



Board of Trustees

TRUSTEESHIP AND GOVERNANCE COMMITTEE MEETING

February 19, 2018 - 1:45 p.m. - Driscoll Alumni Center, Schmakel Room

Alfred A. Baker - Chair, Jeffrey C. Cole - Vice Chair

Christine E. Brennan, Sharon Speyer, Joseph H. Zerbey, IV - Trustee Members

Mary Humphrys - Faculty Representative

Jean S. Lovejoy - Community Member



Trusteeship and Governance Committee Meeting - February 19, 2018

Agenda

1:45 p.m.

1. Call to Order

2. Action Items

a) Trusteeship and Governance Committee Meeting
Minutes of December 18, 2017

b) Personnel Action Report for January and February
2018

3. Discussion Items

4. Executive Session, if needed

5. Other Business

6. Adjournment

Minutes
The University of Toledo Board of Trustees
Trusteeship and Governance Committee Meeting
December 18, 2017

Committee Chair Mr. Alfred A. Baker was present with Committee members Mr. Jeffrey C. Cole, Ms. Sharon Speyer, and Mr. Joseph H. Zerbey, IV. Trustee Christine E. Brennan was absent. Other Trustees attending included Mr. Steven M. Cavanaugh, Mr. Pat D’Eramo, Mr. Patrick J. Kenney, Mr. Will Lucas, Ms. Mary Ellen Pisanelli and Student Trustees Ms. Hedyeh Elahinia and Mr. Lucas D. Zastrow. Faculty representative Ms. Mary Humphrys and Community member Ms. Jean Lovejoy also attended the meeting. Other meeting attendees included Mr. Jason Anthony, Dr. Frank Calzonetti, Dr. Flapp Cockrell, Dr. Christopher Cooper, Ms. Meghan Cunningham, Mr. David Cutri, Mr. Bryan Dadey, Ms. Wendy Fraley-Davis, Ms. Sarah Elms, Dr. Sharon Gaber, Mr. Rick Gerasimiak, Mr. Michael Harders, Dr. Andrew Hsu, Mr. Larry Kelley, Mr. Peter Papadimos, Mr. Matthew Schroeder, Ms. Joan Stasa, Mr. Rodney Theis, and Dr. Amy Thompson.

ATTENDANCE

The meeting was called to order at 3:20 p.m. by Trustee Baker in the Driscoll Alumni Center Schmakel Room.

CALL TO ORDER

Trustee Baker requested a motion to waive the reading of the minutes from the September 18, 2017 Committee meeting and approve them as written. The motion was received by Trustee Cole, seconded by Trustee Speyer, and approved by the Committee.

APPROVAL OF MINUTES

Mr. Baker 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 Speyer, seconded by Trustee Zerbey, and approved by the Committee.

PERSONNEL ACTION REPORT

Mr. Larry Kelley, Executive VP Finance and Administration/CFO, presented Resolution No. 17-12-32: “Ratification of the Collective Bargaining Agreement Between the University of Toledo and The University of Toledo Police Patrolman’s Association.” Mr. Kelley thanked Ms. Wendy Fraley-Davis – Associate VP for Human Resources and Talent Development, Ms. Beth Ziviski – Director Labor/Employee Relations, Mr. Jeff Newton – Director Public Safety/Chief of Police and Mr. Rod Theis – Deputy Chief of Police, as well as Mr. Ryan Lause, President of UTPPA, for their assistance during negotiations. Mr. Baker requested a motion for approval of the resolution and to forward it to the Consent Agenda at the next Board meeting. The motion was received by Trustee Cole, seconded by Trustee Zerbey and approved by the Committee.

RESOLUTION NO. 17-12-32

Mr. Peter Papadimos, VP and General Counsel, was invited to present Resolution No. 17-12-33: “Administrative Officials as the Appointing Authority.” Mr. Papadimos stated that this resolution was updated to reflect changes in titles and the addition of more appointing authority individuals. Mr. Baker requested a motion for approval of the resolution and to forward it to the Consent Agenda at the next Board meeting. The motion was received by Trustee Cole, seconded by Trustee Zerbey and approved by the Committee.

Dr. Gaber mentioned that a lot of time is being spent on tracking the progress of the Strategic Plan. It is important to have a mid-year update, as well as a year-end update, to keep everyone focused and to make sure that progress is being made. Chair Cavanaugh commented that this is a great practice for this living document.

Dr. Andrew Hsu, Provost and Executive VP Academic Affairs, was invited to present The University of Toledo’s Path to Excellence Strategic Plan 2017-2022 Biannual Progress Report. He reported that last year, over 1,000 faculty, staff, student, alumni and community members worked together to develop the strategic plan that is now guiding UT’s priorities over the next five years. In June 2017, the Board of Trustees approved the plan, and now only five months into the implementation phase, excellent progress is being made.

The Committee was provided with a written report which highlights the progress made in each of the following priority areas:

- 1 – Student Success and Academic Excellence
- 2 – Research, Scholarship and Creative Activities
- 3 – Faculty, Staff and Alumni
- 4 – Fiscal Positioning and Infrastructure
- 5 – Reputation and Engagement

Each of the divisions of the University contributed to the report and summarized the action steps they are taking to implement the strategic goals. An online report card to track progress on achieving the strategic plan goals has also been developed - <http://www.utoledo.edu/strategicplan/OutcomesResponsibilities.html>. This report card will be updated several times each semester to monitor progress and to share the progress with members of the university community. The top of the report card shows several icons that represent the status on actions taken related to each of the plan’s outcomes and goals. Of 60 plan outcomes, 90% of the outcomes have achieved the designation of “in progress – on target.” Only 5% of the outcomes are “not yet started” and only 5% are “in progress – needs attention.”

**RESOLUTION
NO. 17-12-33**

**STRATEGIC PLAN
BIANNUAL
REPORT**

Dr. Hsu acknowledged the hard work of so many faculty, staff and students, from all divisions of the university, who are working tirelessly to achieve these goals. Dr. Hsu proceeded to provide the Committee with some of the highlights of progress in each of the five priority areas.

With no further business before the Committee, Trustee Baker adjourned the meeting at 3:35 p.m.

ADJOURNMENT

The University of Toledo PERSONNEL ACTION REPORT - Board of Trustees Meeting
February 19, 2018

Exceptions to 8 month position hold include those that deal with student/patient success or non-transferable work.

New Hires / Rehires									
Name - Last, First, MI	College or Administration	Department	Faculty or Staff	Description		Position		Rate/Annual Salary	Effective Date
Adams, Dean	Arts and Letters	Women & Gender Studies	Faculty	Rehire		Visiting Assistant Professor		\$18,500.00	01/16/18
Allison, Alissa C.	Univ Toledo Medical Center	Vascular Lab	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Amwake, Yvonne k.	Univ Toledo Medical Center	4CD Oncology/Hemoc/Med	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Austin, Kaylynn D.	Univ Toledo Medical Center	CVU	Staff	Rehire		Nursing Assistant		\$14.19	12/18/17
Ballard, Marquelle C.	Univ Toledo Medical Center	Emergency Dept.	Staff	Rehire		Nursing Assistant		\$14.19	12/18/17
Bennett, Michela M.	Univ Toledo Medical Center	CVU	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Betz, Jacob E.	Univ Toledo Medical Center	Emergency Dept.	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Binns, Shannon M.	Univ Toledo Medical Center	Nursing Pool	Staff	Rehire		Nursing Assistant		\$14.33	01/09/18
Bollenbacher, Madeline M.	Univ Toledo Medical Center	6AB Surgery - Orthopedics	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Borra, Venkata Shesha Vamsi	College of Engineering	Electrical Engineering	Faculty	New Hire		Visiting Assistant Professor		\$60,000.00	01/16/18
Boss, Jenna J.	Univ Toledo Medical Center	5AB Med/Surgery	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Bratt, Nicholas E.	Univ Toledo Medical Center	Lab-Admin	Staff	New Hire		Healthcare IT Lab Analyst		\$58,500.00	12/19/17
Brenot, Dana J.	Univ Toledo Medical Center	Patient Financial Svcs	Staff	New Hire		Reimbursement Analyst		\$44,800.00	12/12/17
Brettschneider, Maris K.	Univ Toledo Medical Center	4AB GU/Nephrology/Med-S	Staff	New Hire		Nursing Assistant		\$14.33	01/23/18
Burkhart, James A.	Univ Toledo Medical Center	Emergency Dept.	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Carter, Kenneth J.	Student Affairs	Academic House-OP	Staff	New Hire		Hall Director, Interim		\$32,500.00	12/18/17
Cashen, Constance S.	Univ Toledo Medical Center	Renal Transplant Admin	Staff	New Hire		Renal Transplant Coordinator		\$66,000.00	12/19/17
Chwalibog, Mackenzie R.	Univ Toledo Medical Center	Endoscopy Suite	Staff	Rehire		Nursing Assistant		\$14.19	12/18/17
Conley, Madalyn R.	Univ Toledo Medical Center	CVU	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
DeMarco, Brianna L.	College of Pharmacy	Pharmacy	Staff	New Hire		Pharmacy Intern		\$14.33	01/23/18
Dominique, Nicole M.	Univ Toledo Medical Center	Endoscopy Suite	Staff	New Hire		Nursing Assistant		\$14.33	01/09/18
Doty, Tyler H.	College Medicine Life Sciences	Physiology and Pharmacolo	Staff	New Hire		Research Assistant		\$33,300.00	12/12/17
Du, Shengnan	College Medicine Life Sciences	Dept. of Cancer Biology	Staff	New Hire		Lab Research Assistant		\$16.04	12/18/17

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Dube, Prabhatchandra R.	Univ Toledo Medical Center	Medicine	Staff	New Hire		PostDoc		\$47,500.00	01/09/18
Durairaj Pandian, Vishnuprabu	College Medicine Life Sciences	Physiology and Pharmacolo	Staff	New Hire		Post Doc		\$32,000.00	11/28/17
Eiden, Brooke E.	Univ Toledo Medical Center	5AB Med/Surgery	Staff	Rehire		Nursing Assistant		\$14.19	12/18/17
Fairbanks, Meghan A.	Univ Toledo Medical Center	Nursing Pool	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Fisher, Melanie M.	Univ Toledo Medical Center	5AB Med/Surgery	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Fronk, Benjamin J.	Univ Toledo Medical Center	6AB Surgery - Orthopedics	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Frost, Heather A.	General Libraries	General Libraries	Staff	New Hire		Executive Assistant 1		\$42,000.00	01/18/18
Gaither, Noelle K.	Univ Toledo Medical Center	CVU	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Gilbert, Amanda M.	College of Engineering	Dean-Engineering	Staff	Rehire		Asst. Project Director		\$50,000.00	01/08/18
Gilgallon, Savana L.	Univ Toledo Medical Center	5AB Med/Surgery	Staff	New Hire		Nursing Assistant		\$14.33	01/23/18
Gionfriddo, Emanuela	College Natural Sciences Math	Chemistry	Faculty	New Hire		Assistant Professor		\$72,000.00	01/16/18
Glaza, Paul D.	Univ Toledo Medical Center	Nursing Pool	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Groscoast, Elayna E.	Univ Toledo Medical Center	CVU	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Hough, Kelsey S.	Univ Toledo Medical Center	OPS-PACU	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Jackson, Kara L.	Univ Toledo Medical Center	5CD Surgery-Neuroscience	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Janosik, Jack E.	Univ Toledo Medical Center	Pharmacy	Staff	New Hire		Pharmacy Intern		\$12.00	12/19/17
Kayyali, Denita M.	Finance and Administration	Internal Audit	Staff	Rehire		Inf Disease/Ryan WhiteComp Off		\$76,000.00	12/12/17
Kepler, Logan S.	Univ Toledo Medical Center	5CD Surgery-Neuroscience	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
LaVanture, Heather A.	Univ Toledo Medical Center	Nursing Pool	Staff	New Hire		Nursing Assistant		\$14.33	01/09/18
Leppelmeier, Monica L.	Univ Toledo Medical Center	Orthopedic	Staff	Rehire		Department Administrator 2		\$85,000.00	12/12/17
Loeffler, Kurstyn	College Business Innovation	Dean-Business College	Staff	New Hire		Program Manager		\$34,000.00	01/08/18
Lovell, Lisa D.	Univ Toledo Medical Center	4AB GU/Nephrology/Med-S	Staff	New Hire		Nursing Assistant		\$14.33	01/09/18
Mahfooz, Naeem, M.D.	College of Medicine & Life Sciences	Neurology	Faculty	New Hire		Assistant Professor		\$30,000.00	01/17/18
Martin, Betsy C.	College of Nursing	College of Nursing	Staff	New Hire		Executive Assistant 1		\$41,000.00	11/28/17

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Mccoy, Christopher L.	Univ Toledo Medical Center	4CD Oncology/Hemoc/Med	Staff	New Hire		Nursing Assistant		\$14.33	01/09/18
Mejias Santoro, Raelyn M.	Provost	Provost Office	Staff	New Hire		Student Success Systems Adminr		\$45,000.00	12/18/17
Meng, Shuai	HSC College	Chemistry	Staff	New Hire		Post Doc		\$40,000.00	12/15/17
Meyer, Hannah R.	Univ Toledo Medical Center	4CD Oncology/Hemoc/Med	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Miller, Caitlyn A.	Univ Toledo Medical Center	OPS-PACU	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Mitchell, Lindsey R.	Univ Toledo Medical Center	Senior Behavioral Health	Staff	New Hire		Nursing Assistant		\$14.33	01/09/18
Morsy, Mahmoud H.	Univ Toledo Medical Center	Radiology-MRI	Staff	New Hire		Radiology Tech Asst		\$14.19	12/12/17
Mubenga, Ngalula S.	College of Engineering	Engineering Tech	Faculty	New Hire		Assistant Professor		\$70,000.00	01/16/18
Najor, Jessica N.	Univ Toledo Medical Center	5AB Med/Surgery	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Nemunaitis, Nadine	College Medicine Life Sciences	Surgery	Staff	New Hire		ChiefAdmin Offcr.Cancer Resrch		\$150,000.00	01/23/18
Ojo, David	Univ Toledo Medical Center	CVU	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Oliver, Jason E.	Athletics	Volleyball-Women	Staff	New Hire		Head Volleyball Coach		\$85,000.00	01/16/18
Passa, Jayne A.	Univ Toledo Medical Center	Vascular Lab	Staff	Rehire		Nursing Assistant		\$14.19	12/18/17
Patton, Allison S.	Univ Toledo Medical Center	OPS-PACU	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Pope, Shelby G.	Univ Toledo Medical Center	4CD Oncology/Hemoc/Med	Staff	Rehire		Nursing Assistant		\$14.19	12/26/17
Powell, Traci L.	Univ Toledo Medical Center	5AB Med/Surgery	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Ramadan, Hanan Y.	Univ Toledo Medical Center	Emergency Dept.	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Ren, Gang	College Medicine Life Sciences	Dept. of Cancer Biology	Staff	Rehire		Research Associate		\$32,980.16	12/10/17
Rozier, Mariah C.	College Natural Sciences Math	Biological Sciences	Staff	New Hire		Research Assistant		\$26,600.00	01/03/18
Rudolph, Kylee R.	Univ Toledo Medical Center	Senior Behavioral Health	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Saha, Piu	College Medicine Life Sciences	Physiology and Pharmacolo	Staff	New Hire		Postdoctoral Fellow		\$45,000.00	01/09/18
Shackleford, Lauren	Provost	Center for Success Coachin	Staff	New Hire		Success Coach		\$38,000.00	12/11/17
Shock, Macey V.	Univ Toledo Medical Center	Senior Behavioral Health	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Singh, Kritika	College Natural Sciences Math	Biological Sciences	Staff	New Hire		Research Assistant		\$35,000.00	01/16/18

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Singh, Vishal	College Medicine Life Sciences	Physiology and Pharmacology	Staff	New Hire		Postdoctoral Fellow		\$51,500.00	01/09/18
Skutch, Debbe	College Business Innovation	Dean-Business College	Staff	Rehire		Interim Membership Coordinator		\$27,500.00	01/01/18
Smith, Gregory A.	College Communications & Arts	Communication	Staff	New Hire		Technical Director		\$47,028.00	12/11/17
Smith, Michael A.	Enrollment Management	ATOM Admissions	Staff	Rehire		Adult & Transfer Specialist		\$38,000.00	01/08/18
Snyder, Haley L.	Univ Toledo Medical Center	CVU	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Sun, Hongliu, M.D., Ph.D.	College of Medicine & Life Sciences	Pathology	Faculty	Rehire		Assistant Professor		\$35,000.00	01/17/18
Taylor, Alexis	Univ Toledo Medical Center	6AB Surgery - Orthopedics	Staff	New Hire		Nursing Assistant		\$14.19	12/18/17
Terry, Amber L.	Univ Toledo Medical Center	5AB Med/Surgery	Staff	Rehire		Nursing Assistant		\$14.19	12/18/17
Thomas, Julie R.	Univ Toledo Medical Center	Revenue Cycle	Staff	New Hire		Revenue Services Analyst		\$52,500.00	01/09/18
Vasko, Michael, PA-C	College of Medicine & Life Sciences	Physician Assistant Studies	Faculty	New Hire		Assistant Professor		\$85,000.00	12/18/17
Vijay-Kumar, Matam, Ph.D.	College of Medicine & Life Sciences	Physiology/ Pharmacology	Faculty	New Hire		Associate Professor		\$145,000.00	01/01/18
Viola, Alexandria N.	Univ Toledo Medical Center	OPS-PACU	Staff	Rehire		Nursing Assistant		\$14.19	12/18/17
Voulgaris, Sarah E.	Univ Toledo Medical Center	5AB Med/Surgery	Staff	Rehire		Nursing Assistant		\$14.33	01/23/18
Wang, Yong	College Medicine Life Sciences	Neurosciences	Staff	New Hire		Sr. Research Associate		\$52,000.00	12/19/17
Willingham, Tyesha D.	Univ Toledo Medical Center	Senior Behavioral Health	Staff	New Hire		Nursing Assistant		\$14.19	12/12/17
Zhang, Xiaolu	Univ Toledo Medical Center	Medicine	Staff	New Hire		Postdoctoral		\$20,000.00	12/12/17

Title and Salary 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 Salary</u>	<u>New Rate/Annual Salary</u>	<u>Effective Date</u>
Abdel-Aziz, Yousef K.	Univ Toledo Medical Center	Resid Prgm-Medicine	Staff	Salary or Rate	Resident	Resident	\$54,245.00	\$56,097.00	01/01/18
Albright, Christine M.	Provost	Career Services	Staff	Promotion	Advisor, TRIO SSS	Career Consultant	\$36,000.00	\$42,000.00	12/11/17
Avery, Thomas R.	Provost	Career Services	Staff	Promotion	Undergrad Advisor/Recruiter	Career Consultant	\$42,136.20	\$44,000.00	12/11/17
Ballard, Justin L.	University College	UT Online	Staff	Promotion	Dir, Learning & Acad Tech	Dir Learnng Tech, Instrl Design	\$80,959.77	\$103,500.00	12/04/17
Beatty, Charles	Arts and Letters	History	Faculty	Return to 9 month faculty	Chair & Associate Professor	Associate Professor	\$107,327.62	\$80,428.00	01/01/18
Bedi, Fernand Mel	College of Pharmacy	Pharm-Med/Bio Chem	Faculty	Salary or Rate	Research Assistant Professor	Research Assistant Professor	\$60,600.00	\$61,048.00	01/01/18

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Berhan, Lesley	Engineering	Dean's Office	Faculty	Faculty Promotion	Director of Engineering Diversity Initiatives & Associate Professor	Interim Assistant Dean of Diversity & Community Engagement & Associate Professor	\$110,101.18	\$139,679.21	01/02/18
Beri, Tanvi	Univ Toledo Medical Center	Resid Prgm-Pediatrics	Staff	Salary or Rate	Resident	Resident	\$52,411.00	\$54,245.00	01/18/18
Bolbach, Jason T.	College Natural Sciences Math	Dean - NSM	Staff	Promotion	Software Specialist	Acad/Res High Perf Comp Spec	\$32.07 hourly	\$66,705.60	12/11/17
Byrd, Michael K.	Finance and Administration	Purchasing	Staff	Job Title	Sr. Customer Service Liaison	Operations Supervisor	\$53,580.60	\$53,580.60	11/06/17
Cameron, Brent D.	College of Engineering	Bio-Engineering	Faculty	Faculty Promotion	Professor	Chair & Professor	\$114,073.86	\$177,137.00	12/08/17
Cuckovic, Zeljko	College Natural Sciences Math	Mathematics	Faculty	Job Title	Professor	Professor & Inter Assoc Chair	\$86,293.04	\$86,293.04	01/08/18
Cunningham, Meghan R.	Advancement	University Communications	Staff	Salary or Rate	Dir of Univ Communications	Dir of Univ Communications	\$70,830.00	\$89,000.00	12/01/17
Czajkowski, Kevin P.	College Lang Lit Social Sci	Geography	Faculty	Salary or Rate	Professor	Professor	\$93,835.90	\$110,000.00	01/01/18
Dar, Pervaiz	College Medicine Life Sciences	Medicine	Staff	Salary or Rate	Postdoctoral Fellow	Postdoctoral Fellow	\$40,000.00	\$40,061.00	12/22/17
DiGuglielmo Jr, Vincent C.	Advancement	University Communications	Staff	Promotion	Social Media Specialist	Sr Social Media/Vid Specialist	\$40,290.00	\$45,000.00	08/01/17
Dominiak, Nicole, M.D.	College Medicine Life Sciences	Pathology	Faculty	Administrative Title & Salary Increase	Assistant Professor	Assistant Professor & Associate Program Director	\$35,000.00	\$40,000.00	11/13/17
Dowd, Michael	Arts and Letters	Economics	Faculty	Return to 9 month faculty	Chair & Associate Professor	Associate Professor	\$121,680.59	\$93,202.52	01/01/18
Dugan, Amy L.	Univ Toledo Medical Center	Clinic Providers	Staff	Salary or Rate	Nurse Practitioner	Nurse Practitioner	\$103,020.00	\$107,140.80	01/07/18
Durham, Alisha H.	Student Affairs	Upward Bound	Staff	Salary or Rate	Associate Director	Associate Director	\$44,471.89	\$54,000.00	09/28/17
Egan, Kevin	Arts and Letters	Economics	Faculty	Faculty Promotion	Associate Professor	Chair & Associate Professor	\$107,889.66	\$141,865.14	01/01/18
Erbulut, Deniz U.	College of Engineering	Bio-Engineering	Faculty	Employee Status	Research Assistant Professor	Research Assistant Professor	\$50,898.00	\$56,971.00	01/01/18
Filatoff, Gregory, M.D.	College Medicine Life Sciences	Anesthesiology	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$74,632.00	\$79,632.00	07/01/17
Garwood, Hannah C.	Finance and Administration	Controller	Staff	Salary or Rate	Financial Analyst	Financial Analyst	\$41,616.00	\$43,430.00	11/29/17
Gilmore, Maureen	College Medicine Life Sciences	Medicine	Staff	Salary or Rate	Assistant To Chairperson	Assistant To Chairperson	\$52,528.70	\$53,053.99	01/01/18
Haase, Dwight	Sociology & Anthropology	Arts & Letters	Faculty	Faculty Promotion	Associate Professor	Chair & Associate Professor	\$77,108.71	\$104,243.98	01/01/18
Hagedorn, Teresa K.	Technology Advanced Solutions	IT Personnel	Staff	Equity Increase	Manager, Acad/Hlthcre Sys Supp	Manager, Acad/Hlthcre Sys Supp	\$61,812.00	\$71,000.00	11/20/17
Hedley, Mikell	Arts and Letters	Geography	Staff	Salary or Rate	Curriculum Specialist	Curriculum Specialist	\$26,785.20	\$27,316.00	01/04/18
Heritage, Lee	University College	Interdisciplinary Studies	Faculty	Return to 9 month faculty	Associate Dean	Associate Professor	\$144,260.80	\$109,960.38	01/01/18
Herman, Michael J.	Technology Advanced Solutions	IT Personnel	Staff	Promotion	Seasonal Employee Hourly	Software Engineer	\$25.00 hourly	\$66,178.00	12/13/17

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Himich, Katie	College Medicine Life Sciences	Medicine	Staff	Promotion	Quality Supervisor	Quality Manager	\$54,378.24	\$59,816.06	08/01/17
Horstman, Mallory M.	Univ Toledo Medical Center	Vascular Lab	Staff	Equity Increase	Director Cardiovascular Svcs	Director Cardiovascular Svcs	\$88,944.00	\$93,302.25	12/10/17
Insch, Gary	Provost's Office	Provost's Office	Faculty	Job Title	Dean of COBI	Special Asst. to the Provost for International Partnerships/Associate Professor	\$244,494.00	\$244,494.00	10/27/17
Jagos, John D.	Univ Toledo Medical Center	Sterile Processing	Staff	Salary or Rate	Educator/Data Coord	Educator/Data Coord	\$29.00	\$29.15	12/10/17
Jones, Angela C.	College Business Innovation	Dean-Business College	Staff	Promotion	Family Business Ctr Asst Dir	Interim Director	\$39,270.00	\$70,000.00	01/01/18
Jung, Euisung	IOTM	Business & Innovation	Faculty	LOA w/o Pay w/ Benefits	Assistant Professor	Assistant Professor	\$118,855.30	\$0.00	01/13/18
Kadia, Niyati K.	Univ Toledo Medical Center	Anticoagulation Clinic	Staff	Promotion	Pharmacist	Outpatient Clinical Pharm	\$50.43 hourly	\$107,000.00	01/08/18
King, Alex B.	College Business Innovation	Marketing	Staff	Salary and Title	Program Coordinator	Budget & Program Manager	\$40,898.17	\$55,627.00	11/01/17
Kuk, Yaroslav M.	General Libraries	UT Press Administrative	Staff	Reclassification	Managing Editor	Managing Editor of UT Press	\$15.00 hourly	\$26,222.00	01/02/18
Kunnathur, Anand	Business & Innovation	Dean's Office	Faculty	Salary and Title	Associate Dean	Interim Associate Dean for Grad Studies, Research & Associate Dean for Special Projects	\$115,531.00	\$123,990.79	10/27/17
Lawrence, Patrick	Arts and Letters	Dean's Office	Faculty	Return to 9 month faculty	Professor	Professor	\$126,600.00	\$94,350.00	12/09/17
Lewandowski, Emily C.	College of Engineering	Dean-Engineering	Staff	Salary and Title	Assoc Administrative Mgr	Senior Business Manager	\$60,781.80	\$64,238.00	12/07/17
Lin, Shengyin	College Medicine Life Sciences	Neurosciences	Staff	Salary or Rate	Postdoctoral Fellow	Postdoctoral Fellow	\$40,559.99	\$42,588.00	10/01/17
Mager, James	Enrollment Management	Enrollment Management	Staff	Change Period of Appointment	Spec Asst to Interim VP Enroll	Spec Asst to Interim VP Enroll	\$2,860.00	\$4,224.00	12/01/17
Mason, Shari A.	College Medicine Life Sciences	Medicine	Staff	Promotion	Clerk 2	Data Entry Clerk-HIV	\$13.94	\$14.68	12/18/17
Miko, Tara A.	Univ Toledo Medical Center	Advanced Clinical Simulation	Staff	Promotion	Surgical Technician	Clinical Simulation Coord	\$19.98 hourly	\$43,632.16	12/19/17
Miller, Amy L.	Univ Toledo Medical Center	Renal Transplant Admin	Staff	Promotion	Renal Transplant Coordinator	Transplant Program Manager	\$69,054.98	\$72,611.95	12/04/17
Mooi, Danelle L.	Univ Toledo Medical Center	Univ Medical Center Admin	Staff	Promotion	Admin Assistant 2	Executive Assistant 2	\$25.01 hourly	\$57,222.80	12/11/17
Murphy, Ann M.	College Medicine Life Sciences	Neurology	Staff	Salary or Rate	Department Administrator 2	Department Administrator 2	\$33,556.00	\$33,891.56	01/01/18
Nadarajah, Arunan	Engineering	Bio-Engineering	Faculty	Return to 9 month faculty	Chair & Professor	Professor	\$163,691.27	\$128,262.35	12/08/17
Nielsen, Kim	Arts and Letters	Disability Studies Program	Faculty	Faculty Promotion	Professor	Program Director of Disability Studies & Professor	\$105,716.48	\$109,716.48	01/01/18
Norton, Cameron J.	Advancement	University Communications	Staff	Promotion	Social Media Asst Dir	Associate Dir Social Media	\$53,969.22	\$58,000.00	08/01/17
Parsil, Carol J.	College Lang Lit Social Sci	English	Faculty	Job Title	Assistant Lecturer	Associate Lecturer	\$52,784.05	\$52,784.05	08/21/17
Pelland, Caitlin J.	Univ Toledo Medical Center	Renal Transplant Admin	Staff	Promotion	Staff Nurse	Renal Transplant Coordinator	\$28.46 hourly	\$63,900.00	12/04/17

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Petite, Sarah, Pharm. D.	Pharmacy & Pharmaceutical Sciences	Pharmacy Practice	Faculty	Joint Appointment	Assistant Professor, Department of Pharmacy Practice, College of Pharmacy	Assistant Professor, Department of Pharmacy Practice, College of Pharmacy, and joint appointment,	\$109,242.00	\$109,242.00	02/01/18
Petree, Angela R.	Univ Toledo Medical Center	Cardiac Rehab	Staff	Promotion	Exercise Physiologist	Clinic Supervisor 2	\$24.55 hourly	\$58,500.00	12/10/17
Pflugrad-Jackisch, Ami	Arts and Letters	History	Faculty	Faculty Promotion	Associate Professor	Interim Chair and Professor	\$81,713.02	\$109,871.47	01/01/18
Phillips, Kelly	College of Nursing	Nursing	Faculty	Return from LOA w/ Pay w/ Benefits	Associate Professor	Associate Professor	\$147,200.00	\$114,444.00	01/08/18
Reid, Neil	Research & Sponsored Programs	Jack Ford Urban Affairs Center	Faculty	Return to 9 month faculty	Director	Professor	\$131,250.84	\$106,196.61	01/01/18
Rogers, Pamela N.	Student Affairs	Upward Bound	Staff	Salary or Rate	Director	Director	\$60,495.64	\$72,500.00	09/28/17
Rohrs, Skylar L.	Finance and Administration	Safety & Health - HSC	Staff	Salary or Rate	Biosafety Officer	Biosafety Officer	\$51,954.72	\$57,954.72	12/18/17
Said, Amal	Business & Innovation	Accounting	Faculty	Salary and Title	Associate Professor of Accounting	Associate Professor of Accounting & Coordinator, COBI Middle Eastern Program	\$145,775.40	\$153,221.55	10/27/17
Schwann, Thomas, M.D.	College Medicine Life Sciences	Surgery	Faculty	Administrative Title Change	Chief of Staff, Cardiothoraci Surgery Chief & Dir. Heart & Vascular Ct	Cardiothoraci Surgery Chief, Director, Heart & Vascular Center & Interim Assoc Dean for GME	\$228,897.04	\$228,897.04	01/01/18
Strickler Eppard, Lacey J.	College of Engineering	Engineering Tech	Staff	Job Title	Interim Program Manager	Program Manager	\$45,000.00	\$45,450.00	01/01/18
Thompson, Michael A.	College Natural Sciences Math	Dean - NSM	Staff	Promotion	Software Specialist	Sr College Instruct Tech Admin	\$32.71 hourly	\$68,036.80	12/11/17
Tucker, David	Arts and Letters	Communication	Faculty	Faculty Promotion	Professor	Interim Chair and Professor	\$94,795.64	\$125,861.34	01/01/18
Vesely, Randall	College of Education	Foundations of Education	Faculty	Faculty Promotion	Assistant Professor	Associate Professor	\$68,383.41	\$79,951.08	08/01/17
Van Fleet, Danielle M.	College Medicine Life Sciences	Medicine	Staff	Salary or Rate	Social Worker 2 HIV	Social Worker 2 HIV	\$23.74	\$24.21	08/01/17
Vazquez, Guillermo, Ph.D.	College Medicine Life Sciences	Physiology/ Pharmacology	Faculty	Administrative Title & Salary Increase	Associate Professor	Associate Professor & Director, MSBS Program	\$104,560.14	\$114,560.14	10/16/17
Walker, Dineca R.	Student Affairs	Upward Bound	Staff	Salary or Rate	Academic Advisor	Academic Advisor	\$38,031.72	\$43,500.00	09/28/17
Wang, Xie, Ph.D., M.D.	College Medicine Life Sciences	Psychiatry	Faculty	Granting of Tenure	Associate Professor	Associate Professor with Tenure	\$129,280.00	\$129,280.00	01/01/18
Williams, Kristi, M.D.	College Medicine Life Sciences	Psychiatry	Faculty	Administrative Title & Salary Decrease	Professor & Associate Dean, GME	Professor	\$145,022.58	\$99,123.93	01/01/18
Wilson, Grant A.	College of Engineering	Dean-Engineering	Staff	Salary and Title	Asst. Project Director	Project Director	\$50,000.00	\$60,000.00	12/01/17
Xie, Ruili, Ph.D.	College Medicine Life Sciences	Neurosciences	Faculty	Equity increase	Assistant Professor	Assistant Professor	\$85,680.00	\$93,500.00	01/01/18
Yecke, Sarah M.	Student Affairs	Student Activities Admin	Staff	Promotion	Asst Dir, Office of NSOP	Prog Mgr, Student Involvement	\$41,410.00	\$45,000.00	01/08/18

Separations of Employment

<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>Rate/Annual Salary</u>	<u>Effective Date</u>
Atallah, Joseph, M.D.	College Medicine Life Sciences	Anesthesiology	Faculty	Resignation	Professor	\$131,486.06	12/15/17
Avery, Jetahn	College of Health Sciences	School of Population Health	Staff	Resignation	Hub Director - Pickett	\$56,099.94	12/15/17

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Badenhop, Dalynn, M.D.	College Medicine Life Sciences	Medicine	Faculty	Retirement	Professor		\$173,608.56	12/29/17
Black, Mariah	Univ Toledo Medical Center	CVU	Staff	Resignation	Nursing Assistant		\$14.33	11/27/17
Bogner, Melissa	Univ Toledo Medical Center	6AB Surgery - Orthopedics	Staff	Resignation	Nursing Assistant		\$14.33	07/19/17
Boyer, Adam	Univ Toledo Medical Center	Registration	Staff	Involuntary Termination	Mgr Point of Serv Registration		\$55,550.00	04/05/18
Brissette, Lance	Finance and Administration	Controller	Staff	Resignation	Sr. Payroll Financial Analyst		\$59,475.51	01/12/18
Brown, Laura, M.D.	College Medicine Life Sciences	Surgery	Faculty	Resignation	Assistant Professor		\$30,600.00	12/25/17
Buczko, Ashley	Univ Toledo Medical Center	Emergency Dept.	Staff	Resignation	Nursing Assistant		\$14.33	01/06/18
Burckel, Pannee	College Natural Sciences Math	Chemistry	Staff	Retirement w 10+yrs UT service	Scientific Instrument Spec		\$72,164.01	12/29/17
Caldwell, Jedediah	Technology Advanced Solutions	IT Personnel	Staff	Resignation	Enterprise Desktop Admin		\$45,000.00	12/08/17
Carter, Kenneth	Student Affairs	Academic House-OP	Staff	Resignation	Hall Director, Interim		\$32,500.00	01/22/18
Claire, Thomas	Legal Affairs	Risk Management	Staff	Retirement w 10+yrs UT service	Admin for Risk Mgmt		\$126,206.57	01/31/18
Crisp, Roxann	Univ Toledo Medical Center	OP - Clinic - Neurology 4CD	Staff	Resignation	Clinic Manager 2		\$77,340.23	01/31/18
Ellerbrock, Emily	Univ Toledo Medical Center	Oncology/Hemoc/Med-Surg	Staff	Resignation	Nursing Assistant		\$14.33	12/02/17
Flanders, Michael	Univ Toledo Medical Center	Radiology-Diagnostic	Staff	Resignation	Radiology Tech Asst		\$14.19	11/24/17
Fox, Amy	Finance and Administration	Treasurer's Office	Staff	Resignation	Sr Treasury Analyst		\$56,661.00	01/12/18
Fox, Mark	Research	Technology Transfer	Staff	Resignation	Patent Technology Associate		\$91,481.76	01/12/18
Galwankar, Neeti Satyendra	College Medicine Life Sciences	Graduate Studies	Staff	Resignation	Research Assistant		\$15,600.00	01/05/18
Gardner, Aimee	Univ Toledo Medical Center	Nursing Pool	Staff	Resignation	Nursing Assistant		\$14.19	10/26/17
Gaudin, Daniel, M.D.	College Medicine Life Sciences	Surgery	Faculty	Resignation	Assistant Professor		\$55,745.25	12/31/17
Gray, Caroline	College Medicine Life Sciences	Physiology and Pharmacology	Staff	Resignation	Ped Pharmacology Lab Manager		\$41,723.10	01/03/18
Hogue, Patricia, Ph.D.	College Medicine Life Sciences	Department of Medical Education	Faculty	Resignation	Associate Professor		\$142,803.89	01/12/18
Huggins, Candus	Univ Toledo Medical Center	Emergency Dept.	Staff	Resignation	Nursing Assistant		\$14.33	12/03/17
Izuogu, Adaeze	College Medicine Life Sciences	Med Microbio & Immunology	Staff	Resignation	Post Doc FT HSC		\$42,000.00	01/19/18
Kleinhaus, Kyle	Univ Toledo Medical Center	Nursing Pool	Staff	Resignation	Nursing Assistant		\$14.33	10/21/17

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Koralewski, Hannah	Univ Toledo Medical Center	5AB Med/Surgery	Staff	Resignation	Nursing Assistant			\$14.33	12/20/17
Kromer, Brent	Univ Toledo Medical Center	Emergency Dept.	Staff	Resignation	Nursing Assistant			\$14.33	10/06/17
Lee, Saebom, M.D.	College Medicine Life Sciences	Anesthesiology	Faculty	Resignation	Assistant Professor			\$45,000.00	12/22/17
Lutheran, Erin	Univ Toledo Medical Center	CVU	Staff	Resignation	Nursing Assistant			\$14.33	12/31/17
Maher, Madeline	Univ Toledo Medical Center	Nursing Pool	Staff	Resignation	Nursing Assistant			\$14.33	12/05/17
Martin, Brooke	Univ Toledo Medical Center	Emergency Dept.	Staff	Resignation	Nursing Assistant			\$14.33	04/30/17
Mattin, Deborah	College of Nursing	College of Nursing	Faculty	Resignation	Associate Professor			\$80,085.41	01/20/18
McGuire Wise, Stephanie	Student Affairs	Counseling Center	Staff	Resignation	Clinical Counselor			\$61,021.42	01/25/18
McNutt, Aleshia	Finance and Administration	Controller	Staff	Resignation	Financial Analyst-Payroll			\$42,136.12	12/15/17
Metzger, Samantha	College Medicine Life Sciences	Dept. of Cancer Biology	Staff	Resignation	Lab Research Assistant			\$14.91	01/16/18
Monger, Lawrence, M.D.	College Medicine Life Sciences	Medicine	Faculty	Resignation	Assistant Professor			\$21,224.16	12/22/17
Myers, Morgan	Univ Toledo Medical Center	Senior Behavioral Health	Staff	Resignation	Nursing Assistant			\$14.33	12/28/17
Nishat, Sharmeen	College Medicine Life Sciences	Med Microbio & Immunology	Staff	Resignation	Post Doc			\$41,410.00	01/29/18
Norell, Catherine	Univ Toledo Medical Center	Dana Infusion Center	Staff	Resignation	Cancer Patient Navig/Outreach			\$45,489.52	12/29/17
North, Ciara	Univ Toledo Medical Center	Senior Behavioral Health	Staff	Resignation	Nursing Assistant			\$14.33	12/09/17
Okonta, Alexander	College Medicine Life Sciences	Medicine	Staff	Resignation	Laboratory Aide			\$8.15	08/16/17
Pattin, Lynnette	Finance and Administration	Controller	Staff	Resignation	Senior Financial Analyst			\$59,475.51	01/02/18
Pendyala, Brahmaiah	College of Engineering	Chem/Envior Engr	Staff	Grant \$ Ended	Post Doc			\$51,000.00	08/31/17
Redmon, Kyle	Univ Toledo Medical Center	Emergency Dept.	Staff	Resignation	Nursing Assistant			\$14.33	10/28/17
Reindel, Nicole	Univ Toledo Medical Center	Nursing Pool	Staff	Resignation	Nursing Assistant			\$14.19	08/04/17
Reynolds, Travis	College of Health Sciences	School of Exercise Rehab S	Faculty	Resignation	Visiting Assistant Professor			\$37,500.00	12/01/17
Rosenberg, Howard, M.D., Ph.D.	College Medicine Life Sciences	Physiology/ Pharmacology	Faculty	Resignation	Professor			\$43,734.35	01/31/18
Scarborough, Elena	Univ Toledo Medical Center	Nursing Pool	Staff	Resignation	Nursing Assistant			\$14.19	11/12/17
Schmitt, Cayla	Univ Toledo Medical Center	6AB Surgery - Orthopedics	Staff	Resignation	Nursing Assistant			\$14.33	12/06/17

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Shank, Heidi	College of Nursing	College of Nursing	Faculty	Resignation	Dir BSN/RN. BSN Programs			\$73,729.07	12/31/17
Siffer, Elizabeth	Univ Toledo Medical Center	Nursing Pool	Staff	Resignation	Nursing Assistant			\$14.19	09/10/17
Smith, Allison	Univ Toledo Medical Center	5AB Med/Surgery	Staff	Resignation	Nursing Assistant			\$14.33	12/26/17
Smith, Gregory	Athletics	Volleyball-Women	Staff	Involuntary Termination	Head Volleyball Coach			\$74,908.80	12/31/17
Suhan, Pamela	Research	Research & Sponsored Programs	Staff	Involuntary Termination	Rsch Compl & Contract Coord			\$63,573.65	01/07/18
Szymanowski, Samantha	Univ Toledo Medical Center	OPS-PACU	Staff	Resignation	Nursing Assistant			\$14.33	01/03/18
Taleb, Mohammad	Univ Toledo Medical Center	Resid Prgm-Fellowship	Staff	Completed Program	Fellow-Pulmonary/Critical Care			\$61,054.00	01/31/18
Thompson, Christopher	Finance and Administration	Treasurer's Office	Staff	Resignation	Treasurer			\$135,986.40	02/01/18
Titus, Jason	Enrollment Management	Financial Aid	Staff	Resignation	Asst. Director, Fin'l Aid HSC			\$51,510.00	01/12/18
Urbaniak, Danielle	Univ Toledo Medical Center	Pharmacy	Staff	Resignation	Pharmacy Intern			\$12.36	12/15/17
Vennekotter, Jessica	Univ Toledo Medical Center	Nursing Pool	Staff	Resignation	Nursing Assistant			\$14.33	04/27/17
Wallace, Melissa	Finance and Administration	Controller	Staff	Resignation	Grants Analyst			\$40,000.00	12/01/17
Wirth, Elizabeth	Univ Toledo Medical Center	5CD Surgery-Neurosciences	Staff	Resignation	Nursing Assistant			\$14.33	12/16/17

Community-Based / ProMedica Practitioners

<u>Name - Last, First, MI</u>	<u>College or Administration</u>	<u>Department</u>	<u>HSC</u>	<u>Description</u>	<u>Previous Position</u>	<u>Position</u>	<u>Effective Date</u>
Bialecki-Haase, Dee, M.D.	College Medicine Life Sciences	Family Medicine		ProMedica Practitioner Track Appointment		Clinical Assistant Professor without medical staff privileges	11/01/17
Fakhar, Faiza, M.D.	College Medicine Life Sciences	Medicine		ProMedica Practitioner Track Appointment		Clinical Assistant Professor without medical staff privileges	10/01/17
Ghali, Mohammad, M.D., MPH	College Medicine Life Sciences	Pediatrics		ProMedica Practitioner Track Appointment		Clinical Assistant Professor without medical staff privileges	01/01/18
Ho, Oanh, D.O.	College Medicine Life Sciences	Pediatrics		ProMedica Practitioner Track Appointment		Clinical Assistant Professor without medical staff privileges	09/01/17
Mustafa, Khader, M.D.	College Medicine Life Sciences	Medicine		ProMedica Practitioner Track Appointment		Clinical Assistant Professor without medical staff privileges	12/01/17
Williams, Kathryn, M.D.	College Medicine Life Sciences	Medicine		ProMedica Practitioner Track Appointment		Clinical Assistant Professor without medical staff privileges	11/01/17
Brady, Brenda, M.D.	College Medicine Life Sciences	Psychiatry		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	01/01/18
Capizzani, Tony, M.D.	College Medicine Life Sciences	Surgery		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	11/16/17
Cerilli, Gregory, M.D.	College Medicine Life Sciences	Surgery		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	11/01/17

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Fajobi, Olufunke, M.D.	College Medicine Life Sciences	Psychiatry		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges		11/01/17
Ikezuagu, Mbonu, M.D.	College Medicine Life Sciences	Medicine		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges		12/01/17
Johnson, Kevin, M.D.	College Medicine Life Sciences	Pediatrics		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges		09/01/17
La Salle, Karen, M.D.	College Medicine Life Sciences	Pediatrics		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges		01/02/18
McCluskey, Sandra, LPCC-S	College Medicine Life Sciences	Psychiatry		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges		01/01/18
McCullough, Daniel, M.D., FACS, FASMBS	College Medicine Life Sciences	Surgery		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges		12/14/17
Patterson, Amber, M.D.	College Medicine Life Sciences	Pediatrics		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges		12/01/17