



Board of Trustees Meeting - December 2020

142nd Meeting of the Board of Trustees

December 14, 2020

Webex

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

Mary Ellen Pisanelli, Daniel J. Guttman, Patrick Kenney - Trustees

Will Lucas, Richard Walinski, Eleanore Awadalla - Trustees

Rebecca Dangler, Anthony Gennings - Student Trustees / Roy V. Armes, Birdel F. Jackson, III, Christine E Brennan - National Trustees



Meeting Book - Board of Trustees Meeting - December 2020

AGENDA

1. Call to Order
2. Roll Call
3. Meeting Minutes
 - A. Board Meeting Minutes
 - - Board of Trustees Meeting September 21, 2020
 - B. Committee Meeting Minutes
 - - Clinical Affairs Committee Meeting - September 21, 2020
 - - Academic and Student Affairs Committee Meeting - September 21, 2020
 - - Finance and Audit Committee Meeting - September 21, 2020
 - - Trusteeship and Governance Committee Meeting - September 21, 2020
 - - Privileging and Credentialing Sub-Committee Meeting - October 12, 2020
 - - Privileging and Credentialing Sub-Committee Meeting - November 16, 2020
4. Consent Agenda
 - A. Chief of Staff Report for December 14, 2020
 - B. Recommendation - Posthumous Degree for Austin Fletcher, CPPS
 - C. Resolution No. 20-12-25: Updated University Completion Plan
 - D. Recommendation - COMLS and HHS Faculty Rules and Regulations (bylaws) for Faculty not in Bargaining Units

E. Resolution No. 20-12-26: Permanent FY21
Operating Budget

F. Resolution No. 12-20-27: Annual Affordability and
Efficiency Report

G. Resolution No. 20-12-28: College Credit Plus FY22
Funding Structure

H. Resolution No. 20-12-29: College Credit Plus Non-
Public Schools Tuition Waiver

I. Recommendation - Named Gifts

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

- - William J. and Pamela V. Davis Dental Service

J. Resolution No. 20-12-30: Approval of Large
Purchases - Huron/Ottawa Dining Expansion/Sellers
Dorsey/EPIC

K. Recommendation: MOU Domestic Partners AAUP

L. Recommendation: MOU Domestic Partners
AFSCME

M. Resolution No. 20-12-31: Administrative Officials
as the Appointing Authority

N. Personnel Action Report for December 14, 2020

O. Resolution No. 20-12-32: Pertaining to the
Establishment of a Key Management Personnel
Group for National Industrial Security Program
Agreements

5. President's Report

6. Chair's Report

7. Committee Reports

A. Clinical Affairs Committee

B. Academic and Student Affairs Committee

C. Finance and Audit Committee

D. Trusteeship and Governance Committee

8. Executive Session, if needed

9. Other Business, if any

10. Adjournment

Minutes
The University of Toledo
141st Meeting of the Board of Trustees
Monday, September 21, 2020
WebEx
12:30 p.m.

The one-hundred forty first meeting of The University of Toledo Board of Trustees was held on Monday, September 21, 2020, via WebEx. Chair Alfred Baker called the meeting to order at 4:40 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
Richard Walinski
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

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
Jason Anthony, Senior Network Engineer
Karen Bjorkman, Provost/EVP Academic Affairs
Tim Brakel, Professor and President of Faculty Senate
Frank Calzonetti, Vice President for Research
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 UTMC
Charles Jake, Deputy General Counsel

Adrienne King, Associate Vice President for Marketing and Communications
Linda Lewandowski, Dean, College of Nursing
Doug Lynch
Bill McCreary, VP and CIO
Margaret McInnis
Diane Miller, AVP Government Relations/ Chief of Staff
Jeff Newton, Chief of University of Toledo Police
Michael O'Brien, Vice President and Director of Athletics
William Pierce, Director of Alumni
Greg Postel, Interim President
Jeff Schmucker, Toledo Blade
Matthew Schroeder, EVP Finance and Administration/CFO
Rachel Stanford, Executive Assistant to the CFO
Rick Swaine, CFO of UTMC
Rod Theis, Deputy Chief of Police
Amy Thompson, Vice Provost Faculty Affairs
Don Wedding, Faculty/Faculty Relations
Ray Witte, Dean, Judith Herb College of Education

Board Chair Baker requested a motion to waive the reading of the June, July and August 2020 Board and Committee meeting minutes and approve them as written. A motion was received from Trustee Lucas, 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. A motion was received from Trustee Pisanelli, seconded by Trustee Lucas, and approved by the Board.

APPROVAL OF CONSENT AGENDA

Interim President Postel's Report is attached to the meeting minutes. See attachment 1.

PRESIDENT'S REPORT

Chair Baker's Report:

- I'd like to start by saying thank you to Dr. Postel for jumping right in during this challenging time. It's been a pleasure to see your enthusiasm while getting up to speed the last few months.

CHAIR'S REPORT

COVID-19 response

- On behalf of the Board, I also want to say how proud we are of those at the University, like the COVID Operations team, the Incident Command

working group, IT and UToledo Online and how quickly they adapted and put together the planning that has allowed the University to continue *Fueling Tomorrows*. Thank you for your service to this institution.

- Thank you also to our healthcare and facilities workers--Your dedication to the health and safety of our community is so appreciated!
- And I want to recognize our students, faculty and staff for their all of their support. Things are different, but we appreciate how you have adapted, persisted and found new ways to move forward.
- This summer, New Student Orientation Programs facilitated 128 virtual orientation small group sessions for first-year students and coordinated 34 live webinars for parents and students.
- As of early this month, Financial Aid has processed 6,456 Rocket Aid applications for students requesting emergency aid.
- And more than \$131,000 has been raised to assist students with financial needs as a result of COVID-19 through the Rocket to Rocket fund. Student Government also assisted by providing their unused funds to these students as well. Over \$190,000 has been awarded to over 280 students since the program began.
- Additionally, our student food pantries were able to provide food for nearly 15,000 meals.

Athletics

- Congratulations to 2020 Varsity T Club Hall of Fame inductees:
 - Kate Bean McCauley—Women's Volleyball;
 - Jeremiah Detmer—Football;
 - Greg Mancz—Football;
 - Jessica Popiel Stone—Women's Golf;
 - Dr. John Rudley—Men's Basketball;
 - Chris Wallace—Football;
 - & Inma Zanoguera—Women's Basketball.

Diversity

- The University of Toledo continued its Dialogues on Diversity series, bi-weekly virtual panel discussions, throughout the summer and fall centering on black men, black women, black LGBTQA+, black Americans and COVID-19, and black UToledo students.
- In addition, the Office of Diversity and Inclusion launched a Racial Equity @ UToledo with information and resources to assist in moving toward an inclusive campus culture.
- I also want to highlight the work of the College of Medicine and Life Sciences, which has increased our student diversity for underrepresented minority (URM) groups by over 300% with the incoming class, which is comprised of 13% URM students.

Research

- It's exciting to see the research funding trending up from \$46M last year to \$55M this year. That's impressive growth and we appreciate the work of our faculty researchers, like
 - Professors Saurabh Chattopadhyay (pronounced: saw-ruh bh chat-o-pad-i) and Travis Taylor, under their leadership, UToledo is working with state and federal agencies, along with other Ohio universities, in monitoring community wastewater for COVID-19. They been getting wastewater samples from the City of Toledo and the City of Oregon to track trends of disease occurrence in our community.
 - Dr. Taylor has also been recently awarded a five-year R01 grant for \$1.92M from the National Institute of Allergy and Infectious Diseases at the NIH.
 - And Dr. Jason Huntley, has been awarded a three-year, \$1M research grant from the National Oceanic and Atmospheric Administration (NOAA), as part of the Prevention, Control, and Mitigation of Harmful Algal Blooms Research Program for his

research into using bacteria to remove and degrade harmful algal bloom toxins from drinking water.

- Our congratulations also goes to Dr. Kevin Czajkowski (Pronounced: ja-KOW-ski) in the Department of Geography and Planning, who was recently informed that his NASA funding will be extended for another 5 years for \$11,327,380.
- And to Dr. Matt Wohlever, in Chemistry and Biochemistry, who received a 5 year NIH MIRA Award (R35) for his project Mechanistic Investigation of Proteostasis at the Outer Mitochondrial Membrane with total funding of \$1,881,250.

Student Success

- We are also seeing our students getting recognized for their successes, like
 - Fourth-year medical student, Luke Zona, who was recently awarded a 2020 Excellence in Public Health Award by the United States Public Health Service.
 - Soyoung Cheon (pronounced: so-young shay-on), who is beginning her first year as a medical student, and is one of this year's recipients of the Hypertension New Investigator Award, from the American Heart Association's Council on Hypertension.
 - And Terri Draper, a student in the Honors College, an Education and English major, who was the 2020 recipient of the Benjamin A. Gilman International Scholarship, which will allow her to study at the Universidad de Granada in Grenada, Spain, for six weeks.

Closing

While there is a lot of work to do going forward, we also have so much to be proud of here at UToledo.

Chair Baker asked the chairs of each committee for their report:

Academic and Student Affairs Committee Chair Guttman Cole 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 reported that during the trusteeship and governance committee meeting earlier in the day, the committee approved Resolution 20-09-24: Approval to extend term employment for interim president. The resolution now sits before the board for full approval. Trustee Baker requested a motion to approve Resolution 20-09-24. A motion was received by Trustee Pisanelli, seconded by Trustee Kenney, and approved by the board.

**TRUSTEESHIP
AND
GOVERNANCE
COMMITTEE
RESOLUTION:
20-09-24**

Trustee Baker stated that he was pleased to be able to extend Dr. Postel's agreement until December 31, 2022. As such, the permanent presidential search has been postponed. The trustees are committed to supporting Dr. Postel's efforts.

With no further business before the Board and no need for an executive session, Trustee Baker adjourned the meeting at 5:20 p.m.

ADJOURNMENT

PRESIDENT'S REPORT

Gregory C. Postel, M.D., Interim President
September 21, 2020



PRESIDENT'S REPORT

Gregory C. Postel, M.D., Interim President
September 21, 2020



MEETINGS SINCE JULY

- All 14 Trustees (some several times)
- All 14 Deans (some several times)
- All 13 Senior Leadership Team Members (all several times)
- Multiple Student Leaders
- Multiple Donors
- Multiple Elected Officials
- Multiple Community Activists
- Governor DeWine
- Chancellor Gardner
- IUC Presidents (several times)
- MAC Presidents (several times)
- MAC Commissioner
- Multiple Department Chairs
- Foundation Leadership
- Multiple Campus Advocacy Groups
- Multiple area Healthcare Leaders
- Multiple Members of the Media
- COVID-19 Taskforce (multiple times)
- Multiple Prior Trustees
- Alumni Association
- Faculty Senate

COVID-19 UPDATE



- Outstanding Leadership Task Force under the leadership of Amy Thompson.
- Total cases stable and currently trending down.
- Asymptomatic tests for students, faculty and staff at a rate of 300-500 per week. Percentages of positives are well below community average.
- Carter west/east being used for positive/exposed students. Number of students in these facilities is low, stable and well below capacity.
- 50% of students have a least one face to face class.
- Residential units at 2/3 normal capacity.

COVID-19 UPDATE



- Active vigilance for on campus activities.
- Detailed dashboard summarizing current experience is released every Tuesday.
- Strong mentorship to students about best practices (social distancing, wearing masks and hygiene).
- Active dialogue with Lucas County Health Department and state officials.
- Best practices outlined by the CDC are being followed.

COVID-19 UPDATE - DASHBOARD



VISIT

APPLY

GIVE



MENU

Last Updated Sept. 15, 2020, 1:00 p.m.

UTOLEDO COMMUNITY

Cases reported Sept. 7-13

New Positive Cases: 38

- Off-campus: 7
- On-campus: 27
- Not reported: 4

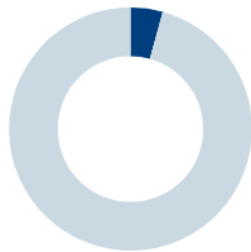
SOURCES:

On-campus asymptomatic tests: **4**



Positivity rate: 1.4%

Residential students in self-isolation on campus: 6



Current occupancy in on-campus isolation housing: 4.3%

On-campus symptomatic tests: **8**

External reports: **26**

CLEANING AND DISINFECTANT SUPPLIES

Disinfectant Spray

Sanitizer Spray

Hand Sanitizer



(Green)



(Green)



(Green)

Green = 30-day supply on hand or expect delivery within 30 days

Orange = Less than 30-day supply on hand, no expected delivery within 30 days

Yellow = Limited supply on hand, no pending delivery (external supply shortages)

ENHANCED CLEANING

Classrooms

Common Spaces and High-Touch Areas

Residential Halls



(Green)



(Green)



(Green)

Green = 98-100% of buildings meeting enhanced cleaning requirements

Orange = 90-97% of buildings meeting enhanced cleaning requirements

Yellow = Less than 90% of buildings meeting enhanced cleaning requirements

HEALTHCARE ISSUES – ACADEMIC AFFILIATION

- Actively engaged in our efforts to honor the affiliation.
- Working to constantly improve the experience for our students and residents who are training at ProMedica sites.
- Working to create a mutual research agreement.
- Elevating partnership opportunities around research, jobs creation and innovation and technology.
- Studying AAA funding to understand funds flow and best uses of the funds.



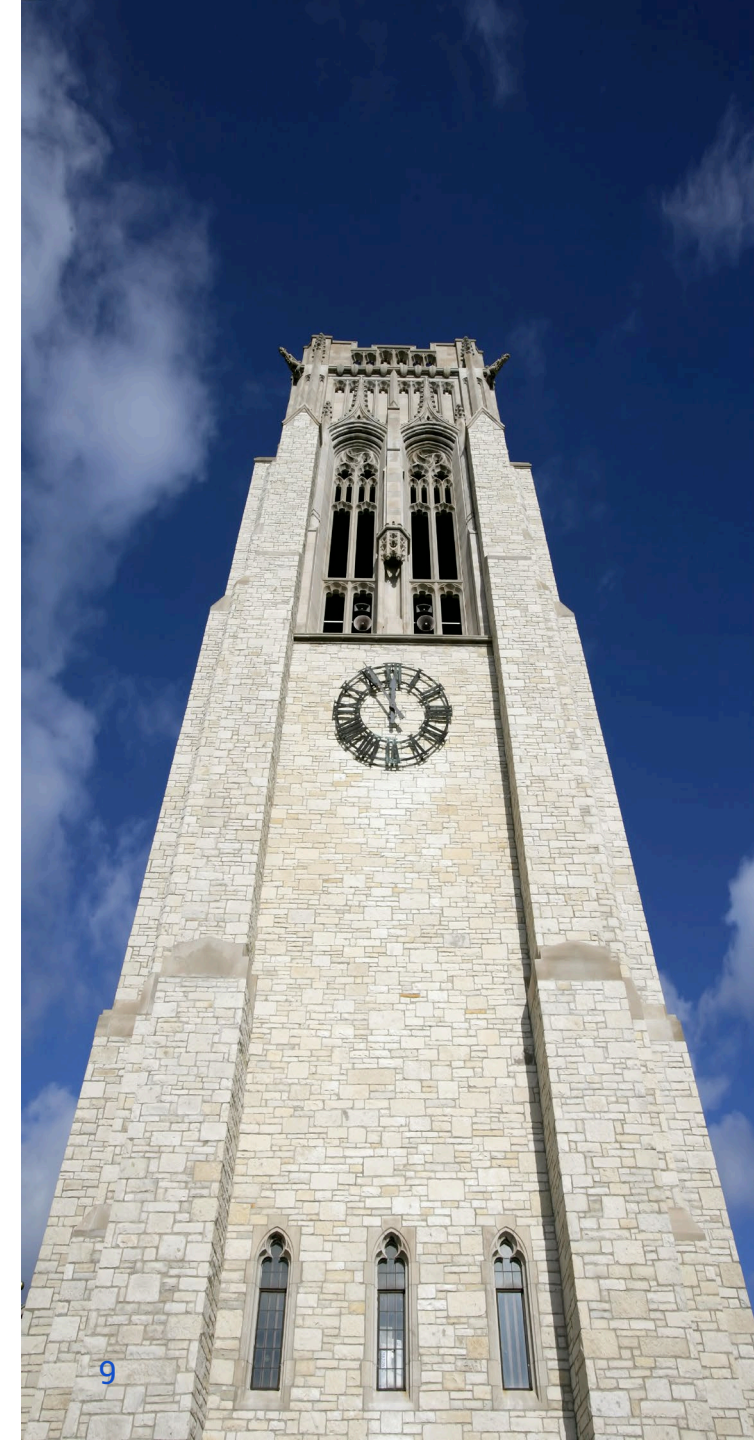
HEALTHCARE ISSUES – UTMC

- Finances in current year have been stabilized due to federal and state stimulus funding and conservative management.
- Looking for as many ways as possible to assure patients, staff and the community that UTMC is here to stay.
- Focused sharply on quality and patient satisfaction, both of which are improving.
- Future sustainability efforts are focused on reimbursement for services rendered, building new business partnerships for growth of selected clinical services and engaging the community to understand opportunities to create new revenue streams.



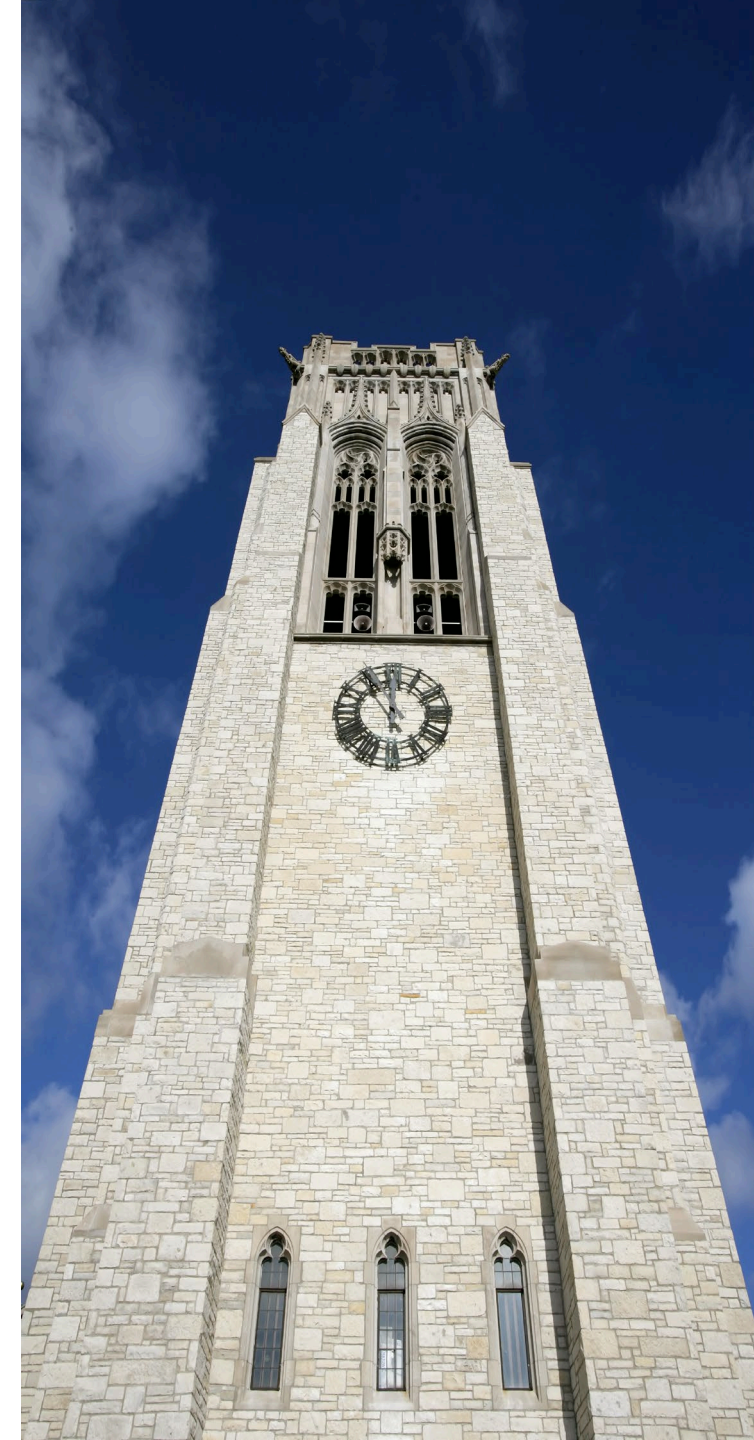
INVESTMENT IN THE ACADEMIC ENTERPRISE

- UToledo budgets in recent years have been challenged due to declining enrollment, decreasing state appropriations and increasing costs.
- As a result there has been an inability to invest in the academic enterprise.
- There is evidence of this lack of investment in terms of shortages of faculty and staff in most colleges and schools, aging equipment and facilities and declining operating budgets.
- This process simply must be reversed.



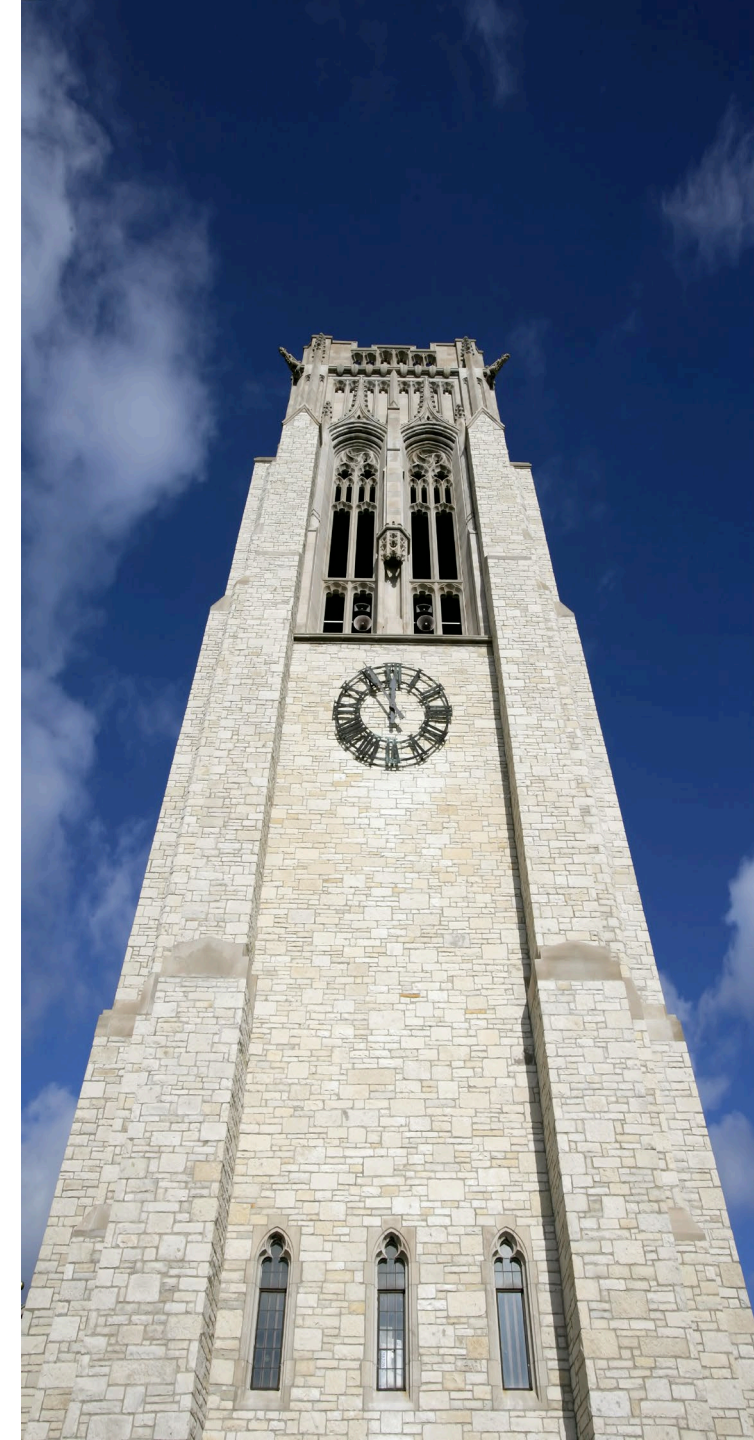
INVESTMENT IN THE ACADEMIC ENTERPRISE

- A combination of an improved state budget, federal and state stimulus funding, improved hospital performance and cautious management has allowed for the creation of resources not contemplated when our current new budget was developed.
- It is my intent to extract items from our existing strategic plan which remain relevant and practical and then add initiatives designed to invigorate the academic enterprise.



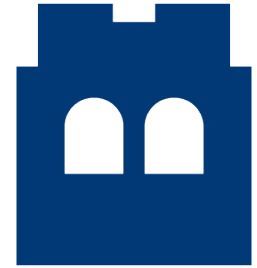
INVESTMENT IN THE ACADEMIC ENTERPRISE

- This will form the framework for a 2 year interim strategic plan which we will bring to the Board of Trustees for approval this fall.
- The 2 year plan will outline how the resources will be invested.
- During this 2 year period, the University must change many aspects of its current operation. This will allow for sustainability in the years following the 2 year period at which point one time funding will have been expended.



OTHER SIGNIFICANT PROJECTS

- A study of RCM Budget Models.
- Creation of an Office of Enterprise Risk Management.
- A fresh approach to Strategic Enrollment Management.
- Redesign of Human Resources Functions.
- An effort to bring positive messaging about UToledo to the public.
- Mentoring of new leaders.
- A systematic approach to the elimination of racism.
- Continued work with valued and potential donors.





THE UNIVERSITY OF
TOLEDO

Minutes
The University of Toledo Board of Trustees
Clinical Affairs Committee Meeting
September 21, 2020

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. Richard Walinski, Mr. Birdel Jackson, Mr. Roy Armes and Student Trustees Ms. Rebecca K. Dangler and Mr. Anthony Gennings. Faculty Representative Mr. Nicholas G. Horen was absent. Others in attendance were Mr. Jim Anderson, Mr. Jason Anthony, Ms. Anne Balazs, Dr. Karen Bjorkman, Mr. Tim Brakel, Dr. Kris Brickman, Dr. Frank Calzonetti, Dr. Phillip Cockrell, Dr. Christopher Cooper, Ms. Erin Crawford, Ms. Meghan Cunningham, Mr. David Cutri, Ms. Katie DeBenedictis, Mr. Dominic D’Emilio, Dr. Michael Ellis, Mr. Michael Epley, Dr. Charlene Gilbert, Mr. David Giovannucci, Ms. Ceana Glover, Mr. Tory Holmes, Ms. Margaret Hopkins, Ms. Mary Humphrys, Mr. Charles Jake, Ms. Brittany Jones, Dr. Adrienne King, Ms. Brenda Lee, Dr. Amanda Lenhard, Ms. Linda Lewandowski, Mr. Benjamin Lynn, Ms. Sandra MacNevin, Mr. Bill McCreary, Dr. Cheryl McCullumsmith, Ms. Traci McDaniel, Dr. Willie McKether, Dr. Mark Merrick, Ms. Diane Miller, Ms. Danelle Mooi, Mr. Michael O’Brien, Mr. William Pierce, Mr. Gary Pirolli, Dr. Gregory Postel, Mr. Barry Scheurerman, Mr. Jeff Schmucker, Mr. Matthew Schroeder, Mr. Russell Smith, Ms. Rachel Stanford, Ms. Chris Stesney-Ridenour, Mr. Rick Swaine, Mr. Rod Theis, Ms. Amy Thompson, Mr. Nick Thompson, Mr. Don Wedding and Dr. Ray Witte.

ATTENDANCE

The meeting was called to order at 11:00 a.m. by Trustee Pisanelli via WebEx. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

CALL TO ORDER

Trustee Pisanelli requested a motion to waive the reading of the minutes from the June 22, 2020 committee meeting and approve them as written. A motion for approval was provided by Trustee Lucas, seconded by Trustee Kenney, and approved by the Committee.

MEETING MINUTES

Trustee Pisanelli introduced Dr. Cheryl McCullumsmith, Professor and Chair of Psychiatry. Dr. McCullumsmith presented information about the Inpatient Psychiatric services at UTMC. (Attachment 1)

DISCUSSION ITEMS

Trustee Pisanelli introduced Dr. Kris Brickman, Chief Physician Executive. Dr. Brickman gave an update on Telemedicine. (Attachment 2)

Trustee Pisanelli introduced Mr. Russell Smith, Chief Pharmacy, Quality and Safety Officer. Mr. Smith gave an update on the Toledo Clinic. (Attachment 3)

Trustee Pisanelli introduced Ms. Christine Stesney-Ridenour, Chief Operating Officer of UTMC. Ms. Stesney-Ridenour gave a presentation on the patient experience plan. (Attachment 4)

Trustee Pisanelli introduced Dr. Michael Ellis, Chief Medical Officer. Dr. Ellis gave a COVID-19 Update. (Attachment 5)

Trustee Pisanelli requested a motion to enter Executive Session to discuss privileged information related to the evaluation of medical staff personnel appointments and quality reporting. The motion was received from Trustee Kenney 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.

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 Kenney, seconded by Trustee Lucas, and approved by the Committee. The Chief of Staff Report follows the minutes. (Attachment 6)

With no further business before the Committee, Trustee Pisanelli adjourned the meeting at 12:50 p.m.

**EXECUTIVE
SESSION**

**CHIEF OF
STAFF REPORT**

ADJOURNMENT

The University of Toledo Board of Trustees

Clinical Affairs Committee Inpatient Psychiatric Services

Cheryl McCullumsmith, MD, PhD
Professor and Chair of Psychiatry
Interim Chair of Pathology
September 21, 2020



THE UNIVERSITY OF TOLEDO
MEDICAL CENTER

ATTACHMENT 1

University of Toledo Medical Center Suicide Prevention Month



- Suicide is one of the leading causes of death in the United States and world-wide.
- Each year in the United States alone 44,000 people die by suicide.
- As compared to heart disease, diabetes and other major causes of mortality in the U.S., rates of death by suicide are not decreasing, intensive approaches are needed
- Suicide Prevention Month is our opportunity to reflect on our availability of services and to make sure those that need help can find it
- We need comprehensive continuum of care services with innovation

University of Toledo Medical Center is a Regional Leader in Mental Health Treatment of:

- Children/Adolescents
- Dementia
- Substance Use Disorder
- Advanced Psychiatric Treatment

Innovative Programs at the University of Toledo Medical Center are Improving the Quality of Care

University of Toledo Medical Center

Current Mental Health Services

		# Beds	Volume	ALOS	Profit
Child and Adolescent	Outpatient Mental Health				
	Inpatient Psychiatric Services Youth Acute Care Unit	18	630	4.4	yes
Adult	Outpatient Mental Health				
Substance Use / Recovery	Outpatient Treatment				
	Intensive Outpatient Overdose Response Team		164 <i>104 from inpatient</i>		Yes
	Inpatient	18	1103	3.2	Yes
Geriatric / Dementia	Outpatient Mental Health				
	Inpatient Psychiatric Services	18	433	11.4	Yes
ECT	Treatment Refractory Illness	55 pts	744		Yes

Outside Consultants Overview of Psychiatric Service Needs in the UTMC Market

- “Optum Consulting” hired by UT in 2019 at the request of the UT BOT
 - Toledo market has 26% Behavioral Health related patients vs. the State average of 18%
 - Market needs could easily support an additional 18-bed inpatient unit.
- “tbdSoutions” hired by Lucas County Mental Health and Recovery Services Board
 - only two Psychiatric hospitals in Lucas county that provide the majority of treatment for the Adult Medicaid and Indigent population
 - Flower hospital (74 beds)...a ProMedica facility
 - St Charles Behavioral Health Institute (90 beds)...a Mercy facility
 - the county needs a comprehensive “Crisis Continuum” consisting of the following: Crisis Call Center, 23-hour Crisis Stabilization Unit, Peer Respite, Residential Crisis Stabilization, Emergency Department and Psychiatric Hospital

University of Toledo Medical Center Lacks Critical continuum of care services for Adult Psychiatric Services

- Inpatient
- Crisis Services

University of Toledo Medical Center

Current Mental Health Services

		# Beds	Volume	ALOS	Profit
Child and Adolescent	Outpatient Mental Health				
	Inpatient Psychiatric Services Youth Acute Care Unit	18	630	4.4	Yes
Adult					
	Outpatient Mental Health				Yes
	Inpatient	NA	NA	NA	-
Substance Use / Recovery	Outpatient Treatment				
	Intensive Outpatient Overdose Response Team		164 <i>104 from inpatient</i>		Yes
	Inpatient	18	1103	3.2	Yes
Geriatric / Dementia					
	Outpatient Mental Health				
	Inpatient Psychiatric Services	18	433	11.4	Yes
ECT	Treatment Refractory Illness	55 pts	744		Yes

Further Recommendations for the Region are True Growth Opportunities for UToledo

- Lack of communication between providers when an individual is discharged from a Crisis Service and is referred to another step-down
- Transportation limitations to make a scheduled appointments
- Lack of solid metrics to measure performance:
 - Time from admission to psychiatric evaluation
 - 30-day unplanned readmission
 - Follow-up after hospitalization for mental illness within 7-days
 - Percentage of discharges with a follow-up appointment scheduled

UToledo Has expertise in these areas

UToledo leads the Medicaid CICIP behavioral health consortium of Ohio State University, the University of Cincinnati and MetroHealth System in Cleveland

Programs in Active Development

University of Toledo Medical Center

Mental Health Services in Development

- Autism Evaluation Center
- Geriatric Evaluation Center
- Pain Rehabilitation
- **Inpatient Adult Psychiatric unit**
- **Psychiatric Crisis Services**
- Initiatives to improve the Coordination of Psychiatric and Substance Use Disorder care throughout Lucas and surrounding Counties

University of Toledo Medical Center

Summary

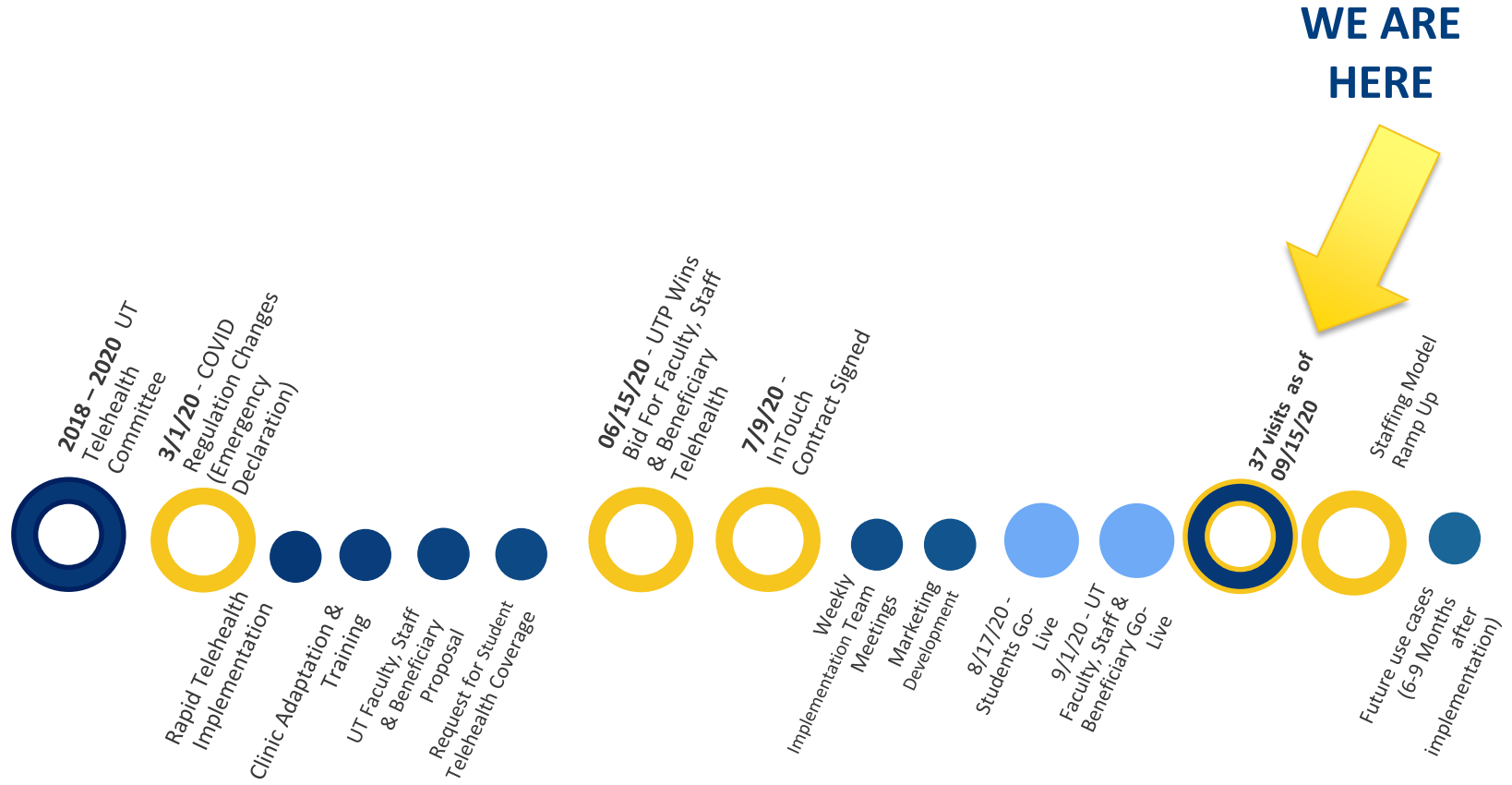
- Within 90-days provide the Board with a comprehensive plan to expand Mental Health services at UTMC:
 - Develop a model system for overall Mental Health services
 - Improve educational opportunities for our Residents and Medical Students
 - Become the market dominant provider of Mental Health services in the NW Ohio region

UTP Telemedicine Center

- **Kris Brickman, MD, Chief Physician Executive**



Telemedicine Timeline



Introductory Use Cases

Student Urgent Care

- Go-Live September 1, 2020
- ~ 13,000 Students

Employees & Beneficiaries

- Go-Live September 1, 2020
- ~ 7,500 Employees & Beneficiaries

Marketing



ON-DEMAND VIRTUAL CARE is now available to students, faculty, staff and their beneficiaries for urgent care needs.

- Simple, secure access
- Receive urgent care from a provider using your mobile device, tablet or computer
- Available daily from 8 a.m.-10 p.m.

utmcc.utoledo.edu/telemedicine




If you encounter technical difficulties during your on-demand urgent care visit please call **419.383.5000**.

Flyers

UToledo Screensaver

UToledo Webpage

- Rocket Restart
- UT Wellness Page
- UT Health Center
- Open Enrollment

Give-aways with QR Code

- Water Bottles
- Pens
- First Aid Kits

Patient Feedback

Patients surveyed:

27

Responses:

Overall, 95% satisfaction!

- The audio/video was appropriate for clear communication
- Instructions for gaining access to the system and completing my visit were clear and easy to complete
- The registration staff was friendly, considerate, and respectful during my visit
- The provider was courteous and caring during my visit
- The provider clearly listened to my needs
- I would recommend virtual visit to others

#7: Additional comments to help improve:

More marketing, email blast needs sent, "I didn't know about it until someone told me"

Future Use Cases



And More!!

Questions?



Supplemental Slides



Marketing Plan

Multimodal approach to promote easy access for
Students, Employees & beneficiaries

August Roll-Out

September
Roll-Out

October
Roll-Out

UToledo Wellness Page

UToledo Computer

Flyers

Toledo Health Center

Rocket Restart Webpage

Utoledo News

Video Marketing in Student
Union

RA Communications in Dorms

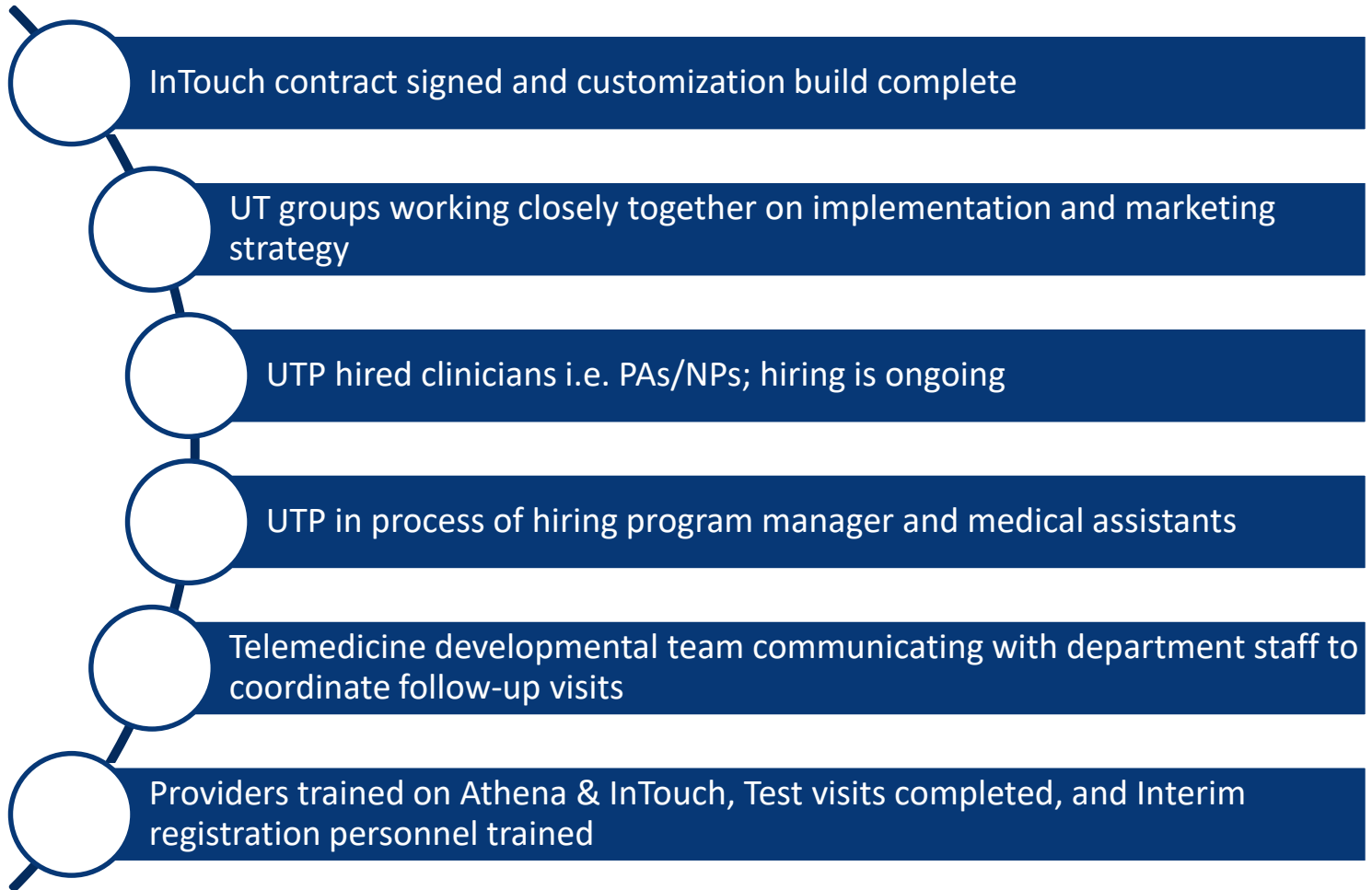
MyUT App

Give-Aways

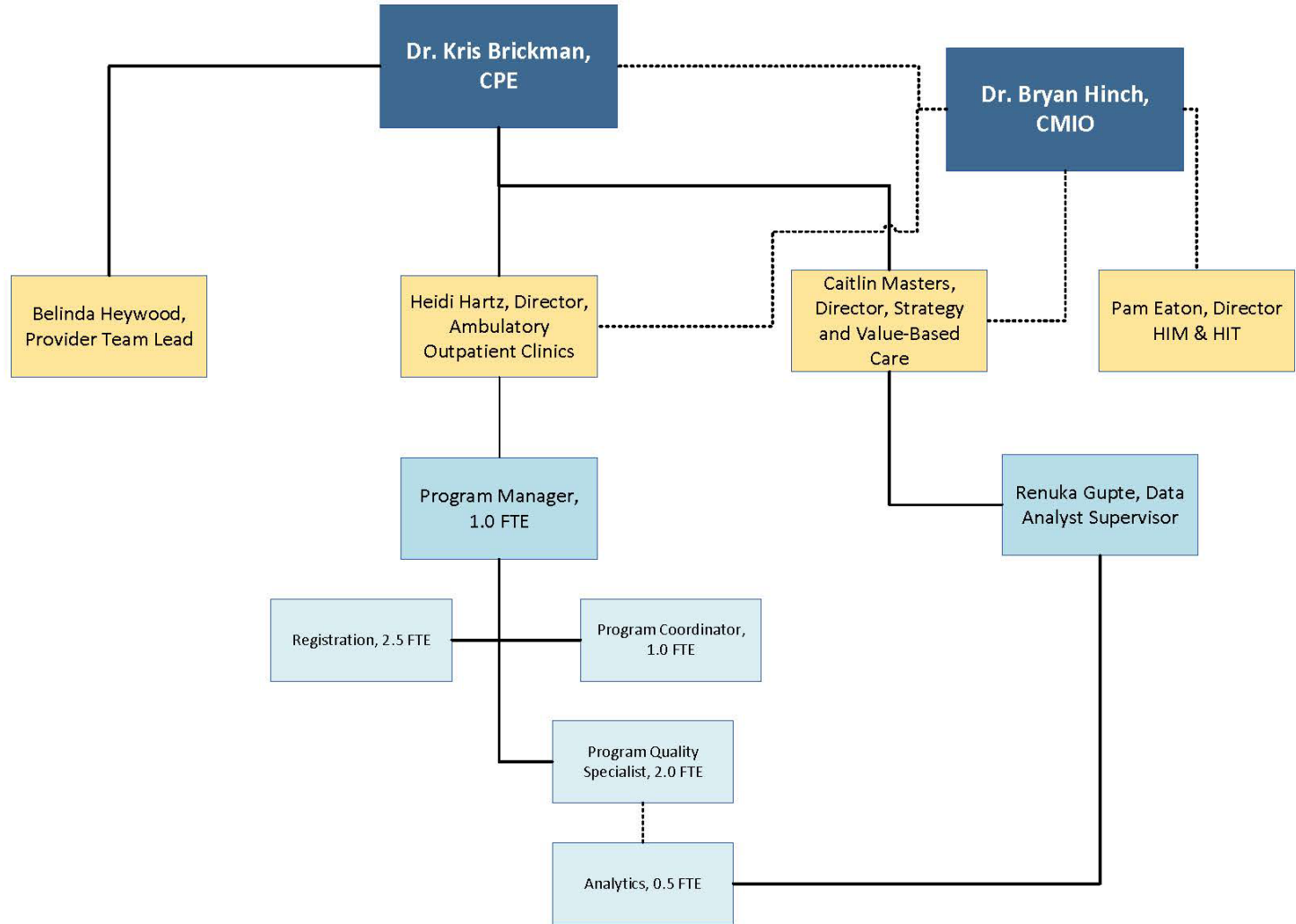
Open Enrollment



Operations Underway



Telemedicine Organizational Chart



Growth Criteria

Total Telemed Volume

- If visits > 448/week for two or more weeks, consider adding use cases or enhancing staffing model.

Volume at Day/Time

- If reporting indicates volume increases at specific day/time, consider enhancing staffing model.

Marketing

- If marketing campaigns indicate interest or volume increases, consider adding use cases or enhancing staffing model.

Season

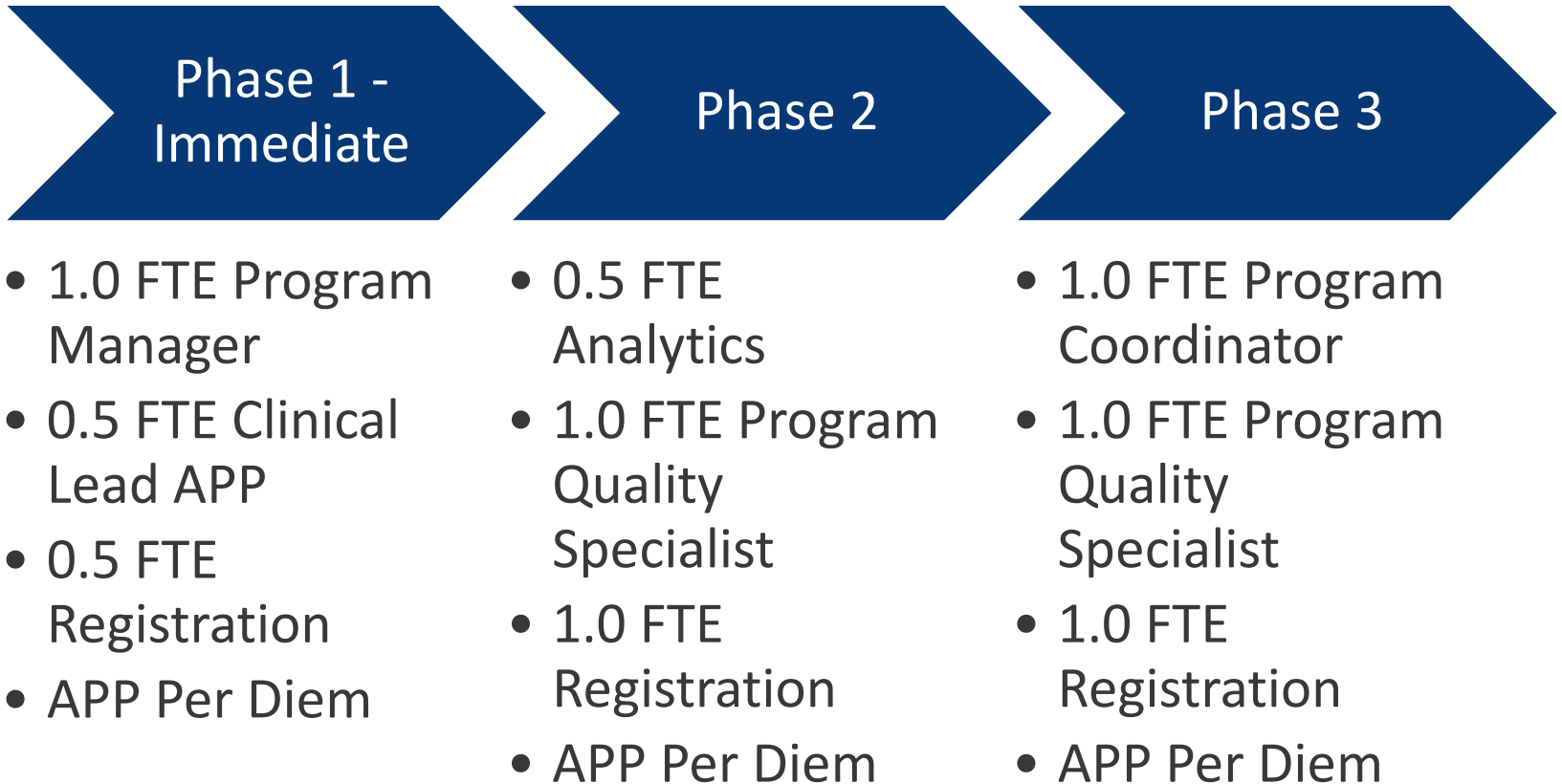
- If 448/week threshold is near as cold/flu season approaches, consider enhancing staffing model.

Use Cases

- As use cases grow and demand and revenue increases, consider enhancing staffing model.



Telemedicine Staffing



The University of Toledo Board of Trustees

Clinical Affairs Committee

Russell Smith, B.S., Pharm D, MBA, BCPS
Chief Pharmacy, Quality, and Safety Officer
Administrator Dana Cancer Center

September 21, 2020



THE UNIVERSITY OF TOLEDO
MEDICAL CENTER

ATTACHMENT 3

The Toledo Clinic

- Founded in 1926 as three physicians
- 265 physicians and associated healthcare professionals in more than 40 different specialties
- Mission: to promote healthcare and provide integrated, high-quality primary and specialty care to Toledo and surrounding communities

The Toledo Clinic-Dana Cancer Center Partnership Results in Expanded Area Services and Research

“this is a very good start for UTMC and Dana Cancer Center, but more critically, this partnership is essential for the patients of [Northwest] Ohio who are in need of comprehensive cancer treatment:” U.S. Rep. Marcy Kaptur (D., Toledo)



From left, oncologists Hammad Rashid from Toledo Clinic, Roland Skeel from UTMC, Danae Hamouda from UTMC, and Richard Phinney Toledo Clinic pose for a portrait in front of the EDGE Precision Radiation Therapy machine Friday at the Dana Cancer Center.

THE BLADE/REBECCA BENSON

The Toledo Clinic Physicians at UTMC

- Credentialed (17 plus 4 more in process)
- Hematology/Oncology (7)
- Cardiology (4)
- Surgery (4)
- Radiation Oncology (2)
- Orthopaedics (2)
- Pain Medicine (1)
- Pending: Vascular Surgery, GI, Hospitalists

The Toledo Clinic Oncology Partnership

- Hematology/Oncology Professional Services Agreement
 - Effective September 1, 2020 covering 7 physicians
 - Replacing patient care services lost by departure of 3 UTP Hematology/Oncology Faculty
 - Provides platform for growth
 - Provides care to inpatients at UTMC
- Radiation Oncology Professional Services Agreement
 - Effective September 1, 2020 covering 3 physicians
 - Full time coverage for Eleanor N. Dana Cancer Center replaces loss of all 3 UT Radiation Oncologists who have resigned since January 2020
 - Strategic partnership to grow the program

The Toledo Clinic Oncology Partnership (Cont'd.)

- Comprehensive partnership:
 - Toledo Clinic Physicians will hold leadership roles in DCC on Cancer Committee, Tumor Boards, and Medical Directorships
 - Increased access to research and clinical trials for all patients
- Integrated Cancer Care of Ohio (ICCO) Cooperative: Regional oncology partnership with The Toledo Clinic, Wood County, Fulton County, Henry County, and St. Luke's Hospitals
- Additional learning opportunities for students and residents

Shared Services Partnership

- UTMC and The Toledo Clinic Patient Care Coordination Project - provide comprehensive care improving oncology care in Northwest Ohio through a collaboration of shared services
- Partnership will increase UTMC oncology patient population by 200% achieving the IHI triple aim for these patients
 - High quality, reduce cost, and improve population health
- Toledo Clinic Infusion Centers and UTMC will partner to provide medications to these patients throughout Northwest Ohio with combined purchasing incentives.

	FY 21 1/1/21 Go live	FY 22	FY 23
Gross Revenue	\$12 M	\$40 M	\$60 M
UT Net Revenue	\$2 M	\$6 M	\$10M

Other Toledo Clinic and UTMC Collaborations

- Cardiology
- Interventional Cardiology
- Family Medicine
- Orthopaedics
- Neighborhood Health Association
- Non-Oncology Infusion Services

The University of Toledo Medical Center

Board of Trustees Meeting

Patient Experience Plan

2020-2021

Christine Stesney-Ridenour, FACHE

Chief Operating Officer

September 21, 2020



THE UNIVERSITY OF TOLEDO
MEDICAL CENTER

ATTACHMENT 4

Patient Experience - Background

- CMS withholds 2% of payments annually (\$740k of \$37m) for Value Based Performance
- Small performance improvements can result in a substantial increase in receiving back more of the 2% withholding
- Patient experience scores make up 25% of that withholding

Press Ganey – Background (Cont'd.)

- Press Ganey (PG) is authorized by CMS to measure patient experience to determine payment
- UTMC and 65% of the hospitals across the country utilize PG for this service
- UTMC measures patient experience via four surveys:
 - Inpatient
 - Emergency Department
 - Ambulatory Surgery
 - Clinics

How is performance measured?

- **Top Box Score** is the percent of patients who rated us “very good or always.” CMS awards improvement points based on how hospitals improve nationwide.

	Time Period	Q3 2019	Q4 2019	Q1 2020	Q2 2020	Q3 2020	Q4 2020
Example	Inpatient Surveys (19.5% overall return rate)	152	211	184	169	163	108
	Top Box Score	62.50%	67.77%	66.30%	63.31%	58.90%	60.19%
	Percentile Ranking	19	34	27	20	13	15

- **Percentile Ranking** – Out of 650 PG hospitals, UTMC inpatient = 15th percentile; 85% scored better

UTMC Overall Current State

All Press Ganey survey percentile rankings:

- Inpatient: 15th percentile
- Emergency Department: 26th percentile
- Ambulatory Surgery: 15th percentile
- Clinics: 49th percentile

Why so low? A lack of employee engagement leads to lower patient satisfaction.

What is our plan?

2021 Goals:

- Improve leader accountability
- Improve employee engagement
- Improve patient experiences and perception of care

2021 Objectives

Increase administrative accountability:

- Improve staffing levels
- Make it easier for physicians to practice
- Administrator rounding
- Ongoing review of work plans to measure improvement

Objectives (Cont'd.)

Increase leader accountability:

- Leader work plans
- Rounding
- Service updates to Quality Council
- Tie outcomes to performance evaluations

Initiatives

Inpatient	Emergency	Ambulatory Surgery	Clinic
AIDET Acknowledge Introduce Duration Explanation Thank you	AIDET	AIDET	AIDET
Leader Rounding	Leader Rounding	Leader Rounding	Leader Rounding
Reinstate Whiteboard	Hourly patient rounding	Waiting room updates	Decrease phone wait times
Bedside shift report	Keeping patient and family informed	Discharge Instructions	Decrease patient wait times

How will we measure success?

Improvement in Press Ganey scores:

- Inpatient from 15th to 27th percentile
- Emergency from 26th to 35th percentile
- Ambulatory Surgery from 15th to 27th percentile
- Clinics from 49th to 67th percentile

The University of Toledo Board of Trustees

Clinical Affairs Committee

COVID-19 Update

Michael Ellis, M.D.

September 21, 2020



THE UNIVERSITY OF TOLEDO
MEDICAL CENTER

ATTACHMENT 5

UTMC COVID-19 MISSION

1. Stay safe and prevent the spread of COVID-19 to our team
2. Provide safe and effective care to our patients
3. Support the local, state, and national pandemic response
4. Mitigate negative financial impact on enterprise

COVID-19 UPDATE

STAYING SAFE

STAYING SAFE

- We screen providers and staff daily for symptoms
- We limit visitors and screen for symptoms
- We test all inpatients for COVID-19
 - Admissions
 - Elective surgeries
 - Emergency procedures
- We screen all outpatients for COVID-19 symptoms
 - Symptomatic patients are referred to telemedicine
 - Dedicated outpatient testing site

Personal Protective Equipment (PPE)



NON-COVID



COVID CARE

KEEPING PATIENTS AND VISITORS SAFE



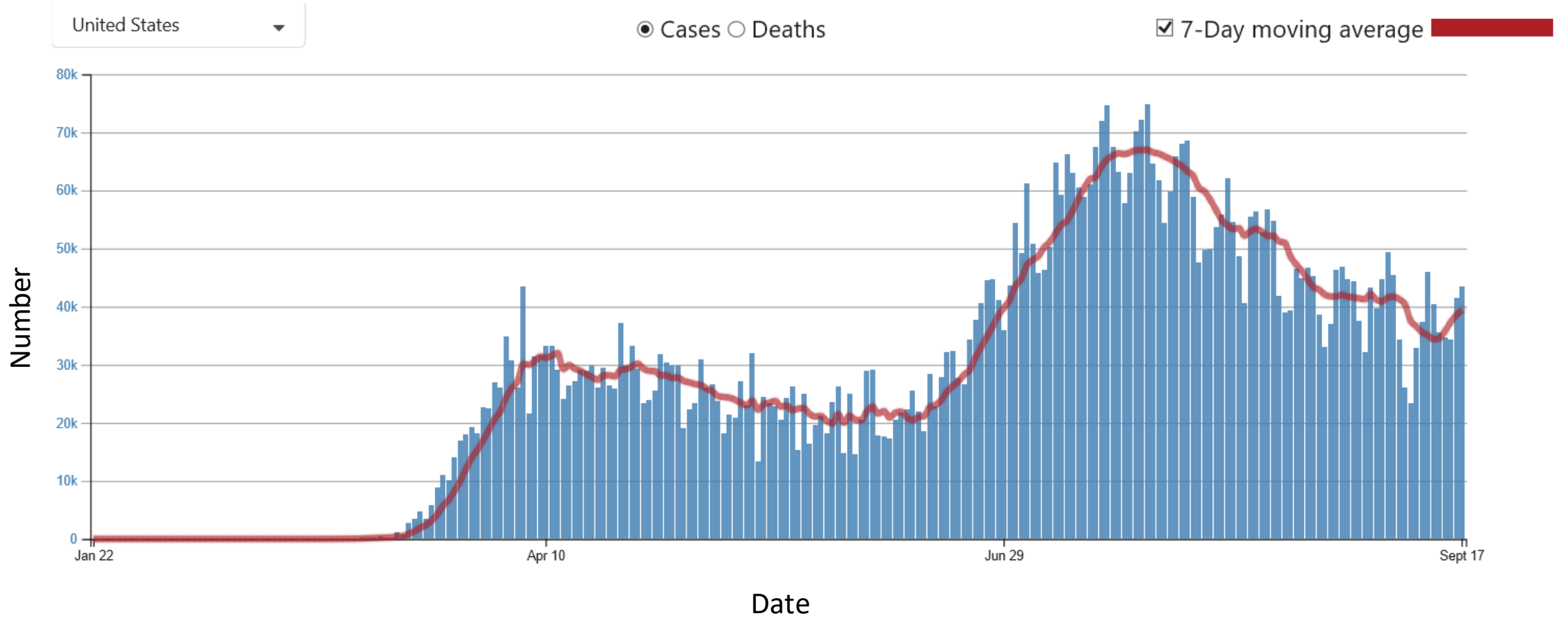
COVID-19 UPDATE

CARING FOR PATIENTS

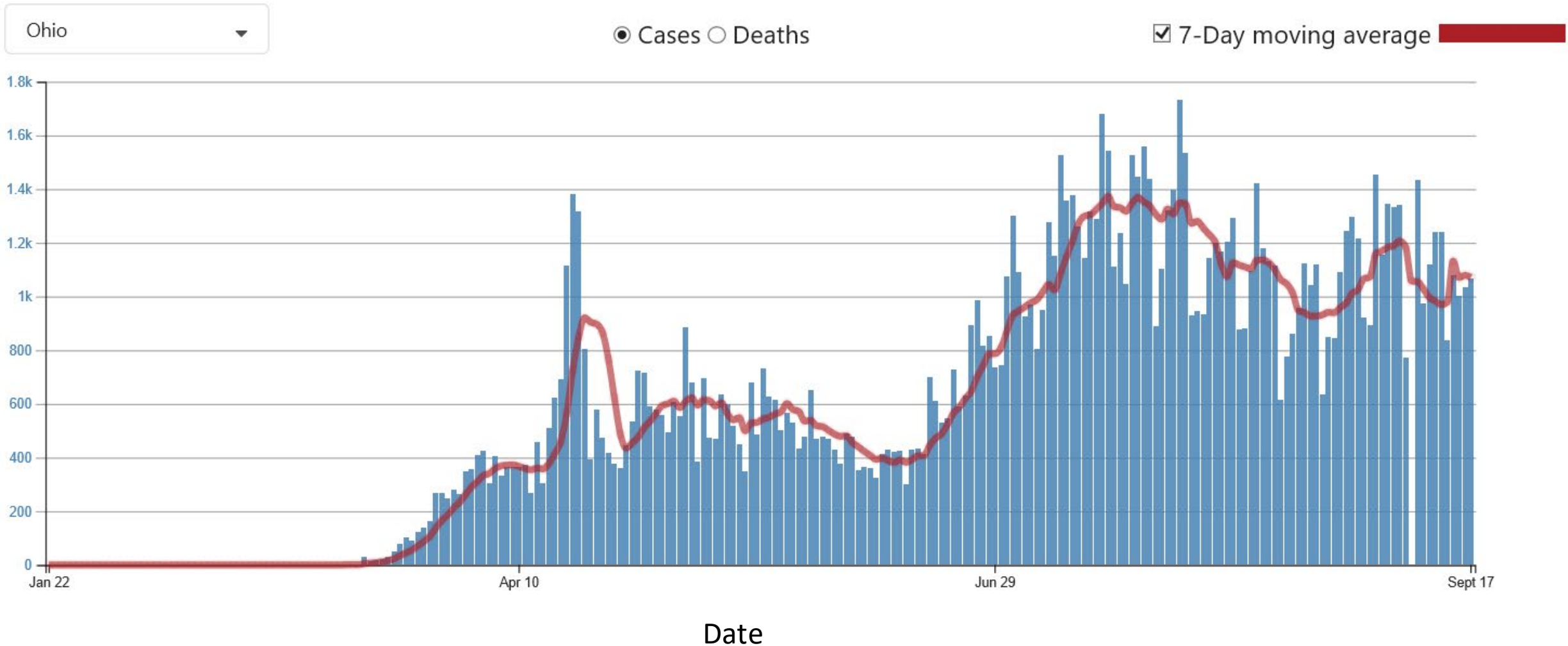
CARING FOR PATIENTS

September 2020	
	Status
Personal Protective Equipment	Good
Ventilators	Good
Patient Rooms	Good
Critical Providers	Good
COVID Medications	Good

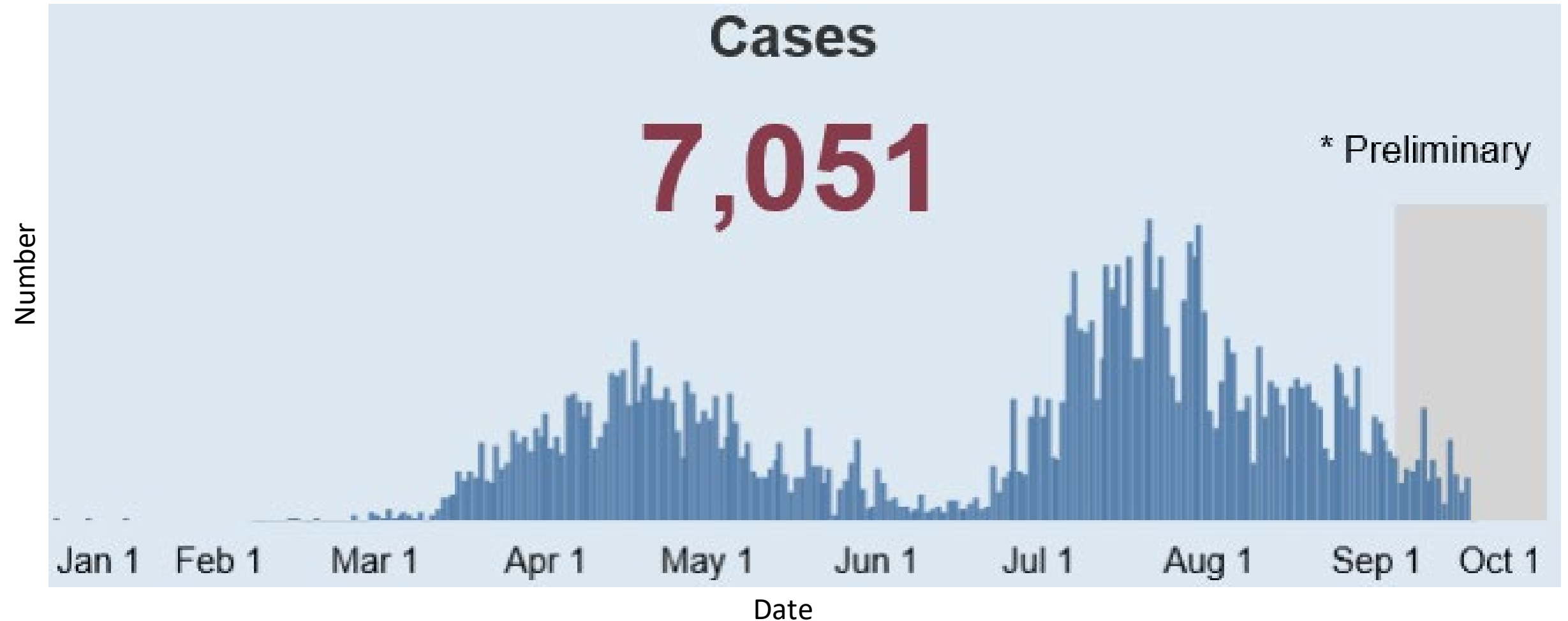
U.S. - DAILY NEW CASES



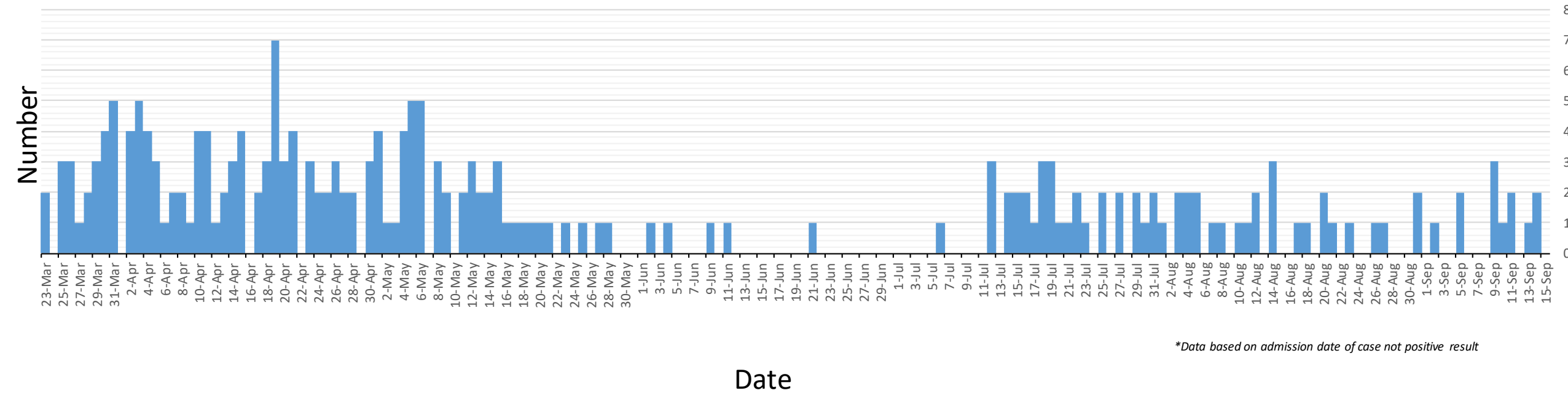
OHIO - DAILY NEW CASES



LUCAS COUNTY - DAILY NEW CASES



UTMC - DAILY NEW CASES

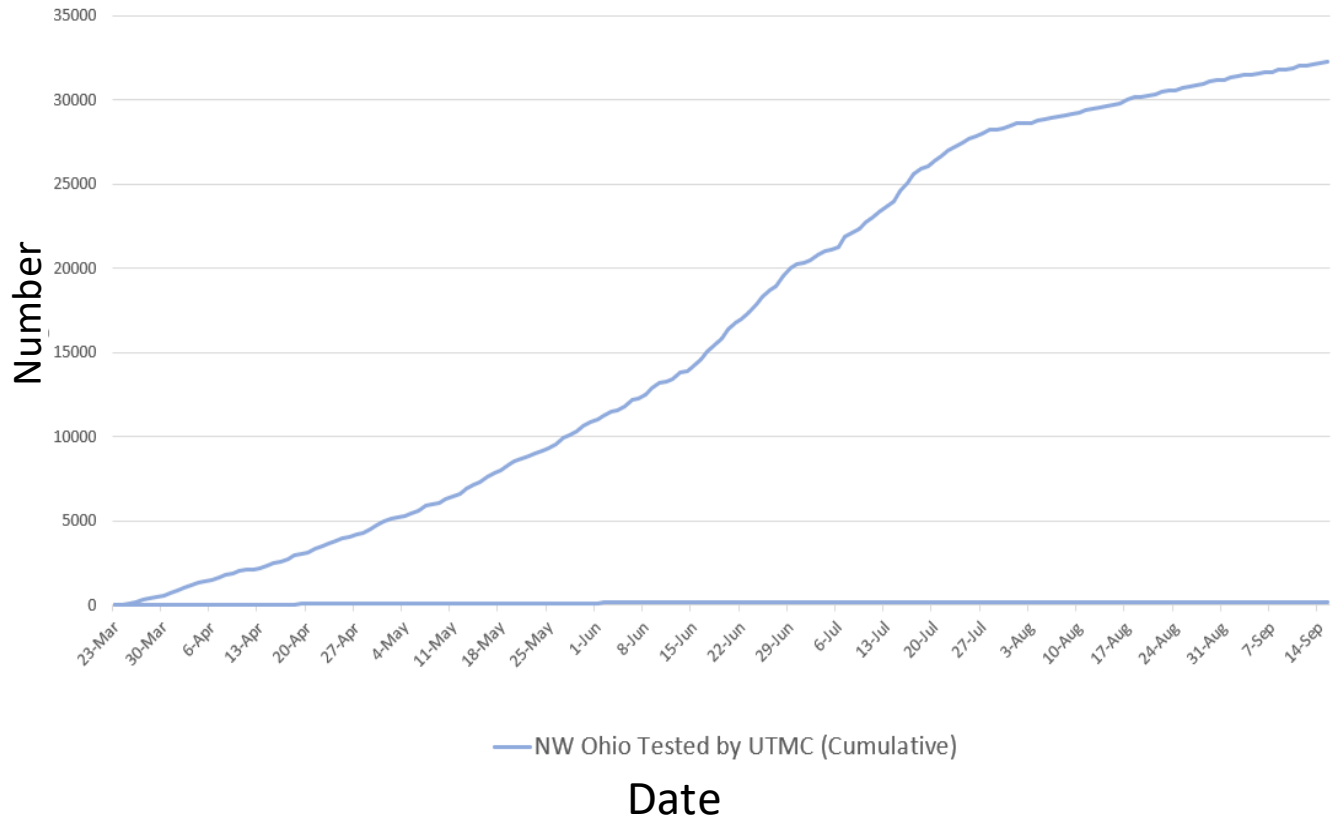
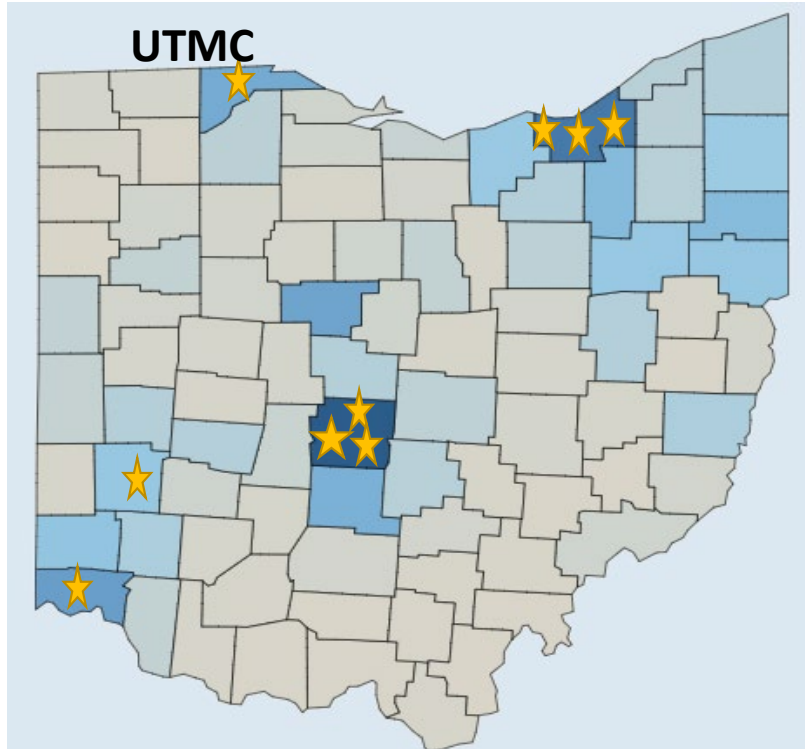


**Data based on admission date of case not positive result*

COVID-19 UPDATE SUPPORTING RESPONSE

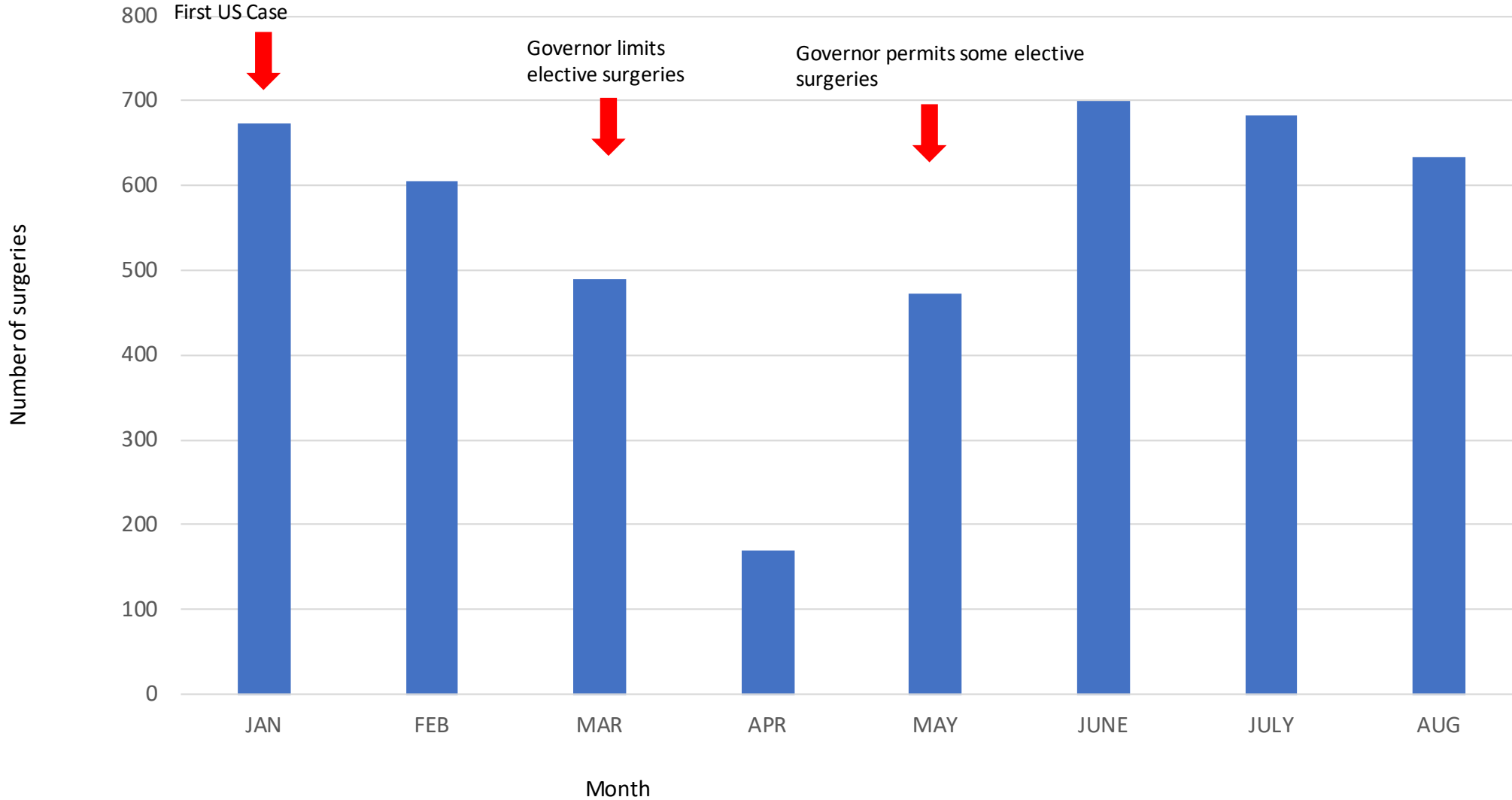
TESTING

UTMC designated as 1 of 9 ODH testing labs



COVID-19 UPDATE MITIGATION

MITIGATION- SURGERY VOLUME



COVID-19 UPDATE SUMMARY

- UTMC is focused on safety
- UTMC is providing state-of-the-art care
- UTMC is making significant contributions to state and local response
- UTMC is adapting to mitigate losses
- UTMC is meeting the needs of our community

CHIEF OF STAFF SUMMARY REPORT

September 21, 2020

I. Initial Appointments - Physicians/Dentists/Clinical Psychologists

Rost, Zachary, MD
Radiology

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

Burchfield, Mary, CNP
Medicine/Hospice & Palliative Care

III. Reappointments – Physicians/Dentists/Clinical Psychologists

- | | | |
|----------------------|----------------------------|----------|
| 1. McMann, Larry, MD | Medicine/Hospital Medicine | Courtesy |
|----------------------|----------------------------|----------|

IV. Reappointments - APPs/AHPs

- | | | |
|---------------------------|-----------------------------|-----|
| 1. Hamons, Nicole, PharmD | Medicine/Infectious Disease | AHP |
|---------------------------|-----------------------------|-----|

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

1. Goyal, Nitin, MD- Anesthesiology- Approve request for additional anesthesiology core privileges under FPPE.
2. Kononov, Dionis, MD-Psychiatry- Approve transition to core privileges for psychiatry. FPPE is not necessary since he already holds these privileges.
3. Kobeissy, Abdallah, MD- Medicine/Gastroenterology- Approve privileges for fluoroscopy under FPPE.
4. McCarthy, Daniel, MD- Psychiatry- Approve transition to core privileges for psychiatry. FPPE is not necessary since he already holds these privileges.
5. McCullumsmith, Cheryl, MD- Psychiatry- Approve transition to core privileges for psychiatry. FPPE is not necessary since she already holds these privileges.
6. Rais, Alina, MD- Psychiatry- Approve transition to core privileges for psychiatry. FPPE is not necessary since he already holds these privileges.

VI. Additional/Withdrawal of Privileges – APPs/AHPs

1. Weiker, Christy, CNP- Obstetrics/Gynecology- Approve request for additional privileges of 1) Foley catheterization of urinary bladder; 2) Performs wound care management; 3) Diagnose and treat acute health problems such as infections and injuries; 4) Potassium sensitivity test (includes straight catheters and instilling fluids into the bladder; 5) IUD insertion; 6) Implanon insertion; and 7) Under Information Only, has Prescriptive Authority by Ohio Nursing Board and Holds a Current DEA, all under FPPE.
2. Wholf, Destiny, CNP-Psychiatry- Approve request for additional privileges of 1) Develop and revise treatment plans as indicated, 2) Provides education and counseling for patients and their families, 3) Evaluates and records ongoing patient status, 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. Altenof, Brent, MD- Approve removal from initial FPPE process and transition to OPPE process.
2. Fakhouri, Nasheed, DO- Approve removal from initial FPPE process and transition to OPPE process.
3. Jumaa, Mouhammad, MD- Approve removal from fluoroscopy FPPE process and transition to OPPE process.
4. Klein, Linda, MD- Approve removal from initial FPPE process and transition to OPPE process.
5. Riaz, Anum, MD- Approve removal from initial FPPE process and transition to OPPE process.
6. Zaidi, Syed, MD- Approve removal from fluoroscopy FPPE process and transition to OPPE process.

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

1. Escobar, Alexander, MD- Approve extension of FPPE for one year due to low volume.

XI. Removal from FPPE – APPs/AHPs - None

XII. Extension of FPPE - APPs/AHPs

1. Horvat, Shelly, AUD- Approve extension of FPPE for one year due to low volume.
2. Mansour-Shousher, Randa, AUD- Approve extension of FPPE for one year due to low volume.
3. Randolph, Dianna, AUD, CCC-A- Approve extension of FPPE for one year due to low volume.
4. Siebenaller, Daniel, PA-C- Approve extension of FPPE for Wound Care/HBOT only for one year due to low volume.

XIII. Physicians/Dentists/Clinical Psychologists Departures – Informational

1. Basu, Asish, MD- Medicine/Cardiology- Effective 06/24/2020.
2. Gavin, Maryjo, PhD- Psychiatry- Effective 08/15/2020.
3. Salahuddin, Hisham, MD- Neurology- Effective 08/15/2020.
4. Tamirisa, Anita, MD- OB/GYN- Effective 08/28/2020.

XIV. APPs/AHPs Departures – Informational

1. Bush, Katie, CNP- Psychiatry- Effective 08/03/2020.
2. Carter, Patricia, CNS- Medicine/Nephrology- Effective 07/22/2020.
3. Longmore, Belinda, CNP- Psychiatry- Effective 09/25/2020.
4. Ocasio, Joseph, PA-C- Family Medicine- Effective 08/23/2020.
5. Vandecaveye, Alice, LISW-S- Family Medicine- Effective 09/04/2020.

XV. Extension of Board Certification Requirement

1. Shendge, Vithal, MD- Orthopaedic Surgery- Approve extension to meet board certification requirement until 8/15/2023 based on new Bylaws that allows seven years from coming on staff to become board certified for foreign-trained physicians.

Minutes
The University of Toledo Board of Trustees
Academic and Student Affairs Committee Meeting
September 21, 2020

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 and 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 was present. Wendy Cochrane was absent. Student Representatives Nick Thompson and Brittany Jones were present. Others in attendance were Mr. Jim Anderson, Mr. Jason Anthony, Ms. Anne Balazs, Dr. Gabrielle Baki, 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, Mr. Michael Epley, Dr. Charlene Gilbert, Mr. David Giovannucci, Ms. Ceana Glover, Mr. Tory Holmes, Ms. Margaret Hopkins, Ms. Mary Humphrys, Mr. Charles Jake, Dr. Jim Kleshinski, Dr. Adrienne King, Mr. Patrick Lawrence, Ms. Brenda Lee, Ms. Linda Lewandowski, Mr. Benjamin Lynn, Ms. Sandra MacNevin, Mr. Bill McCreary, Dr. Willie McKether, Dr. Mark Merrick, Ms. Diane Miller, Mr. Michael O’Brien, Mr. William Pierce, Mr. Gary Pirolli, Dr. Gregory Postel, Mr. Barry Scheuermann, Mr. Jeff Schmucker, Mr. Matthew Schroeder, Ms. Rachel Stanford, Mr. Rick Swaine, Mr. Rod Theis, Ms. Amy Thompson, Ms. Brienne Thomas, Mr. Don Wedding and Dr. Ray Witte.

The meeting was called to order at 1:00 p.m. by Committee Chair Guttman via WebEx. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

Dr. Karen Bjorkman introduced Dr. Gabriella Baki, Associate Professor in the College of Pharmacy and Pharmaceutical Sciences and Director of BSPS Cosmetic Science Formulation Design Program. Dr. Baki gave a presentation that included a brief biographical background and an overview of the cosmetic science program at The University of Toledo. She also discussed the programs enrollment, alumni success, research and achievements. The trustees thanked her for educating the group on the program and wished her continued success.

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.

ATTENDANCE

CALL TO ORDER

**FACULTY
HIGHLIGHT**

**GRADUATE
STUDENT
ASSOCIATION**

**STUDENT
GOVERNMENT**

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

FACULTY SENATE

Dr. David Giovannucci filled in for Wendy Cochrane, Graduate Council Chair, and presented the Graduate Council report - Attachment 4.

GRADUATE COUNCIL

Trustee Guttman requested a motion to waive the reading of the minutes from the June 22, 2020 Committee meeting and approve them as written. A motion was received from Trustee Lucas, seconded by Trustee Kenney, and approved by the Committee.

APPROVAL OF MINUTES

Dr. Karen Bjorkman presented Resolution: 20-09-21: Approval of Candidates for Degree. This is an annual conferring of degrees for all UToledo commencement exercises – Fall 2020 and Spring 2021. Trustee Guttman requested a motion to approve Resolution: 20-09-21 and forward it to the consent agenda at the next board meeting. Trustee Lucas made the motion, it was seconded by Trustee Awadalla and approved by the Committee.

RESOLUTION: 20-09-21

Dr. Karen Bjorkman presented a recommendation for a Posthumous Degree for Bachelor of Arts in Communication Studies for Mr. Jahneil Douglas. Mr. Douglas was a rising Junior in good academic standing with an anticipated graduation date of May 2021. He was also a beloved member of the Rocket Football program in which the Jahneil Douglas Memorial Scholarship fund was created. Trustee Guttman requested a motion to approve a posthumous degree for Mr. Douglas and forward to the consent agenda at the next board meeting. A motion was received by Trustee Awadalla, seconded by Trustee Walinski, and approved by the Committee.

POSTHUMOUS DEGREE

Dr. Karen Bjorkman presented an update on Academic Affairs at UToledo. The update included information about the Rocket Restart Initiative, the start of fall classes, plans for commencement and general information about the state of classes both on campus and virtual.

ACADEMIC AFFAIRS UPDATE

Dr. Jim Kleshinski, Senior Associate Dean for Clinical Affiliation in the College of Medicine and Life Sciences gave an update on the Academic Affiliation. He began with an overview of new or expanded GME programs. He also highlighted learning communities for first year medical students to provide wellness and resiliency support. Finally, he discussed research collaborations as it is a shared goal within the Academic Affiliation.

ACADEMIC AFFILIATION UPDATE

With no further topics before the Committee for action or discussion, Trustee Guttman adjourned the meeting at 2:10 p.m.

ADJOURNMENT

Attachment 1

Graduate Student Association Report September 21, 2020

Thank you to the Board of Trustees and its members for inviting the Graduate Student Association (GSA) to share its end of summer and Fall semester activities summary report.

For the remainder of the summer, GSA continued with leadership and organization transitions, including President's and Treasurer's training with OSIL, and working with COGS about continued graduate student engagement and support. As mentioned in the last month's report, GSA concluded their COVID-19/University Budget Cut survey involving graduate student perspectives about COVID-19 and its effects on their education, in addition to their opinions on budget cuts. The survey generated 152 responses and revealed the following themes:

- Transparent communication dealing with University changes
- Implementing efficient metrics to improve response times addressing student concerns
- Allowance of outside employment if cost restrictions continue
- Online classes allowed for more schedule flexibility, but prefer in-person
- Confusion or discouraged with CARES Act funding application/process

The survey is available for review and has been presented to the Interim President Dr. Gregory Postel and Provost Karen Bjorkman, Graduate Council Executive Committee, and the COVID-19 Operations Team. Other projects included focused on strategizing and preparing for the upcoming semester, presence at the Virtual Involvement Fair on August 27, creating a welcome video for the new teaching assistants' orientation, and reoccurring GSA Executive Board meetings. Brittany Jones continued to attend the previously mentioned University meetings, including Vice President of Student Affairs Student Advisory Group and Graduate Council.

We held our first general meeting on September 16, 2020 via WebEx with almost 40 attendees, and had presentations from Dr. Amy Thompson (COVID-19 Operations Team), Leanna Glick (Student Insurance Liaison), Interim Dean Barry Scheuermann (COGS), and Dr. Daryl Moorhead (University mentoring project). We notified our general body of the upcoming special election to fill the vacant seats of Vice-president and Main Campus/Health Science Campus Secretary, in addition to requesting interested students apply for College Representative positions. Recently, GSA worked closely with COGS to expedite the payment of graduate assistants, which led to current discussions on improving the paperwork/signature process.

As the semester progresses, GSA plans to execute priority items highlighted by the outgoing Executive Board, along with creating incentives to increase active membership. The Executive Board is excited to see what this semester offers and the support the Board of Trustees can provide.

Attachment 2

Student Government Report September 21, 2020

Similar to every other facet of our lives, Student Government has looked different this session. However, we have still been engaged with students and we're working at near-normal capacity. Our Student Government is still engaged in initiatives and student advocacy to the furthest possible extent. Moreover, we have been in regular communication with Student Government leaders of public universities from around the State of Ohio to better understand the best ways to represent our student body at this unusual time.

We are continuing to address ongoing student concerns regarding coronavirus-related changes on campus. We have successfully coordinated with administrators to relay student concerns on many occasions. Administrators have been both receptive and interested in addressing student concerns, even from the virtual way we must communicate. Most student concerns lie around accessibility of proper technology to complete online coursework and campus safety. We are greatly appreciative of the 200 laptops provided by UToledo to address these concerns. The laptops are only the latest example of the great effort into addressing students' needs.

Our focus on coronavirus-related issues has occupied a great deal of our focus and I'm positive everyone here can relate. I would like to thank all UToledo administrators for leading us through this unusual time. I know a great deal of extra effort has gone into adapting our campus for this semester yet we've still found the same level of support as previous years. It will be a pleasure to continue and work on these issues for the remainder of the academic year and we wholly look forward to it. Thank you.

Attachment 3

Faculty Senate Report June 22, 2020

The Faculty Senate met once during the summer on July 7 to listen to and discuss the fall reopening plans. We appreciate the administration's efforts at providing a safe reopening and willingness to address faculty concerns – not only at this meeting but also through the twice weekly reopening meetings and in other meetings of Faculty Senate.

At our first meeting of the fall semester, we approved the Classroom Attendance Policy. While there have been attendance “policies” in the past, apparently there was no Classroom Attendance Policy in the University Policy Manual. We understand that this was discovered during a recent routine audit concerning Title 4. Faculty Senate expedited the approval of this policy so that the university would be compliant with Title 4 concerns.

Also at our first meeting, we completed the election of the Faculty Senate Executive Committee. The full committee consists of President-elect Dr. Terry Bigioni, Secretary Kim Nigem, Health Science Campus Representatives David Giovanucci and Shoba Ratnum, Main Campus Representatives Renee Heberle and Suzanne Smith and Ohio Faculty Council Representative Allyson Day. This executive committee has already met once each this semester with President Postal and Provost Bjorkman.

At our September 1st meeting, we passed a Resolution on Racism and Equity which affirmed our support of the university's efforts in addressing diversity and equity. The statement reads as follows:

Faculty Senate Resolution on Racism and Equity

Whereas recent excessive use of force by some members of law enforcement and other individuals, particularly in communities of color across the United States has led to critical discussions on racism and protests across the globe, and

Whereas disparities in access to health care for minority communities have been manifested in the current COVID-19 crisis, and

Whereas, the lack of access to technology for the pursuit of a student's education has further revealed structural inequities in rural America and among those in precarious economic conditions, and

Whereas the University of Toledo leadership has made public statements and held public forums that support diversity, equity and the elimination of racism, and

Whereas the University of Toledo values diversity and has strategic plans to enhance diversity,

Be it resolved that the University of Toledo Faculty Senate supports the university's efforts in promoting diversity, equity and the elimination of racism and,

Be it further resolved that the University of Toledo Faculty Senate commits to the work of racial justice and equity in our roles of teaching, research and service. We will examine whether and how our personal privilege and position perpetuate systemic inequities and will endeavor to address issues of racism and equity that are impacting our colleagues, students, community, and society at large.

At our meeting last Tuesday, we were provided an update from Dr. Willie McKether regarding the University Strategic Plan for Diversity. We also began the first reading of the proposed Constitution. You will recall that we passed a first reading last year and then it was held up within the Office of Legal Affairs and then the shift to remote learning. As this is a new Senate, we must go through the process of a first reading and eventually a second reading and vote by the full faculty. After the first reading, we will be requesting a meeting with appropriate Board of Trustees representatives to discuss the Constitution before proceeding with the second reading.

I also would like to take this opportunity to extend an invitation for Board of Trustee Chair Al Baker, and any other trustee, to attend and speak a Faculty Senate meeting this academic year.

Last, Faculty Senate stands ready to assist in the selection of our permanent University President whenever the Board elects to move forward with that search.

This concludes the Faculty Senate report.

Attachment 4

Graduate Council Report September 21, 2020

This report includes the activities of Graduate Council (GC) since our last report on June 21, 2020.

The 2020-21 Graduate Council Executive Committee (GCEC) met regularly during the summer and held their first scheduled biweekly meeting on August 18th. Topics of ongoing discussion in GCEC include onboarding of graduate assistants, search and appointment of a new interim College of Graduate Studies (COGS) dean, GC committee staffing and the impact of COVID-19 on graduate teaching and research for both graduate students and faculty. We conducted a final review of the Academic Grievance Policy and sent it forward to the Provost for review and approval. We reviewed and discussed the short-term leave policy and sent it back to our Academic Programs and Regulations Committee (APRC) for review and revision.

At the first GC meeting on August 28th, we welcomed our new members and provided a brief overview of the role and function of GC at UToledo and reviewed the charge and membership of committees we maintain in order to support graduate faculty and education. Dr. Amy Thompson briefed GC on COVID-19 operations and answered questions posed by GC members. We welcomed the new interim dean of COGS, Dean Barry Scheuermann who provided an update on graduate enrollment for fall 2020.

At our September 8th GC meeting, Mr. David Cutri and Mr. Elliott Nickerson presented updated procedures for hosting minors on campus and responded to questions posted by GC members. Dr. Cyndee Gruden, in her final role as Associate Dean of COGS, provided information on the process for onboarding graduate teaching and research assistants. The GC discussed challenges, including COVID-19-related budget issues that delayed pay for a number of graduate students on August 28. The GC agreed to work with the COGS Dean to improve the faculty's understanding of the COGS budget process, awarding of graduate assistantships and onboarding graduate students. Providing improved clarity about these processes will enhance the faculty's ability to serve as informed advocates for graduate students in their programs, departments and colleges.

Minutes
The University of Toledo Board of Trustees
Finance and Audit Committee Meeting
September 21, 2020

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, Mr. Jason Anthony, Ms. Anne Balazs, Dr. Karen Bjorkman, Mr. Tim Brakel, Dr. Frank Calzonetti, Dr. Phillip Cockrell, Dr. Christopher Cooper, Ms. Meghan Cunningham, Mr. David Cutri, Ms. Katie DeBenedictis, Mr. Michael Epley, Ms. Ceana Glover, Mr. Tory Holmes, Ms. Mary Humphrys, Mr. Charles Jake, Ms. Kristen Keith, Dr. Adrienne King, Mr. Patrick Lawrence, Ms. Brenda Lee, Ms. Linda Lewandowski, Mr. Douglas Lynch, Ms. Sandra MacNevin, Mr. Bill McCreary, Dr. Willie McKether, Dr. Mark Merrick, Ms. Diane Miller, Mr. Michael O'Brien, Mr. William Pierce, Dr. Gregory Postel, Mr. Barry Scheuermann, Mr. Jeff Schmucker, Mr. Matthew Schroeder, Ms. Rachel Stanford, Mr. Rick Swaine, Mr. Rod Theis, Ms. Amy Thompson, Mr. Don Wedding and Dr. Ray Witte.

The meeting was called to order at 2:20 p.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 FY20 Fourth Quarter Financials. He also asked Mr. Troy Holmes to provide an update on the financial performance of UTMC. The update included details on the impact COVID 19 has had on the University and the Hospital. Additionally, Dave Cutri presented the FY2020 internal audit update. The updated included a summary of internal audit activities as well as areas identified for improvement. The presentation concluded with recommendations and a comprehensive look at the institutional compliance activities of FY2020.

Trustee Kenney requested a motion to waive the reading of the minutes from the June 22, 2020 Finance and Audit Committee meeting and accept them as written. A motion for approval was received from Trustee Pisanelli, seconded by Trustee Ciucci and approved by the Committee.

Mr. Matthew Schroeder, Executive Vice President for Finance and Administration/CFO presented Resolution No. 20-09-22: Fiscal Year 2021 Six Month Operating Budget. Mr. Schroeder presented a six-month temporary operating budget to the board with major budget assumptions. Trustee Kenney requested a motion for approval of Resolution No. 20-09-22 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 Awadalla, and approved by the Committee.

Mr. Matthew Schroeder introduced Linda Lewandowski, Dean of the College of Nursing, who presented Resolution No. 20-09-23: "Approval to reduce in-state tuition rate of adult gerontology acute care certificate". Ms. Lewandowski gave an overview of the graduate certificate and reviewed the need for acute care nurse practitioners. This is newly approved

ATTENDANCE

CALL TO ORDER

**DISCUSSION
ITEMS**

**APPROVAL OF
MINUTES**

**RESOLUTION
NO. 20-09-22**

**RESOLUTION
NO. 20-09-23**

by the state and UToledo would like to propose and introductory group discount to encourage a strong cohort. Trustee Kenney requested a motion for approval of Resolution No. 20-09-23 and to forward it to the Consent Agenda at the next Board meeting. A motion was received from Trustee Awadalla, seconded by Trustee Pisanelli, and approved by the Committee.

Mr. Dave Cutri reviewed the proposed FY2021 Audit and Compliance Plan. The plan was provided in its entirety in the board packet for trustees. Mr. Cutri highlighted the audit prioritization process and the risk-based audit methodology. He also provided an overview of the highest-impact processes. Following the presentation, Trustee Kenney requested a motion for approval of the FY21 Audit and Compliance Plan and to forward it to the Consent Agenda at the next Board meeting. A motion was received from Trustee Lucas, seconded by Trustee Pisanelli, and approved by the Committee.

Trustee Kenney stated that there was no need for an executive session.

He also reminded trustees that there are several informational items in their board materials. These items include UT/UTF Performance Reports, summary of recently executed/renewed contracts, internal audit and compliance FY21 audit plan and internal audit and compliance quarterly progress report.

With no further business to discuss, the meeting was adjourned at 3:50 p.m.

**FY21 AUDIT AND
COMPLIANCE
PLAN**

**EXECUTIVE
SESSION**

**INFORMATIONAL
ITEMS**

ADJOURNMENT

Minutes
The University of Toledo Board of Trustees
Trusteeship and Governance Committee Meeting
September 21, 2020

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. Faculty Representative Ms. Mary Humphrys was present. Others in attendance were Mr. Jim Anderson, Mr. Jason Anthony, Ms. Anne Balazs, Dr. Karen Bjorkman, Mr. Tim Brakel, Dr. Frank Calzonetti, Dr. Phillip Cockrell, Dr. Christopher Cooper, Ms. Meghan Cunningham, Mr. David Cutri, Ms. Katie DeBenedictis, Mr. Michael Epley, Ms. Ceana Glover, Mr. Tory Holmes, Ms. Margaret Hopkins, Mr. Charles Jake, Dr. Adrienne King, Mr. Patrick Lawrence, Ms. Brenda Lee, Ms. Linda Lewandowski, Mr. Douglas Lynch, Ms. Sandra MacNevin, Mr. Bill McCreary, Ms. Margaret McInnis, Dr. Willie McKether, Dr. Mark Merrick, Ms. Diane Miller, Mr. Michael O'Brien, Mr. William Pierce, Dr. Gregory Postel, Mr. Barry Scheuermann, Mr. Jeff Schmucker, Mr. Matthew Schroeder, Ms. Rachel Stanford, Mr. Rick Swaine, Mr. Rod Theis, Ms. Brienne Thomas, Ms. Amy Thompson, Mr. Don Wedding and Dr. Ray Witte.

The meeting was called to order at 4:00 p.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 June 22, 2020 Committee meeting and approve them as written. The motion was received by Trustee Awadalla, seconded by Trustee Walinski, and approved by the Committee.

Trustee Lucas asked Mr. Matt Schroeder to discuss the unique nature of the personnel action report for this month. Mr. Schroeder commented that the reason for the large number of personnel issues was due to temporary reductions in pay related to the COVID pandemic. The pay reductions in July were added to this month's reports as many employees have now been restored to their original salary. 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 Ciucci, seconded by Trustee Pisanelli, and approved by the Committee.

Mr. Lucas announced that there are two documents in the board packet for trustees to review. One is the Board of Trustees Code of Ethics document and the other is the Conflict of Interest Bylaw. Mr. Lucas asked the trustees to please review both documents as this practice is completed annually. He also asked Ms. DeBenedictis to follow up with each trustee for signature on the Code of Ethics document for board files.

Mr. Lucas requested a motion to enter executive session to discuss the employment and compensation of a public employee. A motion was received by Trustee Pisanelli and seconded by Trustee Awadalla. Ms. DeBenedictis took the roll call vote: Mr.

ATTENDANCE

CALL TO ORDER

APPROVAL OF MINUTES

PERSONNEL ACTION REPORT

ANNUAL CODE OF ETHICS AND CONFLICT OF INTEREST REVIEW

EXECUTIVE SESSION

Lucas, yes: Ms. Pisanelli, yes: Mr. Ciucci, yes: Mr. Walinski, yes: and, Ms. Awadalla, yes. After discussions, the committee exited executive session with no action taken.

Trustee Lucas said there was one additional item of business for the committee. He presented Resolution 20-09-24: Approval to Extend Term of Employment for Interim President to the committee. Mr. Lucas read the resolution to the committee. He said the board has been very pleased with Dr. Postel's initiatives and work so far at UToledo. They would like to extend his term through December 31, 2022. Trustee Lucas requested a motion to approve Resolution 20-09-24 and forward it to the Consent Agenda at the next board meeting. A motion was received by Trustee Awadalla, seconded by Trustee Pisanelli, and approved by the Committee.

With no further business before the Committee, Trustee Lucas adjourned the meeting at 4:40p.m.

**OTHER BUSINESS
RESOLUTION 20-
09-04**

ADJOURNMENT

Minutes
The University of Toledo Board of Trustees
Privileging and Credentialing Sub-Committee Meeting
October 12, 2020

Committee Chair Ms. Mary Ellen Pisanelli was present, as well as Committee members Mr. Stephen P. Ciucci, Mr. Will Lucas, Mr. Patrick Kenney and Ms. Eleanore Awadalla. Other trustees who attended include Alfred Baker, Mr. Roy Armes, Mr. Richard Walinski and student trustee, Anthony Gennings. Other attendees included Dr. Chris Cooper, Ms. Meghan Cunningham, Dr. Gregory Postel, Mr. Charles Jake, Dr. Amanda Lenhard, Ms. Adrienne King and Ms. Katie DeBenedictis.

Trustee Pisanelli called the meeting to order at 4:30 p.m via WebEx. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

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 Ciucci, seconded by Trustee Lucas, and approved by the Committee. Ms. DeBenedictis called the roll: Ms. Pisanelli, yes; Mr. Ciucci, yes; Mr. Lucas, yes, Mr. Kenney, yes, and Ms. Awadalla, yes.

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 Kenney, and approved by the Committee. The Chief of Staff Report is attached.

With no further business before the Committee, Trustee Pisanelli adjourned the meeting at 5:28 p.m.

ATTENDANCE

CALL TO ORDER

**EXECUTIVE
SESSION**

**APPROVAL OF
CHIEF OF STAFF
REPORT**

ADJOURNMENT

CHIEF OF STAFF SUMMARY REPORT

October 12, 2020

I. Initial Appointments - Physicians/Dentists/Clinical Psychologists

Chacko, Paul, MD
Medicine/Cardiology

Enzerra, Michael, MD
Radiology

Rocco, Kathleen, MD
Emergency Medicine

Spetka, Emily, DDS
Surgery/Dentistry

II. Initial Appointments - Advance Practice Providers (APPs)/Allied Health Professionals (AHPs) - None

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

IV. Reappointments - APPs/AHPs - None

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

1. Merugu, Ganesh, MD- Family Medicine- Approve request for voluntary withdrawal of surgical resection of skin lesions such as warts, moles, and sebaceous cysts, incision and drainage of boils, furuncles, hematomas and thrombosed hemorrhoids and administration of local anesthesia.
2. Safi, Fadi, MD- Medicine/Pulmonary Medicine- Approve request for additional privilege for moderate sedation 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

1. Hassan, Mona, MD- Approve removal from initial FPPE process and transition to OPPE process.
2. Horani, Omar, MD- Approve removal from arterial line and central line insertion FPPE process and transition to OPPE process.
3. Husaini, Syed, MD- Approve removal from initial FPPE process and transition to OPPE process.

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

1. Safi, Fadi, MD- Approve extension of FPPE for additional privileges for one year due to low volume.
2. Yoon, Youngsook, MD- Approve extension of FPPE for additional privileges for one year due to low volume.

XI. Removal from FPPE – APPs/AHPs

1. Bellman, Brooke, CNM- 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. Baker, Scott, MD- Radiology- Effective 09/04/2020.
2. Brodsky, Burton, MD- OB/GYN- Effective 08/19/2020.
3. Bruss, Mitchell, MD- Emergency Medicine- Effective 09/01/2020.
4. Sachs, Bradley, DO- Medicine/Hematology-Oncology- Physician expired on 8/24/2020.
5. Walter, Adam, MD- OB/GYN- Effective 08/18/2020.

XIV. APPs/AHPs Departures – Informational

1. Hinkle, Megan, RNFA- Surgery/General Surgery- Effective 02/10/2020.
2. Hughes, Kati, CNP- Psychiatry- Effective 09/11/2020.
3. Secory, Brandy, CNP- Emergency Medicine- Effective 08/25/2020.

XV. Proposed Revisions to Delineation of Privileges - None

Minutes
The University of Toledo Board of Trustees
Privileging and Credentialing Sub-Committee Meeting
November 16, 2020

Committee Chair Ms. Mary Ellen Pisanelli was present, as well as Committee members Mr. Will Lucas, Mr. Patrick Kenney and Ms. Eleanore Awadalla. Committee member Stephen Ciucci was absent. Other trustees who attended include Alfred Baker, Mr. Roy Armes, Mr. Richard Walinski, Mr. Birdel Jackson and student trustee, Anthony Gennings. Other attendees included Dr. Andrew Casabianca, Dr. Chris Cooper, Ms. Meghan Cunningham, Dr. Gregory Postel, Mr. Charles Jake, Mr. Jeff Schmucker and Ms. Katie DeBenedictis.

Trustee Pisanelli called the meeting to order at 4:30 p.m via WebEx. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

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 Kenney, seconded by Trustee Awadalla, and approved by the Committee. Ms. DeBenedictis called the roll: Ms. Pisanelli, yes; Mr. Ciucci, absent; Mr. Lucas, yes, Mr. Kenney, yes, and Ms. Awadalla, yes.

Following the 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 Kenney, seconded by Trustee Lucas, and approved by the Committee. The Chief of Staff Report is attached.

With no further business before the Committee, Trustee Pisanelli adjourned the meeting at 5:10 p.m.

ATTENDANCE

CALL TO ORDER

**EXECUTIVE
SESSION**

**APPROVAL OF
CHIEF OF STAFF
REPORT**

ADJOURNMENT

CHIEF OF STAFF SUMMARY REPORT

November 16, 2020

I. Initial Appointments - Physicians/Dentists/Clinical Psychologists

Boucher, Felix, MD
Radiology

Methi, Garima, MD
Family Medicine

Yadav, Kunal, MD
Surgery/ General Surgery

II. Initial Appointments - Advanced Practice Providers (APPs)/Allied Health Professionals (AHPS)

Albano, Nicholas, PharmD
Medicine/Internal Medicine

Perne, Heather, CNP
Surgery/Vascular Surgery

III. Reappointments – Physicians/Dentists/Clinical Psychologists

1. Aagesen, Matthew, MD	Radiology	Active
2. Achinger, Debra, MD	Radiology	Active
3. Ali, Imran, MD	Neurology	Active
4. Assi, Zakaria, MD	Radiology	Active
5. Badik, Cathi, MD	Pediatrics	Active
6. Begeman, Garrett, MD	Radiology	Courtesy
7. Bevington, Joyce, MD	Pediatrics	Active
8. Bieszczad, Jacob,	Radiology	Active
9. Brochin, Kenneth, DDS	Surgery/ Dentistry	Courtesy
10. Buehler, Mark, MD	Radiology	Courtesy
11. Burgess, Richard, MD	Neurology	Active
12. Cervantes, David, MD	Radiology	Active
13. Coombs, Robert, MD	Radiology	Active
14. Cox, Donald, MD	Radiology	Active
15. Culler, Amy, MD	Radiology	Courtesy
16. Da-Silva, Shonola, MD	Pediatrics	Membership Only
17. Derani, Talal, MD	Neurology	Active
18. Dessner, Daniel, MD	Radiology	Courtesy
19. DiSalle, Robert, MD	Radiology	Courtesy
20. Doyle, Malcolm, MD	Radiology	Courtesy
21. Ebrahim, Farhad, MD	Radiology	Active
22. Egbert, Nathan, MD	Radiology	Active
23. Eldridge, Stephen, MD	Radiology	Active
24. Elmer, Lawrence, MD	Neurology	Active
25. Elsamaloty, Haitham, MD	Radiology	Active
26. Howe, Murray, MD	Radiology	Active

27. Jindal, Steve, MD	Radiology	Courtesy
28. Jumaa, Mouhammad, MD	Neurology	Active
29. Keiser, Vincent, MD	Radiology	Active
30. Koffman, Boyd, MD	Neurology	Active
31. Kung, Vieh, MD	Neurology	Courtesy
32. Levine, Amy, MD	Radiology	Active
33. Lewis, Terrence, MD	Radiology	Active
34. Li, Hongyan, MD	Neurology	Active
35. Mahfooz, Naeem, MD	Neurology	Active
36. Mann, Stephanie, MD	OBGYN	Membership Only
37. Martin, Tamara, MD	Radiology	Courtesy
38. McCullough, Sophia, MD	Pediatrics	Active
39. Moustafa, Tarek, MD	Radiology	Courtesy
40. Mukundan, Deepa, MD	Pediatrics	Courtesy
41. Nadaud, Jonathan, MD	Radiology	Courtesy
42. Nelson, Lois, MD	Pediatrics	Membership Only
43. Parikh, Parag, MD	Radiology	Active
44. Patel, Yogesh, MD	Radiology	Active
45. Pirzada, Noor, MD	Neurology	Active
46. Quinn, Eileen, MD	Pediatrics	Courtesy
47. Quinn, Timothy, MD	Radiology	Active
48. Ramsey- Williams, Vicki, MD	Neurology	Active
49. Ramser, Meghan, MD	Pediatrics	Courtesy
50. Rashid, Mehmood, MD	Neurology	Active
51. Riaz, Anum, MD	Neurology	Active
52. Rogalski, Francis, MD	Pediatrics	Membership Only
53. Schuh, Lori, MD	Neurology	Active
54. Sheikh, Ajaz, MD	Neurology	Active
55. Shekut, Steven, MD	Radiology	Active
56. Shermis, Robin, MD	Radiology	Courtesy
57. Siders, Bruce, DO	Radiology	Active
58. Smaili, Sleiman, MD	OBGYN	Active
59. Stoll, Stephen, MD	Radiology	Active
60. Stricklen, Valarie, MD	Pediatrics	Active
61. Suarez, William, MD	Pediatrics	Active
62. Taki, Hassan, MD	Pediatrics	Membership Only
63. Van Hook, Catherine, MD	OBGYN	Courtesy
64. Van Hook, James, MD	OBGYN	Membership Only
65. Walsh, Michael, MD	Radiology	Active
66. Wang, Isaac, MD	Radiology	Active
67. Whiteside, Regis, MD	Pediatrics	Membership Only
68. Win, Thomas, MD	Radiology	Active
69. Wroblewski, Mary, MD	Pediatrics	Active
70. Yobbagy, Jonathan, MD	Radiology	Courtesy
71. Zaidi, Syed, MD	Neurology	Active
72. Zoorob, Dani, MD	OBGYN	Courtesy

IV. Reappointments - APPs/AHPs

1. Bellman, Brooke, CNM	OBGYN	APP
2. Cole, Kimberly, CNP	Neurology	APP

3. Johnson, Stefanie, CNP	Neurology	APP
4. Moore, Janet, CNP	Pediatrics	APP
5. Parsai, E.I, PhD	Radiation Oncology	AHP
6. Pearson, David, PhD	Radiation Oncology	AHP
7. Salyer, Tracie, CNM	OBGYN	APP
8. Scott, Mary, CNP	Neurology	APP
9. Shvydka, Diana, PhD	Radiation Oncology	AHP
10. Sperling, Nicholas, PhD	Radiation Oncology	AHP
11. Utley, Christine, CNP	Neurology	APP
12. Weiker, Christy, CNP	OBGYN	APP

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

1. Taleb, Mohammad, MD- Medicine/ Pulmonary Medicine- Approve request for additional privileges for moderate sedation under FPPE.

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

VII. Change in Staff Category – Physicians/Dentists/Clinical Psychologists-

1. Darah, George, DO- Pediatrics- Transfer to Honorary staff category effective 12/01/2020.
2. Hadziametovic, Mersiha, MD- Radiation Oncology- Transfer to Active staff category effective 11/16/2020.

VIII. Change in Staff Category – APPs/AHPs

1. Lovett, Michele, RD- Surgery/ General Surgery- Approve request to change supervising physician from Prabir Chaudhuri, MD to Ayman Ahmed, MD.
2. Mason, Kristi, RD- Surgery/ General Surgery- Approve request to change supervising physician from Prabir Chaudhuri, MD to Ayman Ahmed, MD.
3. Nachman, Adam, RD- Surgery/ General Surgery- Approve request to change supervising physician from Prabir Chaudhuri, MD to Ayman Ahmed, MD.
4. O'Neill, Dawn, RD- Surgery/ General Surgery- Approve request to change supervising physician from Prabir Chaudhuri, MD to Ayman Ahmed, MD.
5. Racz, Kathryn, LISW-S- Medicine/ Hematology/Oncology- Approve request to change supervising physician from Gerald Edelman, MD to Danae Hamouda, MD.

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

1. Erhardt, Christopher, MD- Approve removal from initial FPPE process and transition to OPPE process.
2. O' Leary, Andrew, MD- Approve removal from initial FPPE process and transition to OPPE process.
3. Patel, Yogesh, MD- Approve removal from initial FPPE process and transition to OPPE process.
4. Stoll, Stephen, MD- Approve removal from initial and fluoroscopy FPPE process and transition to OPPE process.

5. Sutton, Jeffrey, MD- Approve removal from initial FPPE process and transition to OPPE process. Will remain under FPPE for HIPEC and hospital admissions.
6. Walsh, Michael, MD- Approve removal from initial and fluoroscopy FPPE process and transition to OPPE process.

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

XI. Removal from FPPE – APPs/AHPs

1. Fortune, Madeline, CAA- Approve removal from initial FPPE process and transition to OPPE process.
2. Meinzer, Breanna, PharmD- Approve removal from initial FPPE process and transition to OPPE process.
3. Sirleaf, Alexandria, 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. Goyal, Rakesh, MD- Psychiatry- Effective 10/11/2020.
2. Lenhard, Amanda, MD- Medicine/ Hospital Medicine- Effective 11/07/2020.
3. Syed, Mubbasher, MD- Medicine/ Hospital Medicine- Effective 06/30/2020.
4. Zeiss, Jacob, MD- Radiology- Effective 07/01/2020.

XIV. APPs/AHPs Departures – Informational

1. Bailey, Kyle, PharmD- Emergency Medicine- Effective 09/21/2020.
2. Behnfeldt, Sarah, CNP- Surgery/ Vascular Surgery- Effective 11/20/2020.
3. Kopaniasz, Ashley, LISW-S- Psychiatry- Effective 10/02/2020.
4. Lafia, Deloris, DNP- Family Medicine- Effective 07/01/2020.

XV. Proposed Revisions to Delineation of Privileges – None

XVI. Service Chief Recommendation

1. Hadziametovic, Mersiha, M.D. – Radiation Oncology – Effective 11/16/2020

CHIEF OF STAFF SUMMARY REPORT

December 14, 2020

I. Initial Appointments - Physicians/Dentists/Clinical Psychologists

Grothaus, Matthew, MD
Orthopedic Surgery

Payne, Nicole, MD
Emergency Medicine

Pearce, Alicia, MD
Anesthesiology

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

Wilson, Joel, PA-C
Family Medicine

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

IV. Reappointments - APPs/AHPs - None

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

VI. Additional/Withdrawal of Privileges – APPs/AHPs

1. Wholf, Destiny, CNP- Psychiatry- Approve request for additional privileges for inpatient psychiatry 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. Aagesen, Matthew, MD- Approve removal from initial FPPE process and transition to OPPE process.
2. Adunse, Josephine, MD- Approve removal from initial FPPE process and transition to OPPE process.
3. Ebrahim, Farhad, MD- Approve removal from initial FPPE process and transition to OPPE process.

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

1. Ahmed, Zohaib, MD- Approve extension of FPPE for additional privileges for one year due to low volume.
2. Mitchell, Geoffrey, MD – Approve extension of FPPE for one year due to low volume.
3. Renno, Anas, MD- Approve extension of FPPE for additional privileges for one year due to low volume.

XI. Removal from FPPE – APPs/AHPs

1. Seekford, Brienne, CAA- 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. Balkany, Louis, MD- Surgery/Vascular Surgery - Effective 11/11/2020.
2. Boose, Michelle, MD- Family Medicine - Effective 11/01/2020.
3. Delos Reyes, Arthur, MD- Surgery/Vascular - Effective 11/09/2020.
4. Paulus, Ashley, DDS- Surgery/Dentistry - Effective 01/01/2021.

XIV. APPs/AHPs Departures – Informational

1. Tuttle, Natalie PharmD- Medicine/Hospital Medicine - Effective 11/05/2020.

XIV. Proposed Revisions to Delineation of Privileges

1. Approve revisions to the Emergency Medicine delineation of privileges.





Office of the Provost

MEMORANDUM

DATE: November 3, 2020

TO: Gregory Postel, M.D.
Interim President

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

RE: Support of Awarding a Posthumous Doctor of Pharmacy Degree for Mr. Austin Fletcher (R01356578)

After reviewing the positive recommendation letter from Gary Pollack, Dean, College of Pharmacy and Pharmaceutical Sciences, and after reviewing the records/documentation for Mr. Austin Fletcher, I concur with the findings that we should award a posthumous degree in this very unfortunate tragic case.

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

- Mr. Fletcher was in his final stage of the Doctor of Pharmacy degree program and completed 84% of his degree requirements.
- Mr. Fletcher was in good academic standing and had no financial and/or disciplinary holds on his 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.

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 20-12-25

UPDATED UNIVERSITY COMPLETION PLAN

WHEREAS, the 130th Ohio General Assembly added Ohio Revised Code 3345.81 (Strategic Completion Plan), effective September 29, 2013; and

WHEREAS, ORC 3345.81 requires that, by no later than June 30, 2020, the Board of Trustees at each Ohio institution of higher education endorse an updated institution-specific strategic completion plan designed to increase the number of degrees and certificates awarded to students; and

WHEREAS, The University of Toledo was granted an extension on the above due date as a result of the COVID-19 Pandemic; and

WHEREAS, ORC 3345.81 states that the plan shall be consistent with the mission and strategic priorities of the institution, include measurable student completion goals, and align with the state's workforce development priorities.

NOW, THEREFORE, BE IT RESOLVED,

that the Board of Trustees hereby endorses the updated University Completion Plan for The University of Toledo; and

BE IT FURTHER RESOLVED,

that a copy of this updated plan be forwarded to the Chancellor of the Ohio Department of Higher Education; and

BE IT FINALLY RESOLVED,

that this plan continues to be reviewed and updated at least once every two years, and that a copy of the updated plan be provided to the Chancellor upon endorsement.



THE UNIVERSITY OF
TOLEDO

Faculty Rules and Regulations

For Faculty not bound by Collective Bargaining Agreements

College of Medicine and Life Sciences
College of Health and Human Services

As approved by the Board of Trustees on:
DATE

ARTICLE I Scope and Procedure

A. Scope

These Faculty Rules and Regulations (“Rules and Regulations”) govern the Faculty (defined below) of The University of Toledo (“University”) in the College of Medicine and Life Sciences and in the College of Health and Human Services who are not bound by a collective bargaining agreement.

B. The University of Toledo Mission Statement

The University of Toledo is 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.

C. The University of Toledo Vision

The University of Toledo will be a nationally ranked, public, research university with internationally recognized expertise and exceptional strength in discovery, teaching, clinical practice and service.

To ensure that these two principles will be maintained: (1) The Faculty will not enter into or renew any grant, contract or agreement that would restrain its freedom to disclose the existence of the agreement, the identify of any sponsor of the proposed research, or the purpose and scope of the proposed research; and (2) the University will not accept grants, contracts or agreements for research which unreasonably restrict its faculty, staff, or students from publishing or otherwise disseminating the results of the research.

D. Faculty Membership

The University of Toledo College of Medicine and Life Sciences and the College of Health and Human Services faculty consist of professors, associate professors, assistant professors, and instructors who are primarily employed by the University and are not bound by a collective bargaining agreement (collectively, “Faculty” or “Faculty Members”, each a “Faculty Member”). Faculty with ProMedica Practitioner, Community-Based, and Visiting Appointments are members of the Faculty, however, because they are not primarily employed by the University only certain provisions of these Rules and Regulations apply to them. The Provost is the presiding officer of the Faculty, subject to the direction and order of the President. As such, the Office of the Provost should be aware of these Rules and Regulations and advocate on the part of Faculty as necessary.

College deans and department and/or school/division chairs who are Faculty in the College of Health and Human Services who were hired as faculty bound by a faculty collective bargaining agreement, but who were later appointed to the position of chair are exempted from these rules and will continue to be bound by the rules applicable to faculty of the main campus unless amended by a subsequent singular action of the Board of Trustees (“the Board”).

E. Ethical Standards of the Faculty

The Faculty subscribes to ethical values consistent with the highest levels of professional integrity. The Faculty are governed by the highest standards of academic and professional conduct. These standards include but are not limited to:

1. Practicing and fostering honest academic and professional conduct,
2. Encouraging free pursuit of learning,
3. Acknowledging significant academic, scholarly and professional contributions from colleagues and staff,
4. Respecting the free inquiry of individuals in the academic environment,
5. Accepting a personal share of responsibility for institutional governance,
6. Fully honoring the terms of appointments, and

7. Avoiding exploitation, harassment or discriminatory treatment of individuals in the academic environment.

F. Academic Freedom of the Faculty

1. The Faculty subscribes to the principles of academic freedom and tenure. All Faculty Members have freedom to teach and seek the truth, have security of position after a reasonable period of probation, have income commensurate with professional attainments and have assurance of an explicit contract.
2. In speaking or writing, the Faculty will be responsible and accurate, and will indicate that they speak as individuals unless authorized to do otherwise. As scholars and educators, Faculty Members should remember that the public may judge their profession and the institution by their public statements.

G. Faculty Rights and Responsibilities

1. The rights and responsibilities of the Faculty are consistent with these Faculty Rules & Regulations and the bylaws, policies and procedures of the University. The Faculty, through the leadership of their respective dean and the administrative structure within each college, is responsible for the educational affairs, including such fundamental areas as curriculum, subject matter, and methods of instruction, learning assessment, research, the granting of degrees, honors, and awards, and academic standards within that college consistent with the governance structure of that college.
2. The Faculty Committee on Rules and Regulations will continuously review and make recommendations on these Faculty Rules and Regulations and will submit proposals for amendments to these Faculty Rules and Regulations as set forth in Article II below. The Faculty Committee on Rules and Regulations working with the respective committees for promotion and tenure, will also review and make recommendations on policies and procedures governing Faculty such as, but not limited to, appointments, promotions, tenure, employment benefits, faculty leaves, and dismissals.
3. The Faculty Committee on Rules and Regulations consists of Ten (10) elected Faculty Members: eight (8) from the College of Medicine and Life Sciences, and two (2) from the College of Health and Human Services. A representative of the Faculty Senate that is also a Faculty Member will serve as the eleventh (11th), ex-officio member of the Faculty Committee on Rules and Regulations. Part-time Faculty and Community-Based, ProMedica Practitioner or Emeritus Appointments are not eligible to serve as members of the Faculty Committee on Rules and Regulations unless rehired in a full-time capacity faculty position. Faculty holding administrative positions at the rank of chair and below can serve on the Faculty Committee on Rules and Regulations. The elections are organized as needed by the Office of Faculty Affairs. Members of the Faculty Committee on Rules and Regulations serve for a three-year term and terms should be staggered. Membership may be renewed, but members may not serve more than two consecutive terms. The chair of the Faculty Committee on Rules and Regulations is elected by the Committee annually. In the case of resignation from the Committee, the College of Medicine Committee members or the College of Health and Human Services Committee members, in conjunction with the Chair of the Faculty Committee on Rules and Regulations, will solicit and appoint a replacement from the appropriate college. The replacement will complete the term. The Faculty Committee on Rules and Regulations will report to the Provost and will periodically report on its activities to the Faculty Senate.

H. Faculty Duties and Responsibilities

1. Faculty Members will endeavor to perform the following at the highest level of professional competence throughout the period of their appointment:
 - a. All obligations of their appointment, and
 - b. All duties established by their respective college, department and/or division.
2. Each Faculty Member is responsible to the chair of the department and/or school (if applicable), and through the chair to the dean, to the Provost, and to the President for the faithful and efficient performance of the Faculty Member's duties.

3. **Professional activities conducted elsewhere:**

Lectureships, training, consulting arrangements, research and other professional activities that are conducted as extramural activities are encouraged to the extent that they do not interfere with the performance of primary duties and responsibilities at the University or impair the performance of the individual as a scholar, teacher, researcher, or administrator or create a conflict of interest. Such activities will require the prior approval of the department chair, dean of the appropriate college, and the Provost, and be in compliance with all University policies.

4. **Clinical Practice**

All Regular, Adjunct, Visiting, and Joint Faculty Members (“Regular Faculty” or “Faculty Members with Regular Appointments”), if they are legally qualified and duly appointed, may engage in clinical practice with prior approval of their chair or dean and to the extent that it does not interfere with the performance of primary duties and responsibilities at the University or impair the performance of the individual as a scholar, teacher, researcher, or administrator or create a conflict of interest. In addition, Faculty Members with Regular Appointments may engage in clinical practice only as clinical employees of the University, members of practice plans approved by the Board, or as contractors under a contract approved by the University or under special exceptions with the prior written approval of the chair, dean, and the Provost, as appropriate.

5. **Annual Review**

- a. Faculty Members with Regular Appointments are expected to meet with their department/school chair and/or their division chief or program director for an annual review to discuss progress towards the goals that were established from previous annual reviews. Discussion of promotion criteria and plans for career growth should also be reviewed, per either the College of Medicine Appointment, Promotion, and Tenure Procedures documents, the Faculty Tracks & Criteria for Promotion document, and the College of Health & Human Services Faculty Handbook in accordance with the Academic Personnel Calendar, as applicable. Faculty in the College of Health & Human Services workload assignments will be determined following guidelines in the Faculty Handbook. This provision does not apply to Faculty with ProMedica Practitioner, Community-Based, or Visiting Appointments.
- b. Faculty Members with ProMedica Practitioner and Community-Based Appointments are reviewed appropriate to their letter of appointment as well as level of involvement by their department/school chair and/or their division chief or program director on an annual basis.

I. **Types of Appointments**

The academic year is twelve months (July 1 - June 30). Faculty appointments may be for less than twelve (12) months when appropriate.

1. Regular Appointments may be held only by full-time and part-time salaried Faculty members. Full-time Faculty Members are faculty who devote one hundred (100%) percent of their professional time and effort to official programs and approved activities of the University, who are not residents or fellows in training, and who are designated as 1.00 FTE (Full Time Equivalent). Part-time Faculty Members are faculty who devote less than one hundred (100%) percent of their professional time and effort to official programs and approved activities of the University, who are not residents and fellows in training, and who are designated as less than 1.00 FTE. The faculty rank and salary of each full-time and part-time Faculty Member will be specified in an annual contract awarded by the University.

Regular appointments may be with or without tenure. Appointments with tenure may only be held by full-time Faculty Members who are primarily employed by the University. If appointment is with tenure, it is renewable annually by contract unless terminated in accordance with the provisions set forth in the Faculty Rules and Regulations.

- a. Adjunct Appointments are a type of Regular Appointment conferred on persons who are primarily faculty members at other universities or employees of other institutions and at the same time contribute regularly to the teaching, research or clinical programs of the University. Adjunct appointments are without tenure, may be with or without remuneration

(as specified in the letter of appointment) and will not exceed 50% of the individual's professional time.

- b. Visiting Appointments are a type of Regular Appointment conferred on part-time or full-time Faculty, employed on a temporary basis, holding the restricted rank of Visiting Instructor, Visiting Assistant Professor, Visiting Associate Professor or Visiting Professor. Such appointments are for one year or less and may be renewed. Visiting Appointments are without tenure and may be with or without remuneration. Notification and terms and conditions of appointment are specified in a letter of appointment.
 - c. Joint Appointments are a type of Regular Appointment conferred on Faculty Members who provide service that is mutually beneficial to the respective departments/colleges. One department/college is designated the primary department/college for matters of rank, tenure and remuneration. If the College of Medicine and Life Sciences or the College of Health and Human Services is designated the primary college, these Faculty Rules and Regulations take precedence.
2. ProMedica Practitioner Appointments are initiated upon the recommendation of the chair and follow the college specific elaborations and process. After final approval by the Board, notifications go out through a letter of appointment signed by the chair and the Dean of the College of Medicine and Life Sciences. These appointments are reviewed and renewed annually. These appointments are without tenure and can be terminated at any time with or without cause by an appointing authority.
 3. Community-Based Appointments are conferred on individuals who devote professional time and effort to official programs and approved activities of the University College of Medicine and Life Sciences. Community-Based Faculty appointments are renewed annually and are without tenure or remuneration. Notification of appointment is through a letter of appointment. Appointments in this track can be terminated at any time by an appointing authority with or without cause.

J. Faculty Rank

1. Each college will establish policies for Faculty rank and tenure and non-tenure tracks for Regular, ProMedica Practitioner, Community-Based, Adjunct and Visiting Appointments, as applicable. Faculty Members with an initial appointment in the tenure or the non-tenure track may switch tracks once upon approval by the dean of that college. College policies related to Faculty rank and tenure must be approved by the dean of that college and the Provost. Faculty ranks and descriptions may be found in each College's Faculty Handbook.
2. Tenure track appointments at the faculty rank of assistant professor may be renewed annually for a total period not exceeding seven (7) years unless terminated earlier in accordance with these Rules and Regulations. Faculty Members hired in a non-tenure track who switch to the tenure track will have seven (7) years to be promoted as indicated above, starting from the day they switched to the tenure eligible track. During the sixth (6th) year after attaining the rank of assistant professor, the department, school, or division chair (if applicable) and the dean will evaluate the Faculty Member regarding eligibility for promotion to associate professor or for reappointment.

A recommendation for promotion will be in accordance with these Rules and Regulations. No later than June 30 of the sixth (6th) year at the rank of assistant professor, the Faculty Member must be promoted to associate professor or be notified in writing by an Appointing Authority that the contract will not be renewed beyond June 30 of the seventh (7th) year. Subject to written request by the department, school or division chair (if applicable) or the dean, and approval by the Provost, this renewal may be extended annually for a maximum of three (3) additional years.

K. Methods of Appointment or Promotion

1. Any eligible Faculty Member with a Regular Appointment may be considered for promotion. An application for promotion may be initiated by the candidate, by the department chair or by the dean of the college in which the Faculty Member has the primary appointment, as determined by policies of each college. No appointment or promotion may be granted except as provided by this Section.
2. Promotion of any Faculty Member to the rank of associate professor or professor will be submitted through the University database system (Faculty 180) and will follow the University's Academic

Personnel Calendar's process and timeline as applicable. The approval and decision of the President will be forwarded to the Board for final action.

3. Faculty Members primarily employed by the University in tenure-eligible tracks shall receive 10% of their base, faculty salary (academic portion only) or \$10,000, whichever is greater, for promotion from assistant to associate professor or promotion from associate professor to professor
4. Appointment or promotion of any Faculty Member to the rank of assistant professor, or Instructor will occur only after the following:
 - a. The department chair will forward the application with a written recommendation to the dean of the college for review.
 - b. The dean will review the application and recommendation. If approved, the dean will submit a written recommendation to the Provost for review and recommendation. Recommendations for appointment must include a current curriculum vitae and evidence that the candidate has earned degrees appropriate for his or her Faculty responsibilities. Evidence may include, but is not limited to, transcripts certified as original copies, or other forms of certified verification from the institution that has conferred the candidate's highest degree(s). Documents, which are in a language other than English, must include a certified translation into English.
 - c. When in favor of promotion, the written recommendation of the Provost to the President will be forwarded to the Board for final action.
 - d. A decision not to proceed with a recommendation for promotion will be communicated by the Provost to the nominating dean and the candidate.

L. Faculty Tenure

The University only awards tenure through specific action of the Board. Tenure cannot be awarded by a college, department, school, division, program, or individual. This provision does not apply to Faculty with Visiting, ProMedica Practitioner, or Community-Based Appointments.

1. Definition of Tenure

Tenure of a Faculty Member is a commitment by the University to ensure academic freedom and continuous employment of such Faculty in meeting the goals, needs and objectives of the institution. Tenure may be held at only one institution at a time.

2. Eligibility for Tenure

Only full-time Faculty Members primarily employed by the University who hold Regular Appointments as professor or associate professor in tenure eligible tracks may be considered for tenure. Tenure is awarded to a qualified Faculty Member based on the Faculty Member's projected contributions to the goals, needs and objectives of the University and its constituent colleges, departments, schools, divisions and programs. The candidate for tenure must:

- a. demonstrate continuing abilities to maintain the responsibilities and duties commensurate with the Faculty Member's current faculty rank and provide evidence of continuing career development;
- b. actively and innovatively contribute to the development of the University;
- c. demonstrate competence in all areas of academic accomplishment; and
- d. show excellence in the following areas of endeavor:
 - (1) teaching
 - (2) scholarly activity including research
 - (3) service (clinical, national, professional, community and/or administrative)

There is no requirement for Faculty to be nominated or apply for tenure under these Faculty Rules and Regulations.

3. **Procedure of the Awarding of Tenure**

Any eligible Faculty Member may be considered for tenure. An application for tenure may be initiated by the candidate, by the chair, or by the dean of the Faculty Member's primary appointment. An application for tenure will be submitted through "Faculty 180," and will follow the process and the timeline outlined in the University Academic Personnel Calendar. A decision not to proceed with a recommendation for tenure to the Board will be communicated by the Provost to the nominating dean and the candidate. Faculty need to refer to the College of Medicine and Life Sciences Tenure Criteria document, and to the College of Health and Human Services Faculty Handbook. Tenure is not awarded until final approval of the Board.

4. **Post-Tenure Review**

All tenured Faculty Members will undergo a formal tenured faculty review ("Formal Review") of their contributions to education, scholarship and service, every 5 years. This Formal Review shall be made by the Faculty Member's departmental personnel committee, department chair, academic personnel committee, college dean, university committee on academic personnel and the Provost.

The materials considered in a Formal Review include, but are not limited to, a current CV, annual reviews for last five years, all currently existing documentation of instructional effectiveness (e.g. student evaluations of teaching) from the last five years, evidence of scholarship, and service.

If the Formal Review identifies matters requiring remedy, the Departmental Personnel Committee and the Faculty Member's department chair will meet with the Member to discuss and establish a program of growth. The Faculty Member's department chair will notify the Member and appropriate college dean in writing of the agreed upon program of growth and the means of monitoring progress and success in that program.

M. Faculty Improvement Leave (Sabbatical)

1. **General Policy**

- a. Faculty Improvement Leave (FIL) is intended for the mutual benefit of the University and the tenured, Regular Faculty Member who is granted such a leave. It should assist a Faculty Member in improving the Faculty Member's professional competence by providing a period of concentrated scholarly work. This provision does not apply to Faculty Members with Visiting, ProMedica Practitioner, or Community-Based Appointments.
- b. Each request for FIL should present concisely the activity proposed and its principal objectives. All leaves require the approval of the chair of the department (if applicable), the appropriate dean, the University Sabbatical Committee, the Provost, the President, and the Board. Each request for FIL must include:
 - (1) A concise statement of the principal purpose and objectives and a description of the strategic impact of activities required to achieve the objectives.
 - (2) The duration and specific dates of the leave(s).
 - (3) A proposal for the location(s) where the work will be completed.
 - (4) A prospective appraisal of how the leave will improve the Faculty Member's contributions to the Faculty and how the leave will enhance the strategic performance of the Faculty Member's department or college.
 - (5) An identified tangible outcome (deliverable) that will be presented by the Faculty Member upon completion of the improvement leave.

- c. The application for FIL must be submitted well in advance of the requested date of leave, and will be reviewed and processed as outlined in the University Academic Personnel Calendar.
- d. Within ninety (90) days of completing a FIL request, a written report of the results will be submitted to the department or school chair, the dean, and the Provost. The report will include:
 - (1) An account of activities during the leave, including travel itineraries, institutions visited, and persons consulted.
 - (2) A statement of progress made on the leave as proposed in the request and an explanation of any significant changes made in the program.
 - (3) An appraisal of the results obtained during the leave and how the leave will improve the Faculty Member's contributions to the Faculty.
- e. No Faculty Member on FIL will suffer a reduction or termination of regular employee retirement service credit or hospital, life or long-term disability insurance benefits, except by specific restrictions of an insurance carrier that are beyond the control of the Board.
- f. After returning from FIL, a review of performance and salary will be performed by the appropriate chair or dean. A report must be submitted and accepted for a Faculty Member to be eligible for any salary adjustments or merit increases.

2. **Eligibility**

- a. Full-time Faculty Members in good standing who have completed at least seven (7) consecutive academic years of service at the University, as defined by their contracts, are eligible for FIL.
- b. Full-time Faculty Members are eligible to request additional FILs seven (7) years after returning from a previous FIL.
- c. Academic years of service are interpreted to include those activities of interest to and supported contractually by the University, regardless of the source of financial support. Academic years of service will count from the date of full-time contract appointment. A Faculty Member must have a full-time employment contract for a period of nine months or greater. Leaves of absence for non-scholarly purposes, leaves without pay and long-term disability leaves will be excluded in determining academic years of teaching services.

3. **Duration of Faculty Improvement Leaves**

The duration of a FIL may be up to one-half the academic year, or six (6) months in duration, whichever is greater, as defined by the employment contract, with no reduction in salary, vacation or sick leave accrual; or a full academic year, as defined by the employment contract, with a fifty (50%) percent reduction in salary and no reduction in vacation and sick leave accrual. FILs that are not taken in a six (6) month block may be divided in up to four (4) shorter periods of no less than six (6) weeks duration each.

4. **Conditions of Faculty Improvement Leaves**

- a. A Faculty Member on a FIL may not accept remunerative employment during the period of leave, except where the purpose of the leave is for professional practice or experience which cannot be obtained otherwise. In cases under the exception, the combined salary received will not exceed that which would normally be received by the Faculty Member at the University from all sources. Any such exception must be approved in advance and in writing by the Provost, as a part of the FIL application.
- b. The acceptance of a supplemental grant or fellowship will not carry with it duties or obligations which hinder the pursuit of the purpose for which the leave is granted. If the FIL is for a period in excess of six (6) months, grant or fellowship funds may be used to cover all

or part of the fifty (50%) percent reduction in salary as set forth in these Rules and Regulations. Release time for consultation or clinical practice or payment of a salary supplement from a grant or fellowship funds will not be permitted while on an improvement leave unless specifically approved in writing by the Provost.

- c. In addition to salary, special arrangements may be made for grants to defray travel and similar coincidental expenses. Such funds will be received by the University and administered in accordance with the leave plan. These arrangements must be approved in advance and in writing by the Provost.
- d. Since the objective of FIL is for the mutual benefit of the University and the Faculty Member, it is required that the Faculty Member return to his/her academic position and responsibilities at the completion of the leave for a minimum of one year, unless such requirement is waived by the Board.
- e. FILs may be granted concurrently to more than one member of a department if such action does not impair the efficiency of programs of instruction and research.
- f. In the event vacation or sick leave is taken immediately preceding, during or immediately following a FIL, such leave will be reported by the appropriate academic department on the appropriate forms required by the University.

5. Departmental Adjustments

No FIL will be granted that requires addition to the permanent Faculty or staff. The department, school, division, or college is expected to make reasonable adjustments to accommodate the leave of the Faculty Member.

N. Professional Licenses or Certificates

Each Faculty Member who is required by the terms of his or her appointment to hold, in good standing, a temporary, limited, or regular license or certificate to practice professionally in the state of Ohio will maintain such license or certificate in good standing. Failure to do so is grounds for termination for cause of the Faculty Member's Faculty appointment.

O. Compensation

1. A Faculty Member's rate of compensation is indicated in the Faculty Member's annual University Faculty appointment letter approved by the Board.
2. The appropriate dean will review Faculty salaries on an annual basis with the department/school chair and will submit conclusions and recommendations to the Provost, who will review and as appropriate forward to the President.

P. Contracts for Faculty Members with Regular Faculty Appointments

Each Faculty Member with a Regular Appointment selected for reappointment will receive an annual contract of employment (Faculty appointment letter) from the University at least four weeks prior to the end of the fiscal year. Within two weeks of the contract being sent, the contract must be signed by the Faculty Member and returned to the Office of Faculty Affairs or the Office of the Provost for Faculty in the College of Health & Human Services. Failure by a Faculty Member to return a signed contract by the date required will result in resignation of the Faculty Member's faculty appointment, effective June 30 of that year. In the event that the terms of a new contract are not acceptable to the Faculty Member, except in the case of financial emergency declared by the University, the Faculty Member must file a grievance no later than thirty (30) days prior to the beginning of the new fiscal year, or no later than thirty (30) days following receipt of the new contract. In the event of a grievance filing, the old contract will remain in force until resolution of the grievance, unless the contract was terminated by the University, in which case it will not be in effect unless and until the grievance is resolved in favor of the Faculty Member.

Q. Income Received by Full-Time Faculty from Outside the University of Toledo

Faculty Members may not accept remuneration received for any services related to the profession for which that Faculty Member is employed by the University as a full-time member of the Faculty. The Faculty Member must assign any such remuneration to the University, except for:

1. Income received as prizes for services on advisory committees, as royalties from educational materials, including but not limited to books, CDs, audiotapes, videotapes and DVDs, for editorial activity or honoraria for scholarly activities;
2. Income received from approved clinical practice as defined by Article I, Section H (4);
3. Income from patents and inventions pursuant to patent and invention policies of the University and applicable provisions of the Ohio Revised Code and accompanying regulations;
4. Income from other approved professional activities as defined by Article I, Section H (3).

R. Authorized Travel

1. Business Travel of the Faculty

All travel on behalf of the University must follow the University's Travel and Business Expense Reimbursement policy – 3364-40-03.

S. Resignation and Retirement

1. Notice of Resignation

A Faculty Member who intends to resign must give notice in writing to the department, school, or division chair or the dean at least ninety days (90) prior to the proposed date of resignation.

2. Emeritus Status

- a. A Faculty Member may have the title "Emeritus" conferred as an indication of the esteem of the Faculty and the Board of Trustees. Emeritus status is an honor intended to recognize the outstanding services of retired Faculty Members and to maintain an ongoing affiliation between the honorees and The University of Toledo. This provision does not apply to Faculty Members with Visiting, ProMedica Practitioner, or Community-Based Appointments.
- b. A Faculty Member must have served on the Faculty for at least ten (10) years. If a Faculty Member retires and immediately accepts a full-time academic position at another university, an emeritus appointment will not be made. At the point, however, where affiliation at another university ceases and the Faculty Member wishes to retain the University as the Faculty Member's primary academic identity, an emeritus appointment may be considered upon appropriate initiation of the Faculty Member's candidacy as specified herein and provided that the other conditions have been met. The review and approval process is outlined in the University Academic Personnel Calendar.
- c. Designation as an Emeritus member of the University is made by the Board. The Board acts with the advice of the President, the Provost and the respective dean or department or school chair.
- d. Each Emeritus honoree is entitled to certain privileges of the University and Faculty as determined from time-to-time by the respective college and the University, and according to the University's policies. Some of these privileges may include maintaining a University email address, ability to use the University's library services, purchase of parking pass, invitation to special events and graduations, and ability to serve as a volunteer on department and institutional committees as determined by current University of Toledo policies.

T. Termination

1. Termination of a Regular Appointment with Tenure

a. Termination for Institutional Financial Emergency

For all tenured Faculty, the termination of an appointment or a reduction in salary may be necessitated by a *bona fide* financial emergency of the University as declared by the Board. If the Board declares a financial emergency, the Board will take steps it deems necessary to address the financial emergency with respect to the colleges subject to these Rules and Regulations.

b. **Termination for Cause**

The decision to terminate a Regular, tenured appointment for cause other than financial emergency may be made by an appointing authority. The Faculty Member will be informed in writing of the decision and grounds for such termination. It is not necessary for the post-tenure review process to precede a termination for cause.

The Faculty Member will have the right of appeal and due process in accordance with the Faculty Grievance and Appeals policy¹.

Causes for termination of a continuous appointment may include:

- (1) Falsification of credentials or other academic documents;
- (2) A finding of academic, scientific, research, or professional misconduct;²
- (3) Unacceptable performance due to permanent physical or mental incapacity which precludes adequate performance of duty as defined by Title I of the Americans with Disabilities Act;
- (4) Unacceptable performance where there has been refusal, expressed or implied by conduct, to perform properly assigned academic duties;
- (5) Failure to hold in good standing a certificate for the professional practice when the holding of such is a condition of appointment;
- (6) Charged with a felony or crime of moral turpitude;
- (7) Violation of University policy, rules, regulations, procedures or bylaws.³

2. **Termination of a Regular Non-Tenured Appointment**

a. **Termination by Non-Renewal**

(1) **Decision for Non-Renewal**

The recommendation to terminate a non-tenured appointment by non-renewal will be made by the department/school chair (if applicable) and the dean, and will be issued by an appointing authority.

(2) **Notice Requirements to Faculty**

- (i) If a Faculty Member is in the first year of the Faculty Member's appointment, a minimum of ninety (90) days' advance written notice before expiration of the appointment must be provided for non-renewal.
- (ii) If the Faculty Member has held an appointment for longer than one (1) year but less than three (3) years, a minimum of one hundred eighty (180) days'

¹ See [3364-72-51](#).

² Please see University policies: <http://www.utoledo.edu/policies/>

³ Please note that allegations of sex discrimination/harassment/violence, stalking, domestic violence, or dating violence will be handled in accordance with legal requirements and separate from these Faculty Rules and Regulations. A finding of responsibility for violating those policies is sufficient cause to terminate a continuous appointment under these rules.

advance written notice before expiration of the appointment must be provided for non-renewal.

- (iii) If the Faculty Member has held an appointment for three (3) years or longer, a minimum of twelve (12) months' advance written notice before expiration of the appointment must be provided for non-renewal.
- (iv) If the Faculty Member is a rehired retiree, policy # 3364-25-61 will be followed, and a minimum of ninety (90) days' advance written notice before expiration of the appointment will be provided for non-renewal.

b. Termination for Institutional Financial Emergency

For all non-tenured faculty, the termination of an appointment or a reduction in salary may be necessitated by a *bona fide* financial emergency of the University as declared by the Board. If the Board declares a financial emergency, the Board will take steps it deems necessary to address the financial emergency with respect to the colleges subject to these Rules and Regulations.

c. Termination for Cause

The cause and process for termination of a regular non-tenured appointment for cause and its appeal will be the same as those for a tenured appointment. Notice requirements to Faculty will not apply in cases of termination for cause.

d. Termination Without Cause

- (1) If a Faculty Member is in the first year of the Faculty Member's appointment, a minimum of ninety (90) days' advance written notice must be provided prior to the effective date of termination.
- (2) If the Faculty Member has held an appointment for longer than one (1) year but less than three (3) years, a minimum of one hundred eighty (180) days' advance written notice must be provided prior to the effective date of termination.
- (3) If the Faculty Member has held an appointment for longer than three (3) years, a minimum of twelve (12) months' advance written must be provided prior to the effective date of termination.
- (4) If the Faculty Member is a rehired retiree, a minimum of ninety (90) days' advance written notice must be provided prior to the effective date of termination.

3. Termination of a ProMedica Practitioner Appointment

An appointing authority will provide the ProMedica Practitioner with a minimum 90-day notice of termination in writing unless the termination is for cause, which will be immediate. ProMedica Practitioner appointments may be terminated by an appointing authority for a cause listed in these Faculty Rules and Regulations at any time.

4. Termination of a Community-Based, Adjunct or Visiting Appointment

An appointing authority will provide the Community-Based, Adjunct, or Visiting Faculty Member with a minimum 90-day notice of termination in writing unless the termination is for cause, which will be immediate. Community-Based, Adjunct, or Visiting Faculty Members can be terminated by an appointing authority for a cause listed in these Faculty Rules and Regulations at any time.

5. Administrative Leave for Tenured, Non-Tenured Faculty Members

An appointing authority may place a Faculty Member on administrative leave with or without pay in accordance with Ohio Revised Code § 124.388 and University policy. An administrative leave may be used pending an investigation to collect, examine, and evaluate all relevant facts to determine if misconduct occurred. The appointing authority will notify the Faculty Member in writing of the reason

for the administrative leave and length of leave. Administrative leaves without pay may not exceed one hundred and twenty (120) calendar days at a time.

6. The medical staff privileges when applicable may be summarily suspended during administrative leaves according to the Bylaws and Rules and Regulations of the Medical Staff. Faculty Members on administrative leave may be terminated at any time according to these Faculty Rules and Regulations.

U. Communication with The University of Toledo Board of Trustees

The usual method of communication between a Faculty Member and the Board should be written and should be presented to the Provost or the President. This is not to be interpreted, however, as in any way limiting the right of communication between Faculty Members and the Board, or as limiting the manner in which Trustees may gain information as to the operation of the University.

V. Faculty Due Process, Grievance and Appeals

All Faculty Members are guaranteed due process and are protected from adverse decisions or actions resulting from or associated with unfair practice(s) or failure of due process. Any adverse decision or action affecting the affairs of individual Faculty Members is grievable to the extent that unfair practice(s) or failure of due process, as defined by applicable rules and policies of the University relating to the grievable issue, is the alleged basis. Exempted from this grievance process are Board actions required as a result of financial emergency that affect the entire academic unit. All grievances and appeals are processed in accordance with the University's Faculty Grievance and Appeals policy.

ARTICLE II

Review and Amendment of the Faculty Rules and Regulations

A. Review of Articles

The Faculty Rules and Regulations are subject to approval by the Board of Trustees of The University of Toledo. The President will make a recommendation to the Board based on the process outlined below.

B. Procedure for Amendment

1. An amendment may be proposed by any Faculty Member, group of Faculty, a committee, or the Provost. A proposed amendment will include identifications, in writing, of relevant Articles and Sections and any modifications of the current Faculty Rules and Regulations. The proposed amendment(s) will be submitted to the Chair of the Faculty Committee on Rules and Regulations.
2. After further review of the amendment if necessary, the Chair of the Faculty Committee on Rules and Regulations will submit the amendment(s) to the Provost, and to the Deans of the College of Medicine and Life Sciences and the College of Health and Human Services. Any comments, edits or recommendations made back to the Faculty Committee on Rules and Regulations by the Provost, the Dean of the College of Medicine and Life Sciences or the Dean of the College of Health and Human Services on the proposed amendment(s) must be provided back to the Faculty Committee on Rules and Regulations no later than thirty (30) days after receipt of the proposed amendment(s).
3. The proposed amendment(s) will be sent to the Faculty for review and comment for at least thirty (30) days. After receipt of any comments by the Faculty, the Faculty Committee on Rules and Regulations will submit any recommendations back to the Provost.
4. The Provost will submit the final proposed amendment to the President, who may submit the proposed amendment to the Board of Trustees.
5. If the President submits any such amendment to the Board of Trustees the Board may or may not choose to act through a committee of the Board, and will make the final recommendation concerning the proposed amendment(s) in accordance with the Bylaws of the Board of Trustees and all governing rules.

6. Should the Provost or the President not accept a proposed modification put forth by the Faculty Committee on Rules and Regulations, the Faculty Committee on Rules and Regulations can request that the President present its recommendations to the Board of Trustees at the same time that he/she presents his/her proposed modifications.
7. These Faculty Rules and Regulations may be amended by the University at any time when necessary to comply with state or federal law or accreditation requirements.

C. Adoption of Amendments

1. Consideration of proposed amendment(s) brought before the Board will appear on the written agenda for the Board meeting following review and approval by the President.

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 20-12-26

FISCAL YEAR 2021 PERMANENT OPERATING BUDGET

- WHEREAS, The University of Toledo is committed to providing high-quality, affordable education, patient care and support services; and
- WHEREAS, COVID-19 continues to have a dramatic financial impact on all of higher education along with health care, and UToledo is no exception; and
- WHEREAS, University leaders have been working tirelessly to address the deficits caused by the COVID-19 pandemic and other market forces, while prioritizing student success and mission-critical operations along with identifying opportunities for increased efficiency; and
- WHEREAS, a temporary budget was necessary to address numerous factors that lacked clarity which included the ability to continue in-person courses during the pandemic, unpredictable auxiliary revenues, and ongoing efforts to stabilize the University of Toledo Medical Center; and
- WHEREAS, since the September board meeting and the approval of a continuing temporary operating budget, there is now a better understanding of the University's fiscal realities due to COVID-19; and
- WHEREAS, the intent is to now bring forth a fiscal year 2021 permanent operating budget that will stabilize the hospital, address under realized revenues, and allow the University to selectively reinvest resources in key initiatives; and
- WHEREAS, a strategic reinvestment of one-time funds of \$20.0 million have been identified and will be allocated for key initiatives that will address operational challenges and embrace innovative ideas to prepare and position UToledo for the future.
- NOW, THEREFORE, BE IT RESOLVED,
that the Board of Trustees hereby approves the fiscal year 2021 permanent operating budget.

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 20-12-27

APPROVAL OF THE FISCAL YEAR 2020 EFFICIENCY REVIEW AND THE IMPLEMENTATION PLAN TO IMPROVE AFFORDABILITY

WHEREAS, on February 10, 2015, the Governor of the state of Ohio signed Executive Order 2015-01K creating the Ohio Task Force on Affordability and Efficiency to make recommendations to Ohio's institutions of higher education based on three guiding principles:

- i. to be more efficient both in expense management and revenue generation,
- ii. decrease costs to students and their families, and
- iii. continue to offer an education of equal or higher quality; and

WHEREAS, on October 1, 2015, the Task Force released its *Action Steps to Reduce College Costs* that speaks to opportunities to create a new culture of cost consciousness in higher education; and

WHEREAS, Ohio Revised Code 3333.95 requires the Chancellor of Higher Education to maintain an Efficiency Advisory Committee, composed of members of each of Ohio's public colleges and universities, and for each state institution of higher education to generate and submit annual efficiency reports to the Ohio Department of Higher Education; and

WHEREAS, on June 20, 2016, The University of Toledo Board of Trustees (UToledo Board) approved Resolution No. 16-06-13, an initial affordability and efficiency review and implementation plan based on the Task Force's recommendations; and

WHEREAS, in December of each subsequent year, the UToledo Board has approved Resolutions pertaining to the prior fiscal year's Affordability and Efficiency report; and

WHEREAS, The University of Toledo's administration updated the Affordability and Efficiency report to include quantifiable measures of actions taken in FY20 and to address the new points of emphasis that reflect additional priorities of the Ohio Department of Higher Education; and

WHEREAS, the Affordability and Efficiency report is required to be submitted to the Chancellor of the Ohio Department of Higher Education.

NOW, THEREFORE, BE IT RESOLVED,

The University of Toledo Board of Trustees approves the University's Affordability and Efficiency report for fiscal year 2020.

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 20-12-28

COLLEGE CREDIT PLUS FY22 FUNDING STRUCTURE

WHEREAS, the College Credit Plus (CCP) program default funding structure is established by Ohio Revised Code 3365.07; and

WHEREAS, the CCP default amounts are based on the Per Pupil Foundation amount determined by Ohio's General Assembly during the biennial budget process, and may change on an annual basis; and

WHEREAS, the CCP default amounts vary by location of instruction (on-campus/online and off-campus); and

WHEREAS, The University of Toledo offers its CCP program in the following learning modalities and locations:

1. Delivered on the University campus
2. Delivered online
3. Delivered off-campus by University faculty
4. Delivered off-campus by faculty-credentialed high school teachers; and

WHEREAS, for FY22, the CCP default funding structure will be applied to all CCP participants enrolled at The University of Toledo, which includes public secondary school, non-public secondary school, nonchartered non-public secondary school and home-instructed participants.

NOW, THEREFORE, BE IT RESOLVED,

for CCP participants enrolled at The University of Toledo its Board of Trustees authorizes the per credit hour rate will be as set forth below:

1. Courses delivered on the University campus – Ceiling Rate Course amount per credit hour that will be determined when the FY22 budget is finalized (currently \$166.55 per credit hour);
2. Courses delivered online – Ceiling Rate Course amount per credit hour that will be determined when the FY22 budget is finalized (currently \$166.55 per credit hour);
3. Courses delivered off-campus by University faculty – Mid-Level Rate Course amount per credit hour that will be determined when the FY22 budget is finalized (currently \$83.28 per credit hour); and
4. Courses delivered off-campus by faculty-credentialed high school teachers – Floor Rate Course amount per credit hour that will be determined when the FY22 budget is finalized (currently \$41.64 per credit hour).

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 20-12-29

COLLEGE CREDIT PLUS NON-PUBLIC SCHOOLS TUITION WAIVER

- WHEREAS, The University of Toledo is fully engaged in College Credit Plus (CCP) as outlined in section Ohio Revised Code §3365; and
- WHEREAS, Directive 2009-011 established procedures for institutions requesting the Chancellor's approval of tuition waivers; and
- WHEREAS, for qualified Ohio, non-public school students, the University wishes to provide the opportunity to earn the credit hours for which the student applied but was not awarded State funding for CCP at a reduction from the standard tuition rate; and
- WHEREAS, it is anticipated that 35 students will take advantage of this opportunity in the 2021-22 academic year; and
- WHEREAS, The University of Toledo offers the CCP program in the following learning modalities and locations:
1. Delivered on the University campus,
 2. Delivered online,
 3. Delivered off campus by University faculty and
 4. Delivered off campus by faculty-credentialed high school teachers; and
- WHEREAS, the impact and success of the CCP non-public schools tuition waiver will be reviewed annually.

NOW, THEREFORE, BE IT RESOLVED,

to provide the opportunity for qualified Ohio, non-public school students to earn credit hours for which the student applied but was not awarded State funding for CCP, pending approval by the Chancellor of the Ohio Department of Education, The University of Toledo Board of Trustees authorizes as follows:

For students attending a non-public school, the per credit hour rate will be the CCP default rates as set forth by the Ohio Department of Higher Education for FY22 within the CCP program pursuant to Ohio Revised Code §3365.07, specifically:

1. Courses delivered on the University campus – Ceiling Rate Course amount per credit hour that will be determined when the FY22 budget is finalized (currently \$166.55 per credit hour);

2. Courses delivered online – Ceiling Rate Course amount per credit hour that will be determined when the FY22 budget is finalized (currently \$166.55 per credit hour);
3. Courses delivered off campus by University faculty – Mid-Level Rate Course amount per credit hour that will be determined when the FY22 budget is finalized (currently \$83.28 per credit hour); and
4. Courses delivered off campus by faculty-credentialed high school teachers – Floor Rate Course amount per credit hour that will be determined when the FY22 budget is finalized (currently \$41.64 per credit hour).

MEMORANDUM



TO: Dr. Gregory Postel, Interim President

FROM: Cheryl Zwyer, Senior Associate VP for Development *CAZ*

RE: Naming Request – Neff College of Business and Innovation

DATE: November 24, 2020

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 funds and gift commitments necessary to support the naming opportunity.

John Neff is a 1955 graduate of The University of Toledo. He and his wife, Lillian, were major donors over the course of many years, beginning with a \$10,000 gift in 1987 and culminating in a \$7.5 million gift total in their lifetimes. John often cited the value of his undergraduate education and referred to UToledo as his top philanthropic priority.

Mr. Neff made a name for himself in the investment industry as a contrarian who chose stocks that had fallen out of favor with most other investors. As manager of the Vanguard Windsor mutual fund, he became one of his era's most successful fund managers, besting the Standard & Poor's 500 in 23 of his 31 years at Wellington Management Co. John is considered to be among the top five all-time mutual fund managers.

In 2007, John and Lillian made a provision in their estate plan with the intention that the College of Business Administration, now the College of Business and Innovation, would be named in their honor. John passed away in June 2019 (Lilli had predeceased him in 2017), and the portion of the estate paid to The University of Toledo came in at \$9.7 million. John and Lillian's children, Lisa Neff-Ryave and Stephen Neff, pledged an additional \$1.5 million. Thus, the total contribution to The University of Toledo is \$18.72 million. In recognition of this generous gift we recommend that the College of Business and Innovation be named:

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

Thank you for considering this request.

CC: Anne L. Balazs, PhD., Dean, College of Business and Innovation
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

MEMORANDUM



TO: Dr. Gregory Postel, Interim President
FROM: Cheryl Zwyer, Senior Associate VP for Development *CAZ*
RE: Naming Request – Davis Dental Service
DATE: November 24, 2020

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 funds and gift commitments necessary to support the naming opportunity.

William J. Davis founded the dental residency program at The Medical College of Ohio, and forty years later the well-established program has trained more than 300 dental residents. Dr. Davis's commitment to teaching, clinical care and education has created a tremendous ripple effect as his students have gone into practice and treated thousands of patients.

A distinction of this dental program is its accessibility to all persons in our community, regardless of their mental, physical and financial capabilities. The program is known in the community for caring for patients who often have barriers to care in other dental settings, due to a lack of accommodations that address their unique mental or physical needs.

Dr. Davis recently donated his practice, valued at \$562,000, to The University of Toledo Foundation. His motivation is to ensure his patients and students could receive the same care and education they always have had, even after his retirement. In recognition of this generous gift, we recommend that the new dental office in the College of Medicine and Life Sciences located in the Jobst Tower be named the:

William J. and Pamela V. Davis Dental Service

Thank you for considering this request.

CC: Christopher Cooper, M.D., Executive Vice President for Clinical Affairs and Dean of the
College of Medicine and Life Sciences
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

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 20-12-30

**APPROVAL OF LARGE PURCHASE FOR PERIOD
SEPTEMBER 1, 2020 THROUGH NOVEMBER 31, 2020**

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 purchase be offered for consideration by the Board;

- Huron Consulting Services – a four-stage approach has been developed to redesign the University's approach to resource management, allocation and planning. Services will include project initiation, financial modeling, academic portfolio assessment, and stakeholder engagement activities, as well as overall project management. The objective will be to build support for the design and implementation of the new performance budget model, as well as prepare units for the potential impact of the new model on resource management. The cost of this agreement is \$638,440;
- Ottawa Expansion – an estimated \$3M renovation for the Ottawa East Dining Hall. Expansion will create roughly 560-seat capacity central dining center, up from the current 180 seats that will open in Fall 2022. This expansion will close the Eatery in the SU Dining Center. The \$3M capital cost is part of the \$10M+ capital commitment by Chartwells;
- Sellers Dorsey – Four-year contract for a two-phase program with UTMC to design, seek state and federal approval for and implement a targeted Medicaid managed care hospital payment program. Sellers Dorsey will be working on a contingency basis whereby they receive a percentage of the Hospital Payment Program proceeds for 36 months. The payment program is calculated as Total Adjustment Program Payments received by the Client X the Ohio Federal Medical Assistance Percentage rate X .06. The cost of this agreement is estimated to be between \$4.5M and \$5.7M;
- EPIC – UTMC Electronic Medical Record System Replacement. This request covers the cost of replacing UTMC's current aging electronic medical record system with the EPIC EMR system. The new system will enable significant improvements in UTMC's operational capabilities, and

the overall project has a positive financial payback. Total contractual value is \$28.5M.

WHEREAS, funding for this agreement/purchase 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 transaction.

MEMORANDUM OF UNDERSTANDING
(Temporary Domestic Partner Benefit 1/1/21 through 12/31/21)

This Memorandum of Understanding (“MOU”) is entered into this day of December 2020 by and between The University of Toledo (“University”) and the American Association of University Professors University of Toledo Chapter (Tenured, Tenure Track) (“UT-AAUP”).

WHEREAS, as of 11/13/20, there have been at least 58,704,217 COVID-19 cases and 1,388,926 related deaths worldwide, 12,355,806 cases and 260,402 deaths in the United States, and 351,419 cases and 5,996 deaths in Ohio. Our state reached 50,000 cases on 6/28/20, over three months from the first confirmed Ohio case on 3/10/20. In the past 6 days, Ohio experienced over 50,000 new cases. The staggering numbers of the current COVID-19 surge do not show any sign of materially abating. As of October 2020, the unemployment rate in Lucas County, Ohio hit 6.3%;

WHEREAS, several employees, supervisors, and union leaders expressed concern regarding some University workers impacted by the pandemic that caused the administration to explore a temporary reinstatement of domestic partner benefits effective 1/1/21 through 12/31/21;

WHEREAS, the University and UT-AAUP are parties to collective bargaining agreements between the Tenured and Tenure Track Bargaining unit and the Lecturers Bargaining unit effective July 1, 2018 through June 30, 2021 (“CBA”) and UT-AAUP also represents the Law School Faculty in negotiating a first CBA with the University;

WHEREAS, Article 13 Section 13.7 and 12.7 of the respective CBAs titled *Domestic Partner* expressly state the domestic partner benefit would extend until 12/31/20 and the University Summary Plan Descriptions for Paramount Employer Select, Blue Plan HSA, and Ohio Benefit Administrators FrontPath PPO effective 1/1/21 reflect this change;

WHEREAS, as of November 23, 2020, there are three (3) individuals across the three (3) UT-AAUP bargaining units who are currently utilizing the University’s domestic partner benefit, which shall expire 12/31/20 (“Grandfathered Employees”);

WHEREAS, the University has no legal obligation to provide a domestic partner health benefit under federal or state law;

WHEREAS, the duration and extent of the COVID-19 pandemic is unclear and the University’s administration believes temporary implementation of a domestic partner benefit from 1/1/21 through 12/31/21 for those Grandfathered Employees who opt for the benefit will support the health of their families on the same basis as the University’s married employees during the COVID-19 pandemic in 2021;

WHEREAS, the University’s administration intends to recommend to the University’s Board of Trustees to approve a temporary one-year institution of a domestic partner health benefit from 1/1/21 through 12/31/21 for the Grandfathered Employees on the same basis that existed prior to extinguishment of this benefit on 12/31/20 (“Temporary DP Benefit”); and,

WHEREAS, UT-AAUP would like the Grandfathered Employees to remain eligible to participate in the Temporary DP Benefit during 2021 and to have the opportunity to opt to do so.

NOW, THEREFORE, the University and UT-AAUP agree as follows:

1. UT-AAUP fully supports the University administration's recommendation to implement the Temporary DP benefit for the Grandfathered Employees from 1/1/21 through 12/31/21.
2. UT-AAUP, on behalf of the Grandfathered Employees, agrees to the University's immediate implementation of the Temporary DP benefit, should the University's Board of Trustees approve and authorize it as required under paragraph 5 herein.
3. UT-AAUP and the University shall not consider or construe the Temporary DP benefit recommendation, approval, or implementation as a mid-term reopener of the CBAs. All other provisions of the CBAs shall continue to be in full force.
4. This MOU is non-precedent setting and is void and unenforceable unless approved as required under paragraph 5 herein.
5. This MOU is contingent on the University's Board of Trustees approving the Temporary DP benefit at its December 2020 meeting.
6. This MOU shall expire by its own terms on December 31, 2021 or based on failure of the contingency in paragraph 5 herein. Accordingly, UT-AAUP agrees not to file or process any grievance or administrative action regarding the Temporary DP benefit.

IT IS SO AGREED.

FOR THE UNIVERSITY:

John Elliott

Date: 12/03/2020

FOR UT-AAUP:

Amy Woff

Date: Dec. 2, 2020

MEMORANDUM OF UNDERSTANDING
(Temporary Domestic Partner Benefit 1/1/21 through 12/31/21)

This Memorandum of Understanding ("MOU") is entered into this ____ day of December 2020 by and between The University of Toledo ("University") and the Local #2415 and Ohio Council #8 American Federation of State, County and Municipal Employees ("AFSCME").

WHEREAS, as of 11/13/20, there have been at least 58,704,217 COVID-19 cases and 1,388,926 related deaths worldwide, 12,355,806 cases and 260,402 deaths in the United States, and 351,419 cases and 5,996 deaths in Ohio. Our state reached 50,000 cases on 6/28/20, over three months from the first confirmed Ohio case on 3/10/20. In the past 6 days, Ohio experienced over 50,000 new cases. The staggering numbers of the current COVID-19 surge do not show any sign of materially abating. As of October 2020, the unemployment rate in Lucas County, Ohio hit 6.3%. This situation created by the COVID-19 pandemic is wholly outside of the University's control and involves an unprecedented health risk to University employees and their families;

WHEREAS, several employees, supervisors, and union leaders expressed concern regarding some University workers impacted by the pandemic that caused the administration to explore a temporary reinstatement of domestic partner benefits effective 1/1/21 through 12/31/21;

WHEREAS, the University and AFSCME are parties to a collective bargaining agreement effective July 1, 2020 through June 30, 2021 ("CBA");

WHEREAS, Article 10, Section 10.1 of the CBA titled *Definition* expressly discontinued health benefit eligibility for domestic partners after conclusion of the 2017 health insurance plan year and the University Summary Plan Descriptions for Paramount Employer Select, Blue Plan HSA, and Ohio Benefit Administrators FrontPath PPO effective 1/1/21 continues to reflect this change;

WHEREAS, as of November 23, 2020, there are nine (9) individuals in the AFSCME bargaining unit who are currently utilizing the University's domestic partner benefit, which shall expire 12/31/20 ("Grandfathered Employees");

WHEREAS, the University has no legal obligation to provide a domestic partner health benefit under federal or state law;

WHEREAS, the duration and extent of the COVID-19 pandemic is unclear and the University's administration believes temporary implementation of a domestic partner benefit from 1/1/21 through 12/31/21 for those Grandfathered Employees who opt for the benefit will support the health of their families on the same basis as the University's married employees during the COVID-19 pandemic in 2021;

WHEREAS, the University's administration intends to recommend to the University's Board of Trustees to approve a temporary one-year institution of a domestic partner health benefit from 1/1/21 through 12/31/21 for the Grandfathered Employees on the same basis that existed prior to extinguishment of this benefit on 12/31/20 ("Temporary DP Benefit"); and,

WHEREAS, AFSCME would like the Grandfathered Employees to remain eligible to participate in the Temporary DP Benefit during 2021 and to have the opportunity to opt to do so.

NOW, THEREFORE, the University and AFSCME agree as follows:

1. AFSCME fully supports the University administration's recommendation to implement the Temporary DP benefit for the Grandfathered Employees from 1/1/21 through 12/31/21.
2. AFSCME, on behalf of the Grandfathered Employees, agrees to the University's immediate implementation of the Temporary DP benefit, should the University's Board of Trustees approve and authorize it as required under paragraph 5 herein.
3. AFSCME and the University shall not consider or construe the Temporary DP benefit recommendation, approval, or implementation as a mid-term reopener of the CBA. All other provisions of the CBA shall continue to be in full force.
4. This MOU is non-precedent setting and is void and unenforceable unless approved as required under paragraph 5 herein.
5. This MOU is contingent on the University's Board of Trustees approving the Temporary DP benefit at its December 2020 meeting.
6. This MOU shall expire by its own terms on December 31, 2021 or based on failure of the contingency in paragraph 5 herein. Accordingly, AFSCME agrees not to file or process any grievance or administrative action regarding the Temporary DP benefit.

IT IS SO AGREED.

FOR THE UNIVERSITY:

John Elliott

Date: 12/02/2020

FOR AFSCME:

Randy RD Herpatis
12/01/2020

Date: _____

Sam M. Bailey 008
12/1/20

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 20-12-31

ADMINISTRATIVE OFFICIALS AS THE APPOINTING AUTHORITY

WHEREAS, Ohio Revised Code 124.01 (D) uses the term “appointing authority” to signify the officer, commission, board, or body having the power of appointment to, or removal from, positions in any office, department, commission, board, or institution; and

WHEREAS, Ohio Revised Code 124.14 (F) (1) provides that the board of trustees of each state university, as defined in Ohio Revised Code 3345.12, shall carry out all matters of governance involving the officers and employees of the university, including but not limited to the powers, duties and functions of the state department of administrative services and the director of administrative services; and

WHEREAS, Ohio Revised Code 3364.03 gives the Board of Trustees of the merged University of Toledo authority to “employ, fix the compensation of, and remove” employees as may be deemed necessary; and

WHEREAS, pursuant to rule 3364-1-07 of the Administrative Code, the Board of Trustees has delegated the authority and responsibility for the internal administration of the University to the President; who in turn, may delegate such authority to other university officials; and

WHEREAS, the Board of Trustees desires to designate certain administrative officials to act as “appointing authority” for The University of Toledo effective on and beyond December 18, 2017.

NOW, THEREFORE, BE IT RESOLVED,

that the Board of Trustees of The University of Toledo hereby makes the following designations:

Section 1: The person holding the position of President or Interim President is designated as the “appointing authority” for purposes set forth in Chapter 124 of the Ohio Revised Code.

Section 2: The persons holding the positions of:

- Chief of Staff to the President or Interim Chief of Staff to the President,

- Provost and Executive Vice President for Academic Affairs or Interim Provost and Executive Vice President for Academic Affairs,
- Vice Provost for Academic Affairs or Interim Vice Provost for Academic Affairs,
- Executive Vice President of Finance and Administration and CFO or Interim Executive Vice President of Finance and Administration and CFO,
- Senior Associate Vice President and Chief Human Resources Officer or Interim Senior Associate Vice President and Chief Human Resources Officer,
- Executive Director Talent Strategy & Development, Human Resources
- Executive Vice President of Clinical Affairs and Dean of the College of Medicine and Life Sciences, or Interim Executive Vice President of Clinical Affairs and Dean of the College of Medicine and Life Sciences,
- Chief Executive Officer of The University of Toledo Medical Center or Interim Chief Executive Officer of The University of Toledo Medical Center,

are delegated the authority by the President to act in her/his capacity as the “appointing authority.”

BE IT FINALLY RESOLVED,

that the Board of Trustees hereby rescinds all previous resolutions and pertinent policy provisions relating to the appointing authority for The University of Toledo.

New Hires / Rehires

<u>Name - Last, First, MI</u>	<u>College or Administration</u>	<u>Department</u>	<u>Faculty or Staff</u>	<u>Description</u>	<u>Position</u>	<u>Rate/Annual Comp</u>	<u>Effective Date</u>
Ackerman, Andrew D.	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$15.06	08/17/2020
Alom, Nur-E	Natural Sci & Math College	Chemistry	Staff	New Hire	Postdoctoral Scholar	\$38,000.00	09/21/2020
Altman, Melinda	University Medical Center	CVU	Staff	New Hire	Staff Nurse	\$59,136.48	08/24/2020
Armero, Nila R.	University Medical Center	4CD Oncology/Hemoc/Med-Surg	Staff	New Hire	Staff Nurse	\$59,136.48	09/14/2020
Ashok Kumar, Shrijith	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	New Hire	Seasonal Employee Hourly	\$25.00	08/10/2020
Auxier, Rosemarie A.	University Medical Center	Lab-Central Office	Staff	New Hire	Lab Tech I	\$17,888.00	09/14/2020
Bastola, Ebin	Natural Sci & Math College	Physics	Staff	New Hire	Seasonal Employee Hourly	\$32.50	08/25/2020
Belt, Antone M.	Provost-Academic Affairs	Academic Athletic Advising	Staff	New Hire	Ath Dir & Dir Student Athletics	\$80,000.00	08/17/2020
Boykin, Renee Y.	University Medical Center	Environmental Services	Staff	New Hire	Custodial Worker	\$22,817.60	09/28/2020
Burkey, Mercedes	College of Medicine	Ambulatory Staffing Pool	Staff	Rehire	Medical Assistant	\$16,057.60	10/19/2020
Burt, Tristan S.	University Medical Center	6AB Surgery - Orthopedics	Staff	New Hire	Staff Nurse	\$50,749.92	09/14/2020
Cassity, Devin L.	Athletics	Training Room	Staff	New Hire	Assistant Athletic Trainer	\$40,000.00	08/17/2020
Cathey, Nicole	University Medical Center	OP-Clinic-Psychiatry	Staff	Rehire	Clinic Supervisor	\$40,000.00	09/21/2020
Chacko, Paul	College of Medicine	Medicine	Faculty	New Hire	Assistant Professor	\$30,000.00	10/06/2020
Christlieb, Jenna A.	University Medical Center	Nursing Pool	Staff	New Hire	Staff Nurse	\$48,129.12	09/15/2020
Chung, Jaehoon	Natural Sci & Math College	Physics	Staff	New Hire	Post Doctoral Researcher	\$54,000.00	08/17/2020
Corron, Juliet	University Medical Center	Food And Nutritional Svcs	Staff	New Hire	Food Service Worker	\$11,263.20	09/28/2020
Dahm, Sara	University Medical Center	Operating Room	Staff	New Hire	Surgical Technician	\$47,715.20	09/14/2020

Dougherty, Mathew P.	Facilities & Construc Mgmt.	MC Building Services	Staff	Rehire		Custodial Worker 9/10mo		\$13.31	09/19/2020
Dyson, Joshua M.	University Medical Center	Nursing Pool	Staff	New Hire		Nursing Assistant		\$15.06	08/17/2020
Edmond, Frederick D.	Facilities & Construc Mgmt.	MC Building Services	Staff	Rehire		Custodial Worker		\$19,583.20	08/18/2020
Elliott, John	Human Resources	Human Resources	Staff	New Hire		Sr. Assoc VP & CHRO		\$250,000.00	10/05/2020
Emmick, Linda C.	Facilities & Construc Mgmt.	MC Building Services	Staff	Rehire		Custodial Worker		\$14,830.40	08/18/2020
Feng, Chenchen	Natural Sci & Math College	Environmental Sciences	Staff	New Hire		Post Doc Researcher		\$44,000.00	09/14/2020
Fine, Valerie C.	College of Medicine	Resid Prgm-Administrative	Staff	Rehire		Residency & Curriculum Coord.		\$50,356.80	09/28/2020
Ford, Abigail R.	University Medical Center	Senior Behavioral Health	Staff	New Hire		Nursing Assistant		\$15.06	08/17/2020
Foster, Jennifer L.	University Medical Center	Senior Behavioral Health	Staff	Rehire		Mental Health Aide		\$29,016.00	09/28/2020
French, Michael D.	University Medical Center	Nursing Pool	Staff	New Hire		Staff Nurse		\$28.38	09/28/2020
Gaba, Colette R.	College of Medicine	Medicine	Staff	Rehire		Clinical Genetics Research Mgr		\$34.84	08/10/2020
Goertzen, Nibia N.	College of Medicine	Resid Prgm-Dentistry	Staff	New Hire		Dental Assistant 2		\$31,096.00	08/24/2020
Goliver, Jacob	College of Medicine	Emergency Medicine	Faculty	New Hire		Assistant Professor & Associate Program Director, ED Residency Program		\$45,000.00	10/05/2020
Gonzalez, Christina A.	University Medical Center	Nursing Pool	Staff	New Hire		Nursing Assistant		\$15.06	08/17/2020
Gregory, Connor A.	Natural Sci & Math College	Chemistry	Staff	New Hire		Seasonal Employee Hourly		\$25.00	08/13/2020
Griffey, Whitney N.	University Medical Center	Nursing Pool	Staff	New Hire		Nursing Assistant		\$15.06	09/14/2020
Grimm, Kristi A.	University Medical Center	Registration	Staff	New Hire		Patient Registration Spec		\$31,096.00	09/14/2020
Hansen-Lantz, Lori A.	University Medical Center	6AB Surgery - Orthopedics	Staff	New Hire		Staff Nurse		\$59,136.48	08/24/2020
Hoagland, Matthew E.	Facilities & Construc Mgmt.	MC Building Services	Staff	Rehire		Custodial Worker		\$19,510.40	08/18/2020
Hubbard, Nicole	College of Medicine	Pathology	Faculty	New Hire		Assistant Professor		\$20,000.00	10/12/2020

Hurst, Melissa	Human Resources	Human Resources	Staff	New Hire		Exec Dir Talent Strategy & Dev		\$200,000.00	10/01/2020
Ivey, Jessica	Athletics	Basketball - Women	Staff	New Hire		Associate Head Coach for Women's Basketball		\$105,000.00	08/17/2020
Jensen, Madison N.	University Medical Center	Registration	Staff	New Hire		Patient Registration Spec		\$31,096.00	08/24/2020
Johnson, Lasha M.	University Medical Center	Senior Behavioral Health	Staff	Rehire		Staff Nurse		\$59,136.48	09/28/2020
Jones, LaTrese V.	University Medical Center	OP-Clinic-Glendale Medicine	Staff	Rehire		Medical Assistant		\$33,592.00	09/09/2020
Jordan, Tami	University Medical Center	Registration	Staff	New Hire		Basic Outpatient Presvc Spec		\$31,096.00	09/14/2020
Joshaway, Antiana Y.	University Medical Center	Lab-Central Office	Staff	New Hire		Lab Tech I		\$17,888.00	09/28/2020
Kaczmarek, Jessica L.	University Medical Center	OP-Clinic-Orthopedic	Staff	New Hire		Medical Assistant		\$35,984.00	08/24/2020
Kantner-Dutridge, Autum M.	University Medical Center	Emergency Dept.	Staff	New Hire		Post Doc Researcher		\$44,000.00	08/31/2020
Kazeem, Ganiat A.	University Medical Center	5AB Med/Surgery	Staff	New Hire		Staff Nurse		\$48,129.12	08/24/2020
Kesterson, Shelby R.	Natural Sci & Math College	Biological Sciences	Staff	Rehire		Post Doc		\$38,000.00	09/28/2020
Kuhn, Dana L.	University Medical Center	Registration	Staff	New Hire		ED Registration Specialist		\$31,096.00	09/14/2020
Lawson, Laura A.	University Medical Center	CVU	Staff	Rehire		Staff Nurse		\$48,129.12	09/14/2020
Lepper, Jerrod	Natural Sci & Math College	Environmental Sciences	Staff	New Hire		Seasonal Employee Hourly		\$19.00	08/26/2020
Leu, Aimee M.	University Medical Center	Family Practice	Staff	Rehire		Medical Assistant		\$34,673.60	09/14/2020
Li, Xiaohong, Ph.D.	College of Medicine	Cancer Biology	Faculty	New Hire		Associate Professor		\$125,000.00	07/01/2020
Lin, Xiaosha	College of Arts & Letters	Music	Faculty	New Hire		Visiting Instructor		\$33,000.00	08/17/2020
Lipinski, Jessica C.	University Medical Center	3D Medical Intensive Care	Staff	Rehire		Staff Nurse		\$59,136.48	09/28/2020
Lowrie, Nicole F.	University Medical Center	OPS-PACU	Staff	New Hire		Nursing Assistant		\$15.06	08/17/2020
Manivannan, Praveen	Natural Sci & Math College	Biological Sciences	Staff	New Hire		Post Doc		\$38,000.00	08/10/2020

McCabe, Martin K.	University Medical Center	Environmental Services	Staff	New Hire		Custodial Worker		\$22,817.60	09/14/2020
McCullough, Shakara	University Medical Center	5AB Med/Surgery	Staff	New Hire		Staff Nurse		\$48,129.12	09/28/2020
McKinniss, Allison K.	University Medical Center	Endoscopy Suite	Staff	New Hire		Nursing Assistant		\$15.06	08/17/2020
Meyer, Alyssa N.	University Medical Center	Emergency Dept.	Staff	New Hire		Nursing Assistant		\$15.06	08/17/2020
Mincheff, Kathryn J.	University Medical Center	Nursing Pool	Staff	New Hire		Staff Nurse		\$48,129.12	09/28/2020
Murray, Jordan F.	College of Health and Human Services	Dept of Public Hlth & Prevent Med	Staff	New Hire		Premaster Research Assistant		\$9,000.00	08/17/2020
Nada, Shadia E.	Pharmacy College of	Pharm-Med/Bio Chem	Staff	Rehire		Postdoctoral Scholar		\$49,000.00	09/28/2020
Nation, Holly R.	University Medical Center	OPS-PACU	Staff	New Hire		Nursing Assistant		\$15.06	09/14/2020
Nazarini, Alexis M.	University Medical Center	Endoscopy Suite	Staff	New Hire		Nursing Assistant		\$135,000.00	08/17/2020
Neal-Jackson, Raven S.	University Medical Center	Senior Behavioral Health	Staff	New Hire		Nursing Assistant		\$15.06	08/17/2020
Niese, Whitney H.	University Medical Center	Acute Occupational Therapy	Staff	New Hire		Occupat Therapist		\$58,593.60	09/28/2020
Ortega Concepcion, Johany W.	Facilities & Construc Mgmt.	MC Building Services	Staff	Rehire		Custodial Worker		\$13,842.40	08/18/2020
Panning, Laura	University Medical Center	Respiratory Care	Staff	Rehire		Pulmonary Function Techn		\$28.01	09/08/2020
Payne, Lauren E.	Natural Sci & Math College	Environmental Sciences	Staff	New Hire		Seasonal Employee Hourly		\$17.00	08/26/2020
Pervez, Hira	College of Medicine	Neurology	Staff	New Hire		Research Assistant		\$33,000.00	08/17/2020
Petersen, Joshua	University Medical Center	Environmental Services	Staff	New Hire		Custodial Worker		\$22,817.60	09/14/2020
Pettaway, Destinee B.	Facilities & Construc Mgmt.	MC Building Services	Staff	Rehire		Custodial Worker		\$14,081.60	08/17/2020
Pflieger, Ashley L.	University Medical Center	Primary Care Fallen Timbers	Staff	Rehire		Medical Assistant		\$32,822.40	09/08/2020
Premathilaka, Shashini	Natural Sci & Math College	Chemistry	Staff	New Hire		Seasonal Employee Hourly		\$23.00	09/21/2020
Price, Makayla N.	University Medical Center	6CD Detox	Staff	New Hire		Staff Nurse		\$48,129.12	09/28/2020

Provenzale, Emily M.	University Medical Center	Nursing Pool	Staff	Rehire		Nursing Assistant		\$62,500.00	08/17/2020
Provenzale, Emily M.	University Medical Center	Nursing Pool	Staff	Rehire		Nursing Assistant		\$15.06	08/24/2020
Reed, Terrance E.	Facilities & Construc Mgmt.	MC Building Services	Staff	Rehire		Custodial Worker		\$14,830.40	08/17/2020
Regalado, Jazmin	University Medical Center	Family Practice	Staff	New Hire		Medical Assistant		\$32,822.40	09/14/2020
Reynolds Sautter, Lisa J.	University Medical Center	Nursing Pool	Staff	New Hire		Staff Nurse		\$59,136.48	08/24/2020
Rishel, Victoria	University Medical Center	Operating Room	Staff	New Hire		Surgical Technician		\$47,715.20	09/14/2020
Rivera, Jessica L.	University Medical Center	RHC Infectious Disease Clinic	Staff	Rehire		Medical Assistant		\$34,673.60	08/11/2020
Rohloff, Samantha M.	University Medical Center	6AB Surgery - Orthopedics	Staff	Rehire		Staff Nurse		\$55,972.80	08/24/2020
Rose, Alyssa M.	University Medical Center	Senior Behavioral Health	Staff	New Hire		Mental Health Aide		\$29,016.00	09/14/2020
Rosendale, Reyghan S.	University Medical Center	3D Medical Intensive Care	Staff	Rehire		Staff Nurse		\$55,972.80	08/24/2020
Russell, Maneeya R.	University Medical Center	Lab-Central Office	Staff	New Hire		Lab Tech I		\$17,888.00	09/14/2020
Salomone, Emily R.	University Medical Center	Pharmacy	Staff	New Hire		Pharmacy Intern		\$15.06	08/24/2020
Scheub, Nelson D.	University Medical Center	6AB Surgery - Orthopedics	Staff	New Hire		Staff Nurse		\$59,136.48	09/28/2020
Schuler, Brenna N.	University Medical Center	Endoscopy Suite	Staff	New Hire		Staff Nurse		\$53,476.80	09/17/2020
Schumaker, Meghan M.	College of Medicine	Student Testing Center	Staff	New Hire		Acad Testing Specialist		\$39,450.00	09/28/2020
Schunatz, Paige A.	University Medical Center	Kobacker-I/P Nursing Unit	Staff	New hire		Nursing Assistant		\$15.06	08/17/2020
Schwartz, Jeanne M.	Facilities & Construc Mgmt.	MC Building Services	Staff	Rehire		Custodial Worker		\$28,267.20	08/17/2020
Sheets, Caitlin A.	University Medical Center	OP-Clinic-Orthopedic	Staff	New Hire		Medical Assistant		\$34,673.60	09/14/2020
Shrestha, Niraj	Natural Sci & Math College	Physics	Staff	New Hire		Seasonal Employee Hourly		\$27.50	08/25/2020
Szczypkowski, Alexis L.	University Medical Center	OP-Clinic-Glendale Medicine	Staff	New Hire		Medical Assistant		\$32,822.40	08/24/2020

Thurn, Grace S.	University Medical Center	6AB Surgery - Orthopedics	Staff	New Hire		Staff Nurse		\$48,129.12	09/17/2020
Torio, Stace L.	University Medical Center	Vascular Lab	Staff	New Hire		Staff Nurse		\$62,192.00	09/28/2020
Tran, Nhu Phuong	University Medical Center	Pharmacy	Staff	New Hire		Pharmacy Intern		\$15.06	08/17/2020
Tucker, Shelby	University Medical Center	CVU	Staff	Rehire		Staff Nurse		\$31.59	09/14/2020
Tushek-Dearmond, Lisa	University Medical Center	4AB GU/Nephrology/Med-Surg	Staff	New Hire		Staff Nurse		\$59,136.48	09/14/2020
Vandeputte, Donald W.	Business College Of	IOTM	Faculty	New Hire		Part Time Instructor		\$3,000.00	08/17/2020
Walker, Leslie J.	University Medical Center	6AB Surgery - Orthopedics	Staff	New Hire		Patient Care Technician		\$29,016.00	08/24/2020
Washington, Tonya A.	University Medical Center	Nursing Pool	Staff	New Hire		Staff Nurse		\$59,136.48	09/28/2020
Williams, Myracal	University Medical Center	Family Practice	Staff	New Hire		Medical Assistant		\$32,822.40	09/28/2020
Wisner, Alexander S.	Pharmacy College of	Ctr For Drug Design	Staff	New Hire		Postdoctoral Scholar		\$40,000.00	09/03/2020
Wozniak, Lauren A.	University Medical Center	OPS-PACU	Staff	New Hire		Nursing Assistant		\$15.06	08/17/2020
Wydick, Abigail J.	University Medical Center	Kobacker-I/P Nursing Unit	Staff	Rehire		Nursing Assistant		\$15.06	08/17/2020
Yadav, Kunal	College of Medicine	Urology	Faculty	New Hire		Assistant Professor		\$30,000.00	10/01/2020
Zilke, Katelyn M.	University Medical Center	Nursing Pool	Staff	New Hire		Nursing Assistant		\$49,000.00	09/28/2020

Title & Compensation Changes

<u>Name - Last, First, MI</u>	<u>College or Administration</u>	<u>Department</u>	<u>Faculty or Staff</u>	<u>Description</u>	<u>Previous Position</u>	<u>New Position</u>	<u>Old Rate/Annual Comp</u>	<u>New Rate/Annual Comp</u>	<u>Effective Date</u>
Abrass, Brandon T.	University Medical Center	Lab-Evening and Overnight	Staff	Promotion	Supv Hematology/Coagulation	Manager Core Lab	\$75,587.20	\$80,534.36	10/04/2020
Achter, Ross A.	Athletics	Athletic-Market & Promotn	Staff	Return from Vol Reduction	Asst Dir of Creative Services	Asst Dir of Creative Services	\$42,132.64	\$46,814.00	10/17/2020
Agostino, Gabriella C.	Athletics	Swimming-Women	Staff	Return from Vol Reduction	Assistant Coach, Diving	Assistant Coach, Diving	\$35,700.00	\$35,700.00	10/13/2020
Alkhathlan, Mujahed	College of Medicine	Resid Prgm-Medicine	Staff	Promotion	Resident	Resident	\$57,565.00	\$59,530.00	08/15/2020

Allen, Tyree L.	University Medical Center	Operating Room	Staff	FTE	Surgical Technician	Surgical Technician	\$22,776.00	\$40,996.80	10/19/2020
Andrews, Kelly E.	Athletics	Athletics Admin	Staff	Return from Vol Reduction	Sr. Assoc Athletics Direct/SWA	Sr. Assoc Athletics Direct/SWA	\$132,600.00	\$132,600.00	10/13/2020
Andy, Divya	Pharmacy College of	Pharm-Med/Bio Chem	Staff	FTE	Postdoctoral Fellow	Post Doc FT Fellow	\$28,456.00	\$35,000.00	10/01/2020
Banks, Whitney L.	University Medical Center	Sterile Processing	Staff	FTE	Hospital Aide	Hospital Aide	\$32,864.00	\$16,432.00	10/25/2020
Barchick, Jacqueline M.	Division of Marketing	University Marketing	Staff	Recall (FTE)	Computer Graphics Design	Computer Graphics Design	\$49,233.60	\$49,233.60	09/01/2020
Batch, Alyssa A.	Division of Marketing	University Marketing	Staff	Recall (FTE)	Computer Graphics Design	Computer Graphics Design	\$44,803.20	\$44,803.20	09/01/2020
Bauer, Christopher	Div of Tech & Adv Solutions-DTAS	IT Personnel	Staff	Promotion	Senior Network Architect	Manager Network Operations	\$111,311.31	\$120,000.00	10/01/2020
Baum, Caitlin	College of Medicine	Pathology	Faculty	Job Title	Molecular Research Scientist	0.5 Instructor 0.5 Molecular Path Specialist	\$45,900.00	\$30,000.00 \$27,497.60	09/21/2020
Beavers, Jessica K.	Athletics	Special Events	Staff	Return from Vol Reduction	Events Manager	Events Manager	\$38,500.00	\$38,500.00	10/27/2020
Bechaz, Scott E.	Research & Sponsored Programs MC	Dept of Lab Animal Resources	Staff	Return from Vol Reduction	Associate Director DLAR	Associate Director DLAR	\$79,561.40	\$88,401.55	10/24/2020
Bell, Candice D.	University Medical Center	Registration	Staff	Demotion	Medical Assistant	Lead Patient Registration Spec	\$37,481.60	\$39,145.60	08/24/2020
Betori, Vincent J.	Public Safety	University Police	Staff	Recall	Univ Law Enforcement Officer	Univ Law Enforcement Officer	\$51,604.80	\$51,292.80	10/26/2020
Bettinger, Pamela A.	University Medical Center	Registration	Staff	Promotion	Account Clerk 3	Advanced Outpatient Presvc Spe	\$42,203.20	\$45,656.00	09/08/2020
Brazeau, Wendy M.	University Medical Center	Food And Nutritional Svcs	Staff	Demotion	Custodial Worker	Food Service Worker	\$26,312.00	\$12,979.20	10/19/2020
Brown, Kathleen C.	University Medical Center	6CD Detox	Staff	FTE	Staff Nurse	Staff Nurse	\$59,136.48	\$39,424.32	10/25/2020
Buck, Lynnette M.	University Medical Center	Outcome Management	Staff	Job Title	Lead Nurse	Resource Utilization Coor	\$63,180.00	\$63,180.00	09/28/2020
Burkey, Mercedes	University Medical Center	Registration	Staff	FTE	Medical Assistant	ED Regisitation Specialist	\$32,822.40	\$16,057.60	10/22/2020
Byrd, Heather M.	University Medical Center	Lab-Microbiology	Staff	Salary or Rate	Lab Supvr Technol	Lab Supvr Technol	\$73,486.90	\$77,087.76	09/27/2020
Campbell, Jeffrey	University Medical Center	Perfusion	Staff	FTE	Lead Perfusionist	Staff Perfusionist	\$148,566.81	\$69.03	10/01/2020
Campos, Elizabeth	University Medical Center	6AB Surgery - Orthopedics	Staff	Demotion	Lead Nurse	Staff Nurse	\$59,136.48	\$59,136.48	09/16/2020

Cancic Frey, Marci R.	University Medical Center	Rehab Psychology Svcs	Staff	Salary or Rate	Director, Therapy Services	Adm Dir Pain and Rehabilitatio	\$101,459.40	\$106,822.91	08/30/2020
Carter, Ebony M.	Research & Sponsored Programs MC	Incubation	Staff	Return from Vol Reduction	Finance & Outreach Analyst	Finance & Outreach Analyst	\$46,800.00	\$52,000.00	10/24/2020
Cashmer, Rebekah K.	Athletics	Athletics-Developmt	Staff	Change in Hours Vol Reduction	Athletic Development Associate	Athletic Development Associate	\$43,000.00	\$43,000.00	10/26/2020
Chapman, Lorri A.	University Medical Center	Main Campus Medical Center - MCMC	Staff	FTE	Lead Medical Assistant (9 month)	Lead Medical Assistant (9 month)	\$31,083.36	\$25.23	10/05/2020
Cole, Kimberly A.	University Medical Center	Clinic Providers	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$100,086.00	\$110,086.00	09/01/2020
Compura, Maureen K.	Provost-Academic Affairs	Registrar	Staff	Salary or Rate	Advisor/Analyst	Advisor/Analyst	\$29,369.60	\$29,818.88	08/31/2020
Cork, Alyvia B.	University Medical Center	Food And Nutritional Svcs	Staff	FTE	Food Service Worker	Cook 1	\$20,369.23	\$14,508.00	09/27/2020
Croy, Julie A.	Engineering College	Dean-Engineering	Staff	FTE	Asst Dir of Dept Student Svcs	Asst Dir of Dept Student Svcs	\$24,729.07	\$37,093.68	10/19/2020
Cullum, Christopher M.	Athletics	Athletic-Sports Informatn	Staff	Return from Vol Reduction	Asst Ath Communications Dir	Asst Ath Communications Dir	\$39,758.91	\$39,758.91	10/13/2020
Dandino-Abbott, Denise	University Medical Center	Quality Management	Staff	Salary or Rate	Quality Mgmt Analyst-Clinical	Quality Mgmt Analyst-Clinical	\$68,475.59	\$75,323.15	08/16/2020
Davis, Tiarra	University Medical Center	Heart and Vascular Center	Staff	Promotion	Clinic Supervisor	Clinic Manager 2	\$40,800.00	\$56,400.00	08/26/2020
Deason, Giorgina J.	University Medical Center	3D Medical Intensive Care	Staff	FTE	Staff Nurse	Staff Nurse	\$59,136.48	\$31.59	10/06/2020
DeBenedictis, Brian	Athletics	Basketball - Women	Staff	Return from Vol Reduction	Dir Player Devmt&Comm Engagemt	Dir Player Devmt&Comm Engagemt	\$57,783.00	\$57,783.00	10/13/2020
DeBruyne, Robin	Natural Sci & Math College	Environmental Sciences	Staff	Salary or Rate	Research Assistant Professor	Research Assistant Professor	\$61,200.00	\$63,036.00	09/15/2020
Dietz, Meagan E.	Athletics	Athletic-Market & Promotn	Staff	Return from Vol Reduction	Athletic Video OperationsCoord	Athletic Video OperationsCoord	\$35,570.00	\$35,570.00	10/13/2020
Dittman, Joshua M.	Athletics	Athletics-Developmt	Staff	Return from Vol Reduction	Interim Assoc Ath Dir of Devel	Interim Assoc Ath Dir of Devel	\$74,357.95	\$82,620.00	10/17/2020
Dlugoleski, Jodi R.	University Medical Center	OP-Clinic-Surgery	Staff	Reclassification	Medical Assistant	Lead Medical Assistant	\$37,481.60	\$37,460.80	08/30/2020
Doe, LeeAnn	University Medical Center	CVU	Staff	Job Title	Resource Utilization Coor	Staff Nurse	\$63,180.00	\$63,180.00	10/05/2020
Dougherty, Mathew P.	Facilities & Construc Mgmt.	MC Building Services	Staff	Recall	Custodial Worker 9/10mo	Custodial Worker 9/10mo	\$13.31	\$13.31	09/19/2020
Douglass, Jorden M.	University Medical Center	Lab-Central Office	Staff	Promotion	Patient Registration Spec	Lab Tech I	\$16,068.00	\$17,888.00	09/28/2020

Dubose, Lori L.	Tri-College Services	Educ, Health & Human Srv-Stud Serv.	Staff	Change in Hours Vol Reduction	Academic Advisor	Academic Advisor	\$42,306.30	\$38,075.78	10/10/2020
Durham, Alisha H.	Student Affairs MC	Upward Bound	Staff	Salary or Rate	Associate Director	Associate Director	\$57,680.00	\$59,410.00	09/01/2020
Dussel, Kelsey	University Medical Center	6AB Surgery - Orthopedics	Staff	FTE	Lead Nurse	Staff Nurse	\$39,424.32	\$31.59	09/14/2020
Easton, Steven	Athletics	Athletic-Sports Informatn	Staff	Return from Vol Reduction	Assoc. Director	Assoc. Director	\$57,976.17	\$57,976.17	10/13/2020
Eckert, Jeanette E.	Research & Sponsored Programs MC	Office of Research Compliance	Staff	Return from Vol Reduction	Assoc Compliance Analyst IRB	Assoc Compliance Analyst IRB	\$47,736.00	\$53,040.00	10/24/2020
Edmond, Frederick D.	Facilities & Construc Mgmt.	MC Building Services	Staff	Recall	Custodial Worker	Custodial Worker	\$19,510.40	\$19,583.20	08/18/2020
Eggleston, Monica A.	University Medical Center	6AB Surgery - Orthopedics	Staff	Promotion	Staff Nurse	Lead Nurse	\$59,136.48	\$59,136.48	09/24/2020
Emmick, Linda C.	Facilities & Construc Mgmt.	MC Building Services	Staff	Recall	Custodial Worker	Custodial Worker	\$14,830.40	\$14,830.40	08/18/2020
English, Eva M.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Return from Vol Reduction	Mgr of Proposal Development	Mgr of Proposal Development	\$60,512.64	\$67,236.36	10/10/2020
Ether, Talisha R.	University Medical Center	Registration	Staff	Promotion	Basic Outpatient Presvc Spec	Advanced Outpatient Presvc Spe	\$39,312.00	\$41,558.40	09/08/2020
Ethridge, Madison A.	University Medical Center	Registration	Staff	FTE	Patient Registration Spec	Patient Registration Spec	\$32,136.00	\$16,057.60	10/11/2020
Ferguson, Marcie L.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Return from Vol Reduction	Special Projects Manager	Special Projects Manager	\$52,942.73	\$58,825.29	10/24/2020
Ferrell, Kristen M.	Tri-College Services	Educ, Health & Human Srv-Stud Serv.	Staff	Change in Hours Vol Reduction	Academic Advisor	Academic Advisor	\$43,055.02	\$38,749.46	10/10/2020
Foster, Tanya R.	University Medical Center	Registration	Staff	FTE	Patient Registration Spec	Patient Registration Spec	\$35,276.80	\$17,628.00	08/30/2020
Francis, Richard A.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Return from Vol Reduction	Dir, Research Advan & InfoSyst	Dir, Research Advan & InfoSyst	\$92,868.28	\$103,187.07	10/24/2020
Franklin, Lynn A.	University Medical Center	Family Practice	Staff	Salary or Rate	Clinic Supervisor	Clinic Supervisor	\$40,000.00	\$41,960.00	10/11/2020
Frazier, Nancy L.	Athletics	Football	Staff	Recall	Secretary 2	Secretary 2	\$51,688.00	\$51,688.00	10/17/2020
Gayer, Denise L.	General Coun & Legal Servc	Office Of Legal Affairs	Staff	Salary or Rate	Policy Coordinator	Policy Coordinator	\$26,766.66	\$26,780.00	09/05/2020
Genide, Brian M.	Research & Sponsored Programs MC	Incubation	Staff	Return from Vol Reduction	Dir Incubation & Venture Devel	Dir Incubation & Venture Devel	\$73,439.96	\$81,600.00	10/24/2020
Ghioroie Panait, Adrian	Athletics	Track & CC - Women	Staff	Return from Vol Reduction	Assoc Head Track & Field Coach	Assoc Head Track & Field Coach	\$49,810.00	\$49,810.00	10/13/2020

Gianopoulos, Chris G.	Natural Sci & Math College	Chemistry	Staff	Promotion	Seasonal Employee - Pooled	Post Doc	\$20.00	\$50,000.00	08/12/2020
Giovannucci, David	College of Medicine	Medical Education	Faculty	Job Title	Professor & Director, Neurosciences Graduate Program	Professor, Director, Neurosciences Graduate Program & Chair	\$167,687.00	\$227,687.00	11/01/2020
Globig, Brianne R.	Athletics	Swimming-Women	Staff	Return from Vol Reduction	Head Coach Women Swim & Diving	Head Coach Women Swim & Diving	\$68,000.00	\$68,000.00	10/13/2020
Grant, Brenda S.	Provost-Academic Affairs	Provost Office	Staff	Change in Hours Vol Reduction	Assoc VP for Acad Fin & Plang	Assoc VP for Acad Fin & Plang	\$148,583.69	\$133,725.38	09/12/2020
Grether, Sultana M.	Engineering College	Dean-Engineering	Staff	FTE	Finance Administrator	Finance Administrator	\$51,479.40	\$26,512.00	10/01/2020
Grove, Andrea	Athletics	Track & CC - Women	Staff	Change in Hours Vol Reduction	Director Cross Country/Track	Director Cross Country/Track	\$80,000.00	\$71,999.93	09/26/2020
Hackney, Vivian H.	University Medical Center	Dana Infusion Center	Staff	FTE	Staff Nurse	Staff Nurse	\$6,570.72	\$32,853.60	08/31/2020
Hallauer, Laura L.	AVP for Finance	Controller	Staff	Equity Increase	Director of Grants Accounting	Director of Grants Accounting	\$88,000.00	\$95,000.00	09/26/2020
Haque, Syed K.	Research & Sponsored Programs MC	Technology Transfer	Staff	Return from Vol Reduction	Patent Technology Assoc	Patent Technology Assoc	\$76,193.91	\$84,660.00	10/24/2020
Hasan, Bassam	Business College Of	IOTM	Faculty	Job Title	Associate Professor	Assoc Prof & Interim ViceChair	\$133,341.91	\$133,341.91	08/18/2020
Helgren, Paul	Athletics	Athletic-Sports Informatn	Staff	Return from Vol Reduction	Assoc. Athletic Director	Assoc. Athletic Director	\$72,916.83	\$72,916.83	10/24/2020
Hinders, Brantley M.	University Medical Center	OP-Clinic-Orthopedic	Staff	Promotion	Staff Nurse	RN Case Manager Orthopaedic	\$65,707.20	\$68,927.00	09/08/2020
Hoagland, Matthew E.	Facilities & Construc Mgmt.	MC Building Services	Staff	Recall	Custodial Worker	Custodial Worker	\$19,510.40	\$19,510.40	08/18/2020
Hogrefe, Monica L.	University Medical Center	Main Campus Pharmacy	Staff	Promotion	Outpatient Clinical Pharmacist	Manager, Outpatient Pharmacy	\$119,928.26	\$122,400.00	10/02/2020
Hong, Paul	Business College Of	IOTM	Faculty	Salary and Title	Professor	Professor & Interim Chair IOTM	\$124,107.54	\$137,897.27	08/17/2020
Hontz, Michael R.	Engineering College	Electrical Engineering	Staff	Salary or Rate	Seasonal Employee Hourly	Seasonal Employee Hourly	\$20.00	\$21.00	09/01/2020
Hull, Angela	University Medical Center	Dana Infusion Center	Staff	FTE	Staff Nurse	Staff Nurse	\$32,853.60	\$65,707.20	08/16/2020
Ingram, Justin D.	Athletics	Basketball - Men	Staff	Return from Vol Reduction	Assistant Coach, Men's BB	Assistant Coach, Men's BB	\$110,000.00	\$110,000.00	10/10/2020
Izzi, Anne M.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Return from Vol Reduction	Dir of Spons. Programs	Dir of Spons. Programs	\$97,311.70	\$108,124.00	10/10/2020
James, Elysia	College of Medicine	Neurology	Faculty	Job Title	Assistant Professor	Assistant Professor & Director, Advance Clinical Care 2 Course	\$30,000.00	\$40,000.00	10/26/2020

Johnson, Angelica M.	Student Affairs MC	Upward Bound	Staff	Salary or Rate	Academic Advisor	Academic Advisor	\$41,000.00	\$42,230.00	09/01/2020
Jones, Brian J.	Athletics	Training Room	Staff	Return from Vol Reduction	Assoc AD Sports Med/HC Admin	Assoc AD Sports Med/HC Admin	\$83,534.42	\$83,534.42	10/10/2020
Joseph, Elaine	Research & Sponsored Programs MC	Office of Research Compliance	Staff	Return from Vol Reduction	Proj Admin, IACUC/IBC/IRE	Proj Admin, IACUC/IBC/IRE	\$58,949.98	\$65,500.00	10/24/2020
Keith, Kristen K.	College of Arts & Letters	Economics	Faculty	Salary and Title	Chief of Admin for Fin Ad/Fac Assoc	Interim Chair and Professor	\$145,682.20	\$138,130.67	08/17/2020
Kersting, Hannah	University Medical Center	Rehab Psychology Svcs	Staff	Salary or Rate	Neuropsychology Fellow	Neuropsychology Fellow	\$39,000.00	\$41,000.00	09/01/2020
Kindig, Terry L.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Return from Vol Reduction	Grant Writer	Grant Writer	\$36,400.00	\$41,600.00	10/10/2020
King, Christine	University Medical Center	4AB GU/Nephrology/Med-Surg	Staff	FTE	Staff Nurse	Staff Nurse	\$59,136.48	\$31.59	10/19/2020
King, Nicole R.	Natural Sci & Math College	Environmental Sciences	Staff	Salary or Rate	Lab & Field Technician	Lab & Field Technician	\$48,181.13	\$50,111.00	09/12/2020
Kulakowski, Kendall J.	University Medical Center	CVU	Staff	FTE	Staff Nurse	Staff Nurse	\$59,136.48	\$39,424.32	10/25/2020
Kulkarni, Keyur M.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Return from Vol Reduction	Research Systems Analyst	Research Systems Analyst	\$40,840.25	\$45,378.00	10/24/2020
Kurth, Ashley M.	Research & Sponsored Programs MC	Dept of Lab Animal Resources	Staff	Return from Vol Reduction	Lab Animal Supervisor	Lab Animal Supervisor	\$40,802.34	\$45,335.94	10/24/2020
Kusina, Jeanne M.	College of Arts & Letters	Women and Gender Studies	Faculty	Job Title	Associate Lecturer	Distinguished Univ Lecturer	\$53,044.79	\$53,044.79	09/02/2020
Kwapich, Dallas A.	Public Safety	University Police	Staff	Recall	Univ Law Enforcement Officer	Univ. Law Enforcement Officer	\$54,288.00	\$53,976.00	10/26/2020
Kynard, Regina L.	Tri-College Services	Educ, Health & Human Srv-Stud Serv.	Staff	Change in Hours Vol Reduction	Academic Advisor	Academic Advisor	\$42,982.78	\$38,684.41	10/10/2020
Lakia, Deloris	Adult, Family and Population Health	College of Nursing	Faculty	Job Title	Assistant Professor	Professor Emerita	\$84,948.17	\$0.00	12/14/2020
Lamley, Jennifer K.	University Medical Center	Medical Dir Office	Staff	Salary and Title	Credentialing Specialist	Medical Staff Credentialing Sp	\$50,356.80	\$51,875.20	08/10/2020
Langenderfer, Jackson J.	Athletics	Equipment Room	Staff	Recall	Asst Equip Mgr - Scott Park	Asst Equip Mgr - Scott Park	\$31,595.20	\$31,595.20	10/10/2020
Lauf, Jordan M.	Athletics	Athletics-Developmt	Staff	Return from Vol Reduction	Dir Men's BB Oper/HS&PastPlyrs	Dir Men's BB Oper/HS&PastPlyrs	\$48,903.66	\$54,337.44	10/17/2020
Lederer, Nicole E.	Research & Sponsored Programs MC	Office of Research Compliance	Staff	Return from Vol Reduction	Assoc Compliance Analyst IRB	Assoc Compliance Analyst IRB	\$44,982.05	\$49,980.00	10/24/2020
Lewin, Alexandra F.	Student Affairs MC	Student Activities Admin	Staff	Natural Progression	Coord, Stud Cond & Comm Stnds	Dir Stud Conduct & Comm Standard	\$50,000.00	\$64,000.00	09/08/2020

Li, Xiaohong	College of Medicine	Cancer Biology	Faculty	Job Title	Associate Professor	Associate Professor & Cancer Biology Track Director	\$125,000.00	\$128,000.00	08/01/2020
Liparoto, Mychal	University Medical Center	Respiratory Care	Staff	Demotion	Resp Care Supervisor	Resp Care Practitioner Adv	\$61,068.80	\$46,107.36	09/02/2020
Lockett, Sara J.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Return from Vol Reduction	Contract & Compl Rev Splst	Contract & Compl Rev Splst	\$62,997.24	\$69,997.00	10/10/2020
Lopez, Ann M.	College of Arts & Letters	Dean - CAL	Staff	Return from Vol Reduction	Business Manager	Business Manager	\$63,510.82	\$63,510.82	10/12/2020
Lugo, Rebecca	Athletics	Athletics Admin	Staff	Change in Hours Vol Reduction	Executive Assistant 2	Executive Assistant 2	\$60,483.04	\$60,483.04	10/23/2020
MacNevin, Sandra A.	Provost-Academic Affairs	Provost Office	Staff	FTE	Chf Comm Off/Spec Asst Provost	Chf Comm Off/Spec Asst Provost	\$82,824.00	\$41,412.00	10/05/2020
Mahaseth, Lalita	College of Medicine	Resid Prgm-Pediatrics	Staff	Promotion	Resident	Resident	\$55,620.00	\$57,565.00	09/01/2020
Martinez, Ruth	University Medical Center	Family Practice	Staff	FTE	Medical Assistant	Medical Assistant	\$32,934.72	\$18.01	09/14/2020
Massey, Jeffrey E.	Athletics	Basketball - Men	Staff	Return from Vol Reduction	Assoc. Mens Basketball Coach	Assoc. Mens Basketball Coach	\$114,000.00	\$114,000.00	10/10/2020
Masters, Andrea N.	Human Resources	Comm Wellness & Health Prog	Staff	Job Title	Assistant Director	Employee Wellness Consultant	\$68,115.24	\$68,115.24	08/15/2020
Matz, Debra A.	University Medical Center	Environmental Services	Staff	FTE	Custodial Worker	Custodial Worker	\$24,564.80	\$12,282.40	09/14/2020
McCluskey, Sandra	College of Medicine	Psychiatry	Faculty	Job Title	Assistant Professor	Assistant Professor & Associate Director of Student Mental Health Services	\$35,525.00	\$35,525.00	10/06/2020
McDaniel, Traci L.	University Medical Center	Univ Medical Center Admin	Staff	Promotion	Executive Assistant 1	Executive Assistant 2	\$54,749.70	\$58,033.00	08/30/2020
McLaughlin, Ellen M.	College of Medicine	Neurology	Staff	Salary or Rate	Assistant to the Chair	Assistant to the Chair	\$40,892.50	\$42,733.00	10/11/2020
Mickens, Sheryl	University Medical Center	4AB GU/Nephrology/Med-Surg	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$30,087.20	\$39,424.32	09/28/2020
Mierziak, Sara M.	College of Arts & Letters	Geography	Staff	Promotion	seasonal employee hourly	Research Assistant	\$20.20	\$41,600.00	10/05/2020
Minnear, Angela	University Medical Center	Pharmacy	Staff	FTE	Certified Pharmacy Technician	Certified Pharmacy Technician	\$19,718.40	\$18.95	09/07/2020
Minor, Paula A.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Return from Vol Reduction	Post Award Res Admin Analyst	Post Award Res Admin Analyst	\$46,818.01	\$52,020.00	10/10/2020
Mohan Raj, Lokeshwar Raj	Research & Sponsored Programs MC	Technology Transfer	Staff	Return from Vol Reduction	Licensing Assoc	Licensing Assoc	\$62,550.07	\$69,500.00	10/24/2020
Mooi, Danelle L.	University Medical Center	Univ Medical Center Admin	Staff	Salary or Rate	Executive Assistant 2	Executive Assistant 2	\$60,118.27	\$63,117.00	08/30/2020

Mooi, Giselle L.	College of Medicine	Medicine	Staff	Promotion	Secretary 1	Clerkship & Fellowship Coord	\$16,608.80	\$39,561.60	10/05/2020
Moore, Pamela J.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Return from Vol Reduction	Sr. Business Manager	Sr. Business Manager	\$70,232.29	\$78,035.85	10/24/2020
Mortland, Karen M.	Nursing College of	College of Nursing Instruction	Faculty	Job Title	Dir LRC & IPE/Instructor	Instructor	\$79,008.98	\$79,008.98	10/09/2020
Mullens, Robert L.	University Medical Center	Emergency Dept.	Staff	Promotion	Staff Nurse	Lead Nurse	\$59,136.48	\$59,136.48	09/13/2020
Musallam, Kristin E.	University Medical Center	Registration	Staff	Promotion	Basic Outpatient Presvc Spec	Lead Basic O/P Presvc Spec	\$36,358.40	\$36,337.60	08/24/2020
Musarra, Michelle L.	VP Enrollment Mgmt	Rocket Solution Central	Staff	Recall (FTE)	Direct Service Provider	Direct Service Provider	\$43,680.00	\$43,680.00	08/17/2020
Norrils, Vita R.	Engineering College	Chem/Envior Engr	Staff	Recall	Secretary 1	Secretary 1	\$38,504.96	\$48,131.20	09/21/2020
Norris, Brandon A.	Athletics	Equipment Room	Staff	Return from Vol Reduction	Head Equip Mgr, Athletics	Head Equip Mgr, Athletics	\$52,530.00	\$52,530.00	10/13/2020
Nottke, David	Athletics	Athletics-Developmt	Staff	Salary or Rate	Dep Dir Ath/Campaign Dir	Dep Dir Ath/Campaign Dir	\$217,900.00	\$203,110.38	09/26/2020
Offutt, Walter	Athletics	Basketball - Men	Staff	Change in Hours Vol Reduction	Asst Men's Basketball Coach	Asst Men's Basketball Coach	\$110,000.00	\$99,000.02	09/26/2020
Olivarez Jr, Jose	Athletics	Athletics Admin	Staff	Recall	Admin. Assistant 2	Admin. Assistant 2	\$65,478.40	\$65,478.40	10/10/2020
Oliver, Jason E.	Athletics	Volleyball-Women	Staff	Return from Vol Reduction	Head Volleyball Coach	Head Volleyball Coach	\$86,700.00	\$86,700.00	10/13/2020
Ortega Concepcion, Johany W.	Facilities & Construc Mgmt.	MC Building Services	Staff	Recall	Custodial Worker	Custodial Worker	\$13,842.40	\$13,842.40	08/18/2020
Padowski, Jeannie	College of Medicine	Medical Education	Faculty	Job Title	Assistant Professor & Senior Research Compliance Consultant	Assistant Professor & Senior Research Compliance Consultant	\$105,000.00	\$107,100.00	07/01/2020
Page, Danielle	Athletics	Basketball - Women	Staff	Salary or Rate	Asst Coach, Womens Basketball	Asst Coach, Womens Basketball	\$68,000.00	\$70,500.00	10/01/2020
Pannell, Katy R.	Human Resources	Human Resources	Staff	Job Title	Mgr of Benefits Administration	Int Dir, Benefits & Wellness	\$77,000.00	\$77,000.00	09/04/2020
Patterson, Asia A.	University Medical Center	Registration	Staff	Job Title	ED Registration Specialist	Basic Outpatient Presvc Spec	\$32,115.20	\$32,115.20	08/30/2020
Peiris, Welikalage	University Medical Center	5CD Surgery-Neurosciences	Staff	FTE	Staff Nurse	Staff Nurse	\$59,136.48	\$39,424.32	08/22/2020
Pettaway, Destinee B.	Facilities & Construc Mgmt.	MC Building Services	Staff	Recall	Custodial Worker	Custodial Worker	\$14,081.60	\$14,081.60	08/17/2020
Pierson, Bradley M.	Athletics	Training Room	Staff	Return from Vol Reduction	Assoc Head Ath Trnr-AsstDir SM	Assoc Head Ath Trnr-AsstDir SM	\$56,854.70	\$56,854.70	10/13/2020

Pillai, Mahesh R.	Research & Sponsored Programs MC	Office of Research Compliance	Staff	Return from Vol Reduction	Assoc Compliance Analyst IRB	Assoc Compliance Analyst IRB	\$44,100.11	\$49,000.00	10/24/2020
Pollard, Katherine A.	Research & Sponsored Programs MC	Technology Transfer	Staff	Return from Vol Reduction	Licensing Assoc	Licensing Assoc	\$65,714.92	\$73,016.70	10/24/2020
Potts, Karen L.	University Medical Center	Telemetry	Staff	FTE	Monitor Technician	Monitor Technician	\$20,082.40	\$20,082.40	09/28/2020
Prater, Erin M.	University Medical Center	Outcome Management	Staff	Job Title	Lead Nurse	Resource Utilization Coor	\$59,136.48	\$59,136.48	09/28/2020
Prentiss, Sarah L.	University Medical Center	Kobacker-I/P Nursing Unit	Staff	FTE	Staff Nurse	Staff Nurse	\$35,418.24	\$53,127.36	08/16/2020
Pyle, Shana A.	Judith Herb College of Educ	Early Childhood Education	Staff	FTE	Project Manager	Project Manager	\$37,927.00	\$32,180.48	10/01/2020
Rafe, Gary E.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Return from Vol Reduction	Compliance Analyst Export Ctr	Compliance Analyst Export Ctr	\$59,399.96	\$66,000.00	10/24/2020
Rahal, Kelly	University Medical Center	Endoscopy Suite	Staff	FTE	Staff Nurse	Staff Nurse	\$67,891.20	\$33,945.60	10/11/2020
Raman, Dayanidhi	College of Medicine	Cancer Biology	Faculty	Job Title	Assistant Professor & Cancer Biology Track Director	Assistant Professor	\$98,050.00	\$95,049.67	08/01/2020
Rasor, Shauna L.	University Medical Center	Acute Physical Therapy	Staff	FTE	Lab Sr Tech	Phys Ther Asst Lic I	\$31.96	\$19.79	09/28/2020
Renner, Tamara S.	University Medical Center	Endoscopy Suite	Staff	Job Title	Staff Nurse	Triage Nurse	\$65,707.20	\$65,707.20	10/11/2020
Richardson, Alaska J.	Provost-Academic Affairs	Academic Athletic Advising	Staff	Promotion	Seasonal Employee - Pooled	Interim Lrng Spec/TutoringCoor	\$12.50	\$40,000.00	09/08/2020
Rodriguez, Kimberly A.	University Medical Center	Operating Room	Staff	FTE	Surgical Technician	Surgical Technician	\$49,712.00	\$23.90	09/01/2020
Roscoe, Shahkea M.	University Medical Center	Family Practice	Staff	FTE	Medical Assistant 9/10mo	Medical Assistant	\$13,453.44	\$33,592.00	09/14/2020
Russell, Nikki	College of Medicine	Dean Medical College	Staff	Salary or Rate	Dir. of Admin. Operations	Dir. of Admin. Operations	\$92,316.52	\$95,086.02	09/01/2020
Santus, Jeremy M.	Div of Tech & Adv Solutions-DTAS	JT Personnel	Staff	Promotion	Manager Desktop Support	Manager Unified Communications	\$79,469.63	\$88,000.00	10/01/2020
Schall, Constance A.	Research & Sponsored Programs MC	Research & Sponsored Programs	Faculty	Return from Vol Reduction	Assoc VP for Research	Assoc VP for Research	\$133,422.35	\$148,246.98	10/24/2020
Schmitt, Candice M.	University Medical Center	Senior Behavioral Health	Staff	Salary and Title	Family Therapist	Assessment Coordinator	\$64,937.60	\$64,984.00	10/26/2020
Schneider, Barbara J.	Provost-Academic Affairs	VP - Acad Program Development	Faculty	Job Title	Prof/AVP Fac Devl Assess Aecrd	Professor	\$180,132.05	\$180,132.05	09/10/2020
Schonger-Cherry, Carrie L.	Athletics	Athletics Admin	Staff	Return from Vol Reduction	Bus Admin/Dir Ops-Olympic Sprt	Bus Admin/Dir Ops-Olympic Sprt	\$47,276.89	\$52,530.00	10/17/2020

Schwartz, Jeanne M.	Facilities & Construc Mgmt.	MC Building Services	Staff	Recall	Custodial Worker	Custodial Worker	\$28,267.20	\$28,267.20	08/17/2020
Sexton, Martha	Nursing College of	Dean College of Nursing	Faculty	Job Title	AssocDeanAcadAffairs/Professor	AssocDeanAcadAffrs/Prof/IntDir	\$143,622.50	\$143,622.50	08/17/2020
Shaw, Arianne M.	University Medical Center	Sterile Processing	Staff	FTE	Surgical Technician	Surgical Technician	\$24,856.00	\$49,712.00	10/25/2020
Shaw, Julia K.	Athletics	Athletics-Developmt	Staff	Return from Vol Reduction	Assoc Dir Athletic Development	Assoc Dir Athletic Development	\$58,140.00	\$58,140.00	10/13/2020
Sherman, Teaira L.	University Medical Center	Registration	Staff	Job Title	Basic Outpatient Presvc Spec	ED Registration Specialist	\$33,196.80	\$33,196.80	09/28/2020
Shih, Chia-Hao	College of Medicine	Emergency Medicine	Faculty	Job Title	Postdoc	Research Assistant Professor	\$44,000.00	\$55,000.00	10/12/2020
Sieja, Cassandra M.	University Medical Center	Food And Nutritional Svcs	Staff	FTE	Food Service Worker	Food Service Worker	\$15,661.36	\$28,475.20	09/27/2020
Simmons, Kyla S.	Public Safety	University Police	Staff	Recall	Univ Law Enforcement Officer	Univ Law Enforcement Officer	\$51,292.80	\$51,292.80	10/26/2020
Simpson, Adam C.	Athletics	Athletic-Market & Promotn	Staff	Return from Vol Reduction	Coord Mrkg Sales/FanExperience	Coord Mrkg Sales/FanExperience	\$36,720.00	\$36,720.00	10/27/2020
Skeel, Roland	College of Medicine	Medicine	Faculty	Job Title	Professor	Professor & Interim Division Chief of Hematology/Oncology	\$89,552.05	\$99,552.05	10/18/2020
Smith, Brandey M.	Facilities & Construc Mgmt.	Distribution Services	Staff	Promotion	Food Service Worker	Delivery Worker I	\$29,827.20	\$30,763.20	10/19/2020
Smith, Cody J.	Athletics	Athletic-Market & Promotn	Staff	Return from Vol Reduction	Athletic Video Producer Coord	Athletic Video Producer Coord	\$35,570.00	\$35,570.00	10/13/2020
Snider, Stephen J.	Research & Sponsored Programs MC	Technology Transfer	Staff	Return from Vol Reduction	AVP TechTran/Assoc Gen Counsel	AVP TechTran/Assoc Gen Counsel	\$146,131.59	\$162,368.41	10/24/2020
Snipes, Shonia R.	Facilities & Construc Mgmt.	MC Building Services	Staff	Recall	Custodial Worker	Custodial Worker	\$14.26	\$14.26	09/12/2020
Snyder, Brenda K.	Natural Sci & Math College	Environmental Sciences	Staff	Salary or Rate	Sr Research Associate	Sr Research Associate	\$25,979.20	\$26,000.00	10/10/2020
Snyder, Hillary M.	Research & Sponsored Programs MC	Office of Research Compliance	Staff	Return from Vol Reduction	Assoc Dir, Research Compliance	Assoc Dir, Research Compliance	\$64,350.00	\$71,500.00	10/24/2020
Spino, Cherie A.	Division of Marketing	University Marketing	Staff	FTE	Digital Content Manager	Digital Content Manager	\$41,310.00	\$55,080.00	09/01/2020
Spotts, Dorene M.	AVP for Finance	Controller	Staff	Equity Increase	Fiscal Manager	Fiscal Manager	\$79,329.48	\$88,000.00	09/26/2020
Stephens, Mark	Athletics	Basketball - Women	Staff	Salary or Rate	Asst Coach Women's Basketball	Asst Coach Women's Basketball	\$92,000.00	\$94,500.00	10/01/2020
Sturdivant, Staci L.	Tri-College Services	Educ, Health & Human Srv-Stud Serv.	Staff	Change in Hours Vol Reduction	Academic Advisor	Academic Advisor	\$53,514.64	\$48,163.28	10/10/2020

Suliman, Rajab S.	Business College Of	IOTM	Faculty	Salary or Rate	Visiting Instructor	Assistant Lecturer 9 Month	\$62,000.00	\$80,000.00	08/17/2020
Talbert, Stephanie	University Medical Center	Dana Cancer Center	Staff	Demotion	Lead Nurse	Staff Nurse	\$40,734.72	\$62,420.80	09/22/2020
Tawfik, Reem	College of Medicine	Family Medicine	Faculty	Leave of Absence	Assistant Professor	Assistant Professor	\$86,884.00	\$0.00	01/04/2021
Tessler, Heather M.	Tri-College Services	Educ, Health & Human Srv-Stud Serv.	Staff	Change in Hours Vol Reduction	Director Student Services	Director Student Services	\$67,894.44	\$61,104.89	10/10/2020
Tharpe, Jennifer L.	Business College Of	Dean-Business College	Staff	Promotion	Advisors & Counselors	Dir Adv & Stud Acad Success	\$51,197.14	\$62,197.14	09/28/2020
Tolliver, Brandy L.	University Medical Center	MP Specialty Clinic	Staff	FTE	Medical Assistant	Medical Assistant	\$37,481.60	\$18,730.40	10/19/2020
Trego, Khayla N.	AVP for Finance	Controller	Staff	Promotion	Senior Grants Analyst	Grants Accounting Manager	\$59,500.00	\$68,500.00	09/26/2020
Trimbath, Christopher B.	University Medical Center	Pharmacy	Staff	FTE	Certified Pharmacy Technician	Certified Pharmacy Technician	\$15,774.72	\$19,708.00	09/12/2020
Tuttamore, Janelle A.	University Medical Center	CVU	Staff	Promotion	Staff Nurse	Lead Nurse	\$63,180.00	\$63,180.00	10/25/2020
Ulery, Michelle M.	University Medical Center	Tissue Typing	Staff	FTE	Lab Sr Tech	Lab Sr Tech	\$39,886.08	\$66,476.80	10/12/2020
Valdiviez, Jordan C.	Research & Sponsored Programs MC	Incubation	Staff	Return from Vol Reduction	Operations Manager, Incubation	Operations Manager, Incubation	\$47,749.80	\$53,055.30	10/24/2020
Vannatta, Jamie	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Return from Vol Reduction	Research Systems Developer	Research Systems Developer	\$75,881.28	\$84,312.48	10/24/2020
Venglarcik, Pamela	University Medical Center	Quality Management	Staff	Demotion	UTMC Compliance Officer	Quality Mgmt Analyst-Clinical	\$75,000.00	\$66,115.24	10/12/2020
Walker, Laken A.	VP Enrollment Mgmt	Rocket Solution Central	Staff	Recall (FTE)	Direct Service Provider	Direct Service Provider	\$30,232.80	\$30,232.80	08/17/2020
Walker, Leslie J.	University Medical Center	6AB Surgery - Orthopedics	Staff	FTE	Patient Care Technician	Patient Care Technician	\$29,016.00	\$14,508.00	09/27/2020
Walsh, M. E.	Nursing College of	College of Nursing Instruction	Faculty	Job Title	Interim AssocDean/Dir Honor/	AssocDean/Dir Honors Program	\$120,123.00	\$120,123.00	07/04/2020
Walton, Ashley M.	University Medical Center	4CD Oncology/Hemoc/Med-Surg	Staff	Promotion	Staff Nurse	Lead Nurse	\$59,136.48	\$59,136.48	09/17/2020
Warga, Timothy R.	Athletics	Special Events	Staff	Return from Vol Reduction	Assoc AthleticDir/Ops & Events	Assoc AthleticDir/Ops & Events	\$80,000.00	\$80,000.00	10/24/2020
Wells, Dianne K.	Div of Tech & Adv Solutions-DTAS	IT Personnel	Staff	Degree Awarded Increase	Associate System Admin	Associate System Admin	\$49,011.43	\$50,011.43	08/13/2020
Wexler, Scott P.	Div of Tech & Adv Solutions-DTAS	IT Personnel - Clinical Informatics	Staff	Promotion	Technical Support Admin	Manager Desktop Support	\$45,900.00	\$69,391.20	10/01/2020

White, Donald	Mathematics	Natural Sci & Math College	Faculty	Job Title	Professor	Professor Emeritus	\$128,517.52	\$0.00	12/14/2020
Wilburn, Denise L.	Research & Sponsored Programs MC	Office of Research Compliance	Staff	Return from Vol Reduction	Assoc Compliance Analyst IRB	Assoc Compliance Analyst IRB	\$46,818.01	\$52,020.00	10/24/2020
Williams, Derrick D.	University Medical Center	Environmental Services	Staff	Intradepartmental Transfer	Custodial Worker	Custodial Worker	\$31,678.40	\$31,678.40	09/14/2020
Williams, Heidi L.	University Medical Center	Pharmacy	Staff	Return to Prior Position	Lead Pharmacy Technician	Lead Pharmacy Technician	\$39,436.00	\$39,416.00	08/15/2020
Wilson, Grant A.	Engineering College	Dean-Engineering	Staff	Salary or Rate	Project Director	Project Director	\$63,036.00	\$64,927.00	10/01/2020
Wiskochil, Courtney M.	University Medical Center	Medical Dir Office	Staff	Working Out of Class Start	Lead Medical Staff Cred Spec	Lead Medical Staff Cred Spec	\$49,920.00	\$49,920.00	10/04/2020
Zhou, Guannan	University Medical Center	Lab-Molecular Biology	Staff	Demotion	Postdoctoral Fellow	Molecular Pathology Specialist	\$42,370.00	\$54,995.20	09/01/2020

Separations of Employment

Name - Last, First, MI	College or Administration	Department	Faculty or Staff	Description	Previous Position	Rate/Annual Comp	Effective Date
Ackerman, Andrew	University Medical Center	Nursing Pool	Staff	Resigned to Attend School	Nursing Assistant	\$15.06	08/28/2020
Addo, Kwame	University Medical Center	6CD Detox	Staff	Resignation	Staff Nurse	\$59,136.48	08/12/2020
Albalawy, Rakan	College of Medicine	Resid Prgm-Medicine	Staff	Completed Program	Resident	\$59,530.00	09/30/2020
Allen, Ashley	University Medical Center	Environmental Services	Staff	Resignation	Custodial Worker	\$31,096.00	08/19/2020
Ammons, Diane	University Medical Center	Univ Medical Center Admin	Staff	Retirement w 10+yrs UT service	Assistant to the CEO	\$79,306.50	08/31/2020
Anderson, Angelica	University Medical Center	Registration	Staff	Invol Term-Attend/Punc	Registration Liaison	\$21,652.80	09/11/2020
Anthony, Megan	University Medical Center	OP-Clinic-Psychiatry	Staff	Resigned Moved to New Location	Mental Health Tech	\$19,718.40	10/21/2020
Arnold, Brianna	University Medical Center	Nursing Pool	Staff	Resigned Job Dissatisfaction	Nursing Assistant	\$15.06	09/08/2020
Arnold, Nicki	University Medical Center	Health Info Management	Staff	Job Abolishment	Coder, Outpatient	\$57,574.40	10/12/2020
Arnold, Ronnie	Facilities & Construc Mgmt.	MC Building Services	Staff	Retirement w 10+yrs UT service	Housekeeper	\$40,164.80	08/31/2020
Asea, Alexzander	College of Medicine	Medicine	Faculty	End of Contract/Assignment	Professor	\$140,000.00	09/30/2020

Auger, Pamela	University Medical Center	Registration	Staff	Involuntary Termination	Registration Liaison		\$21,632.00	09/14/2020
Babb, Cortney	University Medical Center	Emergency Dept.	Staff	Resignation	Nursing Assistant		\$15.06	08/16/2020
Bailey, Kyle	University Medical Center	Pharmacy	Staff	Resigned Personal Reasons	Pharmacist 2		\$115,752.00	09/21/2020
Balog, Karen	Engineering College	MIME	Staff	Resignation	Program Manager NASA		\$25.45	08/21/2020
Basu, Asish	College of Medicine	Medicine	Faculty	Failure to Report to Work	Assistant Professor		\$10,508.04	08/31/2020
Beckman, Douglas	Facilities & Construc Mgmt.	MC Building Services	Staff	Retirement w 10+yrs UT service	Custodial Worker		\$39,956.80	08/31/2020
Berger, Adam	University College	eLearning - Class Fee	Staff	Resigned Other Employment	Systems Administrator		\$62,541.23	10/23/2020
Bernicke, John	University Medical Center	Kobacker-I/P Nursing Unit	Staff	Resigned Other Employment	Nursing Assistant		\$15.06	09/17/2020
Best, Katherine	College of Arts & Letters	German	Faculty	Retirement w 10+yrs UT service	Senior Lecturer		\$61,899.11	09/08/2020
Black, David	Provost-Academic Affairs	CISP	Staff	90 Day Notice	Int'l Education Program Mgr		\$48,960.00	10/12/2020
Boateng, Sandra	University Medical Center	5AB Med/Surgery	Staff	Resignation	Patient Care Technician		\$15,017.60	08/16/2020
Boose, Michelle	College of Medicine	Family Medicine	Faculty	Resignation	Assistant Professor		\$127,920.00	10/31/2020
Brock, Christina	University Medical Center	3D Medical Intensive Care	Staff	Resigned Personal Reasons	Staff Nurse		\$31.59	09/05/2020
Bumpus-Barnett, Julian	University Medical Center	3D Medical Intensive Care	Staff	Resigned Personal Reasons	Staff Nurse		\$39,424.32	10/01/2020
Buschmann, Betsy	University Medical Center	MP Specialty Clinic	Staff	Resigned Salary Reasons	Clinic Supervisor		\$40,000.00	10/23/2020
Calderon, Gabriella	University Medical Center	Nursing Pool	Staff	Resigned to Attend School	Nursing Assistant		\$15.06	09/18/2020
Cameron, Claire	College of Medicine	Resid Prgm-OB/GYN	Staff	Resigned Personal Reasons	Resident		\$57,565.00	08/24/2020
Cameron, Linda	University Medical Center	CVU	Staff	Resignation	Staff Nurse		\$59,136.48	10/27/2020
Carter, Lawrence	Division of Marketing	University Marketing	Staff	Resigned Other Employment	Web Project Manager		\$56,610.00	10/01/2020
Commager, Julie	Facilities & Construc Mgmt.	Purchasing	Staff	Retirement w 10+yrs UT service	Supply Chain Analyst		\$58,833.60	10/16/2020

Coyne, Jeffrey	Div of Tech & Adv Solutions-DTA	IT Personnel	Staff	Resigned Other Employment	Mgr College Tech Support		\$88,524.98	09/17/2020
Crawford, Ashley	University Medical Center	Operating Room	Staff	Resigned Other Employment	Staff Nurse		\$59,136.48	08/24/2020
Crumley, Thomas	Internal Auditing	Internal Audit	Staff	Retirement w<10 yrs UT service	Info Tech Audit Specialist		\$61,311.37	10/30/2020
Diggins, Sharonda	University Medical Center	Food And Nutritional Svcs	Staff	Resignation	Clerk 2		\$14,237.60	09/16/2020
Duslak, Taylor	University Medical Center	Food And Nutritional Svcs	Staff	Job Abandonment	Cook 1		\$34,091.20	09/15/2020
Eisel, Diane	Internal Auditing	Internal Audit	Staff	Retirement w 10+yrs UT service	Asst Director, Internal Audit		\$82,445.56	09/25/2020
Elhag, Raghad	College of Medicine	Neurosciences	Staff	Resigned Personal Reasons	Lab Research Tech		\$30,888.00	09/21/2020
Emerson, Katie	University Medical Center	Endoscopy Suite	Staff	Resigned Other Employment	Staff Nurse		\$32,853.60	10/02/2020
Flaum, Lauren	Athletics	Basketball - Women	Staff	Resigned Other Employment	Dir of Women's BB Oper		\$54,327.00	08/31/2020
Fleming, Skytha	University Medical Center	Health Info Management	Staff	Resigned Personal Reasons	Spec Documentation Improvement		\$60,507.20	10/30/2020
Floyd, Joanne	University Medical Center	Endoscopy Suite	Staff	Retirement w 10+yrs UT service	Triage Nurse		\$32,853.60	09/30/2020
Frey, Sarah	University Medical Center	Senior Behavioral Health	Staff	Resignation	Nursing Assistant		\$15.06	08/16/2020
Gable, Jennifer	University Medical Center	Endoscopy Suite	Staff	Resigned Other Employment	Staff Nurse		\$65,707.20	09/25/2020
Galloway, James	University Medical Center	Environmental Services	Staff	Resigned Other Employment	Custodial Worker		\$24,564.80	09/06/2020
Garcia, Allysia	University Medical Center	Registration	Staff	Invol Term-Attend/Punc	Patient Registration Spec		\$31,096.00	08/31/2020
Garcia, Regina	University Medical Center	4CD Oncology/Hemoc/Med-Surg	Staff	Resignation	Staff Nurse		\$59,136.48	08/30/2020
Geyer, Jocelyn	Human Resources	Comm Wellness & Health Prog	Staff	Resignation	Wellness Administrator		\$51,032.10	10/30/2020
Golston, Nikki	Provost-Academic Affairs	Academic Athletic Advising	Staff	Resignation	Learnng Specialist/Tutoring Coord		\$45,900.00	09/11/2020
Goyal, Rakesh	College of Medicine	Psychiatry	Faculty	Resignation	Assistant Professor		\$42,191.75	10/11/2020
Gregory, Ginger	University Medical Center	Registration	Staff	Resigned Other Employment	Basic Outpatient Presvc Spec		\$33,217.60	09/04/2020

Grier, Daphne	University Medical Center	5AB Med/Surgery	Staff	Resignation	Patient Care Technician		\$15,007.20	08/13/2020
Grinonneau, Roxanne	University Medical Center	Dana Infusion Center	Staff	Resignation	Staff Nurse		\$32,853.60	08/20/2020
Guzman, Maria	University Medical Center	Senior Behavioral Health	Staff	Resignation	Nursing Assistant		\$15.06	09/23/2020
Hansen, Charlene	Natural Sci & Math College	Chemistry	Staff	Retirement w 10+yrs UT service	Admin. Secretary 2		\$49,108.80	10/30/2020
Harris, Deja	College of Medicine	Resid Prgm-Dentistry	Staff	Resigned to Attend School	Dental Assistant 2		\$35,276.80	08/28/2020
Harris, Scott	University Medical Center	OP-Clinic-Orthopedic	Staff	Resignation	Medical Assistant		\$37,481.60	08/31/2020
Hart, Ashley	University Medical Center	Dana Cancer Center	Staff	Job Abandonment	Medical Assistant		\$18,740.80	09/30/2020
Heuring, Jeanna	Engineering College	Dean-Engineering	Staff	Resignation	Asst. Project Director		\$51,000.00	08/31/2020
Hinds, Terry	College of Medicine	Neurosciences	Faculty	Resignation	Assistant Professor		\$98,404.00	09/02/2020
Holland, Kelly	University Medical Center	Telemetry	Staff	Resigned Other Employment	Monitor Technician		\$21,153.60	08/14/2020
Homan, Ryan	College of Medicine	Neurosciences	Staff	Grant \$ Ended	Lab Research Tech		\$33,550.40	08/11/2020
Honsberger, Todd	University Medical Center	Operating Room	Staff	Retirement w 10+yrs UT service	Perioperative Specialist		\$49,712.00	09/16/2020
Householder, Valerie	University Medical Center	Main Campus Pharmacy	Staff	Resigned Other Employment	Manager, Outpatient Pharmacy		\$125,314.63	10/01/2020
Hoyer, Kaitlyn	VP Enrollment Mgmt	Undergraduate Admission	Staff	Resignation	Recruitment Officer 2		\$38,604.80	10/09/2020
Jensen, Madison	University Medical Center	Registration	Staff	Resigned Other Employment	Patient Registration Spec		\$31,096.00	10/16/2020
Johnson, Melissa	University Medical Center	Radiation Therapy-Univ Med Ctr	Staff	Retirement w 10+yrs UT service	Medical Transcriptionist		\$22,536.80	08/31/2020
Johnson, Shelisha	University Medical Center	MP Specialty Clinic	Staff	Resignation	Medical Assistant		\$18,740.80	10/16/2020
Jones, Lynn	University Medical Center	6AB Surgery - Orthopedics	Staff	Resigned Moved to New Location	Staff Nurse		\$31.59	09/13/2020
Jones, Thelma	Facilities & Construc Mgmt.	Distribution Services	Staff	Resignation	Delivery Worker I		\$32,316.00	08/29/2020
Joueji, Sadalla	University Medical Center	Radiology-Diagnostic	Staff	End of Contract/Assignment	Radiology Tech Asst		\$15.06	08/17/2020

Kapela, Lauralee	University Medical Center	Respiratory Care	Staff	Resignation	Resp Care Practitioner Adv		\$52,434.72	09/19/2020
Kaufman, Emily	University Medical Center	Lab-Central Office	Staff	Invol Trm-Job Prf/Code Conduct	Lab Tech I		\$20,602.40	08/17/2020
Kaur, Punit	College of Medicine	Medicine	Faculty	End of Contract/Assignment	Assistant Professor		\$90,000.00	09/30/2020
Kazmaier, Katrina	University Medical Center	Telemetry	Staff	Resigned Other Employment	Monitor Technician		\$38,688.00	10/02/2020
Kimble, Shannon	Facilities & Construc Mgmt.	MC Building Services	Staff	Retirement w<10 yrs UT service	Manager 1		\$35,879.17	08/14/2020
Kirkland, Rachael	College of Medicine	Medicine	Staff	Resignation	Clinical Assistant		\$37,481.60	08/10/2020
Koder, Theodore	Facilities & Construc Mgmt.	MC Building Services	Staff	Retirement w 10+yrs UT service	Custodial Worker		\$38,521.60	08/25/2020
Kopniasz, Ashley	College of Medicine	Psychiatry	Staff	Resigned Other Employment	Interim Dept Admin/Sr Care Mgr		\$90,000.00	10/02/2020
Ladikos, Christopher	University Medical Center	4CD Oncology/Hemoc/Med-Surg	Staff	Resignation	Patient Care Technician		\$30,035.20	08/10/2020
Lane, Latasia	University Medical Center	CCC Pulmonology Clinic	Staff	Resignation	Medical Assistant		\$16,411.20	10/01/2020
Lauber, Rebecca	Student Affairs MC	MacKinnon-OP	Staff	Layoff	Clerical Specialist 9/10 month		\$31,886.40	08/12/2020
Lemle, Kylee	University Medical Center	Lab-Evening and Overnight	Staff	Resigned Personal Reasons	Lab Sr Tech		\$63,689.60	10/08/2020
Lenhard, Amanda	College of Medicine	Medicine	Faculty	Resignation	Assistant Professor		\$97,564.00	11/07/2020
Lim, Kee Sook	Business College Of	IOTM	Faculty	Retirement w 10+yrs UT service	Senior Lecturer -IOTM		\$60,685.40	06/30/2020
Looser, Toby	University Medical Center	Hospital Finance	Staff	Resignation	Dir Mgd Care & Rev Cycle Fin		\$114,455.22	10/09/2020
Mahl, Adrienne	University Medical Center	Radiology-Diagnostic	Staff	End of Contract/Assignment	Radiology Tech Asst		\$15.06	08/17/2020
Maxey, Gary	Facilities & Construc Mgmt.	Maintenance/Structur	Staff	Death	Maint Repair Journeyman		\$59,966.40	10/21/2020
May, Martin	Human Resources	Human Resources	Staff	Resigned Other Employment	LOA Advisor		\$50,933.09	10/14/2020
McCabe, Martin	University Medical Center	Environmental Services	Staff	Failure to Report to Work	Custodial Worker		\$22,817.60	09/14/2020
McCaster, Kendrick	University Medical Center	Sterile Processing	Staff	Promotion/Probationary Removal	Hospital Aide		\$15,017.60	09/05/2020

McCormick, Crystal	University Medical Center	Registration	Staff	Resigned Other Employment	Advanced Outpatient Presvc Spe		\$38,292.80	08/21/2020
McIntyre, Kaayla	Public Safety	Hospital Safety	Staff	Resigned Other Employment	Security Officer 1		\$26,790.40	10/11/2020
McLeod, Donald	University Medical Center	Tissue Typing	Staff	Retirement w 10+yrs UT service	Lab Sr Tech		\$66,476.80	10/23/2020
Mejia Hilario, Ana	University Medical Center	Nursing Pool	Staff	Resigned Personal Reasons	Staff Nurse		\$53,127.36	10/02/2020
Mercurio, Desiree	University Medical Center	Registration	Staff	Failure to Report to Work	Registration Liaison		\$25,209.60	10/01/2020
Mitchell, Cayla	Student Affairs MC	Carter Hall-OP	Staff	Resigned Other Employment	Hall Director		\$35,900.00	09/14/2020
Mokora, Kemunto	University Medical Center	6CD Detox	Staff	Resignation	Staff Nurse		\$59,136.48	08/10/2020
Myers, Kimberly	University Medical Center	Heart and Vascular Center	Staff	Retirement w 10+yrs UT service	Medical Assistant		\$37,481.60	09/30/2020
Neal-Jackson, Raven	University Medical Center	Senior Behavioral Health	Staff	Resignation	Nursing Assistant		\$15.06	08/23/2020
Ocasio, Joseph	College of Medicine	Physician Assistant Studies	Faculty	Resignation	Assistant Professor		\$55,000.00	08/23/2020
O'Connell, Penny	University Medical Center	Kobacker-I/P Nursing Unit	Staff	Resigned to Attend School	Nursing Assistant		\$15.06	09/26/2020
Pack, Brian	Human Resources	Human Resources	Staff	Resignation	Director, Benefits & Wellness		\$123,420.00	09/04/2020
Padavick, Andy	University Medical Center	Food And Nutritional Svcs	Staff	Invol. Resignation	Services Supervisor		\$50,230.86	08/27/2020
Peek, John	University Medical Center	Food And Nutritional Svcs	Staff	Resigned Moved to New Location	Food Service Worker		\$11,762.40	08/11/2020
Perry, Jeffrey	University College	UToledo Online	Staff	Resignation	Programming Specialist 2		\$94,411.20	09/30/2020
Perry, LaNitra	Athletics	Basketball - Women	Staff	Resigned Other Employment	Assoc Head Coach Womens Bsktba		\$110,000.00	08/18/2020
Phillips, Hanna	University Medical Center	Senior Behavioral Health	Staff	Resignation	Nursing Assistant		\$15.06	08/12/2020
Powell, Daniel	Human Resources	Human Resources	Staff	Resigned Other Employment	Sr Labor&Emp Rela&Comp Spec		\$75,338.53	09/17/2020
Pradhan, Puja	Natural Sci & Math College	Physics	Staff	Resigned Moved to New Location	Research Asst Professor		\$50,000.00	09/18/2020
Precht, Kaitlyn	University Medical Center	OPS-PACU	Staff	Resigned Other Employment	Nursing Assistant		\$15.06	10/06/2020

Rasel, Sheikh	Engineering College	MIME	Staff	Grant \$ Ended	Post Doctoral Research Assoc		\$47,749.77	09/25/2020
Reddy, Krishna	College of Medicine	Radiation Oncology	Faculty	Resignation	Associate Professor		\$68,002.18	08/31/2020
Reynolds Sautter, Lisa	University Medical Center	Nursing Pool	Staff	Resigned Personal Reasons	Staff Nurse		\$59,136.48	09/01/2020
Rivera, Jessica	University Medical Center	RHC Infectious Disease Clinic	Staff	Job Abandonment	Medical Assistant		\$34,673.60	10/02/2020
Roberts, Keyara	University Medical Center	5CD Surgery-Neurosciences	Staff	Resignation	Staff Nurse		\$53,127.36	08/17/2020
Rodgers, Nicole	University Medical Center	4CD Oncology/Hemoc/Med-Surg	Staff	Resigned Moved to New Location	Staff Nurse		\$53,127.36	09/29/2020
Rohloff, Samantha	University Medical Center	6AB Surgery - Orthopedics	Staff	Resigned Personal Reasons	Staff Nurse		\$55,972.80	09/03/2020
Roscoe, Shahkea	University Medical Center	Family Practice	Staff	New Hire/Probationary Removal	Medical Assistant		\$33,592.00	10/23/2020
Rose, Lorraine	College of Medicine	Psychiatry	Staff	Resigned Other Employment	Case Mgr, Opioid Response		\$46,000.00	09/14/2020
Ryan, Conner	University Medical Center	Food And Nutritional Svcs	Staff	Resignation	Clerk 2		\$16,182.40	08/14/2020
Salazar, Lucy	University Medical Center	Environmental Services	Staff	Did Not Return from LOA	Custodial Worker		\$31,220.80	08/28/2020
Saraiya, Siddharth	College of Medicine	Radiation Oncology	Faculty	Resignation	Assistant Professor		\$33,584.00	08/31/2020
Schuler, Justin	University Medical Center	Nursing Pool	Staff	Resigned Personal Reasons	Staff Nurse		\$53,127.36	08/16/2020
Schuller, Linda	College of Arts & Letters	English	Faculty	Retirement w 10+yrs UT service	Senior Lecturer		\$64,120.42	05/08/2020
Schultz, Logan	University Medical Center	OPS-PACU	Staff	Resigned Other Employment	Nursing Assistant		\$15.06	09/09/2020
Shankleton, Randi	University Medical Center	Respiratory Care	Staff	Resigned Other Employment	Resp Care Practitioner Adv		\$52,434.72	09/16/2020
Shi, Mengchao	Natural Sci & Math College	Chemistry	Staff	Grant \$ Ended	Postdoctoral Assistant		\$42,370.00	10/16/2020
Shrestha, Niraj	Natural Sci & Math College	Physics	Staff	Resigned Other Employment	Seasonal Employee Hourly		\$27.50	09/18/2020
Simmons, Leslie	University Medical Center	4AB GU/Nephrology/Med-Surg	Staff	Resignation	Staff Nurse		\$59,136.48	09/03/2020
Simpson, Lisa	Human Resources	Human Resources	Staff	Resignation	Sr. Labor Relations Specialist		\$69,384.29	08/14/2020

Smith, Andrea	University Medical Center	Medical Dir Office	Staff	Retirement w<10 yrs UT service	Director, UT Central Verificat		\$88,880.51	10/02/2020
Snyder, Meachele	University Medical Center	CVU	Staff	Resigned Other Employment	Lead Nurse		\$59,136.48	10/08/2020
Sokoloski, Brendon	Public Safety	University Police	Staff	Resigned Other Employment	Univ. Law Enforc. Officer		\$56,846.40	09/29/2020
Spence, Cleo	University Medical Center	Emergency Dept.	Staff	Resigned Other Employment	Staff Nurse		\$39,424.32	09/01/2020
Stagner, Brooke	Public Safety	University Police	Staff	Retirement w 10+yrs UT service	Secretary 2		\$25,334.40	09/30/2020
Stec, Constance	University Medical Center	Lab-Admin	Staff	Retirement w 10+yrs UT service	Manager Core Lab		\$81,746.91	10/01/2020
Steeles, Jessica	University Medical Center	Emergency Dept.	Staff	Resigned Other Employment	Staff Nurse		\$59,136.48	09/02/2020
Steigerwalt, Abby	University Medical Center	Cardiac Rehab	Staff	Resignation	Exercise Physiologist		\$53,684.80	08/12/2020
Stickle, Nat	University Medical Center	Environmental Services	Staff	Resignation	Custodial Worker		\$23,566.40	09/10/2020
Strayer, Steven	University Medical Center	Acute Physical Therapy	Staff	End of Contract/Assignment	Resident		\$45,900.00	08/28/2020
Stubblefield, Charlotte	University Medical Center	Environmental Services	Staff	Retirement w 10+yrs UT service	Custodial Worker		\$32,843.20	08/31/2020
Sullivan, Abigail	Judith Herb College of Educ	Student Services	Staff	Resignation	Mktg, Comm, Recruitmt Speclst		\$45,147.00	09/04/2020
Taormina, Camila	Provost-Academic Affairs	Provost Office	Staff	Retirement w 10+yrs UT service	Executive Assistant 1		\$55,750.73	10/30/2020
Thursby, Amber	University Medical Center	Patient Financial Svcs	Staff	Resignation	Billing Specialist		\$42,952.00	08/21/2020
Tullis, Erica	University Medical Center	Kobacker-I/P Nursing Unit	Staff	Resigned to Attend School	Academic Tutor		\$18,168.80	09/11/2020
Vandecaveye, Alice	College of Medicine	Family Medicine	Faculty	Resignation	Instructor		\$20,000.00	09/04/2020
Vanness, Mary	College of Arts & Letters	English	Faculty	Retirement w 10+yrs UT service	Senior Lecturer		\$64,120.42	08/17/2020
Walker, Jaymon	Student Affairs MC	Counseling Center	Staff	Resigned Personal Reasons	ClinicalCounselor/Psychologist		\$62,000.00	08/14/2020
Wallace, Michelle	Div of Tech & Adv Solutions-DTA	IT Personnel	Staff	Resigned Other Employment	Project Analyst		\$52,000.00	09/11/2020
Wandtke, Marissa	University Medical Center	CVU	Staff	Resigned Other Employment	Staff Nurse		\$50,768.64	08/10/2020

Ward, Alyssa	University Medical Center	5AB Med/Surgery	Staff	Resignation	Patient Care Technician		\$15,007.20	09/14/2020
Washington, Lashy	University Medical Center	Food And Nutritional Svcs	Staff	Resignation	Cook 1		\$32,136.00	09/25/2020
Watson, Natalie	Division of Marketing	University Communications	Staff	Resignation	Social Media &Video Specialist		\$43,350.00	10/16/2020
Welborn, Morgan	University Medical Center	Emergency Dept.	Staff	Resigned Moved to New Location	Staff Nurse		\$28.38	08/23/2020
White, Anne	University Medical Center	Dana Infusion Center	Staff	Resignation	Staff Nurse		\$31.59	09/17/2020
Yancey, Ashayla	University Medical Center	5CD Surgery-Neurosciences	Staff	Resigned Other Employment	Patient Care Technician		\$32,136.00	09/18/2020
Yarcusko, Sarah	University Medical Center	Perfusion	Staff	Resignation	Staff Perfusionist		\$143,603.20	09/25/2020
Young, Linda	University Medical Center	3D Medical Intensive Care	Staff	Resignation	Staff Nurse		\$59,136.48	09/10/2020
Zaker, Yeakub	Natural Sci & Math College	Chemistry	Staff	Resigned Other Employment	Seasonal Employee Hourly		\$25.00	09/18/2020
Zarate, Jayonna	University Medical Center	Environmental Services	Staff	Resigned Other Employment	Custodial Worker		\$22,817.60	08/30/2020

Community-Based / ProMedica Practitioners

Name - Last, First, MI	College or Administration	Department	HSC	Description	Previous Position	Position	Effective Date
Avram, Raluca, M.D.	College of Medicine	Radiology		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/13/2020
Backus, Dave, D.D.S.	College of Medicine	Surgery		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	10/01/2020
Bieszczad, Jacob, M.D.	College of Medicine	Radiology		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/01/2020
Callicott, Rod, M.D.	College of Medicine	Pathology		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	10/01/2020
Case, James, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Cervantes, David, M.D.	College of Medicine	Radiology		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/01/2020
Chehade, Susan, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/01/2020
Cherfan, Victor, D.O.	College of Medicine	OB/GYN		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	09/15/2020

Crawford, Mary Beth, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Davis, Lisa, M.D.	College of Medicine	Anesthesiology		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Desai, Shaili, M.D.	College of Medicine	Medicine		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	10/09/2020
Egbert, Nathan, M.D.	College of Medicine	Radiology		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/01/2020
Eldridge, Stephan, M.D.	College of Medicine	Radiology		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/10/2020
Enzerra, Michael, M.D.	College of Medicine	Radiology		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/01/2020
Everly, Bradley, M.D.	College of Medicine	Family Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	08/18/2020
Fazio, Corey, D.O.	College of Medicine	OB/GYN		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	09/24/2020
Filatoff, Gregory, M.D.	College of Medicine	Anesthesiology		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Forquer, Jeffrey, M.D.	College of Medicine	Radiation Oncology		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	08/10/2020
Greenwade, Molly, M.D.	College of Medicine	OB/GYN		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	10/01/2020
Hadziahmetovic, Marsiha, M.D.	College of Medicine	Radiation Oncology		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	08/01/2020
Hariri, Imad, M.D.	College of Medicine	Medicine		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	09/01/2020
Hertzfeld, Kara, M.D.	College of Medicine	Radiation Oncology		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	08/10/2020
Heth, Bradley, D.O.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Howe, Murray, M.D.	College of Medicine	Radiology		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/01/2020
Kamcza, Laura, M.D.	College of Medicine	Family Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	10/01/2020
Kemple, David, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Kielhorn, Eric, M.D.	College of Medicine	Radiation Oncology		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	08/10/2020
Klever, Rob, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020

Knieriem, David, M.D.	College of Medicine	Family Medicine		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	10/19/2020
Li, Kun, M.D.	College of Medicine	Family Medicine		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Li, Rosie, M.D.	College of Medicine	OB/GYN		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	08/12/2020
Licht, Brandon, M.D.	College of Medicine	Anesthesiology		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Malas, Hazem, D.O.	College of Medicine	Medicine		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2019
Mierzwak, David, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Mohan, Nikhil, D.O.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Monk, Ashley, D.O.	College of Medicine	OB/GYN		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	10/01/2020
Monk, John, D.O.	College of Medicine	OB/GYN		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	10/01/2020
Moustafa, Tarek, M.D.	College of Medicine	Radiology		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/01/2020
Neill, Michael, M.D.	College of Medicine	Surgery		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	10/20/2020
Ockuly, Joan, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Okuley, Gary, M.D.	College of Medicine	Family Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	09/28/2020
Papadimos, Thomas, M.D.	College of Medicine	Anesthesiology		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Pfleghaar, Jennifer, D.O.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Richmond,Lindsay, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Rimanelli, Vincent, D.O.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Rost, Zachary, M.D.	College of Medicine	Radiology		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/01/2020
Shalabe, Mohammad, MS, PA-C	College of Medicine	Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	09/01/2020
Stadler, Nancy, M.D.	College of Medicine	Family Medicine		ProMedica Practitioner Appointment		Clinical Instructor without medical staff privileges	09/01/2020

Stephan, Zachary, M.D.	College of Medicine	Family Medicine		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	11/01/2020
Stokey, Brandon, M.D.	College of Medicine	Anesthesiology		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Stroud, Jason, M.D.	College of Medicine	Anesthesiology		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Walker, Paul, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Wang, Isaac, M.D.	College of Medicine	Radiology		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/01/2020
Watkins, Traci, M.D.	College of Medicine	Family Medicine		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	09/01/2020
Yermal, Sooraj, M.D.	College of Medicine	Anesthesiology		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	07/01/2020
Yonkof, Jennifer, M.D.	College of Medicine	Pediatrics		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	10/01/2020

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTES

RESOLUTION: 20-12-32

**PERTAINING TO THE ESTABLISHMENT OF A KEY MANAGEMENT
PERSONNEL 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 the Chair of The University of Toledo 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 (the “Key Management Personnel” or “KMP”) 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 KMP shall include: Steven Huebner, Director/ Senior Management Official; Laurie Graupner, Facility Security Officer/ITPSO; and

BE IT FURTHER RESOLVED,

That the following individuals who are not part of the KMP 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 Interim President Dr. Gregory C. Postel, University Trustees, Alfred A. Baker – Chair, Stephen P. Ciucci – Vice Chair, Eleanore Awadalla, Daniel J. Guttman, Patrick J. Kenney, Will Lucas, Mary Ellen Pisanelli and Richard Walinski, as well as all University officers and directors that are not KMP; and

BE IT FURTHER RESOLVED,

That all KMP members 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 KMP, unless otherwise required by the CSA, the authority to add members is delegated by the Board to the KMP, with approval of the President, and with and notice to the Board.
