- With the help of Purchasing the committee scored the responses and narrowed the pool to three finalists.
- Virtual presentations with the finalists are scheduled for this week. We anticipate making a selection the week of 2/15.

HIRING AN ERM LEADER (1/2)

- Assoc. Vice President for Risk Management/Chief Risk Officer (AVP/CRO).
- Reports to the EVP for Finance and Administration.
- The AVP/CRO will oversee the development of an ERM policy and its approval by the Senior Leadership Team and ultimately the President.
- Additionally, the AVP/CRO advises (i) the Board of Trustees on updates pertaining to Internal Controls and Enterprise Risk Management Policy; (ii) develops and submits risk information for review on a regular basis to the Finance and Audit Committee of the Board on changes in UToledo's risk profile, risk tolerance, and risk capacity; (iii) collaborates with University personnel to assist with the University's Emergency Response planning; (iv) staff, chair, or serve on University committees as requested; and (iv) represent the University to external parties as appropriate.

HIRING AN ERM LEADER (2/2)

- The timeline was extended for two weeks due to UToledo's winter break.
- A search committee of ERM Team members was formed to review applicants.
- We received an excellent response to the posting with a diverse pool of highly qualified candidates.
- The first round of interviews began last week and concluded Tuesday 2/9. We are on track to meet the February timeline for selecting the AVP/CRO.

NEXT STEPS

- Selection of AVP/CRO and consultant on pace to be completed this month.
- The next step in the process will be gap analysis, stakeholder engagement, and risk assessments.
- We continue to be aggressive with our timeline for having the ERM office fully operational.

Budget Modernization

Project Co-Chairs
Brenda Grant
Sabrina Taylor



February 2021



Agenda

1. Overview budget redesign initiative
2. Project goals
3. Project guiding principles
4. Steering Committee progress to date
5. Model timeline and decision points
6. Next steps

University of Toledo Project Governance

Executive Sponsors	Title
Karen Bjorkman	Provost and Executive Vice President for Academic Affairs
Matt Schroeder	Executive Vice President for Finance and Administration, CFO

Steering Committee Members	Title
Brenda Grant (Co-Chair)	Associate VP for Academic Finance
Sabrina Taylor (Co-Chair)	Assistant VP Budget & Planning
Ben Barros	Professor, Dean of College of Law
Mohammad Elahinia	Chair of MIME Department, Distinguished University Professor, and Director of MIME Strategic Initiatives
Mike Dennis	Associate VP for Finance and Treasurer
Jamie Fager	Senior Business Manager, Natural Sciences & Math
Charlene Gilbert	Dean, College of Arts & Letters, Professor of Film
Margaret (Miggie) Hopkins	Professor of Management, College of Business & Innovation
Gary Pollack	Dean, College of Pharmacy & Pharmaceutical Sciences
Bryan Pyles	Senior Associate Dean Admin & Finance, College of Medicine & Life Sciences
JD Smith	Professor of Astronomy, Department of Physics & Astronomy
Michele Soliz	Associate VP for Student Success & Inclusion, Office of Multicultural Student Success

Performance-Based Budgeting



Performance-based budgeting is a management philosophy designed to support the achievement of a college's mission by de-centralizing budget authority – transferring it from central administration to individual colleges.

The primary goal of performance-based budgeting is to incentivize individual college or academic units to take ownership over their revenues and expenses while keeping their own interests in line with the overall mission.

Project Goals

Project Goal

The University is reviewing its approach to resource allocation across the academic enterprise. The primary goal is to **develop a new performance-based budget model** and **process** that is **transparent** and **empowers local units** to manage to an all-funds budget.

Key objectives to achieve this goal include:

- **Conducting a holistic review** of the UT's **current approach to budgeting**
- **Creating** a set of **guiding principles** to inform UT's future state budget methodology
- **Engaging campus** stakeholders for continuous input and feedback
- **Developing** a new, customized **performance-based budget model** that fits UT's culture, mission, and future objectives
- **Establishing** a **new** annualized **budget process** for campus units to plan and manage to

Budget Model Redesign Efforts



University of Toledo is not alone in discussing resource allocation across campus, Universities rethinking their budget methodology continues to grow.



Guiding Principles for UToledo



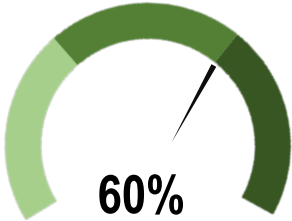
The Steering Committee finalized the following principles to guide the model creation moving forward.

UToledo's approach to budgeting and resource allocation should:

- Promote **healthy fiscal performance**, creativity, and innovation by providing **incentives and flexibility to University units**.
- Establish **reliable, short and long-term fiscal expectations** that allow units to actively plan for and manage to multiple budgetary years.
- **Allocate resources to mission-centric offerings** with an eye on promoting a **university-wide culture that is collaborative and data-driven**.
- Utilize a **transparent budget methodology** that is clear, precise, and simple to understand and operationalize.
- Ensure there are **open lines of communication** with campus stakeholders, including faculty, staff, and students, as it relates to model methodology, processes, and management.

General Project Updates	Stakeholder Engagement Updates	Communications Updates
<ul style="list-style-type: none"> Completed initial draft of UToledo's FY2020 'Baseline' Model. UToledo team will provide an update on the Budget Modernization process during the Feb. 10 BOT meeting. 	<ul style="list-style-type: none"> The Huron team will be meeting with each academic unit starting the week of February 8th to share updated operating statements. Dean's Retreat March 22nd 	<ul style="list-style-type: none"> Finalized budget modernization website https://www.utoledo.edu/offices/budget/rcm/ Planning for a campus-wide forum to take place February 25th from 10:30 - 11:30 AM.

Engagement Progress:

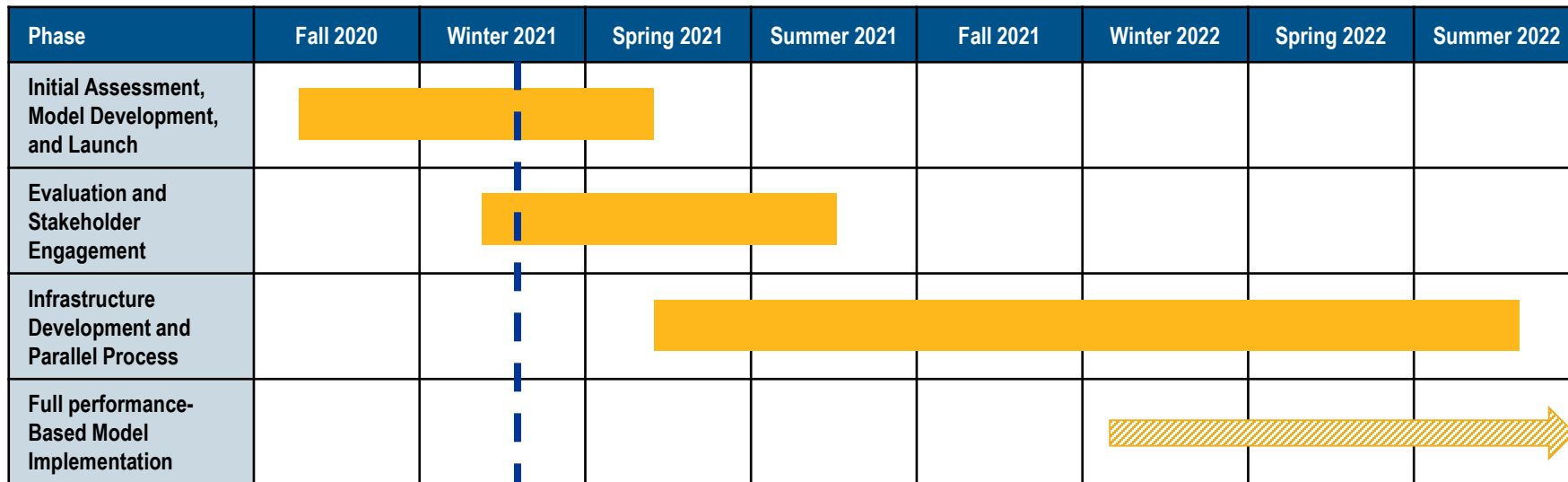


Phase	November	December	January	February	March	April
Project Initiation and Visioning						
Financial Model Development						
Academic Portfolio Assessment						
Stakeholder Engagement						
Steering Committee Meetings	★ ★ ★	★ ★	★ ★	★ ★	★ ★	

Model Implementation Timeline



Huron is currently working with UToledo to develop and refine a draft baseline model to be used for additional discussions with the Academic Deans. Huron anticipates UToledo's initial model will be complete by March.













Today

Even after a model methodology has been settled on, UToledo must spend several months testing the model, setting up governance structures, and developing a new budget formulation calendar prior to go-live in Summer 2022.

Key Model Creation Decision Points



There are generally 10 key decision points when developing an performance-based budget model. Over the next several weeks, Huron will facilitate discussions of each decision point with the Steering Committee.

	Element	Description	Current Status
1.	Model Philosophy	How decentralized should budgeting authority be? How closely aligned to economic reality?	
2.	Model Structure	How should institutional units be classified and treated (e.g., college/school, administrative & support, auxiliaries)?	
3.	Tuition	What is the appropriate balance of allocating tuition based on instructed credit hours v. department enrollments?	
4.	State Appropriations	What activities (e.g., instruction, advising, research, central support) should these funds support?	
5.	Research Support	How should growth and quality of the research enterprise be incentivized and subsidized?	
6.	Cost Pools	How many cost pools should be established? How much detail should be available about overhead costs?	
7.	Cost Allocations	What metrics should be used to allocate administrative overhead costs?	
8.	Scholarships, Aid and Waivers	What types of financial aid and scholarships should be charged directly to faculties/schools and what should remain as a central cost?	
9.	Subvention Funding	How large should the subvention ("strategic investment") pool be? How should it be funded, and how should investments be allocated back to the institution?	
10.	Model Sensitivity	How responsive should the model be to one-year changes in institutional activity? E.g., How long should changes in enrollment take to affect model allocations?	

Decision Status Key



Completed



In Discussion



Not Begun

Next Steps



UToledo will continue to make progress on the baseline model based on continued input from the Steering Committee. The next several meetings will be dedicated to the remaining model decision points.

- Steering Committee members to finalize approaches for allocating cost pool expenditures.
- Continue to build University FY2020 'baseline' model using UToledo confirmed data elements.
- Prepare for a campus-wide forum on February 25th to provide an overview of this key initiative.
- Re-engage Academic Deans to discuss UToledo's draft baseline model.
- Hold a Dean's Retreat March 22nd .



Questions?

MEMORANDUM



TO: Dr. Gregory Postel, Interim President

FROM: Cheryl Zwyer, Senior Associate VP for Development

RE: Naming Request – Delp Tower and Delp Strength and Conditioning Center

DATE: February 10, 2021

Below is a naming opportunity for your review and consideration. If you find the request acceptable, I respectfully ask that it be placed on a University of Toledo Board of Trustees agenda at a future meeting you deem appropriate. I can confirm that The University of Toledo Foundation is in receipt of the gift commitment necessary to support the naming opportunity.

Cleves and Kathleen Delp have been avid fans and supporters of Rocket Football. Desiring to support the future of the program, the Delps have funded a life insurance policy to The University of Toledo Foundation with a death benefit of \$5 million. This gift will establish an endowment to support capital improvements and program expenses for the football program in perpetuity.

In recognition of the Delps' generosity, the University wishes to acknowledge the gift with a naming opportunity. When and if the university constructs a major addition to the Glass Bowl Press Tower, the addition shall be named, in honor of Cleves Delp's father, the:

John J. Delp Tower

The Donors acknowledge that the Tower will not be constructed until sufficient private funds have been raised to cover substantially all construction costs. The Naming shall affix to the Tower project upon commencement of construction.

The life insurance policy will be funded by a one-time cash gift from the Delps in the amount of \$230,500. In recognition of this gift, the University wishes to name the strength and conditioning training venue inside the Larimer Athletic Complex as the:

John J. Delp Strength and Conditioning Center

Upon receipt of the life insurance policy and premium payment, the Delps will be acknowledged for \$5,230,500 in giving to The University of Toledo in 2021.

Thank you for considering this request.

CC: Brenda Lee, President, The University of Toledo Foundation
Dave Nottke, Deputy Director of Athletics & Campaign Co-Director
Mike O'Brien, Vice President/Director of Athletics & Campaign Co-Director

Minutes
The University of Toledo Board of Trustees
Trusteeship and Governance Committee Meeting
February 10, 2021

Due to the COVID19 pandemic, the meeting was conducted remotely via WebEx. Committee members Mr. Will Lucas, Mr. Stephen Ciucci, Mr. Richard Walinski, Ms. Eleanore Awadalla and Ms. Mary Ellen Pisanelli were present. Other Trustees who attended included Mr. Alfred A. Baker, Mr. Daniel Guttman, Mr. Patrick Kenney, Mr. Birdel Jackson, Mr. Roy Armes and Student Trustees Ms. Rebecca K. Dangler and Mr. Anthony Gennings. Others in attendance were Mr. Jim Anderson, Dr. Karen Bjorkman, Dr. Frank Calzonetti, Dr. Phillip Cockrell, Dr. Christopher Cooper, Ms. Meghan Cunningham, Mr. David Cutri, Ms. Katie DeBenedictis, Mr. Tory Holmes, Ms. Mary Humphrys, Mr. Charles Jake, Dr. Adrienne King, Ms. Brenda Lee, Ms. Linda Lewandowski, Mr. Bill McCreary, Ms. Diane Miller, Mr. Jeff Newton, Dr. Gregory Postel, Mr. Matthew Schroeder, Ms. Rachel Stanford, Mr. Rick Swaine, Ms. Sabrina Taylor, Mr. Rod Theis, Ms. Brienne Thom, Ms. Amy Thompson, and Mr. Don Wedding.

The meeting was called to order at 12:41p.m. by Trustee Lucas via WebEx. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

Trustee Lucas requested a motion to waive the reading of the minutes from the December 14, 2020 Committee meeting and approve them as written. The motion was received by Trustee Kenney, seconded by Trustee Pisanelli, and approved by the Committee.

Dr. Phillip Cockrell presented a recommendation to update the Board of Trustees Bylaw 3364-1-04: Authority, terms, and selection of student members of the board. The update includes language that allows the University to contact qualified finalists from the previous year's applicant pool in the event of a vacancy prior to the end of a term. Trustee Lucas requested a motion to approve the update to the Board of Trustees Bylaw 3664-1-04 and forward it to the consent agenda at the next board meeting. The motion was received by Trustee Kenney, seconded by Trustee Pisanelli and approved by the Committee.

Mr. Lucas requested a motion for approval of the Personnel Action Report for today's meeting and to forward the report to the Consent Agenda at the next Board meeting. A motion was received by Trustee Kenney, seconded by Trustee Pisanelli, and approved by the Committee.

With no need for an executive session and no further business before the Committee, Trustee Lucas adjourned the meeting at 12:45p.m.

ATTENDANCE

CALL TO ORDER

**APPROVAL OF
MINUTES**

**UPDATE TO BOT
BYLAW 3364-1-04**

**PERSONNEL
ACTION REPORT**

ADJOURNMENT

Minutes
The University of Toledo Board of Trustees
Privileging and Credentialing Sub-Committee Meeting
March 15, 2021

Committee Chair Ms. Mary Ellen Pisanelli was present, as well as Committee members Mr. Steve Ciucci, and Mr. Will Lucas. Other trustees who attended include Alfred Baker, Mr. Birdel Jackson and Richard Walinski. Student trustee Anthony Gennings attended. Other attendees included Dr. Andrew Casabianca, Dr. Chris Cooper, Ms. Meghan Cunningham, Dr. Gregory Postel, Mr. Charles Jake, Ms. Heather Schramm and Ms. Katie DeBenedictis.

ATTENDANCE

Trustee Pisanelli called the meeting to order at 4:00 p.m via WebEx. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

CALL TO ORDER

Trustee Pisanelli requested a motion to enter Executive Session to discuss privileged information related to the evaluation of medical staff personnel appointments, which was received by Trustee Lucas, seconded by Trustee Ciucci, and approved by the Committee. Ms. DeBenedictis called the roll: Ms. Pisanelli, yes; Mr. Ciucci, yes; Mr. Lucas, yes, Mr. Kenney, absent, and Ms. Awadalla, absent. After discussion, the trustees excused executive session with no action taken.

**EXECUTIVE
SESSION**

Trustee Pisanelli requested a motion to approve the Chief of Staff Report as presented in Executive Session. The motion was received by Trustee Lucas, seconded by Trustee Ciucci, and approved by the Committee. The Chief of Staff Report is attached.

**APPROVAL OF
CHIEF OF STAFF
REPORT**

With no further business before the Committee, Trustee Pisanelli adjourned the meeting at 4:13 p.m.

ADJOURNMENT

CHIEF OF STAFF SUMMARY REPORT

March 15, 2021

I. Initial Appointments - Physicians/Dentists/Clinical Psychologists - None

II. Initial Appointments - Advance Practice Providers (APPs)/Allied Health Professionals (AHPs)

Bretl, Jennifer, PA-C
Family Medicine

Mohr, Sarah, LISW-S
Family Medicine

Reszko, Barbara, LISW-S
Psychiatry

Swint, Hannah, PA-C
Orthopedic Surgery

Truss, Kacie, CNP
Medicine/Infectious Disease

Tullis, Brooke, CNP
Psychiatry

III. Reappointments – Physicians/Dentists/Clinical Psychologists - None

IV. Reappointments - APPs/AHPs - None

V. Additional/Withdrawal of Privileges – Physicians/Dentists/Clinical Psychologists

1. Achinger, Debra, MD – Radiology - Approve request for additional privileges for #001 General diagnostic radiology, diagnostic ultrasound, diagnosis using radionuclides, nuclear medicine studies, diagnostic neuroradiology, diagnostic invasive procedures and diagnostic body imaging, computerized tomography, MRI, and myelography and #004 Diagnostic cholangiograms under FPPE.
2. Omballi, Mohamed, MD – Medicine/Pulmonary Medicine - Approve request for additional privileges for #098.1 Percutaneous tracheostomy, 098.2 Medical thoracoscopy, and #098.3 Endobronchial valve placement under FPPE.
3. Willey, James, MD – Medicine/Pulmonary Medicine - Approve request for additional privileges for fluoroscopy under FPPE.

VI. Additional/Withdrawal of Privileges – APPs/AHPs - None

VII. Change in Staff Category – Physicians/Dentists/Clinical Psychologists - None

VIII. Change in Staff Category – APPs/AHPs - None

IX. Removal from FPPE – Physicians/Dentists/Clinical Psychologists - None

X. Extension of FPPE – Physicians/Dentists/Clinical Psychologists - None

XI. Removal from FPPE – APPs/AHPs - None

XII. Extension of FPPE - APPs/AHPs - None

XIII. Physicians/Dentists/Clinical Psychologists Departures – Informational

1. Methi, Garima, MD – Family Medicine – Effective 01/01/2021
2. Murphy, Laura, MD – Medicine/Cardiology – Effective 03/19/2021
3. Rosenthal, John, MD – Surgery/Ophthalmology – Effective 02/01/2021

XIV. APPs/AHPs Departures – Informational – None

XV. Proposed Revisions to Delineation of Privileges - None

CHIEF OF STAFF SUMMARY REPORT

April 14, 2021

I. Initial Appointments - Physicians/Dentists/Clinical Psychologists

Callicott, Rod, MD
Pathology

Radhakrishnan, Muthukumar, MD
Medicine/Hospital Medicine

II. Initial Appointments - Advance Practice Providers (APPs)/Allied Health Professionals (AHPs)

Czech, Eric, PA-C
Family Medicine

Perry, Rebecca, CNP
Medicine/Cardiology

Pirkl, Meghan, CNP
Medicine/Hospital Medicine

Young, Sally, CNP
Neurology

III. Reappointments – Physicians/Dentists/Clinical Psychologists - None

IV. Reappointments - APPs/AHPs - None

V. Additional/Withdrawal of Privileges – Physicians/Dentists/Clinical Psychologists

1. Rost, Zachary, MD – Radiology - Approve request for additional privileges for moderate sedation under FPPE.
2. Yadav, Kunal, MD – Surgery/General Surgery - Voluntarily withdrew moderate sedation privileges effective 03/01/2021 with ACLS expiration.

VI. Additional/Withdrawal of Privileges – APPs/AHPs

1. Webb, Hannah, PA-C - Surgery/Vascular Surgery - Approve request for additional privileges for HBOT/Wound Care under FPPE.

VII. Change in Staff Category – Physicians/Dentists/Clinical Psychologists - None

VIII. Change in Staff Category – APPs/AHPs - None

IX. Removal from FPPE – Physicians/Dentists/Clinical Psychologists

1. Bieszczad, Jacob, MD – Radiology - Approve removal from initial FPPE process and transition to OPPE process.
2. Kanny, Abed, MD – Medicine/Hospital Medicine - Approve removal from initial FPPE process except for congestive heart failure and COPD exacerbation and transition to OPPE process.

X. Extension of FPPE – Physicians/Dentists/Clinical Psychologists - None

XI. Removal from FPPE – APPs/AHPs - None

XII. Extension of FPPE - APPs/AHPs - None

XIII. Physicians/Dentists/Clinical Psychologists Departures – Informational

1. Cohen, Michael, DDS – Surgery/Dentistry – Effective 02/18/2021
2. Dabiri, Darya, DDS – Surgery/Dentistry – Effective 02/24/2021
3. Halloran, Elizabeth, PhD – Psychiatry – Effective 02/21/2021
4. Heenan, Mark, DMD - Surgery/Dentistry - Effective 02/19/2021
5. Ho, David, DDS - Surgery/Dentistry - Effective 02/23/2021
6. Pace Jr., Frank, DMD - Surgery/Dentistry - Effective 02/23/2021
7. Spetka, Emily, DDS - Surgery/Dentistry - Effective 02/23/2021

XIV. APPs/AHPs Departures – Informational

1. Francis, Victoria, CNP - Surgery/Vascular Surgery – Effective 02/15/2021
2. Sirleaf, Alexandria, PA-C - Surgery/CT Surgery – Effective 04/30/2021
3. Spurling, Lora, LISW-S – Psychiatry – Effective 11/13/2020

XV. Proposed Revisions to Delineation of Privileges - None



HEALTHCARE COMPLIANCE PLAN

April 2021

INTRODUCTION

The University of Toledo (“UToledo”) is bound to many federal and state laws and regulations as we strive to improve the health and human condition in the communities and region we serve. These laws and regulations are complex and are ever-changing with requirements or guidance issued by federal and/or state health care payors, such as the Centers for Medicare and Medicaid Services (CMS); guidance issued by the Food and Drug Administration (FDA) or Department of Health and Human Services (HHS), Office of the Inspector General (OIG); and relevant industry standards and practices.

This document is the Healthcare Compliance Plan (“Plan”) for UToledo. It supersedes all prior versions of the Plan, as well as the “Compliance Plan for Health Care Operations” dated October 2013. The purpose of the Plan is to describe the UToledo Compliance Program and create a framework for its effective operation.

PURPOSE

The Plan outlines the expectations of behavior and performance and establish a framework for legal and ethical compliance by UToledo employees, faculty, and staff as well as affiliated persons (“Personnel”) regarding healthcare operations. UToledo departments, in addition to compliance, will support the Plan by training Personnel on UToledo policies and applicable federal and state laws and regulations. The ultimate objective is to create a Plan that establishes a culture of honesty and integrity into all operations at UToledo.

This Plan is not intended to set forth all substantive programs and practices of UToledo that are designed to achieve compliance. UToledo already maintains or is developing various compliance practices and those practices continue to be part of its overall legal and ethical compliance efforts. UToledo intends that this Plan embrace all elements of an effective program to prevent and detect violations of law and UToledo policies, procedures, and ethical standards, regarding healthcare operations.

Key components of the Plan are:

1. **Administrative Responsibility.** The designation of UToledo officials responsible for compliance efforts, including a compliance officer, legal counsel, and a healthcare compliance committee representing a cross-section of departments and employees.
2. **Policies.** UToledo has policies and procedures and a Code of Conduct that govern healthcare operations, including federal and state laws and regulations and accrediting body rules that sets forth standards to guide UToledo Personnel. Adherence will ensure that UToledo maintains its standards in medical, business, and legal practices while promoting an ethical workplace, a commitment to honest, responsible practices and encouraging compliance within the letter and spirit of the law.
3. **Employee Screening.** A screening process for employees and others, to ensure they have not been sanctioned from participation in a federal or state healthcare program.
4. **Education and Training.** An education and training program for UToledo Personnel on the Plan, policies and procedures, and their role in the UToledo compliance program and specific federal and state regulations.

5. **Monitoring and Auditing.** Monitoring and auditing to help prevent, detect, and report civil and criminal conduct concerning fraud and abuse as well as to regularly review the compliance efforts. This ensures that UToledo practices reflect current requirements and, if needed, other adjustments are made to improve the program. This includes a mechanism for UToledo personnel to raise questions and receive appropriate guidance concerning compliance issues or to report suspected violations.
6. **Reporting System and Anonymous Compliance Hotline.** Several reporting mechanisms are in place for employees to report compliance concerns including an anonymous phone line.
7. **Investigation and Corrective Action.** A process for investigating, auditing, monitoring, and resolving compliance issues is in place. Early detection and reporting minimize any financial loss to government and taxpayers, as well as any corresponding financial loss to UToledo.
8. **Enforcement and Discipline.** Policies and procedures are followed to ensure that appropriate disciplinary action is enforced. Compliance violations of policies and procedures is addressed. Employees who report in good faith and participate in the compliance program do so without fear of retaliation.

COMMITMENT TO CORPORATE COMPLIANCE

UToledo believes that compliance is critical to its healthcare operations and has an ongoing commitment to ensure that healthcare operations are conducted in accordance with applicable laws and regulations and UToledo policies and procedures. The UToledo Board of Trustees and Senior Leadership under the direction of UToledo President has approved the formation of the Compliance department and the designation of a Chief Compliance Officer to ensure institutional compliance at UToledo and a healthcare Compliance Officer for healthcare operations. The time, money, and energy devoted to compliance efforts should be viewed as an investment by UToledo to assist in realizing its full mission.

BOARD OF TRUSTEES

The UToledo Board of Trustees has the ultimate responsibility to govern UToledo and establish the strategic direction to realize the UToledo mission. The Board of Trustees will receive periodic reports regarding healthcare compliance matters.

SCOPE

The Plan applies to all UToledo Personnel as defined above, including but not limited to, faculty, staff, physicians, including physicians with University of Toledo Medical Center (UTMC) Medical Staff privileges, fellows, residents, student interns, volunteers and contractors who conduct medical, business, and legal activities with or at UToledo. To be effective, the Plan must be customized to the organization, all employees need to be familiar with it, and it must have a mechanism for reporting concerns. With the involvement of all Personnel in becoming familiar with this document, being aware of all regulations impacting their areas of responsibility and reporting all concerns through proper channels; The UToledo Plan has all the necessary elements to be deemed effective.

UTOLEDO PERSONNEL ROLE

UToledo personnel must:

- Read and attest to the online Compliance Support Manual
- Comply with UToledo policies and procedures.
- Know and promote the values and mission of UToledo.
- Adhere to the Compliance Program principles (where appropriate adherence to these principles will become part of all Personnel member's performance program)
- Treat all patients, students, employees, and anyone affiliated with UToledo with respect, dignity and deliver quality care.
- Conduct responsibilities in a manner which demonstrates commitment to compliance with all applicable laws and regulations.
- Attend educational sessions that relate to job responsibilities.
- Attest to the fact that one has received education in, understands, and will follow the rules and regulations relating to employment.
- Report known or suspected violations to supervisors, a department head, the Compliance Officer, or the anonymous reporting line as defined below in "Reporting Compliance Issues."
- Investigate or participate in an investigation to the point of resolution of an alleged violation.
- Strive to prevent errors and provide suggestions to eliminate errors.

ADMINISTRATIVE RESPONSIBILITY UTMC COMPLIANCE OFFICER

The Compliance Officer has primary responsibility for implementing and managing the Plan. The Compliance Officer is approved by the UToledo Board of Trustees, as are all UToledo employees.

The Compliance Officer will direct the development, implementation, and monitoring of the Plan. The Compliance Officer's responsibilities are to:

- Resolve all routine and customary compliance issues through the UTMC Health Care Compliance Committee ("Committee"), engaging UTMC leadership as needed. The Chief Audit and Compliance Executive will refer to UToledo leadership for resolution all issues of high risk and high exposure to the institution. The Chief Audit and Compliance Executive will report to the UToledo Board of Trustees, the President and executive administration information regarding the operation and progress of compliance efforts as appropriate.
- Address all compliance-related matters, including all policies relating to compliance issues. The Compliance Officer will work closely with representatives of the departments and administration to foster and enhance compliance.
- Review and implement policies and procedures and work with legal counsel to update the policies and the procedures based on changes in the law.
- Ensure there is a practice in place for educating employees on the Plan.
- Ensure that compliance issues and concerns within UToledo are appropriately evaluated, investigated, and resolved and oversight reviews are monitored.
- Provide Personnel with adequate education and training and ensure that Personnel participate in compliance-related activities as a part of Personnel performance evaluation.
- Document compliance-related activities.
- Monitor the performance of the Plan and related activities on a continuing basis, taking appropriate steps to improve the effectiveness; and continue to identify and address potential compliance vulnerabilities.
- Maintain a mechanism to ensure personnel are screened prior to employment or participation at UToledo.
- Effectively and efficiently address complaints and other concerns regarding compliance.

OVERSIGHT AND ADMINISTRATION OF COMPLIANCE

The Committee is chaired by the Compliance Officer and additional members are comprised of key leadership individuals that are representative of a variety of UTMC departments invested in UToledo compliance efforts. The Committee will strive to meet quarterly, or as needed, but no less than four times per year.

The charge of the Committee is to provide oversight of compliance with appropriate business and regulatory requirements, advise the Compliance Officer in the implementation and operation of the Plan and receive reports and recommend actions to review compliance issues and ensure processes are in place to mitigate risk of noncompliance with applicable federal and state laws. The Committee will have the ability to create sub-committees for specific issues or areas of concern.

POLICIES AND PROCEDURES

The Compliance Officer is responsible for developing policies and procedures that pertain to the operation of the Plan. The Committee will adopt and recommend approval of all compliance policies and procedures for the Compliance Program. It is the responsibility of all UToledo Personnel to comply with the Plan and associated policies and procedures. All UToledo Personnel are also responsible to adhere to the Standards of Conduct policy.

EDUCATION AND TRAINING

The Compliance Officer oversees training and education of employees on the Plan, the Compliance Manual, and the Code of Conduct with the assistance of the UToledo Human Resources and Internal Audit and Compliance departments.

The Compliance Manual is provided to all newly hired personnel involved in healthcare operations to ensure that employees understand their responsibility to conduct business with the highest of ethical standards. Additional new-hire and ongoing compliance training will include information on Clery Act and Title IX, Business Ethics, the Health Insurance Portability and Accountability Act of 1996 (HIPAA), and Diversity and Inclusion using courses developed by EverFi. Other training may vary based upon job classification, level of authority and individual responsibilities.

MONITORING AND INVESTIGATING COMPLIANCE ISSUES

The Compliance Officer will monitor UToledo performance to ensure that UToledo is striving for and demonstrating continual improvement on compliance activities. Reviews will be conducted based on relevant Fraud Alerts and the OIG Work Plan. The review will be limited in scope, generally conducted through a risk management review of compliance issues suggested by the OIG Work Plan, other government regulatory agencies, and internally reported noncompliance. The Compliance Officer will request and subsequently house all reviews.

If any of these reviews identify instances of possible non-compliance, the Compliance Officer will review the situation with the Office of Legal Affairs to determine whether there has been any activity inconsistent with UToledo policies or relevant laws or regulations and what further action is necessary. Material items will be brought to the Committee.

UToledo strives to comply with all applicable law, regulations, and policies that apply to state and federal healthcare programs, including but not limited to the following:

- State and Federal Criminal Fraud Statutes
- State and Federal Civil False Claims Act
- The Federal Anti-Kickback Law
- The Physician Self-Referral (Stark) Law
- State and Federal prohibitions against employing or contracting with debarred, excluded, or ineligible individuals.
- HIPAA
- Health Information Technology for Economic and Clinical Health Act
- Family Educational Rights and Privacy Act
- Improper Claims for Organ Acquisitions Costs
- Improper Claims for Clinical Trials
- Fair Market Value
- Grants
- Federal Healthcare Aid (i.e., aid for healthcare such as the CARES Act; student financial aid is not included within this scope)
- Research

REPORTING COMPLIANCE ISSUES

Employees have a duty to ask questions regarding potential healthcare operation issues and to report potential compliance concerns to their supervisor, central office, the Compliance Officer, or the Anonymous Reporting Line. If any employee knows of or suspects a compliance violation, they are to report it immediately without fear of retaliation (refer to the “No Retaliation” section). Where to best raise concerns depends on the particular concern and situation. Issues not related to healthcare operations will be referred.

The Compliance Officer will be notified of any complaints or other information that suggest a violation of the Plan, applicable law or UToledo policy. To determine whether a violation has occurred and how to respond to protect the UToledo from future violations and enforcement actions, investigations will be coordinated with the Office of Legal Affairs, using internal or external investigators, auditors, consultants, attorneys, or other independent contractors as appropriate.

GUIDELINES FOR REPORTING

Personnel should review these guidelines to assist in the decision of what issues should be reported, what method to use to report, information needed from the reporter and methods to determine the status and resolution of the report.

When to Report

Employees should report if they have information about or have observed a possible violation of UToledo policies or any Federal, State or Local laws and regulations.

How to Report

- Local Resolution – The best place to raise a concern typically begins at the college, department, or through supervisory channels.
- Central Offices – Due to the subject matter or due to work or personal relationship it may be best to raise questions through a specialized central office. Examples include the Human Resources department for concerns regarding employment or discrimination; The Title IX Office for sexual harassment; or Athletic Compliance Officer for possible National Collegiate Athletics Association violations.
- Compliance Officer – If the employee is uncomfortable with the direct approach, needs advice on how to handle an issue or issues have not been resolved satisfactorily, the employee can call and report to the Compliance Officer at (419) 383-4215
- Anonymous Reporting Line (Confidential) UToledo has an Anonymous Reporting Line to provide a simple way to report any situation or UToledo conduct believed to violate UToledo policy, federal, state, or local laws and regulations, government contract or grant requirements. The toll-free number is (888) 416-1308. A trained interviewer documents the concern, and the information is relayed to the appropriate UToledo office to investigate.
- Report Directly to the Fiscal Intermediary or CMS Should employees feel that the issues or concerns are not being addressed by administration, the employee may file a complaint directly to the government. This is called a Qui Tam report and the employee may receive compensation should the complaint meet the requirements set by the government.

What information should be included in the report?

Describe the situation completely and if possible, include such information as the following:

- dates,
- names,
- facilities, and departments involved,
- be as detailed as possible.

The process to resolving an issue when submitted to the Anonymous Reporting Line -

Reports submitted to the Anonymous Reporting Line will be handled as promptly and discreetly as possible, with facts made available only to those who need to know to investigate and resolve the matter. All reports submitted through the Anonymous Reporting Line will be carefully reviewed by UToledo personnel. Matters involving allegations of misconduct, serious violations of law or policy will be directed to the Office of Legal Affairs.

Within 5-10 business days the reporter should return to the website for the status of the investigation. UToledo may have information on the report or may require further information to proceed with an investigation.

Due to the nature of certain claims, UToledo may be limited with respect to action(s) it may be able to take in response to a report if the individual submitting the report does not wish to make his or her identity known.

UToledo is committed to safeguarding the confidentiality of individuals who submit reports. Employees are the best asset in monitoring compliance. Therefore, UToledo has a policy that prohibits retaliation against an employee for reporting or inquiring about potential violations or for seeking guidance on how to handle suspected violations. If an employee believes that they have been retaliated against, they should contact the Compliance Officer immediately. Please refer to “No Retaliation” section below.

Status and resolution of a complaint

To determine the status or resolution of a complaint:

- UToledo will inform the reporter, if the reporter is known, that the investigation has been completed and resolved. Depending on the resolution it is not always possible to provide details.
- If reported through the Anonymous Reporting Line, the reporter can use the password assigned by the Anonymous Reporting Line for communication and to determine the status of the investigation.

Academic Affairs

Reporting Options for Students – the anonymous reporting line does not support reporting of academic matters involving faculty and students. Students should use the anonymous student reporting line <https://www.utoledo.edu/title-ix/anonymous-reporting.html> for reporting academic related events. Students, staff, and faculty should report issues of sex discrimination, harassment, and sexual violence through Title IX https://cm.maxient.com/reportingform.php?UnivofToledo&layout_id=7.

CORRECTIVE ACTION PLAN

Whenever a compliance issue has been identified, through monitoring, reporting of possible issues, investigations, or otherwise, the appropriate UToledo personnel (management) will develop a corrective action plan to address the issue. The corrective action will address the specific issue including training of employees, restrictions imposed on employees and, when necessary, discipline in accordance with UToledo policies and procedures.

NO RETALIATION

Employees who report in good faith possible compliance issues will not be subjected to retaliation or harassment because of their report. Concerns about possible retaliation or harassment should be reported to the Compliance Officer. To the point possible to pursue an investigation, attempts will be made to make communications anonymous and confidential. It is the intent that no employee will experience retaliation because of reporting.

Examples of retaliation: employment actions such as termination, refusal to hire, and denial of promotion, other actions affecting employment such as threats, unjustified negative evaluations, unjustified negative references, or increased surveillance, and any other action such as an assault or unfounded civil or criminal charge that are likely to deter reasonable people from pursuing their rights.

ENFORCEMENT AND DISCIPLINE

Failure to comply with UToledo policies, federal, state, and local laws and regulations will result in consequences. Any employee (regardless of position) may be subject to discipline, up to and including termination, if it is determined that his/her actions (or inactions) constituted a willful violation of law.

Imposition of any disciplinary action shall be consistent with applicable law, human resource policies, medical staff bylaws and other standards. Discipline will be imposed fairly and equitably based upon full consideration of the circumstances.

REVISIONS TO THE PLAN

This Plan is intended to be flexible and adaptable to changes in regulatory requirements. The Plan will be regularly reviewed to assess whether it is working.

The Plan will be reviewed annually and changed as experience shows that a certain approach is not effective or suggests a better alternative.

UTOLEDO MISSION, VALUES AND VISION STATEMENT

The UToledo Mission, Vision, and Value statements are located on the UToledo website at the following address:

<http://www.utoledo.edu/campus/about/mission.html>

SOURCES:

The University of Michigan Health System Corporate Compliance Program- May 2000 Jeanne Strickland, Chief Compliance Officer, Privacy Director & Security Officer

The Ohio State Compliance Plan – Julie E. Chicoine, JD, RN, CPC Compliance Director

Federal Register / Vol. 63, No 35 / Monday, February 23, 1998 / Notices – Office of the Inspector General – Publication of the OIG Compliance Program Guidance for Hospitals

The Office of Inspector General's Compliance Program Guidance for Hospitals – February 1998

2004 Federal Sentencing Guidelines – Chapter 8- Part B Remedying Harm from Criminal Conduct, and Effective Compliance and Ethics Program - <http://www.ussc.gov/2004guid>

Compliance 101 Second Edition Debbie Troklus & Greg Warner

Newsletter, Healthcare Compliance Letter, Vol. 3, Issue 1, January 3, 2000, Developing an Effective Compliance Plan in an Era of Austerity: Observations from Ruth L Constant and Lawrence M. Leahy. 2006, CCH Incorporated – <http://health.cch.com/primesrc>
CCH-Exp, health-Comp-Manual, ¶ 50,280. How Should the Organization Empower the Compliance Officer? 2006, CCH Incorporated <http://health.cch.com>

UToledo Policies and Procedures: <http://utoledo.edu/policies/>

Measuring Compliance Program Effectiveness: A Resource Guide. In HCCA-OIG Compliance Effectiveness Roundtable, Roundtable meeting: January 17, 2017/Washington, DC. Issue Date: March 27, 2017. Retrieved from:

<https://oig.hhs.gov/compliance/101/files/HCCA-OIG-Resource-Guide.pdf>

United States Sentencing Commission, 2018 Guidelines Manual. Found at:

<https://www.ussc.gov/sites/default/files/pdf/guidelines-manual/2018/GLMFull.pdf>

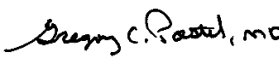
§8B2.1 Effective Compliance and Ethics Program, 2015 Federal Sentencing Guidelines Manual – <http://www.ussc.gov/guidelines-manual/2015/2015-chapter-8>




Office of the Provost

MEMORANDUM

DATE: March 2, 2021

TO: Gregory Postel, M.D. 
President

FROM: Karen S. Bjorkman, Ph.D. 
Provost and Executive Vice President for Academic Affairs

RE: Support of Awarding a Posthumous Degree in Psychology with a minor in
Disability Studies for Ms. Mary Olivia Miller (R01407680)

After reviewing the positive support letters from Charlene Gilbert, Dean, College of Arts and Letters, Kim Nielsen, Chair of Disability Studies, and Kim Gratz, Chair of Psychology, and after reviewing the records/documentation for Ms. Miller, I concur with the findings that we should award a posthumous degree in this very unfortunate case.

The awarding of this Posthumous Degree meets the eligibility requirements outlined in UToledo's Posthumous Degree Awards policy #3364-71-19.

- Ms. Miller was in her final stage of the degree program and completed 95% of her degree requirements and was scheduled to graduate in May 2021.
- Ms. Miller was in good academic standing and had no financial and/or disciplinary holds on her account.

The next step in this process, if you concur with the recommendation, is to request approval from the Board of Trustees at its next meeting.



Recommendations for Tenure and Promotion Effective 2021-22 Academic Year

Tenure

College of Medicine and Life Sciences

Dr. Jing Yuan Liu
Medicine

Tenure only

Tenure and Promotion

College of Arts and Letters

Dr. Daniel Boden
Political Science and Public Administration

Tenure and promotion to Associate Professor

Dr. Jeffrey Broxmeyer
Political Science and Public Administration

Tenure and promotion to Associate Professor

Dr. Kimberly Mack
English Language and Literature

Tenure and promotion to Associate Professor

Dr. Christopher Martin
Philosophy and Religious Studies

Tenure and promotion to Associate Professor

Dr. Michael Joel Voss
Political Science and Public Administration

Tenure and promotion to Associate Professor

Dr. Yanqing Xu
Geography and Planning

Tenure and promotion to Associate Professor

John B. and Lillian E. Neff College of Business and Innovation

Dr. Catherine Johnson
Marketing and International Business

Tenure and promotion to Associate Professor

College of Engineering

Dr. Ana C. Alba-Rubio
Chemical Engineering

Tenure and promotion to Associate Professor

Dr. Serhan Guner
Civil and Environmental Engineering

Tenure and promotion to Associate Professor

Dr. Ahmad Javaid
Electrical Engineering and Computer Science

Tenure and promotion to Associate Professor

Dr. Raghav Khanna Electrical Engineering and Computer Science	Tenure and promotion to Associate Professor
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Dr. Hossein Sojoudi Mechanical, Industrial, and Manufacturing Engineering	Tenure and promotion to Associate Professor
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College of Health and Human Services

Dr. Grant Norte School of Exercise and Rehabilitation Science	Tenure and promotion to Associate Professor
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University Libraries

Professor Jodi Jameson	Tenure and promotion to Associate Professor
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Professor Gerald Natal	Tenure and promotion to Associate Professor
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College of Medicine and Life Sciences

Dr. Ehab Eltahawy Medicine	Tenure and promotion to Professor
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Dr. Saori Furuta Cancer Biology	Tenure and promotion to Associate Professor
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Dr. Steven Haller Medicine	Tenure and promotion to Associate Professor
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Dr. Coral Matus Family Medicine	Tenure and promotion to Associate Professor
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Dr. Shobha Ratnam Medicine	Tenure and promotion to Professor
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Dr. Fadi Safi Medicine	Tenure and promotion to Associate Professor
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Dr. Roger Travis Taylor Medical Microbiology and Immunology	Tenure and promotion to Associate Professor
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College of Natural Sciences and Mathematics

Dr. Tian Chen Mathematics and Statistics	Tenure and promotion to Associate Professor
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Dr. Wei Li Chemistry and Biochemistry	Tenure and promotion to Associate Professor
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Dr. Chunhua Shan Mathematics and Statistics	Tenure and promotion to Associate Professor
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Dr. Ekaterina Shemyakova Mathematics and Statistics	Tenure and promotion to Associate Professor
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Dr. Henry Streby Environmental Sciences	Tenure and promotion to Associate Professor
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Dr. Michael Young Chemistry and Biochemistry	Tenure and promotion to Associate Professor
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College of Nursing

Dr. Colleen Taylor Adult, Family and Population Health	Tenure and promotion to Associate Professor
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College of Pharmacy and Pharmaceutical Sciences

Dr. Anthony Pattin Pharmacy Practice	Tenure and promotion to Associate Professor
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Dr. Sarah Petite Pharmacy Practice	Tenure and promotion to Associate Professor
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Promotion to Professor

College of Arts and Letters

Dr. Aliaksandr Amialchuk Economics	Promotion to Professor
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Dr. Kevin Egan Economics	Promotion to Professor
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M. Beth Schlemper Geography and Planning	Promotion to Professor
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Dr. Matt Yockey Theatre and Film	Promotion to Professor
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John B. and Lillian E. Neff College of Business and Innovation

Dr. Dana Hollie Accounting	Promotion to Professor
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Judith Herb College of Education

Dr. Edward Janak Educational Studies	Promotion to Professor
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Dr. Lisa Pescara-Kovach Educational Studies	Promotion to Professor
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College of Engineering

Dr. Weiqing Sun Engineering Technology	Promotion to Professor
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College of Health and Human Services

Dr. Janet Hoy-Gerlach School of Social Justice	Promotion to Professor
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Jesup Scott Honors College

Dr. Denise Bartell

Promotion to Professor

College of Medicine and Life Sciences

Dr. Jihad Abbas

Surgery

Promotion to Professor

Dr. Maria Alfonso-Jaume

Medicine

Promotion to Professor

Dr. Julie Brennan

Family Medicine

Promotion to Professor

Dr. Prasad Kakarala

Pediatrics

Promotion to Professor

Dr. Joseph Sferra

Surgery

Promotion to Professor

Dr. Puneet Sindhvani

Urology

Promotion to Professor

College of Natural Sciences and Mathematics

Dr. Richard Becker

Environmental Sciences

Promotion to Professor

Dr. Malathi Krishnamurthy

Biological Sciences

Promotion to Professor

College of Pharmacy and Pharmaceutical Sciences

Dr. Mariann Churchwell

Pharmacy Practice

Promotion to Professor

Dr. Varun Vaidya

Pharmacy Practice

Promotion to Professor

Promotion to Associate Professor**College of Health and Human Services**

Dr. Nicole Stotz

School of Exercise and Rehabilitation Science

Promotion to Associate Professor

College of Medicine and Life Sciences

Dr. Obi Ekwenna

Urology

Promotion to Associate Professor

Dr. John Fish, III

Medicine

Promotion to Associate Professor

Dr. RongJun Guo Pathology	Promotion to Associate Professor
Dr. Rajesh Gupta Medicine	Promotion to Associate Professor
Dr. Gregory Kasper Surgery	Promotion to Associate Professor
Dr. Rajat Kaul Pediatrics	Promotion to Associate Professor
Dr. Abdulazim Mustapha Orthopaedic Surgery	Promotion to Associate Professor
Dr. Mohamed Osman Surgery	Promotion to Associate Professor
Dr. Todd Russell Surgery	Promotion to Associate Professor
Dr. Sleiman Smaili Obstetrics and Gynecology	Promotion to Associate Professor
Dr. John Stengle Surgery	Promotion to Associate Professor
F. Michael Walsh Pathology	Promotion to Associate Professor
Dr. Carolina Wishner Family Medicine	Promotion to Associate Professor

Promotion to Assistant Professor

College of Nursing

Dr. Carol Bryan Adult, Family and Population Health	Promotion to Assistant Professor
Dr. Jenniver DeVries Adult, Family and Population Health	Promotion to Assistant Professor
Dr. Kathleen Mitchell Adult, Family and Population Health	Promotion to Assistant Professor
Dr. Tonya Schmitt Maternal, Pediatric and Mental Health	Promotion to Assistant Professor

Recommendations for 2020-2021 Distinguished University Lecturers

Distinguished University Lecturers have earned recognition and distinction as educators; advancing student learning, facilitating and supporting student success, and demonstrating a commitment to the University's educational mission.

After a call for nominations, ten lecturer nominations were submitted by the January 29, 2021, deadline. The Distinguished University Lecturer Selection Committee has endorsed three candidates to recommend to the Provost and President.

Dr. Todd Crail, Associate Lecturer, Department of Environmental Sciences, College of Natural Sciences and Mathematics

- Established record as an outstanding and dedicated educator
- Holds a B.A. in Biology from Bluffton University, a M.S. in Biology, and a Ph.D. in Biology from The University of Toledo
- Joined The University of Toledo as an Instructor in 2012, followed by the positions of Lecturer (2012-2015), and Associate Lecturer (2015-present)
- Previously was awarded the Edith Rathbun Service Award and UToledo Teaching Award
- Consistently uses innovative and experiential teaching strategies to engage students
- Has published numerous peer reviewed scholarly articles
- Presented work at local, state, and national venues
- Provides learning opportunities for students in the UToledo Honors program, in the greenhouse, rain and native gardens at UToledo, and in community gardens around the city, Toledo Metroparks and nature preserves in the region
- Receives consistently high teaching evaluations in all his courses, even the large lectures. One student remarked, "I learned more in this course than I have in all of the other courses I have taken at UToledo combined. Todd found a way to teach us all the actual material we needed to know while teaching us life lessons and how to be better people, while finding ways to take better care of our environment. The knowledge I have gained from this course will stay with me through the rest of my life. I really can't say enough good things about this course"



Dr. Suzanne Smith, Senior Lecturer, Department of English Language and Literature, College of Arts and Letters

- Passionate teacher of English and skilled writing tutor
- Holds a B.A. in English from SUNY College at Brockport, an M.A. in English, and a Ph.D. in in English from The University of Toledo
- Joined The University of Toledo in 1989. Promoted to Associate Lecturer in 2007 and Senior Lecturer in 2013
- Served as faculty writing consultant in the Writing Center
- Served as the Interim Director for the English as a Second Language (ESL) Program
- Active in University service and currently serves on the Faculty Senate Executive Committee
- Regularly attends professional development opportunities to enhance her teaching
- Strong mentor for teaching assistants and tutors
- Presented at the International Writing Centers Association conference, one of the most prestigious conferences in the field of writing studies, the East Coast Writing Centers Association, and the International Writing Centers Association Collaborate conference
- Strong record of teaching and student-centeredness. Several of Dr. Smith's students commented on her teaching: "Professor Smith was great! Challenging but willing to help. I wouldn't have passed without her patience and help." Another student said, "Ms. Smith allowed me to see a side of writing I never really noticed. I thought that by the end of the semester I would withdraw, but even though I struggled I'm glad I continued"



Nancy Snow, Senior Lecturer, Department of Accounting, John B. and Lillian E. Neff College of Business and Innovation

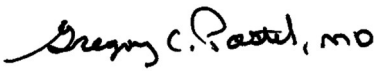
- Experienced educator dedicated to the continuous improvement of her teaching
- Joined The University of Toledo as a Lecturer in 2002. Promoted to Associate Lecturer in 2007 and Senior Lecturer in 2013
- B.A. in Accounting and M.S. in Accounting from The University of Toledo
- Received Outstanding Non-Tenure Track Teaching Award, UToledo College of Business and Innovation
- Employs active learning strategies in the classroom for reinforcement and retention of learning objective
- Named UToledo Diversity Ambassador
- Actively engaged in service across the University, College and Department
- Named a Subject Matter Expert for developing educational materials for McGraw Hill Publishers
- Skilled and effective in teaching large course sections of up to 300 students
- Selected as an Equity Champion for Introductory Financial Accounting class
- Consistently receives excellent teaching evaluations from her students. One of her students said: “This was one of the best college courses I have ever had. This was the first time I had Nancy Snow and I can’t say enough good things about her teaching methods. I found that her method of approach was very effective and valuable”






Date: March 4, 2021

To: UToledo Board of Trustees

Through: Gregory C. Postel, M.D. 
President

From: Karen S. Bjorkman, Ph.D. 
Provost and Executive Vice President of Academic Affairs

Re: Request to Change the Division of Dentistry to the Department of Dentistry

The College of Medicine and Life Sciences has submitted a formal proposal to change the 'Division of Dentistry' currently located within the Department of Surgery, to the 'Department of Dentistry' reporting directly to the dean of the college.

Due to expanded services at the Toledo Hospital, we believe there will be significant growth potential for Dentistry and reconfiguring this into its own department is an important step in the process.

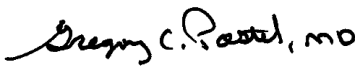
This proposal has been endorsed by: 1) the faculty within the division of dentistry, 2) the faculty within the department of surgery, 3) the Faculty Council of the College of Medicine and Life Sciences, and 4) the Faculty Senate Executive Committee.


The President and I both support this change and recommend approval by the UToledo Board of Trustees.



Date: March 16, 2021

To: UToledo Board of Trustees

Through: Gregory C. Postel, M.D. 
President

From: Karen S. Bjorkman, Ph.D. 
Provost and Executive Vice President of Academic Affairs

Re: **Honorary Degree Nomination for Spring 2021 College of Medicine and Life Sciences' Commencement Ceremony**

Upon the recommendation of the Academic Honors Committee (AHC), I am recommending that the Board of Trustees approve the following nomination for an honorary degree. Matthew Hepburn, M.D. has accepted the invitation of Dr. Christopher Cooper, Dean, College of Medicine and Life Sciences and Executive Vice President for Clinical Affairs, to be the Commencement speaker at the College of Medicine and Life Sciences' spring 2021 Commencement ceremony.

Dr. Hepburn currently serves as the Vaccine Lead for Operation Warp Speed, which is a partnership of the Department of Health and Human Services, the Department of Defense, and the private sector, that was initiated to facilitate and accelerate the development, manufacturing, and distribution of COVID-19 vaccines, therapeutics, and diagnostics. He has played a pivotal role as a physician-leader during the greatest global healthcare crisis in over a century. A committee of medical students and faculty selected Dr. Hepburn from a national pool in recognition of his extraordinary accomplishments.

Dr. Hepburn received a Bachelor of Science degree in Engineering and his medical degree from Duke University. He completed an internship and residency in Internal Medicine at Brooke Army Medical Center. He went on to complete a fellowship in Infectious Diseases also at Brooke Army Medical Center.

As Vaccine Lead, Dr. Hepburn is responsible for establishing and overseeing a vaccine management team with over 100 personnel and leads US Government investments in six vaccine efforts valued at more than \$1B per project. Prior to his position as Vaccine Lead, he served as the Joint Project Lead, Enabling Biotechnologies for the Joint Program Executive Office for Chemical, Biological, Radiological and Nuclear Defense. He was responsible for establishing a "start-to-finish" capability to develop vaccines and therapeutic solutions against current and future biological threats. Dr. Hepburn and the Enabling Biotechnology team implemented the DoD Vaccine Acceleration Project, which provides key investments to advance vaccines and antibody therapeutic efforts with special emphasis on acceleration of manufacturing these products and clinical trials.

Prior to his assignment with Enabling Biotechnologies, Dr. Hepburn served 23 years active duty in the United States Army, retiring as a Colonel. His final assignment was as a Program Manager at the Defense Advanced Research Projects Agency (DARPA), where he implemented numerous breakthrough investment programs to prepare for the current pandemic. During this same time, he served on the Research and Development Team at the newly Research, Development and Acquisitions Directorate at the Defense Health Agency. He also served as Director of Medical Preparedness on the White House National Security Staff where he was responsible for leading interagency policy process to address the lessons learned from the H1N1 influenza pandemic.

Dr. Hepburn was also Chief Medical Officer of the Level 2 Treatment Facility in Iraq from 2009-2020. Prior to deployment, he was Clinical Research Director at the US Army Medical Research Institute for Infectious Diseases. He is currently an Adjunct faculty member at Georgetown University where he teaches a graduate level course on Biotechnology and Security.

Dr. Hepburn has received numerous military awards including the Bronze Star, Defense Superior Service Medal, Meritorious Service Medal, multiple Army Commendation Medals and Army Achievement Medals. He has also received academic honors including Outstanding Staff Teacher for Medical Students from University of Texas Health Science Center and the DARPA Results Matter Award. He is an Assistant Professor at Uniformed Services University of the Health Sciences and has published numerous manuscripts and book chapters. He is also highly involved as a reviewer of multiple manuscripts for twelve different journals.

In recognition of his many accomplishments, I request your support of the nomination of Dr. Matthew Hepburn for the Degree of Doctor of Science, *honoris causa*.

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 21-04-06

**RATIFICATION OF THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE UNIVERSITY OF TOLEDO AND THE
FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL INC. (FOP/OLC)**

- WHEREAS, The Collective Bargaining Agreement between The University of Toledo and the Fraternal Order of Police, Ohio Labor Council, Inc. was effective from April 4, 2017 through December 31, 2019; and
- WHEREAS, The University of Toledo and FOP/OLC have been engaged in collective bargaining under the provisions of Ohio Revised Code 4117, the State of Ohio's collective bargaining law and which has been assigned State Employment Relations Board (SERB) Case No. 2019-MED-09-0854; and
- WHEREAS, The parties negotiated a tentative agreement for a term to run from January 1, 2020 through December 31, 2022, which was ratified by FOP/OLC on February 17, 2021; and
- WHEREAS, The tentative agreement provides for a 0% increase effective January 1, 2020, a 2.0% increase effective January 1, 2021, and a 2.0% increase effective January 1, 2022.

NOW, THEREFORE, BE IT RESOLVED,

That the Board of Trustees of The University of Toledo hereby ratifies the agreement between The University of Toledo and Fraternal Order of Police, Ohio Labor Council, Inc. for a collective bargaining agreement to run from January 1, 2020, through December 31, 2022.

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 21-04-07

**APPROVAL OF LARGE PURCHASE FOR PERIOD
DECEMBER 1, 2020 THROUGH MARCH 31, 2021**

WHEREAS, consistent with The University of Toledo's Board policy and normal university business, the requirement for the Board to approve purchases for good and services above \$500,000 and construction projects at greater than \$1 million is requested; and

WHEREAS, the following large purchases are offered for consideration by the Board;

- MRI- Agreement for 60-month lease costing \$2,030,682 for a new 3T MRI unit. The current machine is producing undesirable image quality and the Radiology team is no longer able to accurately interpret results on specific images. Being committed to providing accurate and timely interpretations for all images acquired at UTMC, the current technology does not meet standard of care. An RFP was released and GE was the selected vendor. With upgrade vs replacement, it is estimated 60% less downtime which saves mobile service costs. Features of new machine will contribute to exceptional image quality and improved scanning speed, which decreases patient anxiety, improves patient satisfaction and scanning turnaround time. At the end of the lease agreement there is an option to purchase for \$1.
- Automated Dispensing Cabinets- Agreement for 60-month lease costing \$3,100,000 to replace automated dispensing cabinets and narcotic storage systems for the University of Toledo Medical Center. These cabinets create storage units for medication on 40 nursing and procedural units, along with 15 anesthesia carts for storing and dispensing during surgery assuring compliant storage, labeling and accurate billing. MedCarousel will maintain perpetual inventory, barcoded dispensing, and medication security in the pharmacy. This storage and software in the pharmacy prevents diversion and identifies potential diversion risks throughout the closed loop system.

WHEREAS, funding for these agreements/purchases will come from the Board-approved operating budget.

NOW, THEREFORE, BE IT RESOLVED,

that the Board of Trustees of The University of Toledo hereby authorizes the President, or his designee, to enter into the above listed transactions.

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTES

RESOLUTION: 21-04-08

**PERTAINING TO THE ESTABLISHMENT OF A MANAGEMENT GROUP
FOR NATIONAL INDUSTRIAL SECURITY PROGRAM AGREEMENTS**

WHEREAS, The University of Toledo (“University”), an instrumentality of the state of Ohio, desires to contract with agencies of the United States Government, which contracts include security clearance obligations; and

WHEREAS, Current Department of Defense (“DoD”) policy requires either that either a quorum of the University Board of Trustees (the “Board”), the President, and certain officers and directors meet personnel security clearance requirements required for the University’s security clearance or that the Board adopt a resolution explicitly stating that Board members and officers designated by name do not require, and will be excluded from, access to all classified information in the University’s possession, and do not occupy positions that would permit them to adversely impact the University’s policies or practices in the performance of classified contracts for the DoD or other similar agencies under the National Industrial Security Program (“NISPOM”) (the “Exclusion Resolution”); and

WHEREAS, The Board desires to adopt an Exclusion Resolution.

NOW, THEREFORE, BE IT RESOLVED,

That the Board appoints a managerial group and delegates to them the authority and responsibility to negotiate and administer the DoD agreement, including all duties, responsibilities and authorities pertaining to the University’s obligations under NISPOM, and which managerial group shall include: President/Senior Management Official; Executive Director, University of Toledo Institute for Applied Engineering Research/ Insider Threat Program Senior Official; Facility Security Officer (see appendix).

BE IT FURTHER RESOLVED,

That the following individuals who are not part of the managerial group shall not have, and can be effectively excluded from, access to all classified information in the University’s possession and possession of UT, and do not occupy positions that would permit them to adversely impact the University’s policies or practices in the performance of classified contracts, including University Trustees, as well as all University officers and directors that are not of the managerial group including: Provost, Executive VP for academic Affairs; Executive VP for clinical affairs; Executive VP for finance and Admin, Chief financial officer; VP and general counsel; Dean, College of Graduate Studies; Dean, college of Nursing; Dean, College of Medicine and Life Sciences; Dean,

Jesup Scott Honors College; Dean, College of Business and Innovation; Dean, College of Law; Dean, University Libraries; Dean, College of Arts and Letters; Dean, University College; Dean, College of Health and Human Services; Dean, College of Natural Sciences and Mathematics; Dean, College of Pharmacy and Pharmaceutical Sciences; Dean, Judith Herb College of Education; and Dean, College of Engineering (see appendix);

BE IT FURTHER RESOLVED,

That all members of the managerial group either have or will obtain the required security clearances; and

BE IT FURTHER RESOLVED,

That in the future, if a cognizant security agency (CSA) of the United States government determines that other University officials must be added to the managerial group, unless otherwise required by the CSA, the authority to add members is delegated by the Board to the managerial group, with approval of the President, and with and notice to the Board.

Appendix

Position Title	Contract and Security Role	Name
President (CEO)	Senior Management Official (SMO)	Gregory Postel
Facility Security Officer	Facility Security Officer (FSO)	Kathryn Rose
Executive Director of UToledo Institute of Applied Engineering Research, Insider Threat Program Senior Officer	Insider Threat Program Senior Officer (ITPSO)	Steven Huebner
Chair, Board of Trustees		Alfred A Baker
Member, Board of Trustees		Stephen P. Ciucci - Vice Chair
Member, Board of Trustees		Eleanore Awadalla
Member, Board of Trustees		Daniel J Guttman
Member, Board of Trustees		Patrick J. Kenney
Member, Board of Trustees		Will Lucas
Member, Board of Trustees		Mary Ellen Pisanelli
Member, Board of Trustees		Richard S Walinski
Secretary, Board of Trustees		Katie DeBenedictis
Provost, Executive VP for academic Affairs		Karen Bjorkman
Executive VP for clinical affairs		Christopher Cooper
Executive VP for finance and Admin, Chief financial officer		Matt Schroeder
VP and general counsel		Charles Jake
Dean, College of Graduate Studies		Barry Scheuermann (Interim)
Dean, college of Nursing		Linda Lewandowski
Dean, College of Medicine and Life Sciences		Chris Cooper
Dean, Jesup Scott Honors College		Heidi M. Appel
Dean, College of Business and Innovation		Anne Balazs
Dean, College of Law		Ben Barros
Dean, University Libraries		Beau Case
Dean, College of Arts and Letters		Charlene Gilbert
Dean, University College		Barbarra Kopp Miller
Dean, College of Health and Human Services		Mark Merrick
Dean, College of Natural Sciences and Mathematics		John Plenefisch
Dean, College of Pharmacy and Pharmaceutical Sciences		Gary Pollack
Dean, College of Engineering		Michael Toole
Dean, Judith Herb College of Education		Raymond Witte

The University of Toledo PERSONNEL ACTION REPORT - Board of Trustees Meeting
April 14, 2021
Exceptions to 8 month position hold include those that deal with student/patient success or non-transferable work.

New Hires / Rehires								
Name - Last, First, MI	College or Administration	Department	Faculty or Staff	Description		Position	Rate/Annual Salary	Effective Date
Abdel Rahim, Fatma ElZahraa Y.	College of Medicine	Medicine	Staff	Additional Position		Research Assistant	\$17,472.00	01/11/2021
Ahmad, Omar	College of Medicine	Medicine	Faculty	New Hire		Assistant Professor	\$25,000.00	03/02/2021
Allen, Jenni	University Medical Center	Patient Financial Svcs	Staff	New Hire		Billing Specialist	\$44,595.20	01/11/2021
Allen, Jhnetta R.	University Medical Center	Family Practice	Staff	New Hire		Medical Assistant	\$34,673.60	01/25/2021
Alves, Fatima A.	Human Resources	Human Resources	Staff	New Hire		HR Consultant	\$60,000.00	03/22/2021
Amonette, Kaliyn M.	College of Medicine	Neurology	Staff	New Hire		Lab Assistant	\$17.03	02/15/2021
Atta Donkor, Zecharia	University Medical Center	Sterile Processing	Staff	New Hire		Surgical Technician	\$23,857.60	02/22/2021
Baer, Tyler K.	Public Safety	Special Events	Staff	New Hire		Seasonal Employee - Pooled	\$35.00	03/22/2021
Baker, Shaunita	University Medical Center	Food And Nutritional Svcs	Staff	New Hire		Clerk 2	\$13,863.20	01/25/2021
Bannister, Janay M.	University Medical Center	Sterile Processing	Staff	Rehire		Hospital Aide	\$29,016.00	02/22/2021
Baumgartner, Kurtis H.	Public Safety	Special Events	Staff	New Hire		Seasonal Employee - Pooled	\$35.00	03/22/2021
Beattie-Smith, Bridget E.	College of Law	Admissions-Law	Staff	New Hire		Asst. Dir. Financial Aid (Law)	\$24,242.40	03/15/2021
Bercheni, Mark L.	Human Resources	Human Resources	Staff	New Hire		Senior Dir Total Rewards	\$138,875.00	01/11/2021
Berchold, Amanda	Provost-Academic Affairs	Academic Athletic Advising	Staff	New Hire		Learnng Speclist/Tutoring Coord	\$44,344.00	02/08/2021
Berry, Natasha S.	University Medical Center	Service Excellence	Staff	New Hire		Telephone Operator 1	\$13,156.00	01/25/2021
Biggs, Jennifer L.	University Medical Center	Senior Behavioral Health	Staff	Rehire		Staff Nurse	\$59,136.48	03/22/2021
Bittner, Peggie A.	University Medical Center	Emergency Dept.	Staff	Rehire		Staff Nurse	\$59,136.48	03/08/2021
Bogdan, Andrea M.	Human Resources	Human Resources	Staff	New Hire		HR Specialist	\$45,000.00	03/22/2021
Brewer, Savannah V.	University Medical Center	Food And Nutritional Svcs	Staff	New Hire		Food Service Worker	\$11,263.20	03/08/2021
Brubaker, Carl J.	University Medical Center	Emergency Dept.	Staff	New Hire		Nursing Assistant	\$15.06	01/11/2021
Cain, Bradley J.	Public Safety	Hospital Safety	Staff	New Hire		Security Officer 1	\$25,896.00	03/15/2021
Callicott, Rod	College of Medicine	Pathology	Faculty	New Hire		Assistant Professor	\$35,000.00	03/17/2021
Carter, Jason A.	College of Medicine	Advanced Microscopy & ImageCntr	Staff	New Hire		EM Technologist	\$51,251.20	02/22/2021
Carter, Shonte L.	University Medical Center	Registration	Staff	New Hire		Patient Registration Spec	\$15,548.00	01/25/2021
Chakraborty, Saroj	College of Medicine	Physiology and Pharmacology	Staff	New Hire		Postdoctoral Fellow	\$47,500.00	01/11/2021
Charley, Ecole L.	College of Nursing	College of Nursing Instruction	Staff	Additional Position		Tutor	\$30.00	02/08/2021
Chudley, Vicki	University Medical Center	Vascular Lab	Staff	Rehire		Cardiac Cath Nurse Liaison	\$33.74	03/29/2021
Clare, David R.	University Medical Center	Emergency Dept.	Staff	Rehire		Staff Nurse	\$29.90	02/15/2021
Coboe, Emily N.	VP Enrollment Mgmt	Undergraduate Admission	Staff	New Hire		Recruitment Officer 2	\$36,483.20	03/08/2021
Cook, Carley T.	University Medical Center	Heart and Vascular Center	Staff	New Hire		Medical Assistant	\$34,673.60	03/01/2021
Cvetkovic, Jovana	University Medical Center	Main Campus Pharmacy	Staff	New Hire		Outpatient Clinical Pharmacist	\$115,000.00	03/08/2021
Daugherty, Zachary M.	Judith Herb College of Educ	Early Childhood Education	Staff	New Hire		Seasonal Employee Hourly	\$30.00	02/09/2021
Davis, Jr., Keith L.	Human Resources	Human Resources	Staff	New Hire		HR Specialist	\$45,000.00	03/15/2021
DeWitt, Craig	University Medical Center	Hospital Finance	Staff	New Hire		Dir Mgd Care & Rev Cycle Fin	\$125,000.00	01/11/2021
Dedhia, Guri D.	College of Engineering	MIME	Staff	New Hire		Seasonal Employee Hourly	\$11.00	03/11/2021
Dickens, Anthony L.	VP Enrollment Mgmt	ATOM Admissions	Staff	New Hire		Recruitment Officer 3	\$39,249.60	01/07/2021
Dickerson, Derek S.	Human Resources	Human Resources	Staff	Rehire		Account Clerk 3	\$48,651.20	02/08/2021
Dixon, Michelle D.	University Medical Center	Registration	Staff	New Hire		Patient Registration Spec	\$31,096.00	01/25/2021
Downing, Adam M.	University Medical Center	Univ Medical Center Admin	Staff	New Hire		Healthcare Administration Spec	\$52,000.00	03/08/2021
Drown, Dillon E.	Div of Tech & Adv Solutions-OTAS	IT O&I Lab Support Group	Staff	New Hire		Seasonal Employee Hourly	\$25.00	01/05/2021
Duckworth, Robyn	University Medical Center	Food And Nutritional Svcs	Staff	New Hire		Clerk 2	\$13.33	03/29/2021
Dull, Marissa M.	University Medical Center	Respiratory Care	Staff	New Hire		Resp Care Staff Tech	\$18,002.40	01/25/2021
Dunne, Michelle M.	Provost-Academic Affairs	Provost Office	Staff	New Hire		Seasonal Employee - Pooled	\$15.00	03/03/2021
Easley, Lynda F.	University Medical Center	Food And Nutritional Svcs	Staff	New Hire		Food Service Worker	\$11,263.20	03/15/2021
Enderby, Katelyn	University Medical Center	SAB Med/Surgery	Staff	New Hire		Patient Care Technician	\$14,508.00	02/22/2021
Enderle, Drew T.	College of Business	UnderGrad Studies	Staff	Rehire		Academic Advisor	\$43,000.00	03/10/2021
Espinosa, Whitney C.	Human Resources	Human Resources	Staff	New Hire		HR Specialist	\$45,000.00	03/22/2021
Fear, Stephanie	Natural Sci & Math College	Chemistry	Staff	New Hire		Admin Assist 1	\$17,784.00	01/06/2021
Finlay-Kochanowski, Jeannie R.	University Medical Center	CVU	Staff	New Hire		Staff Nurse	\$59,136.48	03/22/2021
Finn, Jesslyn I.	University Medical Center	Registration	Staff	New Hire		Registration Liaison	\$11,169.60	02/01/2021
Ford, Cornell	Athletics	Football	Staff	New Hire		Asst FB Coach, Defensive Backs	\$88,500.00	03/01/2021
Francillon, Ebert	University Medical Center	Nursing Pool	Staff	New Hire		Staff Nurse	\$48,129.12	03/15/2021
Gautam, Jyotshana	College of Medicine	Med Microbio & Immunology	Staff	New Hire		Post Doc FT HSC	\$52,704.00	03/15/2021
Gifford, Charles E.	University Medical Center	Nursing Pool	Staff	New Hire		Staff Nurse	\$59,136.48	02/01/2021
Greene, Tiffany L.	Human Resources	Human Resources	Staff	New Hire		Clerk 1	\$17,784.00	03/15/2021
Hack, James	Natural Sci & Math College	Physics	Staff	New Hire		Post Doctoral	\$60,000.00	02/08/2021
Haney, Emma K.	University Libraries	University Libraries	Staff	Rehire		LIB Seasonal Employee Hourly	\$15.00	03/26/2021
Harris, April S.	University Medical Center	Family Practice	Staff	New Hire		Medical Assistant	\$35,984.00	01/11/2021
Harvey, April L.	University Medical Center	Ambulatory Staffing Pool	Staff	Rehire		Medical Assistant	\$35,984.00	03/22/2021
Harvey, Patrick D.	College of Engineering	Electrical Engineering	Staff	Recall		Secretary 1	\$28,504.32	03/01/2021
Harwick, Kerensa M.	University Medical Center	3D Medical Intensive Care	Staff	New Hire		Clinical Specialist	\$14,716.00	03/01/2021
Hazari, Noor Ahmad	College of Engineering	Electrical Engineering	Staff	New Hire		Post Doctoral Research Assoc	\$60,000.00	03/15/2021
Henderson, Ashtin M.	University Medical Center	Nursing Svcs Admin	Staff	New Hire		Staff Nurse	\$48,129.12	02/08/2021
Henriquez, Hector O.	University Medical Center	Nursing Pool	Staff	New Hire		Nursing Assistant	\$15.06	02/08/2021
Hogan, Kevin J.	Div of Tech & Adv Solutions-OTAS	IT Personnel - Clinical Informatics	Staff	New Hire		Assoc Technical Support Admin	\$45,000.00	03/01/2021
Holder, Ashley A.	University Medical Center	Senior Behavioral Health	Staff	Rehire		Nursing Assistant	\$15.06	03/15/2021
Jacques, Sarah M.	Natural Sci & Math College	Biological Sciences	Staff	New Hire		Seasonal Employee Hourly	\$15.00	01/06/2021
Keegan, Zachary A.	University Medical Center	Transport Services	Staff	New Hire		Hospital Aide	\$29,016.00	03/29/2021
Khodes, Razan M.	University Medical Center	Registration	Staff	New Hire		Registration Liaison	\$21,632.00	03/15/2021
Kidmeyer, Erin E.	Athletics	Soccer-Women	Staff	New Hire		Seasonal Employee Hourly	\$20.00	02/26/2021
Kinnersley, Brady A.	AVP for Finance	Controller	Staff	New Hire		Grants Analyst	\$40,000.00	03/15/2021
Knehr, Suzanne N.	University Medical Center	OP-Clinic-Glendale Medicine	Staff	New Hire		Medical Assistant	\$37,460.80	03/01/2021
Kumari, Shikha	College of Pharmacy	Pharmacology	Staff	New Hire		Res Assistant Professor	\$59,000.00	03/01/2021
LaPointe, Amanda M.	University Medical Center	Lab-Evening and Overnight	Staff	New Hire		Lab Sr Tech	\$63,668.80	03/01/2021
Lane, Latasia L.	University Medical Center	Registration	Staff	Rehire		Patient Registration Spec	\$31,096.00	03/29/2021
Lauback, James D.	University Medical Center	Pharmacy	Staff	New Hire		Pharmacist	\$52.99	01/11/2021
Leach, Russell	Facilities & Construc Mgmt.	Maintenance/Structur	Staff	New Hire		Maint Repair Worker 2	\$34,049.60	02/01/2021
Lee, Ariana	College of Medicine	Resid Prgm-Dentistry	Staff	New Hire		Dental Assistant 2	\$31,096.00	02/01/2021

The University of Toledo PERSONNEL ACTION REPORT - Board of Trustees Meeting
April 14, 2021
Exceptions to 8 month position hold include those that deal with student/patient success or non-transferable work.

Lee, Jie Min	Provost-Academic Affairs	Learning Enhancement Center	Staff	Rehire				\$15.06	01/25/2021
Lemle, Kylee L.	University Medical Center	Lab-Evening and Overnight	Staff	Rehire				\$63,668.80	02/01/2021
Lopez, Raquel I.	University Medical Center	Nursing Pool	Staff	New Hire				\$15.06	01/11/2021
Ludemann, Brittany	University Medical Center	Emergency Dept.	Staff	New Hire				\$50,749.92	03/29/2021
Lukaski, Lee I.	Public Safety	Special Events	Staff	New Hire				\$35.00	03/22/2021
Mallett, Michelle R.	University Medical Center	Operating Room	Staff	New Hire				\$125,600.00	02/15/2021
Marcum, Magdalene J.	Division of Marketing	University Marketing	Staff	New Hire				\$40,563.51	01/04/2021
Marshall, Linda J.	University Medical Center	Medical Dir Office	Staff	New Hire				\$111,900.00	01/11/2021
Marszewski, Michal	Natural Sci & Math College	Chemistry	Faculty	New Hire				\$74,000.00	01/11/2021
Martin, Tony W.	University Medical Center	Environmental Services	Staff	Rehire				\$22,817.60	02/01/2021
Mc Cord Jr, Christopher E.	University Medical Center	Food And Nutritional Svcs	Staff	New Hire				\$12,389.52	01/11/2021
McIntosh, Marvell L.	University Medical Center	Food And Nutritional Svcs	Staff	New Hire				\$11,263.20	02/01/2021
Meredith, David M.	VP Enrollment Mgmt	Enrollment Management	Staff	New Hire				\$230,000.00	02/15/2021
Metz, McKenzie A.	University Medical Center	Cardiac Rehab	Staff	New Hire				\$45,281.60	03/29/2021
Miller, Hillary M.	University Medical Center	Kobacker-V/P Nursing Unit	Staff	New Hire				\$50,749.92	03/15/2021
Miller, Lasonya A.	University Medical Center	OPS-PACU	Staff	Additional Position				\$31.59	03/28/2021
Miller, Olivia A.	College of Medicine	Neurology	Staff	New Hire				\$18.18	03/15/2021
Montz, Carson A.	Natural Sci & Math College	Environmental Sciences	Staff	New Hire				\$15.00	02/08/2021
Moody, Ryan	Provost-Academic Affairs	Academic Athletic Advising	Staff	New Hire				\$44,000.00	01/12/2021
Morris, Rosetta N.	University Medical Center	OP-Clinic-Orthopedic	Staff	New Hire				\$16,796.00	01/25/2021
Mortemore, Allison K.	College of Medicine	Med Microbio & Immunology	Staff	New Hire				\$33,820.80	01/11/2021
Motter, Michael T.	Public Safety	Special Events	Staff	New Hire				\$35.00	03/22/2021
Munachonga, Banji	University Medical Center	Nursing Pool	Staff	New Hire				\$15.06	03/01/2021
Nea, Brendan L.	Natural Sci & Math College	Environmental Sciences	Staff	New Hire				\$19.00	02/22/2021
Noon, Danielle A.	University Medical Center	OP-Clinic-Orthopedic	Staff	Rehire				\$35,984.00	03/01/2021
O'Brien, Janice R.	University Medical Center	Registration	Staff	New Hire				\$15,548.00	03/29/2021
Osborn, Kayla R.	AVP for Finance	Controller	Staff	New Hire				\$12.00	01/04/2021
Overtun, Rolissa R.	University Medical Center	CCC Pulmonology Clinic	Staff	New Hire				\$16,411.20	02/15/2021
Parker III, Marvin G.	University Medical Center	Nursing Pool	Staff	New Hire				\$32,086.08	02/01/2021
Petee, Matthew V.	University Medical Center	Endoscopy Suite	Staff	New Hire				\$15.06	02/01/2021
Porter, Kaylyn M.	University Medical Center	Outpatient Pharmacy	Staff	New Hire				\$36,337.60	03/22/2021
Pump, Antra P.	Human Resources	Human Resources	Staff	Rehire				\$59,000.00	03/15/2021
Rasey, Tony C.	University Medical Center	Nursing Svcs Admin	Staff	Additional Position				\$31.59	02/15/2021
Reckner, Hannah E.	University Medical Center	SAB Med/Surgery	Staff	New Hire				\$14,508.00	03/29/2021
Robinson, Alyssa K.	University Medical Center	Environmental Services	Staff	New Hire				\$22,817.60	01/25/2021
Rosenberger, Elijah S.	Research & Sponsored Programs MC	Dept of Lab Animal Resources	Staff	New Hire				\$27,352.00	03/22/2021
Russell, Charles	Student Affairs MC	Counseling Center	Staff	New Hire				\$62,000.00	02/01/2021
Sales de Souza, Eduarda	Athletics	Swimming/Women	Staff	New Hire				\$12.50	01/11/2021
Sandy, Ashley L.	University Medical Center	MP Specialty Clinic	Staff	New Hire				\$16,411.20	01/25/2021
Sawicki, John H.	University Police	University Police	Staff	Recall				\$52,416.00	03/22/2021
Scheatle, Felicia S.	University Medical Center	Kobacker-V/P Nursing Unit	Staff	New Hire				\$59,136.48	03/22/2021
Schnabel, Rebecca	University Medical Center	Lab-Evening and Overnight	Staff	Rehire				\$31.96	03/01/2021
Schuler, Courtney J.	University Medical Center	Ambulatory Staffing Pool	Staff	New Hire				\$37,460.80	02/15/2021
Scott, Shannon S.	University Medical Center	Food And Nutritional Svcs	Staff	New Hire				\$13,863.20	02/01/2021
Shepler, Alicia	University Medical Center	Tissue Typing	Staff	New Hire				\$57,782.40	01/11/2021
Shettigar, Arjun H.	College of Pharmacy	Pharm-Med/Bio Chem	Staff	New Hire				\$16.00	01/13/2021
Shrider, Hillary A.	University Medical Center	SAB Surgery - Orthopedics	Staff	New Hire				\$53,127.36	03/01/2021
Shriver, Constance J.	Provost-Academic Affairs	UT Accreditation	Staff	Rehire				\$50.00	03/10/2021
Sims, Randall D.	University Medical Center	Lab-Central Office	Staff	New Hire				\$18,387.20	03/22/2021
Sinnett, Rachel S.	College of Nursing	College of Nursing Instruction	Staff	Additional Position				\$30.00	02/08/2021
Skelton, Arlene M.	University Medical Center	3D Medical Intensive Care	Staff	New Hire				\$48,129.12	03/22/2021
Smith, Amanda M.	Provost-Academic Affairs	Center for Success Coaching	Staff	New Hire				\$40,500.00	02/08/2021
Smith, Antoinette L.	University Medical Center	Patient Financial Svcs	Staff	New Hire				\$41,163.20	03/01/2021
Smith, Julie N.	University Medical Center	OP-Clinic-Surgery	Staff	New Hire				\$71,000.00	01/11/2021
Smith, Major	University Medical Center	Sterile Processing	Staff	New Hire				\$14,508.00	03/01/2021
Sriharan, Sangita	College of Medicine	Dept. of Cancer Biology	Staff	New Hire				\$50,500.00	01/11/2021
Staelgraeve, Barri L.	College of Nursing	College of Nursing Instruction	Staff	Additional Position				\$30.00	03/04/2021
Staelgraeve, Michael J.	College of Nursing	College of Nursing Instruction	Staff	New Hire				\$15.00	03/18/2021
Stanford, Andrew R.	Public Safety	Special Events	Staff	New Hire				\$35.00	03/22/2021
Stuber, Cassandra M.	University Medical Center	Emergency Dept.	Staff	New Hire				\$48,129.12	02/08/2021
Subedi, Biwas	Natural Sci & Math College	Physics	Staff	New Hire				\$49,000.00	01/04/2021
Sugimoto, Kengo	Athletics	Training Room	Staff	New Hire				\$40,000.00	02/08/2021
Sutherland, Stephen A.	Public Safety	Special Events	Staff	New Hire				\$35.00	03/22/2021
Tatham, Megan M.	Human Resources	Human Resources	Staff	New Hire				\$45,000.00	03/22/2021
Thomas, Amanda L.	University Medical Center	Pharmacy	Staff	New Hire				\$18,729.80	03/29/2021
Thomas, Jasmine S.	University Medical Center	Lab-Central Office	Staff	New Hire				\$17,888.00	03/22/2021
Tisworth, Connor A.	Division of Marketing	University Communications	Staff	New Hire				\$50,000.00	01/19/2021
Trish, Tushayla M.	University Medical Center	Dana Cancer Center	Staff	New Hire				\$32,822.40	02/08/2021
Vahoki, Kristina L.	University Medical Center	OP-Clinic-Recovery Services	Staff	Rehire				\$52,300.00	02/08/2021
Veria, Shanie	University Medical Center	3D Medical Intensive Care	Staff	New Hire				\$48,129.12	03/29/2021
Walsh, Nicholas E.	Athletics	Football	Staff	New Hire				\$21.00	01/19/2021
Waltjen, Jordan L.	University Medical Center	SAB Surgery - Orthopedics	Staff	New Hire				\$14,508.00	02/22/2021
Wang, Wen	Business Insights	Business Insights	Staff	New Hire				\$60,000.00	03/01/2021
Weible, Crystal L.	University Medical Center	Telemetry	Staff	New Hire				\$40,164.80	03/01/2021
Williams III, Robert L.	Athletics	Football	Staff	New Hire				\$21.00	01/25/2021
Wilson, Angela M.	University Medical Center	Environmental Services	Staff	New Hire				\$11,408.80	02/01/2021
Wilson, Keydara L.	University Medical Center	Registration	Staff	New Hire				\$31,096.00	02/08/2021
Winiewski, Kaylee A.	University Medical Center	OPS-PACU	Staff	New Hire				\$31.59	03/15/2021
Wojciszowski, Christopher M.	College of Engineering	Dean-Engineering	Staff	New Hire				\$52,530.00	02/08/2021
Wolff, Christine M.	University Medical Center	OP-Clinic-Glendale Medicine	Staff	Rehire				\$37,460.80	02/22/2021

April 14, 2021

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Woods, Timika	University Medical Center	Senior Behavioral Health	Staff	New Hire		Mental Health Aide		\$29,016.00	02/01/2021
Yadav, Pallavi	University Medical Center	Quality Management	Staff	New Hire		Dir Quality Improve/Pt Safety		\$120,000.00	01/25/2021
Yenrick, Rebekah L.	University Medical Center	4AB GU/Nephrology/Med-Surg	Staff	New Hire		Staff Nurse		\$48,129.12	02/01/2021
Yoder, Olivia A.	University Medical Center	3D Medical Intensive Care	Staff	New Hire		Staff Nurse		\$48,129.12	01/11/2021
Zhang, Shungang	College of Medicine	Medicine	Staff	Rehire		Post Doc FT HSC		\$48,000.00	01/25/2021
Zhao, Shujun	College of Medicine	Medicine	Staff	New Hire		Research Assistant		\$17,472.00	01/11/2021
Zhu, Tula	Natural Sci & Math College	Physics	Staff	New Hire		Post Doctoral Researcher		\$50,000.00	01/16/2021
Title & Salary Changes									
Name - Last, First, MI	College or Administration	Department	Faculty or Staff	Description	Previous Position	New Position	Old Rate/Annual Salary	New Rate/Annual Salary	Effective Date
Al Absi, Hebah	College of Medicine	Resid Prgm-Pediatrics	Staff	Salary or Rate	Resident	Resident	\$55,620.00	\$57,565.00	01/15/2021
Alatal, Yaseen S.	College of Medicine	Medicine	Faculty	Salary and Title	Assistant Professor	Assistant Professor & Associate Program Director, GI Fellowship	\$30,000.00	\$40,000.00	01/01/2021
Antoniansky, William	College of Medicine	Medicine	Staff	Promotion	Research Associate	Post Doc	\$39,281.00	\$48,000.00	01/04/2021
Armstrong, Kyle D.	Div of Tech & Adv Solutions-DTAS	IT Personnel - Clinical Informatics	Staff	Promotion	Business Operations Analyst	IT Business Analyst	\$57,000.00	\$65,500.00	03/22/2021
Avastapally, Krishna P.	Div of Tech & Adv Solutions-DTAS	IT Personnel - Clinical Informatics	Staff	Promotion	Associate Software Developer	Software Developer	\$57,330.12	\$60,769.13	03/01/2021
Ballinger, Dustin C.	Human Resources	Human Resources	Staff	Demotion	Nursing Director	Clinical Recruitment Spec, RN	\$97,953.37	\$90,000.00	02/15/2021
Barazi, Mohamed R.	University Medical Center	Anticoagulation Clinic	Staff	Promotion	Pharmacist	Outpatient Clinical Pharmacist	\$52.99	\$115,000.00	03/14/2021
Barza, Adam M.	Athletics	Training Room	Staff	Salary or Rate	Assoc Athletic Trainer - FB	Assoc Athletic Trainer - FB	\$54,631.20	\$57,131.00	03/01/2021
Beck, Jason K.	Human Resources	Human Resources	Staff	Promotion	HR Consultant	Dir, HR Academic Operations	\$73,566.58	\$100,000.00	01/04/2021
Bekkolosynov, Dulat A.	College of Medicine	Med Microbio & Immunology	Staff	FTE	Post Doc Fellow	Post Doc Fellow	\$35,570.00	\$51,460.00	01/01/2021
Berfield, Julia S.	General Coun & Legal Servc	Office Of Legal Affairs	Staff	Promotion	Staff Nurse	Legal Nurse Specialist	\$31.59	\$81,000.00	03/18/2021
Bennett, Susan F.	University Medical Center	Outcome Management	Staff	Job Title	Staff Nurse	Resource Utilization Coor	\$63,180.00	\$63,180.00	03/15/2021
Bobo, Tracie	Facilities & Construc Mgmt.	Distribution Services	Staff	Promotion	Custodial Worker	Delivery Worker 1	\$29,577.60	\$31,824.00	03/29/2021
Bodi, Shirley	College of Medicine	Family Medicine	Faculty	Job Title	Assistant Professor, Assistant Dean for Curriculum Integration & Director of Principles of Clinical Medicine	Assistant Professor, Director of Clinical Skills & Interim Clerkship Director	\$147,761.35	\$147,761.35	11/01/2020
Bowell, Mark	College of Medicine	Anesthesiology	Faculty	Job Title	Professor, Chair of Anesthesiology & Director for Pain Management	Professor & Director of Pain Management	\$215,747.00	\$215,747.00	01/01/2021
Bowen, Nicole A.	University Medical Center	CVU	Staff	PEN/PAIR Program Decrease	Lead Nurse	Lead Nurse	\$63,180.00	\$59,136.48	01/01/2021
Brisson, Stephen J.	Human Resources	Human Resources	Staff	Promotion	HRIS Analyst	HRIS Analyst 2	\$59,000.00	\$68,000.00	02/15/2021
Brockway, Casandra A.	University Medical Center	GAB Surgery - Orthopedics	Staff	Promotion	Staff Nurse	Lead Nurse	\$59,136.48	\$59,136.48	02/15/2021
Brown, Amanda J.	University Medical Center	Vascular Lab	Staff	Demotion	Lead Nurse	Staff Nurse	\$59,136.48	\$65,707.20	02/21/2021
Burgart, Kathleen M.	University Medical Center	Operating Room	Staff	FTE	Surgical Technician	Surgical Technician	\$44,740.80	\$24,856.00	03/15/2021
Byrd, Heather M.	University Medical Center	Lab-Admin	Staff	Promotion	Lab Supv Technol	Administrative Lab Director	\$77,087.76	\$89,000.00	01/04/2021
Carr, Patricia A.	University Medical Center	3D Medical Intensive Care	Staff	PEN/PAIR Program Decrease	Staff Nurse	Staff Nurse	\$63,180.00	\$59,136.48	02/01/2021
Crabianlca, Andrew	College of Medicine	Anesthesiology	Faculty	Salary and Title	Associate Professor, Vice Chief of Staff & Medical Director of Operative Services	Associate Professor, Chief of Staff & Medical Director of Operative Services	\$214,785.01	\$224,785.01	11/07/2020
Chapman, Lori A.	Student Affairs MC	Rex Hall Admin	Staff	Red Crd or Remove/Add Sched	Lead Medical Assistant (12 mon	Clinical Specialist 9/10mo	\$42,132.48	\$52,665.60	03/01/2021
Cheng, Xi	College of Medicine	Physiology and Pharmacology	Faculty	Job Title	Post Doc	Research Assistant Professor	\$49,903.50	\$49,903.50	01/18/2021
Cioc, Carmen	College of Engineering	Engineering Tech	Faculty	Job Title	Associate Professor	Assoc Prof/ET Dir Assess/accd	\$88,013.79	\$88,013.79	02/15/2021
Clauson, Shelby R.	College of Medicine	Radiation Oncology	Staff	Promotion	Administrative Assistant 1	Clerkship & Curriculum Coordin	\$43,368.00	\$45,281.60	02/22/2021
Coburn, Dustin A.	Research & Sponsored Programs MC	Dept of Lab Animal Resources	Staff	Promotion	Lab Animal Aide	Lab Animal Technician LAT1	\$28,308.80	\$30,035.20	01/31/2021
Coleman, Tammie L.	Facilities & Construc Mgmt.	Distribution Services	Staff	Promotion	Delivery Worker 1	Inv Cont Spec 1	\$34,382.40	\$36,504.00	01/18/2021
Compora, Maureen K.	Provost-Academic Affairs	Registrar	Staff	FTE	Advisor/Analyst	Advisor/Analyst	\$29,818.88	\$37,273.60	02/22/2021
Conner, Maura L.	VP Enrollment Mgmt	Financial Aid	Staff	Degree Awarded Increase	Manager,Eligibility Processing	Manager,Eligibility Processing	\$46,716.00	\$47,716.00	01/16/2021
Conza, Angela M.	Facilities & Construc Mgmt.	MC Building Services	Staff	Intradepartmental Transfer	Custodial Worker	Custodial Worker	\$29,660.80	\$29,660.80	02/16/2021
Cullum, Christopher M.	Athletics	Athletic-Sports Informatn	Staff	Promotion	Asst Ath Communications Dir	Assoc Athletic Commun Director	\$39,758.91	\$47,300.00	03/01/2021
Daney, Catherine M.	Human Resources	Human Resources	Staff	Promotion	HR Specialist	HR Consultant	\$42,884.00	\$56,400.00	02/13/2021
Deering, Caylin A.	College of Medicine	Medicine	Faculty	Salary and Title	Assistant Professor	Assistant Professor & Associate Program Director, Infectious Diseases Fellowship	\$30,450.00	\$40,450.00	01/01/2021
Ding, Yue	College of Medicine	Medicine	Faculty	Salary and Title	Assistant Professor	Assistant Professor & Associate Program Director, Rheumatology Fellowship	\$30,000.00	\$40,000.00	02/01/2021
Dougherty, Matthew P.	Facilities & Construc Mgmt.	MC Building Services	Staff	Intradepartmental Transfer	Custodial Worker 9/10mo	Custodial Worker	\$13.31	\$27,684.80	02/28/2021
Dworkin, Lance	College of Medicine	Medicine	Faculty	Salary or Rate	Professor & Chair	Professor & Chair	\$420,311.00	\$431,000.00	01/01/2021
Dyer, Bonnie-Jean M.	University Medical Center	Radiology-Diagnostic	Staff	Demotion	Lead Technologists-Diagnostic	Staff Technologist-Diagnostic	\$56,368.00	\$56,347.20	02/08/2021
Elmgri, Dalal	College of Medicine	Resid Prgm-Pediatrics	Staff	Salary or Rate	Resident	Resident	\$55,620.00	\$57,565.00	03/15/2021
Fager, Nathan A.	Div of Tech & Adv Solutions-DTAS	IT Personnel - Clinical Informatics	Staff	Promotion	Associate Software Developer	Software Developer	\$58,330.12	\$61,829.93	03/01/2021
Fahay, Kimberly R.	Human Resources	Human Resources	Staff	Promotion	HR Specialist	Training & OD Specialist	\$47,855.00	\$59,000.00	01/05/2021
Ferreira, Marqueshia E.	University Medical Center	3D Medical Intensive Care	Staff	Promotion	Clinical Specialist	Staff Nurse	\$137,386.80	\$48,129.12	01/12/2021
Fisher, Keenen J.	Human Resources	Human Resources	Staff	Promotion	Talent Management Specialist	HR Specialist	\$40,322.03	\$43,500.00	01/04/2021
Franklin, Lynn A.	University Medical Center	Family Practice	Staff	Salary or Rate	Clinic Supervisor	Clinic Supervisor	\$41,960.00	\$44,040.00	03/28/2021
Fry, Jaclyn J.	University Medical Center	SAB Med/Surgery	Staff	FTE	Patient Care Technician	Patient Care Technician	\$90,014.40	\$15,007.20	02/01/2021
Garcia, Sandra E.	Health & Human Serv College	School of Exercise Rehab Sciences	Staff	Recall	Secretary 1	Secretary 1	\$47,216.00	\$47,216.00	01/18/2021
Gerber, Jeanette L.	Public Safety	University Police	Staff	Promotion	Univ Law Enforcement Off	Sr. Univ. Law Enforc. Officer	\$61,609.60	\$67,496.00	01/23/2021
Gladue, Amanda E.	Div of Tech & Adv Solutions-DTAS	IT Personnel - Clinical Informatics	Staff	Promotion	Associate Software Developer	Software Developer	\$58,350.12	\$61,851.13	03/01/2021
Glabien, Crystal E.	Diversity & Inclusion	Diversity - Inclusion	Staff	Promotion	Associate Employee Hourly	Program Coordinator	\$21.88	\$38,100.00	01/04/2021
Glick, Leanna R.	Human Resources	Human Resources	Staff	Promotion	Student Insurance Program Admn	Benefits Analyst	\$48,000.00	\$53,000.00	02/01/2021
Grajczyk, David	College of Arts & Letters	Theatre	Staff	Recall	Secretary 1	Secretary 1	\$18,439.20	\$37,232.00	03/05/2021
Grier, Justin M.	Human Resources	Human Resources	Staff	Promotion	HR Specialist	HR Consultant	\$47,855.00	\$60,000.00	02/22/2021
Griffey, Whitney N.	University Medical Center	Nursing Pool	Staff	Promotion	Nursing Assistant	Staff Nurse	\$15.06	\$48,129.12	01/20/2021
Hardison, Eric L.	University Medical Center	Food And Nutritional Svcs	Staff	Promotion	Food Service Worker	Cook 1	\$13,426.40	\$29,016.00	01/31/2021
Harrison, Kori	University Medical Center	Nursing Svcs Admin	Staff	Promotion	Lead Nurse	House Supervisor	\$59,136.48	\$64,396.80	01/24/2021
Hassan, Mona	College of Medicine	Medicine	Faculty	Salary and Title	Assistant Professor	Assistant Professor & Associate Program Director, GI Fellowship	\$30,450.00	\$40,450.00	02/01/2021
Heckerd, Matthew J.	University Medical Center	4AB GU/Nephrology/Med-Surg	Staff	FTE	Staff Nurse	Staff Nurse	\$59,136.48	\$31.59	02/11/2021
Henderson, Ashton M.	University Medical Center	Nursing Svcs Admin	Staff	Demotion	Staff Nurse	Employee Health Nurse	\$48,129.12	\$43,000.00	03/22/2021
Hise, Donna K.	University Medical Center	Vascular Lab	Staff	Lateral Transfer	Staff Nurse	Cardiac Cath Nurse Liaison	\$65,707.20	\$65,707.20	01/18/2021
Hollstein, Candida K.	University Medical Center	OPS-PACU	Staff	FTE	Staff Nurse	Staff Nurse	\$32,853.60	\$65,707.20	02/28/2021
Homer, Erin N.	University College	Military Security	Staff	Recall	Secretary 1	Secretary 1	\$37,377.60	\$37,377.60	01/04/2021
House, Maryanna E.	University Medical Center	Registration	Staff	FTE	Patient Registration Spec	ED Registration Specialist	\$15,548.00	\$31,096.00	02/28/2021
Hout, Tatiana	University Medical Center	OP-Clinic-Glendale Medicine	Staff	FTE	Medical Assistant	Medical Assistant	\$37,460.80	\$18,730.40	03/01/2021
Hoyt, Tonya L.	University Medical Center	Heart and Vascular Center	Staff	FTE	Cardiac Electrophysy Nurse	Cardiac Electrophysy Nurse	\$65,707.20	\$32,853.60	01/18/2021
Jacks, Sonia A.	University Medical Center	4CD Oncology/Hemco/Med-Surg	Staff	FTE	Staff Nurse	Staff Nurse	\$31.59	\$59,136.48	01/17/2021
Jale, Charles	General Coun & Legal Servc	Office Of Legal Affairs	Staff	Salary or Rate	Interim VP and General Counsel	VP and General Counsel	\$196,000.00	\$234,783.97	02/27/2021
James, Elysia	College of Medicine	Neurology	Faculty	Salary and Title	Assistant Professor & Director of Advanced Clinical Care 2 Course	Assistant Professor, Assistant Dean for Diversity and Inclusion & Director of Advanced Clinical Care 2 Course	\$40,000.00	\$65,000.00	03/01/2021
Jenkins, Kimberly D.	College of Medicine	Anesthesiology	Faculty	Salary and Title	Associate Professor & Associate Dean for Diversity and Inclusion	Associate Professor, Associate Dean for Diversity and Inclusion & Interim Chair	\$164,202.00	\$233,078.15	03/01/2021
Jennines, Emari E.	University Medical Center	Food And Nutritional Svcs	Staff	FTE	Clerk 2	Clerk 2	\$14.65	\$15,236.00	01/03/2021

The University of Toledo PERSONNEL ACTION REPORT - Board of Trustees Meeting
April 14, 2021
Exceptions to 8 month position hold include those that deal with student/patient success or non-transferable work.

Johnson, Kymra J.	University Medical Center	GAB Surgery - Orthopedics	Staff	FTE	Patient Care Technician	Patient Care Technician	\$14,508.00	\$29,016.00	03/14/2021
Jones, Brian J.	Athletics	Training Room	Staff	Promotion	Assoc AD Sports Med/HC Admin	Sr Assoc AD for Health&Wellnes	\$83,534.42	\$90,000.00	03/01/2021
Jones, Sierra	University Medical Center	Registration	Staff	Promotion	Patient Registration Spec	Patient Access Qual Impr Coord	\$37,731.20	\$39,832.00	02/28/2021
Jun, John Y.	College of Medicine	Medicine	Faculty	Salary and Title	Associate Professor	Associate Professor & Associate Program Director, Endocrinology Fellowship	\$39,384.00	\$49,384.00	02/01/2021
Kasack, Danielle M.	University Medical Center	Outcome Management	Staff	Promotion	House Supervisor	Manager of Outcome Management	\$66,324.96	\$80,000.00	02/28/2021
Keefe, Teresa A.	College of Business	IoT/M	Faculty	Job Title	Senior Lecturer - IoT/M	Distinguished Univ Lecturer	\$68,906.56	\$68,906.56	02/27/2021
Keith, Theo G.	College of Engineering	MIME	Faculty	Salary or Rate	Distinguished University Prof	Distinguished University Prof	\$40,000.00	\$35,000.00	03/01/2021
King, Eamon T.	Natural Sci & Math College	Chemistry	Staff	Salary or Rate	Seasonal Employee Hourly	Seasonal Employee Hourly	\$18.00	\$20.00	03/01/2021
Komives, Patricia L.	Health & Human Serv College	School of Social Justice	Staff	Recall	Secretary 1	Secretary 1	\$46,966.40	\$46,966.40	01/18/2021
Krupinski, Joshua A.	University Medical Center	Food And Nutritional Svcs	Staff	Salary or Rate	Director	Director	\$76,105.86	\$83,716.46	03/14/2021
Lasu, Agnes N.	College of Medicine	Psychiatry	Staff	Promotion	Clinic Manager 3	Department Administrator 2	\$83,652.24	\$88,652.24	01/04/2021
Li, Dengbing	Natural Sci & Math College	Physics	Faculty	Salary and Title	Post Doc FT MC	Research Assistant Professor	\$51,000.00	\$65,000.00	02/01/2021
Lohner, Rachel N.	Natural Sci & Math College	Lake Erie Res Ed Ctr	Staff	FTE/salary or rate	Education Program Manager	LEC Operations Manager	\$44,023.00	\$43,839.90	01/30/2021
Lonsway, Terri L.	University Medical Center	Respiratory Care	Staff	Promotion	Resp Care Practitioner Adv	Resp Care Supervisor	\$52,434.72	\$68,057.60	03/02/2021
Lopez, Ann M.	College of Arts & Letters	Dean - CAL	Staff	Change in Hours Vol Reduction	Business Manager	Business Manager	\$63,510.82	\$53,984.20	01/31/2021
Loubser, Frederik H.	College of Medicine	Orthopedic	Staff	Promotion	Clinical Sim & Edu Rsch Assoc	Department Administrator 2	\$71,400.00	\$74,899.00	01/25/2021
Ma, Hongzhi	Provost-Academic Affairs	Institutional Research	Staff	Salary and Title	Business Intelligence Assoc An	Business Intelligence Analyst	\$53,500.00	\$56,400.00	01/16/2021
Macallister, Patricia	College of Medicine	Medicine	Staff	Promotion	Support Services Coordinator	Residency Curriculum Coord.	\$41,371.20	\$44,595.20	01/25/2021
MacNevin, Sandra A.	Provost-Academic Affairs	Provost Office	Staff	FTE	Chf Comm Off/Spec Asst Provost	Chf Comm Off/Spec Asst Provost	\$41,412.00	\$82,824.00	02/27/2021
Maenle, Nancy	University Medical Center	Emergency Dept.	Staff	Demotion	Emt Paramedic	Technical Typist	\$44,241.60	\$39,977.60	01/11/2021
Mahmood, Aisif	College of Medicine	Medicine	Faculty	Salary and Title	Associate Professor & Chief of the Division of Hospital Medicine	Associate Professor, Vice Chief of Staff & Chief of the Division of Hospital Medicine	\$58,411.00	\$68,411.00	11/07/2020
Maldonado, Pierre A.	University Medical Center	CVJ	Staff	Promotion	Lead Nurse	Nursing Director	\$99,136.48	\$90,000.00	02/28/2021
Maltz, Brooke M.	University Medical Center	OP-Physical Therapy	Staff	PEN/PAIR Program Increase	Physical Therapist	Physical Therapist	\$82,555.20	\$85,758.40	01/01/2021
Mapes, Robert L.	Natural Sci & Math College	Environmental Sciences	Staff	Change Period of Appointment	Field Research Crew Leader	Field Research Crew Leader	\$47,667.00	\$47,667.00	03/01/2021
Matuszewski, Julie	University Medical Center	Heart Station	Staff	FTE	Supr EKG/RCMS	Supr EKG/RCMS	\$35,755.20	\$44,694.00	01/29/2021
McDevitt, Michelle L.	Student Affairs MC	Title IX	Staff	Job Title	Title IX Investigator	TitleIX&Sexual Miscond Invest	\$57,000.00	\$57,000.00	02/19/2021
Mignano, Cheryl A.	University Medical Center	3D Medical Intensive Care	Staff	FTE	Staff Nurse	Staff Nurse	\$59,136.48	\$39,424.32	02/01/2021
Momene, Matthew	Public Safety	University Police	Staff	Promotion	Univ Law Enforcement Officer	Sr. Univ. Law Enforc. Officer	\$58,385.60	\$66,664.00	03/17/2021
Morris, Nathan L.	University Medical Center	Registration	Staff	Job Title	ID Registration Specialist	Basic Outpatient Prevsc Spec	\$31,096.00	\$31,096.00	03/15/2021
Morris, Rosetta N.	University Medical Center	OP-Clinic-Orthopedic	Staff	FTE	Medical Assistant	Medical Assistant	\$16,796.00	\$33,592.00	01/27/2021
Musarra, Michelle L.	VP Enrollment Mgmt	Rocket Solution Central	Staff	FTE	Direct Service Provider	Direct Service Provider	\$43,680.00	\$32,760.00	02/06/2021
Myers, Ailisa C.	University Medical Center	OP-Physical Therapy	Staff	PEN/PAIR Program Increase	Physical Therapist	Physical Therapist	\$82,555.20	\$85,758.40	01/01/2021
Myrice, Jamie L.	College of Medicine	Resid Prgm-Administrative	Staff	Promotion	Administrative Assistant 1	Residency & Curriculum Coord.	\$39,561.60	\$42,931.20	01/25/2021
Nada, Shadia E.	College of Pharmacy	Pharm-Med/Bio Chem	Staff	Change Period of Appointment	Postdoctoral Scholar	Postdoctoral Scholar	\$49,000.00	\$49,000.00	01/01/2021
Naparetek, Megan F.	University Medical Center	Outcome Management	Staff	Demotion	Manager of Outcome Management	Lead Social Work Pat Care Coord	\$75,000.00	\$60,652.80	01/17/2021
Nassereddine, Maha	University Medical Center	Pharmacy	Staff	Job Title	Certified Pharmacy Technician	Bar Coding and Automation Tech	\$39,436.80	\$39,416.00	03/14/2021
Neeld, Aric R.	Facilities & Construc Mgmt.	Maintenance/Electric	Staff	Reclassification	Maint. Electrician Journeyman	Electrician Journeyman 2	\$62,316.80	\$71,094.40	01/11/2021
Nelson, Janet	University Medical Center	Pharmacy	Staff	FTE	Bar Coding and Automation Tech	Bar Coding and Automation Tech	\$39,436.80	\$23,649.60	03/01/2021
Nederkorn, Timothy S.	Public Safety	Safety & Health - MC	Staff	Promotion	Environmental Specialist/Enviro	Assistant Director EHS	\$68,814.42	\$77,117.00	02/23/2021
O'Donnell, Amy	College of Business	Management	Faculty	Job Title	Senior Lecturer	Distinguished Univ Lecturer	\$61,806.99	\$61,806.99	02/27/2021
O'Neil, David L.	University Libraries	University Libraries	Staff	Salary or Rate	Seasonal Employee - Pooled	Seasonal Employee - Pooled	\$15.00	\$19.00	03/08/2021
Ohi, Sean E.	Human Resources	Human Resources	Staff	Promotion	HRIS Administrator	HRIS Analyst 1	\$47,300.00	\$56,000.00	02/15/2021
Ovall, Kelly S.	University Medical Center	Health Info Management	Staff	Promotion	Audit Supervisor	Health (HIM) Manager	\$47,360.53	\$55,000.00	01/17/2021
Palmer, Collin P.	VP Enrollment Mgmt	Undergraduate Admission	Staff	Salary or Rate	Dir of Undergraduate Enrollmen	Dir of Undergraduate Enrollmen	\$87,000.00	\$99,326.00	03/15/2021
Pannell, Stephanie M.	College of Medicine	Surgery	Faculty	Salary and Title	Assistant Professor & Director of Surgery Clerkship	Assistant Professor, Associate Chief Medical Officer & Director of Surgery Clerkship	\$180,307.00	\$260,307.00	01/01/2021
Pasquelli, Teresa M.	Health & Human Serv College	School of Population Health	Staff	Recall	Secretary 1	Secretary 1	\$46,612.80	\$46,612.80	02/13/2021
Patrick, Shayla L.	University Medical Center	Heart and Vascular Center	Staff	FTE	Medical Assistant	Medical Assistant	\$37,460.80	\$18,730.40	02/22/2021
Patterson, Asia A.	University Medical Center	Registration	Staff	Promotion	Basic Outpatient Prevsc Spec	Lead Basic O/P Prevsc Spec	\$32,115.20	\$32,115.20	01/11/2021
Perez, Mitchell S.	University College	Dean - Univ College	Staff	Promotion	Director of Online Recruitment	Dir Acad Recovery/Online Ops	\$66,000.00	\$71,000.00	03/01/2021
Perry, Vettee V.	College of Medicine	Medical School Admission	Faculty	Salary and Title	Assistant Professor & Assistant Dean for Admissions and Strategic Enrollment	Assistant Professor & Associate Dean for Admissions and Strategic Enrollment	\$121,931.00	\$146,931.00	01/01/2021
Pierson, Bradley M.	Athletics	Training Room	Staff	Promotion	Assoc Head Ath Trne-AustDir SM	Assist AD for Sports Medicine	\$56,854.70	\$70,000.00	03/01/2021
Plodzik, Megan M.	University Medical Center	Radiology-Diagnostic	Staff	Promotion	Staffing Coordinator	Staff Technologist (Diagnostic	\$41,870.40	\$47,299.20	03/01/2021
Basery, Tony C.	University Medical Center	Nursing Svcs Admin	Staff	Promotion	Lead Nurse	House Supervisor	\$59,136.48	\$64,396.80	02/14/2021
Roberts Hoffman, Kristin M.	College of Medicine	Student Affairs	Staff	Degree Awarded Increase	Career Advising Coordinator	Career Advising Coordinator	\$46,000.00	\$47,000.00	01/16/2021
Rominski, Danielle M.	Student Affairs MC	Student Activities Admin	Staff	Change Period of Appointment	Asst Dir of Center Operations	Asst Dir of Center Operations	\$48,960.00	\$48,960.00	01/16/2021
Rominski, Danielle M.	Student Affairs MC	Student Activities Admin	Staff	Change Period of Appointment	Asst Dir of Center Operations	Asst Dir of Center Operations	\$48,960.00	\$48,960.00	01/30/2021
Sajedey, Omar S.	College of Medicine	Resid Prgm-Medicine	Staff	Salary or Rate	Resident	Resident	\$55,620.00	\$57,565.00	01/01/2021
Scheer, William J.	University Medical Center	Pharmacy	Staff	Promotion	Pharmacist	Pharmacist 2	\$52.99	\$55.64	03/14/2021
Schramm, Amanda K.	Div of Tech & Adv Solutions-OTAS	IT Personnel	Staff	Degree Awarded Increase	Client Services Associate	Client Services Associate	\$36,720.00	\$37,720.00	01/30/2021
Schwartz, Pamela R.	Human Resources	Human Resources	Staff	Salary and Title	Executive Asst 2	Exec Asst 2/HB Project Coord	\$55,750.73	\$61,325.81	03/14/2021
Sheidler, Annette R.	Health & Human Serv College	School of Intervention & Wellness	Staff	Recall	Secretary 1	Secretary 1	\$40,164.80	\$40,164.80	03/27/2021
Sieja, Cassandra M.	Facilities & Construc Mgmt.	Distribution Services	Staff	Promotion	Food Service Worker	Delivery Worker 1	\$29,036.80	\$30,763.20	02/21/2021
Sillitoe, Andrea L.	Diversity & Inclusion	Center For Women	Staff	FTE/job change	Secretary 1	Secretary 2	\$37,960.00	\$19,843.20	03/22/2021
Slivous, Emily C.	University Medical Center	Acute Occupational Therapy	Staff	FTE	Occup Therapist (Contingent)	Occupat Therapist	\$34.20	\$71,136.00	03/15/2021
Smith, Bonnie M.	University Medical Center	Registration	Staff	FTE	ED Registration Specialist	Patient Registration Spec	\$16,598.40	\$15.96	02/14/2021
Spear, Julia L.	College of Medicine	Neurology	Staff	Change Period of Appointment	Clin Res Admin	Clin Res Nurse	\$52,756.44	\$52,756.44	03/11/2021
Stein, Steven R.	University Medical Center	3D Medical Intensive Care	Staff	FTE	Staff Nurse	Staff Nurse	\$39,424.32	\$59,136.48	03/21/2021
Steinmiller, Caren L.	College of Pharmacy	Pharmacology	Faculty	Job Title	Senior Lecturer	Distinguished Univ Lecturer	\$79,557.96	\$79,557.96	04/01/2020
Stevens, Phyllis M.	Facilities & Construc Mgmt.	MC Building Services	Staff	Intradepartmental Transfer	Custodial Worker	Custodial Worker	\$30,409.60	\$30,409.60	02/22/2021
Studer, Melissa	Human Resources	Human Resources	Staff	Promotion	HR Consultant	Dir. Training/Org Development	\$72,491.40	\$95,000.00	01/18/2021
Sullivan, Kathy L.	Provost-Academic Affairs	Registrar	Staff	Lateral Transfer	Records Mgmt Officer 1	Data Access Control Specialist	\$59,800.00	\$59,800.00	02/29/2021
Suska, James M.	University Medical Center	Endoscopy Suite	Staff	Demotion	House Supervisor	Staff Nurse	\$74,748.96	\$65,707.20	02/14/2021
Swain, Yolanda N.	Athletics	Basketball - Women	Staff	Salary and Title	Interim Dir of Women's BB Oper	Dir of Women's BB Oper	\$38,100.00	\$48,000.00	03/29/2021
Szymanski, Margaret (Peggy) S.	Health & Human Serv College	Health & Human Services College	Staff	Recall	Secretary 2	Secretary 2	\$38,625.60	\$38,625.60	02/13/2021
Taleb, Mohammad	College of Medicine	Medicine	Faculty	Salary and Title	Assistant Professor	Assistant Professor & Associate Program Director, Pulmonary/Critical Care Fellowship	\$31,584.00	\$41,584.00	02/01/2021
Thompson, Amy J.	Provost-Academic Affairs	Provost Office	Faculty	Salary and Title	Vice Provost Acad Affairs/Prof	Sr Vice Prvst AcadAffairs/Prof	\$181,000.00	\$198,000.00	03/01/2021
Van Winkle, Diana V.	College of Engineering	Dean-Engineering	Staff	Degree Awarded Increase	Mgr. Mktng & Communications	Mgr. Mktng & Communications	\$53,476.10	\$54,476.10	01/16/2021
Vance, Danyel M.	University Medical Center	Nursing Svcs Admin	Staff	Promotion	Basic Outpatient Prevsc Spec	Student/Empl Health Require Co	\$31,856.60	\$35,568.00	03/28/2021
Veliquette, David C.	Health & Human Serv College	School of Exercise Rehab Sciences	Staff	Recall	Lab Technologist	Lab Technologist	\$44,200.00	\$44,200.00	03/27/2021
Vergara, Mandy J.	University Medical Center	GAB Surgery - Orthopedics	Staff	Promotion	Staff Nurse	Lead Nurse	\$59,136.48	\$59,136.48	02/21/2021

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Walters, Eric A.	Athletics	Football	Staff	Change in Hours Vol Reduction	Interim Video Coordinator	Interim Video Coordinator	\$43,688.00	\$43,688.00	01/04/2021
Walters, Eric A.	Athletics	Football	Staff	Return from Vol Reduction	Interim Video Coordinator	Interim Video Coordinator	\$43,688.00	\$43,688.00	01/12/2021
Wang, Qun	College of Arts & Letters	Political Science	Faculty	Salary or Rate	Visiting Assistant Professor	Visiting Assistant Professor	\$45,000.00	\$49,230.00	03/13/2021
Wang, Xiaoming	Natural Sci & Math College	Physics	Staff	Salary or Rate	Post Doc FT MC	Post Doc FT MC	\$50,000.00	\$60,000.00	02/01/2021
Watson, Meagan K.	University Medical Center	Operating Room	Staff	FTE	Surgical Technician	Surgical Technician	\$49,712.00	\$24,856.00	03/15/2021
Weber, Lauren M.	University Medical Center	OPS-PACU	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$64,417.60	\$65,707.20	02/29/2021
Werner, Pamela K.	University Medical Center	Hospital Finance	Staff	Promotion	Account Clerk 3	Financial Analyst	\$38,292.80	\$43,000.00	02/10/2021
Williams, Allen J.	College of Medicine	Emergency Medicine	Faculty	Salary and Title	Assistant Professor	Assistant Professor & Assistant EM Clerkship Director	\$30,755.00	\$55,755.00	02/01/2021
Williams, Rhonda	University Medical Center	Lab-Admin	Staff	Demotion	Provider Enrollment Specialist	Account Clerk 3	\$45,926.40	\$39,561.60	03/29/2021
Wisniewski, Stacey L.	Provost-Academic Affairs	Center for Success Coaching	Staff	Equity Increase	Success Coach	Success Coach	\$39,000.00	\$40,716.00	01/04/2021
Separations of Employment									
Name - Last, First, MI	College or Administration	Department	Faculty or Staff	Description	Previous Position		Rate/Annual Salary	Effective Date	
Ahmad, Omar	College of Medicine	Medicine	Faculty	Resignation	Assistant Professor		\$25,000.00	03/29/2021	
Ahmed, Rayat	University Medical Center	4CD Oncology/Hemor/ Med-Surg	Staff	Resignation	Staff Nurse		\$50,749.92	01/21/2021	
Ajwewumi, Hannah	University Medical Center	CVU	Staff	Resignation	Staff Nurse		\$59,136.48	01/16/2021	
Allen, Hannah	College of Nursing	College of Nursing Instruction	Staff	Resignation	Secretary 2		\$34,673.60	02/26/2021	
Arbogast, Debbie	Risk Management	Student Disability Services	Staff	Voluntary Disability Separatio	Accessibility Specialist		\$51,089.19	03/01/2021	
Bae, Heather	VP Enrollment Mgmt	Rocket Solution Central	Staff	Resignation	Associate Director, RSC		\$56,732.40	02/26/2021	
Baggert, Julie	University Medical Center	Registration	Staff	invol Term-Attend/Punc	Patient Registration Spec		\$39,457.60	02/03/2021	
Baugh, Reginald	College of Medicine	Surgery	Faculty	Death	Professor		\$110,965.65	01/21/2021	
Bedi, Fernand	College of Pharmacy	Pharm-Med/Bio Chem	Faculty	Resigned Other Employment	Research Assistant Professor		\$88,137.03	12/31/2020	
Bi, Enbing	Natural Sci & Math College	Physics	Staff	Resignation	Post Doctoral Researcher		\$52,000.00	02/28/2021	
Bonnett, Alice	College of Medicine	Urology	Faculty	Resignation	Assistant Professor		\$22,000.00	03/15/2021	
Burk, Sheila	University Medical Center	Rehab Svcs Admin	Staff	Retirement w 10+ yrs UT service	Basic Outpatient Presvc Spec		\$39,977.60	02/12/2021	
Calder, Malicai	University Medical Center	Food And Nutritional Svcs	Staff	Resigned Other Employment	Food Service Worker		\$11,752.00	02/27/2021	
Cano, Randolph	AVP for Finance	Controller	Staff	Resigned Other Employment	Sr Plant Financial Analyst		\$63,484.98	03/05/2021	
Carter, Shonte	University Medical Center	Registration	Staff	Resigned Other Employment	Patient Registration Spec		\$15,548.00	02/18/2021	
Chick, Sandra	Judith Herb College of Educ	Dean-Education	Staff	Death	Secretary 2		\$50,668.80	01/08/2021	
Cobenley, Alex	University Medical Center	Operating Room	Staff	Resigned Other Employment	Staff Nurse First Assistant		\$36.51	01/20/2021	
Dashner, Kathy	College of Nursing	College of Nursing Instruction	Staff	Retirement w 10+ yrs UT service	Clinical Specialist		\$18.09	02/26/2021	
DeBenedictis, Brian	Athletics	Basketball - Women	Staff	Resigned Other Employment	Dir Player Devm&Comm Engagemt		\$57,783.00	01/27/2021	
Doughty, Yana	University Medical Center	Anticoagulation Clinic	Staff	Resigned Other Employment	Outpatient Clinical Pharm		\$116,280.00	03/10/2021	
Dunn, Jade	University Medical Center	Registration	Staff	Resigned Other Employment	Basic Outpatient Presvc Spec		\$15.44	03/31/2021	
Earle, Kim	University Medical Center	Operating Room	Staff	Resigned Personal Reasons	Staff Nurse		\$31.59	03/13/2021	
Everhardt, Nicole	University Medical Center	Lab-Central Office	Staff	Resignation	Lab Tech I		\$18.97	02/03/2021	
Finley, Markisha	University Medical Center	Environmental Services	Staff	Resigned in Lieu of Discharge	Custodial Worker		\$26,312.00	01/27/2021	
Fox, Amy	Human Resources	Human Resources	Staff	Resigned Other Employment	HR Clinic Comp & Onboard Rep		\$73,216.00	02/19/2021	
Francillon, Ebert	University Medical Center	Nursing Pool	Staff	Never Began Employment	Staff Nurse		\$48,129.12	03/15/2021	
Fritz, Jeremy	Public Safety	University Police	Staff	Resigned Personal Reasons	Seasonal Employee - Pooled		\$35.00	03/02/2021	
Goomen, Begum	University Medical Center	Kobacker-VP Nursing Unit	Staff	Resigned Other Employment	Staff Nurse		\$39,424.32	02/16/2021	
Gray, Temeka	College of Nursing	College of Nursing Instruction	Faculty	Death	Asst Prof/InterimDir APRN Prog		\$101,288.00	02/05/2021	
Haneley, Jason	AVP for Finance	Controller	Staff	Resigned Other Employment	Sr AP Financial Analyst		\$64,000.00	02/19/2021	
Hansen, Melissa	College of Medicine	Department of Medical Education	Staff	Resigned Other Employment	Dir Ungrad Medical Education		\$80,376.00	03/05/2021	
Hansen-Lantz, Lori	University Medical Center	GAB Surgery - Orthopedics	Staff	Probationary Removal	Staff Nurse		\$59,136.48	01/22/2021	
Hedelberg, Richard	University Medical Center	Registration	Staff	Resignation	Basic Outpatient Presvc Spec		\$19,728.80	02/05/2021	
Hill, Alisha	University Medical Center	Lab-Admin	Staff	Resignation	Account Clerk 3		\$32,697.60	02/22/2021	
Hollabaugh, Bridget	University Medical Center	Lab-Central Office	Staff	Resignation	Lab Tech I		\$18.41	02/04/2021	
Hood, Colleen	University Medical Center	Lab-Admin	Staff	Resignation	Healthcare IT Lab Analyst		\$35.77	01/21/2021	
Houser, Joanne	VP Enrollment Mgmt	Enrollment Management	Staff	Retirement w 10+ yrs UT service	Finance Dir Enroll Mgmt		\$73,297.20	02/26/2021	
Huner, Randall	Public Safety	Hospital Safety	Staff	Resignation	Security Officer 1		\$33,404.80	03/03/2021	
January, Robert	Facilities & Construc Mgmt.	MC Building Services	Staff	Job Abandonment	Custodial Worker		\$38,521.60	01/20/2021	
Jones, LaTrese	University Medical Center	OP-Clinic-Glendale Medicine	Staff	Probationary Removal	Medical Assistant		\$33,592.00	01/26/2021	
Jones, Timika	University Medical Center	CVU	Staff	Resignation	Staff Nurse		\$48,129.12	01/11/2021	
Kadia, Niyati	University Medical Center	Anticoagulation Clinic	Staff	Resigned Other Employment	Outpatient Clinical Pharm Supr		\$120,098.00	01/15/2021	
Kanderski, Isabelle	University Medical Center	Environmental Services	Staff	Resigned Other Employment	Custodial Worker		\$22,817.60	02/08/2021	
Komives, Nina	University Medical Center	GAB Surgery - Orthopedics	Staff	Probationary Removal	Patient Care Technician		\$29,016.00	01/08/2021	
Koster-Mockridge, Zoe	University Medical Center	Nursing Pool	Staff	Resigned Other Employment	Nursing Assistant		\$15.06	02/17/2021	
Kuhl, Robin	College of Arts & Letters	Theatre	Staff	Retirement w 10+ yrs UT service	Secretary 1		\$47,216.00	01/08/2021	
Lane, Latasia	University Medical Center	Registration	Staff	Resignation	Patient Registration Spec		\$31,096.00	03/30/2021	
Layton, Patricia	University Medical Center	Outcome Management	Staff	Retirement w 10+ yrs UT service	Resource Utilization Coor		\$65,707.20	01/29/2021	
Lobkovich, Leigha	University Medical Center	OPS-PACU	Staff	Resigned Other Employment	Nursing Assistant		\$15.06	03/08/2021	
Majcher, Ryan	University Medical Center	Clinical Dieticians	Staff	Resigned in Lieu of Discharge	Clinical Dietician 2		\$67,308.80	02/23/2021	
Marker, Jocelyn	University Medical Center	Sterile Processing	Staff	Job Abandonment	Surgical Technician		\$23,857.60	02/16/2021	
Martin, Tony	University Medical Center	Environmental Services	Staff	Behire/Probationary Removal	Custodial Worker		\$22,817.60	02/12/2021	
McGirt, Beth	University Medical Center	Emergency Dept.	Staff	Resignation	Staff Nurse		\$31.59	01/21/2021	
McIntouse, Marvell	University Medical Center	Environmental Services	Staff	Job Abandonment	Food Service Worker		\$11,263.20	03/12/2021	
Mekus, Della	University Medical Center	Trauma Program	Staff	Retirement w 10+ yrs UT service	Trauma Registrar		\$20,560.80	02/26/2021	
Milkoonen, Susan	General Coun & Legal Servc	Office Of Legal Affairs	Staff	Resignation	Legal Nurse Specialist		\$44,928.00	03/25/2021	
Minniear, Angela	University Medical Center	Pharmacy	Staff	Resigned Moved to New Location	Certified Pharmacy Technician		\$18.95	01/01/2021	
Moenter, Allen	Public Safety	University Police	Staff	Resignation	Seasonal Employee - Pooled		\$35.00	03/06/2021	
Murawski, Susan	Provost-Academic Affairs	Registrar	Staff	Resigned Other Employment	Records Mgmt Officer 1		\$17.94	01/22/2021	
Murphy, Laura	College of Medicine	Medicine	Faculty	Resignation	Assistant Professor		\$28,201.00	03/18/2021	
Murphy, Michelle	University Medical Center	Nursing Svcs Admin	Staff	Resignation	Employee Health Nurse		\$40,000.00	03/29/2021	
Murphy, Zoellen	College of Medicine	Psychiatry	Staff	Death	Residency & Curriculum Coord.		\$50,377.60	01/22/2021	
Nalls, Anisha	University Medical Center	3D Medical Intensive Care	Staff	Resigned Job Dissatisfaction	Staff Nurse		\$35,418.24	01/10/2021	
Neely, Shantae	AVP for Finance	Controller	Staff	Resigned Other Employment	Grants Analyst		\$46,655.27	01/06/2021	
Nel, Jessica	Athletics	Soccer-Women	Staff	Resigned Other Employment	Assistant Soccer Coach		\$35,327.19	01/15/2021	
Nichols, Donovan	Student Affairs MC	Student Activities Admin	Staff	Involuntary Termination	Asst Dean, Student Involvement		\$64,939.69	03/19/2021	
Nikolaids, Efstratos	College of Engineering	MIME	Faculty	Involun Disability Separation	Professor		\$131,688.86	12/08/2020	

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O'Connell, Cynthia	University Medical Center	Lab-Admin	Staff	Retirement w 10-yrs UT service	Administrative Lab Director			\$104,745.88	01/04/2021
O'Meara-Schmidt, Kimberly	Research & Sponsored Programs MC	Dept of Lab Animal Resources	Staff	Resignation	Animal Health & Train Tech AHT			\$44,761.60	03/17/2021
Oting, Kelbi	University Medical Center	Cardiac Rehab	Staff	Resignation	Exercise Physiologist			\$53,684.80	02/12/2021
Pacholek, Vicki	University Medical Center	Nursing Svcs Admin	Staff	Retirement w 10-yrs UT service	Secretary 2			\$43,347.20	02/15/2021
Pannell, Katy	Human Resources	Human Resources	Staff	Resigned Other Employment	Manager, Total Rewards			\$77,000.00	02/04/2021
Paquin, Laura	College of Medicine	Resid Pgms-Administrative	Staff	Resigned Other Employment	Secretary 1			\$32,115.20	02/19/2021
Parker, Latonya	College of Nursing	College of Nursing Instruction	Staff	Resignation	Interim Clinical Site Manager			\$70,000.00	03/05/2021
Pettry, Courtney	University Medical Center	Food And Nutritional Svcs	Staff	Resignation	Cashier 1			\$15,766.40	01/05/2021
Pieper, Bailey	University Medical Center	Nursing Pool	Staff	Resigned Other Employment	Nursing Assistant			\$15.06	01/31/2021
Poteat, Henry	Athletics	Football	Staff	Resignation	Asst FB Coach, Defensive Backs			\$95,000.00	02/10/2021
Price, Lawrence	Facilities & Construc Mgmt.	MC Building Services	Staff	Retirement w 10-yrs UT service	Custodial Worker			\$39,457.60	02/26/2021
Price, Sheena	University Medical Center	CVU	Staff	Resignation	Staff Nurse			\$50,749.92	01/12/2021
Puligandla, Tamara	University Medical Center	OP-Clinic-Orthopedic	Staff	Resignation	Medical Assistant			\$37,460.80	01/19/2021
Rheinbolt, William	University Medical Center	Senior Behavioral Health	Staff	Death	Staff Nurse			\$59,136.48	02/10/2021
Robb, Sarah	University Medical Center	Emergency Dept.	Staff	Resigned Other Employment	Staff Nurse			\$28.38	01/22/2021
Robinson, Alyssa	University Medical Center	Environmental Services	Staff	Job Abandonment	Custodial Worker			\$22,817.60	01/25/2021
Rogalski, Francis	College of Medicine	Pediatrics	Faculty	Resignation	Prof/Assoc Dir Ped Residency			\$26,235.00	01/31/2021
Ronau, Anna	Research & Sponsored Programs MC	Dept of Lab Animal Resources	Staff	Retirement w 10-yrs UT service	Admin Assistant 1			\$40,352.00	02/12/2021
Rosenfeld, Jonathan	University Medical Center	GAB Surgery - Orthopedics	Staff	Resigned to Attend School	Patient Care Technician			\$14,508.00	03/26/2021
Ross, Teresa	University Medical Center	Outpatient Pharmacy	Staff	Resigned Other Employment	Pharmacist			\$55,109.60	01/12/2021
Rutledge, Denise	University Medical Center	Senior Behavioral Health	Staff	Invol Term-Attend/Punc	Nursing Assistant			\$15.06	03/09/2021
Savage, Ramona	University Medical Center	Food And Nutritional Svcs	Staff	Retirement w 10-yrs UT service	Food Service Worker			\$26,720.40	01/13/2021
Schramm, Amanda	Dir of Tech & Adv Solutions-OTAS	IT Personnel	Staff	Resigned Other Employment	Client Services Associate			\$37,720.00	03/19/2021
Schuler, Courtney	University Medical Center	Ambulatory Staffing Pool	Staff	Resignation	Medical Assistant			\$37,460.80	02/22/2021
Sherman, Kevin	Athletics	Football	Staff	Resigned Other Employment	Asst Recruiting Coordinator			\$40,000.00	02/12/2021
Siggers, Alexandria	University Medical Center	Nursing Pool	Staff	Resigned to Attend School	Nursing Assistant			\$15.06	01/19/2021
Simmons, Kyla	Public Safety	University Police	Staff	Resigned Other Employment	Univ Law Enforcement Officer			\$52,416.00	03/01/2021
Sims, Lakebra	University Medical Center	Patient Financial Svcs	Staff	Invol Trm-Job Pft/Code Conduct	Billing Specialist			\$46,529.60	02/24/2021
Solczak, Deborah	College of Pharmacy	Pharm-Student Svcs	Staff	Retirement w 10-yrs UT service	Dir Stud Svc, Pre-Pharmacy			\$59,555.56	03/01/2021
Song, Ayeong	University Medical Center	Nursing Pool	Staff	Resigned Other Employment	Nursing Assistant			\$15.06	01/27/2021
Sopko, Patricia	College of Nursing	College of Nursing Instruction	Faculty	Resigned Moved to New Location	Instructor			\$82,414.90	08/20/2021
Steffan, Kathleen	University Medical Center	Hematology/CLM/Micro	Staff	Resignation	Lab Sr Tech			\$33,238.40	02/09/2021
Stork, Blaine	University Medical Center	Transport Services	Staff	Resigned Personal Reasons	Hospital Aide			\$15,007.20	01/15/2021
Streidl, Denise	University Medical Center	Lab-Evening and Overnight	Staff	Resignation	Lab Sr Tech			\$31.96	02/09/2021
Stubbsfield, Jayla	University Medical Center	Food And Nutritional Svcs	Staff	Resigned Other Employment	Food Service Worker			\$20,683.52	03/27/2021
Swanick, Tonya	Human Resources	Human Resources	Staff	Resigned Other Employment	Compensation & Benefits Spec			\$50,000.00	03/01/2021
Szczypkowski, Alexis	University Medical Center	OP-Clinic-Glendale Medicine	Staff	Probationary Removal	Medical Assistant			\$32,822.40	01/26/2021
Taylor, Sally	University Medical Center	Service Excellence	Staff	Resignation	Telephone Operator 2			\$35,380.80	01/05/2021
Thomas, Kirby	Student Affairs MC	McComas Village-OP	Staff	Resignation	Hall Director			\$35,900.00	02/12/2021
Thompson, Tara	College of Law	Admissions-Law	Staff	Resignation	Asst. Dir. Financial Aid (Law)			\$26,527.65	01/29/2021
Thurn, Grace	University Medical Center	GAB Surgery - Orthopedics	Staff	Resigned Personal Reasons	Staff Nurse			\$48,129.12	03/02/2021
Trish, Tushayla	University Medical Center	Dana Cancer Center	Staff	New Hire/Probationary Removal	Medical Assistant			\$32,822.40	03/03/2021
Vance, Hannah	Public Safety	Hospital Safety	Staff	Resigned Other Employment	Security Officer 1			\$15,537.60	03/18/2021
Vasko, Michael	College of Medicine	Physician Assistant Studies	Faculty	Resignation	Assistant Professor			\$86,275.00	03/15/2021
Villasana, Graciela	University Medical Center	Nursing Pool	Staff	Resigned to Attend School	Nursing Assistant			\$15.06	01/19/2021
Wagner, Lindsay	University Medical Center	4CD Oncology/Memco/Med-Surg	Staff	Resignation	Staff Nurse			\$59,136.48	01/22/2021
Waites, Rashunn	University Medical Center	Environmental Services	Staff	Job Abandonment	Custodial Worker			\$27,185.60	02/04/2021
Walker, Alaina	University Medical Center	Nursing Svcs Admin	Staff	Resignation	Employee Health Nurse			\$43,000.00	03/02/2021
Warchol, Christie	University Medical Center	Environmental Services	Staff	Resignation	Custodial Worker			\$13,592.80	01/22/2021
Wile, Cathleen	University Medical Center	Environmental Services	Staff	Resignation	Custodial Worker			\$26,312.00	01/29/2021
Yeager, Cheryl	Medical Services	Telemetry	Staff	Retirement w 10-yrs UT service	Monitor Technician			\$42,307.20	03/11/2021
Yerrick, Rebekah L.	University Medical Center	4AB GU/Nephrology/Med-Surg	Staff	New Hire	Staff Nurse			\$48,129.12	03/26/2021
Young, Lisa	VP Enrollment Mgmt	Rocket Solution Central	Staff	Retirement w 10-yrs UT service	Direct Service Provider			\$59,800.00	01/29/2021

Community-Based / ProMedica Practitioners									
Name -Last, First, MI	College or Administration	Department	MSC	Description	Previous Position	Position			Effective Date
Ahmad, Ali, MD	College of Medicine	Medical Education		Community-based faculty appointment		Clinical Assistant Professor without medical staff privileges			04/01/2021
Choksey, Alap, DDS	College of Medicine	Surgery- Dentistry		Community-based faculty appointment		Clinical Assistant Professor without medical staff privileges			04/01/2021
Dumonceaux, Genevieve, DVM	College of Medicine	Medical Education		Community-based faculty appointment		Clinical Assistant Professor without medical staff privileges			02/01/2021
Gombash, Andrew, DO	College of Medicine	Family Medicine		Community-based faculty appointment		Clinical Assistant Professor without medical staff privileges			03/08/2021
Hajjar, Monica, PA-C, MPH, MSBS	College of Medicine	Physician Assistant Studies		Community-based faculty appointment		Clinical Instructor without medical staff privileges			04/01/2021
Khanna, Aneeta, MD	College of Medicine	Medicine		Community-based faculty appointment		Clinical Assistant Professor without medical staff privileges			03/01/2021
Levin, Jeffrey, DDS	College of Medicine	Surgery- Dentistry		Community-based faculty appointment		Clinical Assistant Professor without medical staff privileges			04/01/2021
Maly, George, MD	College of Medicine	Medical Education		Community-based faculty appointment		Clinical Assistant Professor without medical staff privileges			04/01/2021
McLaughlin, Colin, MD	College of Medicine	Medicine		Community-based faculty appointment		Clinical Assistant Professor without medical staff privileges			03/15/2021
Michels, Dennis, VMD	College of Medicine	Medical Education		Community-based faculty appointment		Clinical Assistant Professor without medical staff privileges			02/01/2021
Miller, Patsy, RN, BSN	College of Medicine	Pediatrics		Community-based faculty appointment		Clinical Instructor without medical staff privileges			03/01/2021
Rao, Anitha, MD	College of Medicine	Neurology		Community-based faculty appointment		Clinical Assistant Professor without medical staff privileges			04/01/2021
Wilkie, Ann, MD	College of Medicine	Medicine		Community-based faculty appointment		Clinical Assistant Professor without medical staff privileges			02/15/2021
Zouhary, William, DDS	College of Medicine	Surgery- Dentistry		Community-based faculty appointment		Clinical Assistant Professor without medical staff privileges			04/01/2021
Zubcevic, Jasenka, PhD	College of Medicine	Physiology/Pharmacology		Community-based faculty appointment		Clinical Associate Professor without medical staff privileges			02/01/2021
Charnesky, Melissa, DO	College of Medicine	Surgery		ProMedica Practitioner Track Faculty appointment		Clinical Assistant Professor without medical staff privileges			01/01/2021
Deames, Marian, MD	College of Medicine	Family Medicine		ProMedica Practitioner Track Faculty appointment		Clinical Assistant Professor without medical staff privileges			12/01/2020
Doumet, Bouchra, M.D.	College of Medicine	Family Medicine		ProMedica Practitioner Track Faculty appointment		Clinical Instructor without medical staff privileges			02/01/2021
Doumet, Mahdi, MD	College of Medicine	Family Medicine		ProMedica Practitioner Track Faculty appointment		Clinical Instructor without medical staff privileges			02/01/2021
Gidda, Kuladeep, MD	College of Medicine	Family Medicine		ProMedica Practitioner Track Faculty appointment		Clinical Instructor without medical staff privileges			02/01/2021
Hestand, John, MD	College of Medicine	Medicine		ProMedica Practitioner Track Faculty appointment		Clinical Assistant Professor without medical staff privileges			01/26/2021
Homer, Katherine, DO	College of Medicine	Surgery		ProMedica Practitioner Track Faculty appointment		Clinical Assistant Professor without medical staff privileges			03/01/2021
Raja, Sumrime, MD	College of Medicine	Medicine		ProMedica Practitioner Track Faculty appointment		Clinical Assistant Professor without medical staff privileges			04/01/2021
Rivera, Nicolas, MD	College of Medicine	Pediatrics		ProMedica Practitioner Track Faculty appointment		Clinical Assistant Professor without medical staff privileges			04/01/2021

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Turk, Kenneth, MD	College of Medicine	Pediatrics		ProMedica Practitioner Track Faculty appointment		Clinical Assistant Professor without medical staff privileges			03/01/2021
Watson, Tanya, DO	College of Medicine	OB/GYN		ProMedica Practitioner Track Faculty appointment		Clinical Assistant Professor without medical staff privileges			02/01/2021