



UToledo Board of Trustees
Agenda
March 18, 2026

1. Call to Order
2. Roll Call
3. Approval of Minutes
 - A. UToledo Board of Trustees Meeting Minutes
 - i. UToledo Board of Trustees Meeting Minutes: December 17, 2025
 - ii. UToledo Board of Trustees Special Meeting Minutes: March 9, 2026
 - B. UToledo Board of Trustees Committee Meeting Minutes
 - i. Academic and Student Affairs Committee Meeting Minutes: December 15, 2025
 - ii. Trusteeship and Governance Committee Meeting Minutes: December 15, 2025
 - iii. Finance and Audit Committee Meeting Minutes: December 16, 2025
4. Committee Reports
 - A. UToledo Health Board – *Chuck Callahan, EVP Health Affairs*
 - B. Academic and Student Affairs – *Mitchell McKinney, Provost*
 - C. Trusteeship and Governance – *Eleanore Awadalla, Committee Chair*
 - D. Finance and Audit – *Matt Schroeder, CFO*
5. Consent Agenda
 - A. Resolution 26-03-01: Approval of Distinguished University Professors and Distinguished University Lecturers
 - B. Resolution 26-03-02: Award of Honorary Degree
 - C. Resolution 26-03-03: Approval of Tenure for New Faculty Appointee
 - D. Resolution 26-03-04: Approval of 2026-2027 Sabbatical Leave Applicants
 - E. Resolution 26-03-05: Adoption of Curricular Approval Process
 - F. Resolution 26-03-06: Approval to Add New Degree Program: Accelerated BA in Professional Studies
 - G. Resolution 26-03-07: Approval to Add New Degree Program: Accelerated BS in Public Health
 - H. Resolution 26-03-08: Approval to Add New Degree Program: BA in Constitutional Studies
 - I. Resolution 26-03-09: Approval to Add New Degree Program: MS in Data Science and Artificial Intelligence
 - J. Resolution 26-03-10: Approval of Personnel Action Report
 - K. Resolution 26-03-11: Appointment of Edward P. Kinsey as a National Trustee
 - L. Resolution 26-03-12: Approval of Rate Increases for Housing and Meal Plans
 - M. Resolution 26-03-13: Approval of Gift Naming of The University of Toledo Welcome Center
 - N. Resolution 26-03-14: Approval of Memorandum of Agreement Between the UT Foundation and The University of Toledo

6. Chair Report
7. President's Report
8. Executive Session
 - To discuss trade secrets under Ohio Uniform Trade Secret Act.
9. Other Business, if any
10. Informational Items, if any
11. Adjournment

Minutes
The University of Toledo
209th Meeting of the Board of Trustees
Wednesday, December 17, 2025
WebEx/CADE
8:00 a.m.

The two hundred and ninth meeting of The University of Toledo Board of Trustees was held on Wednesday, December 17, 2025, in the Center for Alumni and Donor Engagement Fredrick Wolfe Board Room and virtually, via WebEx. Chair Mike Miller called the meeting to order at 8:03 a.m. and read the mission statement of The University of Toledo. Secretary to the Board, Ms. Katie DeBenedictis, recorded the minutes.

**CALL TO
ORDER**

The following Board of Trustees members were in attendance:

Eleanore Awadalla, Vice Chair (in-person)
Lidia Ebersole, (in-person)
Stephen P. Ciucci, (virtual)
Adam Levine, (in-person)
Michael Miller, Chair (in-person)
Patrick Kenney (in-person)
Matt Kripke, (in-person)
Nate Boley, Student Trustee (in-person)
Ashton Widenhoefer, Student Trustee (virtual)
Thomas Wakefield, National Trustee (in-person)

ATTENDANCE

The following Board of Trustees members were absent:

Zac Isaac

A quorum of the Board was constituted.

The following individuals were also in attendance:

Melissa Barden, Toledo Blade
Dan Barbee, CEO of UTMC
Tony Bourne, VP for Strategic Enrollment Management
Lori Burkholder, Senior Business Manager
Chuck Callahan, EVP for Health Affairs
Frank Calzonetti, VP for Innovation
John Cavins, Sr. Director of Enterprise Business Systems
Carrienne Campbell, Executive Assistant
Gordie Chauvin, Controller
Sherin Copanic, Chief Risk Officer
Meghan Cunningham, Director University Communications
Katie DeBenedictis, Chief of Staff and AVP for University Board Affairs

Mohammad Elahinia, Dean, College of Engineering
James Holloway, President
John Huber, Chief Administrative and Financial Officer, UTP
Traci McDaniel, Sr. Executive Assistant for Administrative Operations
Mitchell McKinney, EVP for Academic Affairs and Provost
Scott Molitor, Interim EVP for Academic Affairs and Provost
Angela Paprocki, Chief of Academic Operations
Barb Ritter, Dean, Neff College of Business and Innovation
Terence Romer, Chief of Strategy and Business Insights
Janelle Schaller, Interim VP for Legal Affairs and General Counsel
Rebecca Schnieder, Sr. Assoc. Dean and Director of Education
Matthew Schroeder, EVP for Finance & Administration and CFO
Marc Seigar, Dean, College of Natural Sciences and Mathematics
Sabrina Taylor, AVP for Finance and Interim Treasurer
Rod Theis, Chief of UToledo Police
Lindsey Vandagriff, Coordinator of Board Operations
UToledo AAUP
Mindy Ward, Controller, UTP

Following roll call, Board Chair Miller welcomed Trustee Matt Kripke to the board. Matt was appointed on October 31 for a 6-year term. Chair Miller began the meeting with his chair report. For the meeting's report he welcomed Mike Jacobs, new Toledo Rocket football coach, to introduce himself to the board and say a few words. Additionally, he summarized three proclamations: No. 25-12-43, No. 25-12-44, and No. 25-12-45 honoring the Women's Volleyball, Men's Cross Country and Women's Cross Country teams, respectively. Each team had a successful season ending with a Mid-American Conference Championship. All three head coaches attended the meeting and said words of thanks for the board and university support received.

Dean of the Neff College of Business and Innovation, Barb Ritter, presented an update on the College. The presentation included information on what makes the college distinctive and Dean Ritter's vision for future success.

Chair Miller requested a motion to waive the reading of the September and December Board and Committee meeting minutes and approve them as written. A motion was received from Trustee Awadalla and seconded by Trustee Ebersole. Ms. DeBenedictis took a roll call vote: Miller, yes; Awadalla, yes; Ciucci, yes; Kenney, yes; Levine, yes; Ebersole, yes; and, Kripke, yes.

Chair Miller announced that the committee meetings occurred earlier in the week and the board would now hear a summary report of each committee meeting.

Dr. Chuck Callahan provided an executive report from the UToledo Health Board meeting. ATTACHMENT 1

CHAIR REPORT

**DISCUSSION
ITEM**

**APPROVAL OF
MEETING
MINUTES**

**COMMITTEE
REPORTS**

Dr. Mitchell McKinney provided a provost update which included current initiatives in academic affairs and a summary of all items on today's consent agenda. ATTACHMENT 2.

Trustee Awadalla provided a summary of actions at the trusteeship and governance committee meeting. The committee approved the meeting minutes from September, the personnel action report and changes to the faculty senate bylaws.

Mr. Matt Schroeder provided a report from the Finance and Audit Committee Meeting. ATTACHMENT 3

Board Chair Miller requested a motion for approval of the Consent Agenda for this meeting. A motion was received from Trustee Awadalla and seconded by Trustee Kripke. Ms. DeBenedictis took a roll call vote: Miller, yes; Awadalla, yes; Ciucci, yes; Kenney, yes; Levine, abstained; Ebersole, yes; and, Kripke, yes.

Dr. Holloway's president's report included highlights of the fall semester including MAC Championships and Commencement. He shared samples of UToledo's Reputation Campaign materials and welcomed new hires including Mike Jacobs, Grace Bochenek and Jack Newsome. Additionally, he reviewed university metrics including enrollment, philanthropy, retention, research, fiscal and patient care.

Following the discussion, Trustee Miller requested a motion to enter executive session to discuss the employment and compensation of a public employee, and to hold a conference with an attorney for the university concerning disputes that are the subject of pending or imminent court action. A motion was made by Trustee Ebersole and seconded by Trustee Awadalla. A roll call vote was performed: Miller, yes; Awadalla, yes; Ciucci, yes; Kenney, yes; Levine, yes; Ebersole, yes; and, Kripke, yes. Following the discussion, the board exited executive session with no action taken.

With no further business to discuss, Chair Miller adjourned the meeting at 12:01 p.m.

**CONSENT
AGENDA**

**PRESIDENT'S
REPORT**

**EXECUTIVE
SESSION**

ADJOURNMENT

Minutes
The University of Toledo Board of Trustees
Academic and Student Affairs Committee Meeting
December 15, 2025

The meeting was conducted virtually via WebEx. Committee members Ms. Lidia Ebersole, Mr. Steve Ciucci, Mr. Adam Levine, Mr. Zac Issac, Mr. Matt Kripke, Mr. Patrick Kenney, and Ms. Eleanore Awadalla were present. Student Trustee Mr. Nate Boley was present. National Trustee Mr. Thomas Wakefield was present. Others in attendance were Mr. Saad Andalib, Mr. Tomer Avidor-Reiss, Dr. Dan Boden, Mr. Tony Bourne, Dr. Chuck Callahan, Dr. Frank Calzonetti, Ms. Carrieanne Campbell, Ms. Meghan Cunningham, Ms. Katie DeBenedictis, Dr. Mohammed Elahinia, Dr. Melissa Gregory, Dr. Renee Heberle, Dr. James Holloway, Dr. Mitchell McKinney, Dr. Scott Molitor, Ms. Anegla Paprocki, Dr. Barb Ritter, Mr. Terence Romer, Ms. Janelle Schaller, Mr. Matthew Schroeder, Ms. Rebecca Schneider, Ms. Ira Snahoshchenko, Dr. Marc Seigar, Dr. Jerry Van Hoy, and Ms. Bethany Ziviski.

ATTENDANCE

The meeting was called to order at 8:04 a.m. by Committee Chair Ebersole. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

CALL TO ORDER

Trustee Ebersole mentioned that all stakeholder reports were shared in the board packet and reviewed by trustees prior to this committee meeting. She invited representatives from each group who submitted a report to present highlights. The full reports are included with the minutes.

STAKEHOLDER REPORTS

Ira Snahoshchenko, Student Government Report – Attachment 1.

Saad Andalib, Graduate Student Association Report – Attachment 2.

Dan Boden, Graduate Council Report - Attachment 3.

Tomer Avidor-Reiss, Faculty Senate report - Attachment 4.

Trustee Ebersole said there were no discussion items for the meeting.

Trustee Ebersole requested a motion to waive the reading of the minutes from the September 22, 2025 committee meeting and approve them as written. A motion for approval was provided by Trustee Awadalla, seconded by Trustee Levine and approved by the committee.

ACTION ITEMS

Dr. McKinney presented a recommendation for emeritus faculty honors for 9 retired faculty members. Emeritus status is an honor to recognize the outstanding services of retired faculty members. Trustee Ebersole requested a motion to approve the recommendation and forward to the consent agenda of the next Board of Trustees meeting. A motion for approval was provided by Trustee Awadalla, seconded by Trustee Isaac and approved by the committee.

**EMERITUS
FACULTY**

Dr. McKinney presented a recommendation for new faculty tenure for Dr. Grace Bochenek in the Department of Mechanical, Industrial and Manufacturing Engineering. Dr. Bochenek is joining UToledo as Vice President for Research in February. Trustee Ebersole requested a motion to approve the recommendation and forward to the consent agenda of the next Board of Trustees meeting. A motion for approval was provided by Trustee Levine, seconded by Trustee Kripke and approved by the committee.

**NEW FACULTY
TENURE**

Dr. McKinney presented a recommendation for two posthumous degrees for undergraduate students who passed away in a tragic car accident. First, a Bachelor of Science in Chemical Engineering for Noah Jones and second, a Bachelor of Science in Environmental Engineering for Keegan Walborn. Trustee Ebersole requested a motion to approve the recommendation and forward to the consent agenda of the next Board of Trustees meeting. A motion for approval was provided by Trustee Kripke, seconded by Trustee Isaac and approved by the committee.

**POSTHUMOUS
DEGREES**

Dr. McKinney presented Resolution No. 25-12-37: Advance Ohio Education Act. Per legislation, the board must approve the following policies (via this resolution) and submit to the Chancellor of ODHE by December 31: Workload, Faculty Annual Performance Evaluation, Post-Tenure Review, Tenure, and Retrenchment. Trustee Ebersole requested a motion to approve Resolution No. 25-12-37 and forward to the consent agenda of the next Board of Trustees meeting. A motion for approval was provided by Trustee Levine, seconded by Trustee Awadalla and approved by the committee.

**RESOLUTION NO.
25-12-37**

There was no need for an executive session. Dr. McKinney mentioned several informational items which were provided for trustees in the board materials. These items include information on the Science of Reading Audit, Annual Remediation Report, and the Graduate Medical Education Executive Summary Annual Institutional Review.

**INFORMATIONAL
ITEMS**

With no further topics to discuss, the meeting was adjourned at 9:07 a.m.

ADJOURNMENT

Iryna Snahoshchenko

President of the Student Body

Stakeholder Report

December 15, 2025

End of 2025 Fall Semester Report

After finals and graduation, students are most excited to recharge after their hard work in the fall semester. Most feel accomplished and ready to embark on their next adventure, whether it is another semester at UT, a full-time job, or spending more time with family. In Student Government, we had a semester full of ideas and projects.

Winter break food project

This year, Student Government will continue the initiative to help 60+ students staying on campus get easier access to food when retail locations on campus are closed for winter break. Student Government, along with the help of a generous donor, the Office of the President, the Division of Student Affairs, and the Center for Advocacy and Student Experience, is preparing the following resources for students:

- Bags with ready-to-cook meals
- Community dinners on campus
- Shopping trips to a grocery store

The Office of Residence Life has been very helpful with this initiative, supporting advertising and ensuring resources are distributed among students. We hope that every student who stays on campus enjoys their holidays without worrying about food supplies.

Residence Life Committee Updates

Having an intentional connection with staff at Residence Life has been productive this semester. As a result of this committee, it has been easier to report student concerns, especially pertaining to the Greek Village.

The issues that have been thoroughly discussed in our meetings are:

- Student involvement in the decisions about the Greek Village
- Maintenance of washers and dryers

We are excited to involve even more students and have more impact with this committee next semester.

Capital Funding Advocacy

On November 12th, members of Student Government traveled to Columbus to meet with Representatives from the Statehouse and strengthen the connections between the state legislators and the university. Jordan Tracy, Antoine Washington, Armahd White, Nicholas Dewitz, and Jaden Bollinger got a chance to talk to Representatives Grimm, White, Williams, and Manning, discussing capital funding for higher education. I am hopeful that this trip is one of many, and that we continue to maintain strong relationships with representatives in the state. Additionally, our delegates met students representing Ohio University and Kent State University, who similarly advocated for issues affecting their institutions.

Elections

Our elections are going to be held in early April, the rules for which were crafted by the newly appointed election board consisting of these individuals:

- Annabelle Welch (Chair)
- Emma Konczal (Vice Chair)
- Luke Barnette
- Stephen Brown
- Lily Chaney
- Colin Guye
- Armando Rodriguez
- Angela Rosillo

Among the changes to this year's election manual is an increased number of required signatures and votes to become an elected senator.

Director Team

I would like to give an update about our director team. This fall, I was pleased to appoint two individuals to the following director positions:

- Director of Housing and Residence Life – Armando Rodriguez
- Director of Fraternity and Sorority Life – Duncan McLean

I also wanted to share the list of our current directors for the spring semester. We currently have 7/10 positions filled:

- Director of Sustainability – Faith Kern
- Director of Parking – Aesha Patel
- Director of Dining – Andrew Thompson
- Director of DEI, External – Nandi Grant
- Director of DEI, Internal – Angela Rosillo

- Directors of Government Relations – vacant
- Director of Auxiliary Services – vacant
- Faculty Senate Representative – vacant

Plans for Spring

Next semester, Jaden and I are planning to finish the projects we started in the Fall. We also have many ideas for advocacy in the Spring. I am especially excited to work on expanding reservable spaces for student activities and to serve on the General Fee Committee in the Spring. We are aiming to continue Roundtable Discussions with student organizations, making effective communication and collaboration more accessible.

A Message of Appreciation

To the Board of Trustees, President Holloway, and Chief of Staff Debenedictis: thank you for your leadership and unwavering support of the student body and student initiatives. We are deeply grateful for your trust and readiness to listen to the student voice.

Graduate Student Association Stakeholder Report
Prepared by Saad Andalib, Graduate Student Association-President
Monday, December 15, 2025

1. 2025-2026 Executive Board

- a. President: Saad Andalib, College of Engineering
- b. Vice President: Rema Ahmad Awethe, College of Health & Human Services
- c. Treasurer: Justin Rose, College of Health & Human Services
- d. Secretary: Md. Faisal Karim, College of Engineering
- e. Communications Specialist: Vacant

2. Fall 2025 Semester Recap:

A. Fall 2025 General Assembly Meeting Attendance:

Date/Time	Location	Attendance
Wednesday, September 17 th , 6 pm - 8 pm	Main Campus Memorial Field House 2100	53 Students
Wednesday, October 8 th , 6 pm – 7:30 pm	Health Science Campus Howard S. Collier Building 1050	55 Students
Wednesday, November 12 th , 6 pm – 7:30 pm.	Main Campus Ingman Room, Student Union	52 Students
Wednesday, December 3 rd , 6 pm – 7:30 pm.	Microsoft Teams	48 Students

B. Research Travel and Conference Registration Reimbursement Program

- i. The Graduate Student Association is pleased to report that it has been able to provide funding for a total of 48 students to date for the Fall 2025 semester including:
 - a. 25 conference presenters
 - b. 4 Students for academic competition
 - c. 19 conference attendees

C. Social and Professional Development Programming

- i. GSA arranged social programming for graduate and professional students including a Trivia Night hosted on Tuesday, November 18th with a total attendance of 26 students.

D. Graduate Research Awards

- i. The 2025-2026 GSA Graduate Research Awards Application is now open on InvoNet through January 30, 2026.
- ii. Our Graduate Research Awards are small grants to fund graduate student research. This academic year, we anticipate awarding five graduate students.

3. Spring 2026 Activities:

A. General Assembly Meetings for Spring 2026:

Date/Time	Location
Thursday, January 22nd, 6 pm -7:30 pm	Main Campus TBD
Thursday, February 26 th , 6 pm – 7:30 pm	Health Science Campus TBD
Thursday, March 26 th , 6 pm – 7:30 pm.	Main Campus TBD
Thursday, April 16 th , 6 pm – 7:30 pm.	Microsoft Teams

B. Midwest Graduate Research Symposium | Saturday, April 11th, 2026

- i. The Graduate Student Association is pleased to announce that it will be holding its 17th Annual Midwest Graduate Research Symposium on Saturday, April 11th, 2026, from 9:00 a.m. until 3:00 p.m. on The University of Toledo Main Campus in Memorial Field House.
- ii. The Midwest Graduate Research Symposium is an annual academic gathering hosted by the Graduate Student Association consisting of plenary sessions, seminar sessions, and poster sessions showcasing the research and field work of graduate and professional students. This year, sessions will include a keynote panel, professional development sessions, seminars, lightning talks, and poster presentations.
- iii. This year’s symposium theme, “**Authenticity and Integrity (AI).**” This symposium will feature a conversation exploring how artificial intelligence is transforming higher education.

C. Social and Professional Development Programming

- i. The GSA is planning multiple social events for Spring 2026 including a sports tournament and trivia night.
- ii. The GSA is planning monthly presentation labs to provide students with the opportunity to practice upcoming presentations and receive feedback from peers.

Graduate Council Report to Board of Trustees
Academic and Student Affairs Committee, December 15, 2025

prepared by Dr. Daniel Boden,
University of Toledo Graduate Council Chair, 2025-2026.

This report includes the activities of Graduate Council (GC) since our last report on September 22nd, 2025. During the Fall 2025 term, GC has continued to meet regularly, to conduct regular business, hear presentations from guest speakers, and address new business brought forth by members.

GC has approved numerous applications for new and renewed graduate faculty status, which enables individuals to teach graduate courses and serve in various capacities on graduate advisory committees, mentoring graduate students as they complete their degrees. Our Curriculum Committee is populated and continues to review and approve proposals for new and modified graduate programs and courses.

On October 16th, I represented Graduate Council at the inauguration of James P. Holloway, Ph.D., as the 19th President of the University of Toledo. On October 28th, President Holloway and Provost McKinney joined our meeting to share their vision for the university, including graduate education. Following their opening remarks, both President Holloway and Provost McKinney addressed questions from GC members about issues relevant to graduate faculty and the larger UToledo community, such as maintaining R1 status, external funding, cross-college collaboration, the impact of the federal government shutdown, graduate student recruitment, etc. Prior to the arrival of President Holloway and Provost McKinney, Nicole Harris, Deputy Athletic Director and COO, addressed GC about the midweek home football game on November 5th and encouraged GC members to attend the game if possible. On November 25th, Donald Poulson, Associate Director, Total Rewards Benefits, Human Resources, attended Graduate Council to discuss Graduate Student Health Insurance. Mr. Poulson explained to GC how current graduate students are made aware of health insurance options provided by the university, as well as the enrollment process.

Dr. Michael Weintraub, 2025-2026 Graduate Council Vice-Chair, and I continue to meet regularly with Provost McKinney to discuss issues relevant to GC and graduate faculty. Additionally, I continue to attend University Leadership Council meetings.

In addition to regular business and committee reports, Graduate Council continues to focus on several important issues that have been raised by faculty and students related to graduate affairs and academic programs. We also receive regular updates from Dr. Scott Molitor, Senior Vice Provost for Academic and Graduate Affairs, Research Council via Dr. F. Scott Hall, and the Graduate Student Association by GSA President Saad Andalib.

Dr. Daniel Boden

Faculty Senate Presentation

UToledo BOT Meeting

December 15, 2025



THE UNIVERSITY OF
TOLEDO

THE POWER UTOLEDO THE POWER UTOLEDO THE POWER UTOLEDO

Faculty Senate Executive Committee



Jerry
Van Hoy
Past-
President



Tomer
Avidor-Reiss
President



Renee
Heberle
President
-Elect



Deborah
Coulter-Harris
Executive Secretary



Robert
Steven
Ohio Faculty Council
Representative



David
Giovannucci



Andrea
Kalinoski

Health Science Campus
Representatives



Karen
Green



Yakov
Lapitsky

Main Campus
Representatives

Enrollment Crisis: Flowchart of faculty involvement in recruitment activities

1:15 meeting

UToledo Admissions
(enroll@utoledo.edu)



Inform the department
representative
(secretary, department associate
chair,...)



Inviting Individual faculty to
participate in
a 1:15 meeting

University-wide recruitment events

UToledo Admission – set up the events
(<https://www.utoledo.edu/admission/events/>)
(<https://www.utoledo.edu/admission/visit/>)



Inform the college recruitment event organizer
(Project Managers, ...)



Depends on
the college

Inform the department
representative
(secretary, department
associate chair, ...)



Inviting Individual faculty to participate in
the university-wide recruitment events



College-initiated recruitment events



Inform the departments



Inviting Individual faculty to
participate

Enrollment Crisis: CRE Designation

- In response to the Art and Science consulting company recommendation to help increase UToledo enrollment, the Faculty Senate committee led by Dr. Ashley Pryor approved the Creativity and Innovation (CRE) course designation rubric.
- Next, the ad hoc committee will be reviewing and approving courses with this designation next semester.



Dr. Renee Heberle, Faculty Senate President-Elect, is leading a committee that meets with ParkUToledo to resolve issues that impair the university's mission

The three top parking issues:

- Request to suspend ticketing for groups or individuals coming to campus to, speak, work with students, or otherwise participate in the mission.
- Request to suspend ticketing for faculty-sponsored events with proper documentation and numbers of spaces/location.
- Request to suspend ticketing during low-usage times (after 7:00 pm until 6:00 am, for example, and on weekends).

*To be the University FOR Toledo,
we must make our front door—parking—
more accessible and community-friendly.*

Three Recommended Changes to the Faculty Senate Rules and Bylaws to increase its efficiency

- BOT approval is required.
- Will be discussed in trusteeship and governance (T&G) committee meeting

Rules 2.B.3: Allowing faculty election to start early than in the past

Bylaws VIII.4: Allowing faculty to serve 2 years in FS committees

Bylaws V.1: Making FS meeting a hybrid format



Meetings with the President and Provost

We have regular productive meetings with President Holloway and Provost McKinney and we feel the collaborative spirit is strong.

We noted a positive change in the university trajectory – the opening of several positions for faculty.

Engagement with all academic units, big and small, is encouraging.



The BOT chair is invited to present at one of the spring Faculty Senate meetings

- We hope this can be arranged.

Minutes
The University of Toledo Board of Trustees
Trusteeship and Governance Committee Meeting
December 15, 2025

The meeting was conducted virtually via WebEx. Committee members Ms. Lidia Ebersole, Mr. Steve Ciucci, Mr. Adam Levine, Mr. Zac Issac, Mr. Matt Kripke, Mr. Patrick Kenney, and Ms. Eleanore Awadalla were present. Student Trustee Mr. Nate Boley was present. National Trustee Mr. Thomas Wakefield was present. Others in attendance were Mr. Tomer Avidor-Reiss, Mr. Tony Bourne, Dr. Chuck Callahan, Dr. Frank Calzonetti, Ms. Carrieanne Campbell, Ms. Meghan Cunningham, Ms. Katie DeBenedictis, Dr. Mohammed Elahinia, Dr. Melissa Gregory, Dr. James Holloway, Dr. Mitchell McKinney, Dr. Scott Molitor, Ms. Anegla Paprocki, Dr. Barb Ritter, Mr. Terence Romer, Ms. Janelle Schaller, Mr. Matthew Schroeder, Ms. Rebecca Schneider, Dr. Marc Seigar, Dr. Jerry Van Hoy, and Ms. Bethany Ziviski.

The meeting was called to order at 9:07 a.m. by Trustee Awadalla. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes. There was no need for an executive session.

Trustee Awadalla requested a motion to waive the reading of the minutes from the September 25, 2025, committee meeting and approve them as written. A motion for approval was provided by Trustee Ebersole, seconded by Trustee Levine and approved by the committee.

Trustee Awadalla requested a motion to approve the personnel action report and forward to the consent agenda of the next Board of Trustees meeting. A motion for approval was provided by Trustee Kenney and seconded by Trustee Isaac. Trustee Ebersole opposed and Trustee Levine abstained. The item was approved by the committee.

Faculty Senate President Tomer Avidor-Reiss presented changes to the Faculty Senate Bylaws. The changes related to the timing of the nominating procedure for university faculty elections, the length of terms for committee members and meeting format. Trustee Awadalla requested a motion for approval of the Faculty Senate Bylaw Changes and to forward the recommendations to the Consent Agenda at the next Board meeting. A motion for approval was provided by Trustee Levine, seconded by Trustee Ebersole and approved by the committee.

Bethany Ziviski presented Resolution No. 25-12-38: Ratification of CBA with Fraternal Order of the Police Ohio Labor Council. The 3-year agreement maintains fiscal responsibility and ensures labor peace and improvement in operation for the university's police force. Trustee Awadalla requested a motion to approve Resolution No. 25-12-38 and forward to the consent agenda of the next Board of Trustee meeting. A motion was made by Trustee Ebersole, seconded by Trustee Levine and approved by the committee.

With no further business to discuss, the meeting was adjourned at 9:16 a.m.

ATTENDANCE

CALL TO ORDER

APPROVAL OF MINUTES

PERSONNEL ACTION REPORT

FACULTY SENATE BYLAW CHANGES

RESOLUTION NO. 25-12-38

ADJOURNMENT

Minutes
The University of Toledo Board of Trustees
Finance and Audit Committee Meeting
December 16, 2025

The meeting was conducted virtually via WebEx. Committee members Ms. Lidia Ebersole, Mr. Zac Issac, Mr. Patrick Kenney, Mr. Addam Levine, Mr. Steve Ciucci, Mr. Matt Kripke, and Ms. Eleanore Awadalla were present. Student Trustee Mr. Nate Boley was present. National Trustee Mr. Thomas Wakefield was present. Others in attendance were Ms. Lori Burkholder, Mr. Tony Bourne, Mr. Philip Bryant, Dr. Chuck Callahan, Dr. Frank Calzonetti, Ms. Carrieanne Campbell, Ms. Lena Carroll, Mr. Gordie Chauvin, Ms. Sheri Copanic, Ms. Meghan Cunningham, Ms. Katie DeBenedictis, Mr. Todd Deindoerfer, Dr. Mohammad Elahinia, Ms. Jacki Herrington, Dr. James Holloway, Mr. John Huber, Mr. Mike Johns, Mr. Tim Loeffler, Mr. Darryn McGarvey, Dr. Mitchell McKinney, Dr. Scott Molitor, Ms. Connie Neese, Ms. Anegla Paprocki, Dr. Barb Ritter, Mr. Terence Romer, Ms. Janelle Schaller, Mr. Matthew Schroeder, Mr. Scott Talcott, Ms. Sabrina Taylor, Mr. Greg Thelen, Mr. Jason Toth, Mr. Anthony Truman, Ms. Lindsey Vandagriff, Ms. Mindy Ward, and UT-AAUP.

The meeting was called to order at 8:01 a.m. by Trustee Ciucci. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

Members of the CLA Audit team provided a presentation on the UToledo Audit. The presentation consisted of a review of the audit process, along with the scope and results for UToledo, UTMC, UTF and UTPCF.

Ms. Sabrina Taylor presented the FY26 financial performance through October. She highlighted the consolidated income statement, balance sheet and cash flows. Additionally, an income statement for UToledo Health was presented.

Trustee Ciucci requested a motion to waive the reading of the minutes from the September 24, 2025 Finance and Audit Committee meeting and accept them as written. A motion for approval was provided by Trustee Ebersole, seconded by Trustee Isaac and approved by the committee.

Mr. Schroeder presented Resolution No. 25-12-39: UToledo Capital Plan Tranche 2 Final Authority of \$40M. As part of the presentation, the 5-year capital plan request and funds summary was shared as well as the RFP process for potential lenders and financing structures. Following the presentation, Trustee Ciucci requested a motion to approve Resolution No. 25-19-39 and forward it to the consent agenda at the next Board of Trustees meeting. A motion for approval was provided by Trustee Kenney, seconded by Trustee Levine and approved by the committee.

Dr. Callahan presented Resolution No. 25-12-40: Large Purchase – Intuitive Surgical DaVinci DV5. This purchase was approved by the UToledo Health Board and supports surgical volume growth, our teaching mission, the patient experience and patient outcomes. Trustee Ciucci requested a motion to approve Resolution No. 25-12-40 and forward it to the consent agenda at the next Board of Trustees meeting. A motion for approval was provided by Trustee Isaac, seconded by Trustee Awadalla and approved by the committee.

Mr. Anthony Truman presented Resolution No. 25-12-41: Internal Audit Charter The internal audit charter is a formal document that includes the internal audit function’s mandate, organization position, reporting relationships, scope of work, types of services, and other specifications. Trustee Ciucci requested a motion to approve Resolution No. 25-12-41 and

ATTENDANCE

CALL TO ORDER

DISCUSSION ITEMS

APPROVAL OF MINUTES

RESOLUTION NO. 25-12-39

RESOLUTION NO. 25-12-40

RESOLUTION NO. 25-09-41

forward it to the consent agenda at the next Board of Trustees meeting. A motion for approval was provided by Trustee Awadalla, seconded by Trustee Ebersole and approved by the committee

Ms. Sheri Copanic presented Resolution No. 25-12-42: Annual Efficiency Report. The Annual Efficiency Report is required by the Chancellor of ODHE and includes information on the efficiency and effectiveness, academic practices, and additional practices of UToledo. Trustee Ciucci requested a motion to approve Resolution No. 25-12-42 and forward it to the consent agenda at the next Board of Trustees meeting. A motion for approval was provided by Trustee Kenney, seconded by Trustee Levine and approved by the committee

With no further business to discuss, Trustee Ciucci reminded the committee to review the informational materials provided in their board packets. The meeting was adjourned at 9:36 a.m.

**RESOLUTION
NO. 25-12-42**

ADJOURNMENT

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 26-03-01

**APPROVAL OF DISTINGUISHED UNIVERSITY PROFESSORS AND
DISTINGUISHED UNIVERSITY LECTURERS**

WHEREAS, appointment to the rank of Distinguished University Professor is the highest permanent honor the University of Toledo can bestow on a faculty member and those named have earned national and/or international recognition for educational, artistic and/or scholarly contributions that have been transformative in their field; and

WHEREAS, appointment to the rank of a Distinguished University Lecturer is the highest permanent honor The University of Toledo can bestow on a Lecturer and those named have earned recognition and distinction as educators, advancing student learning, facilitating and supporting student success, and demonstrating a commitment to the University's educational mission; and

WHEREAS, the Academic Honors Committee and the Distinguished University Lecturer Selection Committee have endorsed the recommended candidates for Distinguished University Professor and Distinguished University lecturer, respectively;

NOW, THEREFORE, BE IT RESOLVED

that Board of Trustees of The University of Toledo approves the following faculty as Distinguished University Professors and Distinguished University Lecturer, as outlined below:

Distinguished University Professors:

- Peter Andreana, Ph.D., College of Natural Sciences and Mathematics
- Rupali Chandar, Ph.D., College of Natural Sciences and Mathematics
- Stanislaw (Stan) Stepkowski, D.V.M., Ph.D., D.Sc., College of Medicine and Life Sciences

Distinguished University Lecturer:

- Kristen Geaman, Ph.D., Senior Lecturer, Department of History, Judith Herb College of Arts, Social Sciences and Education

Recommendations for 2025-2026 Distinguished University Professors

Appointment to the rank of Distinguished University Professor is the highest permanent honor The University of Toledo can bestow on a faculty member. Those named Distinguished University Professor have earned national and/or international recognition and distinction for educational, artistic and/or scholarly contributions that have been transformative in their fields. The Academic Honors Committee sent out a call for nominations for Distinguished University Professor in October 2025. Nominations for twelve exceptional candidates were submitted by the December deadline. The Academic Honors Committee met in February and endorsed three candidates to recommend to the President and Provost. The selected candidates are:

Peter Andreana, Ph.D., College of Natural Sciences and Mathematics

- Dr. Peter Andreana joined the faculty at The University of Toledo as an Associate Professor in the Department of Chemistry & Biochemistry in 2012 after serving as an Assistant Professor at Wayne State University in Detroit, MI. He was promoted to Professor in 2016.
- Dr. Andreana is an internationally renowned scholar in the field of carbohydrate chemistry. He is a recognized leader in carbohydrate-based vaccine design for infectious diseases and cancer immunotherapies and developing chemical technologies for detecting DNA damage and accessing medically relevant carbohydrate targets.
- Dr. Andreana's record of continuous external research support is approaching \$5M over the course of his career and reflects sustained success in highly competitive federal programs, including a \$1.7M multi-year NIH R01 award for synthetic carbohydrate vaccine development. His recent NIH R21 award for Alzheimer's research was highlighted by Congresswoman Marcy Kaptur, UToledo News, and local media.
- His Google Scholar summary documents more than 3,100 career citations, placing him among the most widely cited synthetic carbohydrate chemists. His publication portfolio includes over 60 peer-reviewed articles, multiple book chapters, and a royalty generating patent, with peer-reviewed publications in prestigious journals such as Journal of Medicinal Chemistry, Chemical Biology, Organic Letters, Chemical Science, and Glycoconjugate Journal.
- He received the American Chemical Society (ACS) New Investigator Award in 2010 and the ACS Wolfrom Award in 2023. The Wolfrom Award is the ACS Carbohydrate Division's most prestigious recognition for career achievement and is bestowed on only one scientist per year across the entire United States.
- Dr. Andreana has served as vice chair of the Gordon Research Conference on Carbohydrates in China in 2019 and subsequently served as chair of the same conference in New Hampshire in 2023. Gordon Research Conferences are among the most selective and prestigious scientific gatherings in the world, with attendance by invitation only and a focus on cutting-edge, unpublished research.



- He is regularly appointed to NIH study sections and federal agency grant review panels and is regularly invited to provide editorial contributions as a manuscript reviewer for elite ACS journals, including the Journal of Medicinal Chemistry, Organic Letters, and Chemical Biology.
- Dr. Andreana received his bachelor's degree from Brock University, a doctorate from Wayne State University, and completed a postdoctoral fellowship at Harvard University.

Rupali Chandar, Ph.D., College of Natural Sciences and Mathematics

- Dr. Rupali Chandar joined the faculty at The University of Toledo as an Assistant Professor in the Department of Physics and Astronomy in 2007, was promoted to Associate Professor in 2011 and to Professor in 2016. She currently serves as Associate Chair of the Department of Physics and Astronomy, and the Helen Luedtke Brooks Endowed Professor of Astronomy.
- Dr. Chandar has developed a world-class research program in the study of star clusters and star formation in other galaxies, using observational astronomy measurements obtained from the Hubble Space Telescope, the James Webb Space Telescope, and other facilities to better understand how galaxies like our own evolve and the cycle of matter within galaxies including star (and star cluster) birth and death.
- Since arriving at UToledo, Dr. Chandar has published over 150 papers, achieving a h-index of 49 and accruing over 7400 citations for her work, placing her body of scholarship in the top 10 percent of all astronomers across all astronomy fields.
- She has secured 38 funded projects as PI and over 40 as co-PI amounting to \$3.1M in direct funding and hundreds of hours of observational time supported by National Science Foundation, the James Webb Space Telescope, the Hubble Space Telescope, the Chandra Space Telescope, and numerous ground based observatory missions.
- Dr. Chandar is a dedicated educator mentoring 7 postdocs, 10 graduate students, and over 30 undergraduate and high school students, many of whom are co-authors on peer-reviewed publications and have gone on to obtain faculty positions of their own. The fact that so many UToledo undergraduate and local high school students have earned such authorship is a testament to Dr. Chandar's enthusiasm and commitment to mentoring students.
- Her nomination for Distinguished University Professor was supported by Dr. Neill Reid, a multi-mission project scientist at the Space Telescope Science Institute (STScI) and international expert on low-mass stars and brown dwarfs; Dr. Ralf S. Klessen, a professor at the University of Heidelberg Center for Astronomy, and has published over 600 papers with over 40,000 citations; and Dr. Eva Schinner, research director at the Max Planck Institute for Astronomy, an internationally recognized expert in the study of star formation outside our galaxy, and co-lead of the PHANGS (Physics at High Angular resolution in Nearby GalaxieS) project, which is the largest targeted multi-wavelength survey of nearby spiral galaxies ever conducted.



- Dr. Chandar received her bachelor's degree from Haverford College and her master's and doctorate degrees from Johns Hopkins University. She completed postdoctoral fellowships at the STScl and Carnegie Observatories before joining The University of Toledo.

Stanislaw (Stan) Stepkowski, D.V.M., Ph.D., D.Sc., College of Medicine and Life Sciences

- Dr. Stepkowski joined the faculty at The University of Toledo as a Professor in the Department of Immunology and Microbiology in 2008 and the Department of Surgery in 2009 after serving as an Assistant and Associate Professor at the University of Texas Medical School in Houston, TX.
- Dr. Stepkowski is an international expert in understanding mechanisms underlying immune system responses to and minimizing immune system rejection of allografts, or transplanted tissues. He is regarded as one of the best tissue transplantation scientists of his generation.
- In addition to his prominence in the field of immunology, Dr. Stepkowski is also an extremely skilled microsurgeon, having worked under the tutelage Dr. Sun Lee, who created basic techniques of organ transplantation models in rodents. He is always enthusiastic to share his expertise with his UToledo colleagues. Most recently, he collaborated with Dr. Rajesh Gupta, an interventional cardiologist, to develop a modified technique of cardiopulmonary bypass in rats that serves as the basis for a pending NIH grant application.
- Dr. Stepkowski has published 225 papers acquiring 4500 citations in high impact journals and was awarded numerous grants from NIH, industry and private foundations totaling more than \$30M. He also has been awarded three patents for his discoveries.
- He is also very committed to training the next generation of scientists. He has supervised the dissertation research of over 30 Ph.D. students and trained a similar number of postdoctoral fellows. A number of his trainees have gone on to illustrious careers of their own domestically and internationally, including Dr. R. Mark Ghobrial, a liver transplant surgeon and director of transplantation at Houston Methodist hospital; Dr. Mithun Khattar, a scientist and Director of the CAR-T program at Amgen in San Francisco; and Dr. Wojciech Lisik, a surgeon and Vice-President of the Medical University of Warsaw.
- Dr. Stepkowski serves as Editor-in-Chief, Associate Editor or editorial board member of several journals in his field, including Transplant Immunology, Transplantation and PLOS One. He has also served on numerous NIH review panels and is currently a permanent member of the National Heart, Lung and Blood Institute study section on Transplantation, Tolerance and Tumor Immunology.
- Dr. Stepkowski received his D.V.M. from the University of Warsaw, and a Ph.D. and D.Sc. in Immunology from the Polish Academy of Sciences in Warsaw, Poland.



Recommendation for 2025-2026 Distinguished University Lecturer

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

The Distinguished University Lecturer Selection Committee has endorsed one candidate to recommend to the Provost and President.

Kristen Geaman, Ph.D., Senior Lecturer, Department of History, Judith Herb College of Arts, Social Sciences and Education

- Dr. Geaman holds a B.A. in History from the University of Delaware and an M.A. and Ph.D. in History from the University of Southern California.
- She became an Assistant Lecturer at The University of Toledo in 2014 and achieved the rank of Senior Lecturer in 2023.
- Dr. Geaman received the Innovations in Teaching Award from the University Teaching Center in 2016 and an Outstanding Contribution to University Scholarship award in 2018.
- She consistently receives excellent student evaluations with overwhelmingly positive feedback. Selected student comments include, "I really liked the class and would recommend it to anyone. Dr. Geaman is wonderful to work with." Another student commented, "Dr. Geaman is one of my favorite professors. She truly cares about her work and her students."
- Of particular note are the positive comments on the coursework she assigns, including "I enjoyed doing the primary source activities. They helped me engage more with the material and use critical thinking skills." Another student commented, "Dr. Geaman provides excellent exercises, such as the primary source analyses, which help the student understand historiography and the challenges of piecing history together."
- In her teaching narrative, Dr. Geaman states that she cares deeply about her students and has great enthusiasm for her subject matter, both of which are essential for success in the classroom. She emphasizes to her students that "history is an argument. It is not a set of names and dates to remember, but the process of sifting through the past and shaping the fragments left behind into a coherent, meaningful narrative. Since there are gaps in the sources, history is always subject to reinterpretation as we find new sources, new questions, and new perspectives."



- Dr. Geaman is an expert in medieval Europe, has published two books, edited a third and has published several articles and reviews and has presented her scholarship at numerous conferences. Her book *Anne of Bohemia* received a high commendation from the Royal Studies Journal Book Prize.
- Dr. Geaman is a member of the Ohio Department of Higher Education Social and Behavioral Sciences committee that evaluates courses for inclusion in the State of Ohio's general education transfer module. She has developed activities and learning outcomes for World History textbooks published by Oxford University Press, helps Routledge Press with its History of Monarchy companion website, and works with the marketing team at Royal Studies Journal to develop their blog.

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 26-03-02

AWARD OF HONORARY DEGREE

- WHEREAS, David J. Skorton, M.D., President and CEO of the Association of Medical Colleges, has had a distinguished career in government, higher education, and medicine, and is recognized as a pioneer of cardiac imaging and computer processing techniques; and,
- WHEREAS, Dr. Skorton is a distinguished professor at Georgetown University, an elected member of the National Academy of Medicine, the American Academy of Arts and Sciences, and the American Philosophical Society, and a lifetime member of the Council on Foreign Relations and a fellow of the American Association for the Advancement of Science; and,
- WHEREAS, Dr. Skorton is scheduled to be the keynote speaker for the 2026 University of Toledo College of Medicine and Life Sciences Commencement ceremony; and,
- WHEREAS, The University of Toledo awards honorary degrees for extraordinary accomplishments and contributions that are aligned with the mission of the institution as an extension of the University's goal of recognizing exceptional achievements; and,
- WHEREAS, the President of the University supports the recommendation of the Academic Honors Committee and Provost to award Dr. David J. Skorton a degree of Doctor of Science, *honoris causa*;

NOW, THEREFORE, BE IT RESOLVED

that Board of Trustees of The University of Toledo authorizes the awarding of a degree of Doctor of Science, *honoris causa*, to Dr. David J. Skorton at the 2026 College of Medicine and Life Sciences spring commencement ceremony.



Date: March 5, 2026

To: The University of Toledo Board of Trustees

Through: James Paul Holloway, Ph.D.
President

From: Mitchell S. McKinney, Ph.D.
Provost and Executive Vice President of Academic Affairs

Re: Honorary Degree Nomination for Spring 2026 College of Medicine and Life Sciences' Commencement Ceremony | David J. Skorton, M.D.

Upon the recommendation of the Academic Honors Committee (AHC), I am recommending that the Board of Trustees approve the following nomination for an honorary degree. David Skorton, M.D. has accepted the invitation of Dr. Imran Ali, Dean, College of Medicine and Life Sciences to be the commencement speaker at the College of Medicine & Life Sciences' Spring 2026 Commencement ceremony.

Dr. Skorton earned his BA from Northwestern University and his MD from Northwestern University School of Medicine. He completed his medical residency and fellowship in cardiology and was chief medical resident at the University of California, Los Angeles. He is currently president and CEO of the AAMC (Association of American Medical Colleges), a not-for-profit association that represents medical schools, academic health systems and teaching hospitals, and academic societies.

He began his leadership of the AAMC in July 2019 after a distinguished career in government, higher education, and medicine. Shortly after his arrival, Dr. Skorton oversaw a comprehensive strategic planning process that established a new mission and vision for the AAMC. It also introduced well-defined action plans to align the AAMC's organizational resources to tackle the most intractable challenges in health. The strategic plan guides the AAMC in leading and serving medical schools and academic health systems around the mission areas of education, clinical care, research, and community collaboration.

Prior to assuming the helm of the AAMC, Dr. Skorton served as the 13th secretary of the Smithsonian Institution, where he oversaw 19 museums, 21 libraries, the National Zoo, and numerous research centers and education programs. Before that, he served as president of two universities: Cornell University (2006 to 2015) and the University of Iowa (2003 to 2006), where he also served on the faculty for 26 years and co-founded and co-directed the University of Iowa Adolescent and Adult Congenital Heart Disease Clinic. A pioneer of cardiac imaging and computer processing techniques, he was a contributor and editor-in-chief of a major text on cardiac imaging.

A distinguished professor at Georgetown University, Dr. Skorton is an elected member of the National Academy of Medicine, the American Academy of Arts and Sciences, and the American Philosophical

Society. He is also a lifetime member of the Council on Foreign Relations and a fellow of the American Association for the Advancement of Science. He served on the AAMC Board of Directors from 2010 to 2013, and he was the charter president of the Association for the Accreditation of Human Research Protection Programs, Inc., the first group organized specifically to accredit human research protection programs.

In recognition of his many accomplishments, we request your support of the nomination of Dr. David Skorton for the Degree of Doctor of Science, *honoris causa*.

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 26-03-03

APPROVAL OF TENURE FOR NEW FACULTY APPOINTEE

WHEREAS, University of Toledo Policy 3364-72-15 grants the President authority to recommend tenure for a new faculty appointment to the Board of Trustees according to an expedited process; and,

WHEREAS, Dr. Abdul Badi Abou-Samra was previously granted tenure by Wayne State University, School of Medicine, a comparable, accredited institution, meeting The University of Toledo's high standards of scholarship, teaching, and service; and,

WHEREAS, Dr. Abdul Badi Abou-Samra received a positive recommendation for appointment with tenure from all levels including the President;

NOW, THEREFORE, BE IT RESOLVED

that the Board of Trustees of The University of Toledo confer tenure effective on March 18, 2026, for the following individual:

1. Dr. Abdul Badi Abou Samra
Division Chief, Endocrinology, Diabetes, and Metabolism
Department of Medicine

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 26-03-04

APPROVAL OF 2026-2027 SABBATICAL LEAVE APPLICANTS

WHEREAS, sabbatical leave is a period of paid, excused absence granted to eligible faculty members to focus on research, scholarly writing, creative activities, or professional development in support of the University's mission; and,

WHEREAS, twenty-five University of Toledo faculty applying for a sabbatical have successfully completed the application process required and have received approval at the Provost and President levels; and,

WHEREAS, Board of Trustees approval of sabbatical leave is required per the AAUP agreement effective July 1, 2024 through June 30, 2027;

NOW, THEREFORE, BE IT RESOLVED

that the Board of Trustees of The University of Toledo approves sabbatical leave for faculty as outlined in the attached document entitled Appendix A.



RECOMMENDED APPLICANTS FOR 2026-2027 SABBATICAL LEAVE

JOHN B. AND LILLIAN E. NEFF COLLEGE OF BUSINESS AND INNOVATION

<u>Name</u>	<u>Rank</u>	<u>Department</u>	<u>Period of Leave</u>
Abdel-Rahim, Heba	Assoc. Professor	Accounting	Spring 2027
Chen, Hao-Wei	Assoc. Professor	Info Syst. and Supply Chain Mgmt	Spring 2027
Teterin, Pavel	Assoc. Professor	Finance	Fall 2026

JUDITH HERB COLLEGE OF ARTS, SOCIAL SCIENCES, AND EDUCATION

<u>Name</u>	<u>Rank</u>	<u>Department</u>	<u>Period of Leave</u>
Gamble, Joseph	Assoc. Professor	English Language and Literature	Spring 2027
Hapgood, Susanna	Assoc. Professor	Teacher Education	Spring 2027
Pindiprolu, Sekhar	Professor	Teacher Education	Fall 2026
Slutsky, Ruslan	Professor	Teacher Education	Spring 2027
Stroud, Benjamin	Professor	English Language and Literature	Fall 2026
Taylor, Jami	Professor	Political Science and Public Admin.	Spring 2027

COLLEGE OF ENGINEERING

<u>Name</u>	<u>Rank</u>	<u>Department</u>	<u>Period of Leave</u>
Berhan, Lesley	Professor	MIME	Fall 2026
Coleman, Maria	Professor	Chemical Engineering	Spring 2027
Qattawi, Ala	Assoc. Professor	MIME	Academic Year 26-27

COLLEGE OF HEALTH AND HUMAN SERVICES

<u>Name</u>	<u>Rank</u>	<u>Department</u>	<u>Period of Leave</u>
Menezes, Caroline	Professor	Exercise & Rehab. Sciences	Fall 2026
Wood, Brandon	Assoc. Professor	Human Services	Fall 2026

COLLEGE OF LAW

<u>Name</u>	<u>Rank</u>	<u>Department</u>	<u>Period of Leave</u>
Cavalieri, Shelley	Professor	Law	Academic Year 26-27
Knouse, Jessica	Professor	Law	Fall 2026

COLLEGE OF NATURAL SCIENCES AND MATHEMATICS

<u>Name</u>	<u>Rank</u>	<u>Department</u>	<u>Period of Leave</u>
Arsie, Alessandro	Professor	Mathematics and Statistics	Academic Year 26-27
Cushing, Michael	Professor	Physics and Astronomy	Spring 2027
Dong, Fan	Professor	Molecular Cellular and Dev Bio	Spring 2027
Doro, Kennedy	Assoc. Professor	Environmental Sciences	Academic Year 26-27
Hintz, William	Assoc. Professor	Environmental Sciences	Fall 2026
Liu, Rong	Professor	Mathematics and Statistics	Fall 2026
Martin, Geoffrey	Assoc. Professor	Mathematics and Statistics	Spring 2027
Mason, Mark	Professor	Chemistry and Biochemistry	Academic Year 26-27
Visbal, Eli	Assoc. Professor	Physics and Astronomy	Spring 2027

Total Recommended Sabbaticals AY 2026-2027: 25

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 26-03-05

ADOPTION OF CURRICULAR APPROVAL PROCESS

WHEREAS, Ohio Revised Code Section 3345.457(B) states that “the board of trustees of each state institution of higher education has ultimate authority to establish new academic programs, schools, colleges, institutes, departments, and centers at the institution . . . and may not delegate the Board’s authority to adopt a curricular approval process . . . or to approve or reject academic programs”; and

WHEREAS, Ohio Revised Code Section 3345.457(C) requires the Board of Trustees of each state institution of higher education to “adopt a curricular approval process to establish and modify academic programs, curricula, courses, general education requirements, and degree programs”; and

WHEREAS, the process adopted under Section 3345.457 must grant faculty senate or a comparable representative body “the opportunity to provide advice, feedback, and recommendations on the establishment and modification of academic programs, curricula, courses, general education requirements, and degree programs” even though the Board of Trustees retains “final, overriding authority to approve or reject any establishment or modification of academic programs, curricula, courses, general education requirements, and degree programs.”

NOW, THEREFORE, BE IT RESOLVED,

that the Board of Trustees of The University of Toledo adopts a curricular review process in which:

1. New and modified academic programs, curricula, courses, general education requirements, and degree programs, are developed and presented to the Provost.

2. The Provost reviews the recommendations, and depending on the recommendation, shares with one of the following for their advice, feedback, and recommendations which are advisory in nature:
 - a. Graduate Council,
 - b. College of Law Assessment, Budget and Curriculum Committee,
 - c. College of Medicine and Life Sciences Executive Curriculum Committee,
or
 - d. Faculty Senate.
3. The Provost shares with the Board of Trustees via a proposed resolution the new and modified academic programs, curricula, courses, general education requirements and degree programs, along with the Provost's and the representative body's recommendations.
4. The Board of Trustees votes on the resolution. The Board retains final, overriding authority to approve or reject any establishment or modification of academic programs, curricula, courses, general education requirements, and degree programs.
5. This process, and any rules or procedures implemented by the Provost to facilitate this process, must be followed for any and all new and modified academic programs, curricula, courses, general education requirements and degree programs offered at the University of Toledo.

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 26-03-06

**APPROVAL TO ADD NEW DEGREE PROGRAM:
ACCELERATED BA IN PROFESSIONAL STUDIES**

- WHEREAS, the University of Toledo desires to add the Accelerated Bachelor of Arts in Professional Studies; and,
- WHEREAS, the Accelerated Bachelor of Arts in Professional Studies supports The University of Toledo's mission and vision; and,
- WHEREAS, the proposed Accelerated Bachelor of Arts in Professional Studies has completed all necessary curricular and new program proposal reviews according to University policy; and,
- WHEREAS, the Provost and President have provided support for the Accelerated Bachelor of Arts in Professional Studies;

NOW, THEREFORE, BE IT RESOLVED

that the Board of Trustees of The University of Toledo approves the addition of the Accelerated Bachelor of Arts in Professional Studies as presented in Appendix A.

Executive Summary
Proposed *Accelerated BA in Professional Studies*
University College

University College seeks approval from the Board of Trustees to establish a 90-credit hour *Accelerated Bachelor of Arts degree in Professional Studies*. This new program seeks to reimagine and replace the current Bachelor of Arts in Liberal Studies degree to align with the state mandate to offer 90-credit bachelor's degree options. This redesigned program is structured to meet workforce demands while providing flexible, affordable, and accelerated degree completion pathways geared toward our non-traditional learners.

The proposed degree title, *Accelerated Bachelor of Arts in Professional Studies*, appeals to a broader market of career-focused students who are interested in developing professional skills for their workforce needs. Students have the academic freedom to tailor the program to their given career field while developing professionally through the seminars they will take.

The major-specific components of the program are comprised of six 4-credit seminars that will be developed by faculty/staff within the following categories: Personal Development, Workforce Dynamics, and Emerging Issues & Ideas. The topics in each of these categories will not repeat more than once per academic year and will be chosen through a request for proposals process. Additionally, students would take an Intro to Professional Studies course, which covers information literacy in the workplace along with applications of AI in various career contexts. Lastly, students finish their experience with a Senior Capstone course which seeks to develop students' proficiency in the National Association of Colleges & Employers (NACE) career competencies and ending with creating a personal branding portfolio as a tangible artifact to market themselves and degree while seeking employment or to move up the career ladder. The academic structure of the *Accelerated BA in Professional Studies* program lends itself well to a stackable credential model. Students can be dual coded with the Associate's degree in General Studies program to satisfy the general education requirements while utilizing the elective hours to pursue one of UToledo's certificate programs related to their career field. By the time students complete the program, they could potentially graduate from the university with three credentials.

The goal is to launch the *Accelerated BA degree in Professional Studies* program in Fall 2027 to strengthen University College's position as a leader in adult education and workforce-aligned programming. By combining reduced time to degree completion, stackable credentials, and career-focused curriculum, the program offers a practical and innovative pathway for today's learners to earn their degree. Approval of this proposal will position the University as a forward-thinking institution committed to access, innovation, and workforce relevance.

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 26-03-07

**APPROVAL TO ADD NEW DEGREE PROGRAM:
ACCELERATED BS IN PUBLIC HEALTH**

- WHEREAS, the University of Toledo desires to add the Accelerated Bachelor of Science in Public Health; and,
- WHEREAS, the Accelerated Bachelor of Science in Public Health supports The University of Toledo's mission and vision; and,
- WHEREAS, the proposed Accelerated Bachelor of Science in Public Health has completed all necessary curricular and new program proposal reviews according to University policy; and,
- WHEREAS, the Provost and President have provided support for the Accelerated Bachelor of Science in Public Health;

NOW, THEREFORE, BE IT RESOLVED

that the Board of Trustees of The University of Toledo approves the addition of the Accelerated Bachelor of Science in Public Health as presented in Appendix A.

Executive Summary
Proposed Accelerated Bachelor of Science in Public Health
College of Health and Human Services

The College of Health and Human Services seeks approval from the Board of Trustees to establish an Accelerated Bachelor of Science in Public Health. This innovative 91-credit degree would be the first in the country for public health programs. More locally, it responds to Ohio's mandate on workforce-aligned accelerated bachelor's programs while also preparing graduates for in-demand public health positions supporting population health programs, prevention initiatives, and health data operations across public health agencies, healthcare systems, and community organizations. The degree program will include five concentrations: Community Health Promotion, Environmental Health, Epidemiology, Health Coaching, and Health Informatics. The choice of concentrations was based on conversations with local stakeholders (health commissioners from counties across Northwest Ohio, numerous preceptors for agencies that sponsor our student interns, and Ohio Department of Health); statewide workforce needs identified through the 2023 Ohio State Health Assessment and the 2020–2022 State Health Improvement Plan, state goals through the 2025 Ohio Rural Health Transformation Program, and BLS statistics for areas of growth in the public health sector (these range from 4% to 21% growth projections).

The proposed degree represents a restructuring of the existing 120-credit program into a streamlined model that maintains academic rigor while reducing time to degree and the associated cost. Students will complete 36 credits of general education, 31 credits of public health core courses (including a 150-hour field experience), and 24–25 credits of concentration-specific coursework (including an additional 300-hour concentration-specific field experience). The program is designed to be delivered using existing faculty expertise and shared coursework, requiring no additional faculty resources. It was built based on the accreditation standards for the Council on Education for Public Health (CEPH) and the program will be submitting a substantive change form to include this new degree as an accredited program.

UToledo is uniquely positioned to launch this 3-year accelerated bachelor degree program. The University has more than four decades of success preparing community health professionals across Northwest Ohio, and existing faculty expertise supports all proposed concentrations without requiring new faculty lines. Our work with our community partners (who hire our graduates) has helped in the design and layout for this new degree. We see this as an opportunity for The University of Toledo to gain a marketing strategy for being the first in the country to offer such a career-focused degree that is in-demand while also allowing students to complete an accredited program with significant reduction in time and costs compared to any other institution in the country.

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 26-03-08

**APPROVAL TO ADD NEW DEGREE PROGRAM:
BA IN CONSTITUTIONAL STUDIES**

- WHEREAS, the University of Toledo desires to add the Bachelor of Arts in Constitutional Studies; and,
- WHEREAS, the Bachelor of Arts in Constitutional Studies supports The University of Toledo's mission and vision; and,
- WHEREAS, the proposed Bachelor of Arts in Constitutional Studies, as presented by the Institute for American Constitutional Thought and Leadership, has completed all necessary curricular and new program proposal reviews according to University policy; and,
- WHEREAS, the Provost and President have provided support for the Bachelor of Arts in Constitutional Studies;

NOW, THEREFORE, BE IT RESOLVED

that the Board of Trustees of The University of Toledo approves the addition of the Bachelor of Arts in Constitutional Studies as presented in Appendix A.



Executive Summary

Proposed Bachelor of Arts in Constitutional Studies, Institute of American Constitutional Thought and Leadership, University of Toledo

The Institute of American Constitutional Thought and Leadership (IACTL) requests approval from the Board of Trustees to establish a Bachelor of Arts in Constitutional Studies. This is the first undergraduate degree to emerge directly from the Institute's statutory mission, and it is a natural extension of the curricular infrastructure IACTL has developed since its founding.

The program requires 120 credit hours and draws its core from eleven Institute courses covering the principles and history of constitutional government, the theory and practice of civic leadership, and the skills of written and oral communication essential to public life. Nine of the eleven courses are drawn directly from IACTL's existing offerings; the remaining two are new courses that have already completed the university's curricular approval process. The program concludes with a senior seminar integrating the degree's intellectual content with each student's independent scholarly development.

The degree prepares students for careers in law, public policy, government, journalism, and related professions, as well as graduate study in political science, history, law, or philosophy. More broadly, the capacities it develops (constitutional literacy, analytical reasoning, rhetorical competence, and civic judgment) are what effective leadership requires in any sphere of public life, whether students go on to business, industry, public service, the non-profit sector, or the professions. The program occupies distinct territory within UToledo's curriculum: it treats the American constitutional tradition as a coherent body of thought requiring serious engagement on its own terms, and gives the development of leadership and rhetorical capacity the same deliberate attention as the study of constitutional principles themselves.

The program imposes no new resource demands on the university. All core courses are taught by current IACTL faculty. In addition to the Institute's \$3 million annual appropriation from the General Assembly, IACTL has secured external support from the Jack Miller Center, the Intercollegiate Studies Institute, the Institute for Humane Studies, and the Harold and Helen McMaster Foundation, which together have provided \$38,000 in restricted gifts and a \$70,000 endowed fund for the Sir William Blackstone Lecture and Writing Prize.

The Board's approval will allow IACTL to complete the institutional cycle the Ohio General Assembly envisioned when it created the Institute: not merely a center for lectures and programming, but a degree-granting academic home for students who want to think seriously about constitutional government and prepare themselves for a life of leadership and service.

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 26-03-09

**APPROVAL TO ADD NEW DEGREE PROGRAM:
MS IN DATA SCIENCE AND ARTIFICIAL INTELLIGENCE**

- WHEREAS, the University of Toledo desires to add the Master of Science in Data Science and Artificial Intelligence; and,
- WHEREAS, the Master of Science in Data Science and Artificial Intelligence supports The University of Toledo's mission and vision; and,
- WHEREAS, the proposed Master of Science in Data Science and Artificial Intelligence has completed all necessary curricular and new program proposal reviews according to University policy; and,
- WHEREAS, the Provost and President have provided support for the Master of Science in Data Science and Artificial Intelligence;

NOW, THEREFORE, BE IT RESOLVED

that the Board of Trustees of The University of Toledo approves the addition of the Master of Science in Data Science and Artificial Intelligence as presented in Appendix A.

Executive Summary
Proposed Master of Science in Data Science and AI
College of Natural Sciences and Mathematics

The School of Interdisciplinary Data Science within the College of Natural Sciences and Mathematics is requesting approval from The University of Toledo Board of Trustees for a proposed, fully online **Master of Science in Data Science and AI**.

The proposed degree responds directly to workforce demand across Ohio and the nation. According to the U.S. Bureau of Labor Statistics, employment in data science-related occupations is projected to grow by approximately 34% between 2024 and 2034, substantially faster than the average for all occupations. Often these jobs require or prefer graduate-level training. Employers across sectors, including healthcare, advanced manufacturing, finance, energy, and technology, require professionals with strong quantitative foundations, programming proficiency, machine learning expertise, and experience working with scalable, cloud-based computing environments. This program is structured to meet those needs.

The 30-credit-hour graduate program is designed to prepare students with advanced training in data analysis, machine learning, artificial intelligence, cloud computing, and responsible AI practice. The program will serve both working professionals seeking career advancement and recent graduates pursuing expertise in this rapidly expanding field. The program accommodates both full-time and part-time students with degree completion in four to six semesters.

Three elements distinguish the proposed program. First, the curriculum is intentionally designed as a cohesive sequence of newly developed courses that progress from foundational theory to applied, industry-relevant workflows. Second, cloud-based computing platforms are incorporated throughout the program, ensuring students gain practical experience with contemporary data infrastructure and AI tools. Third, the ethical and responsible use of AI is embedded across the curriculum, preparing graduates to address issues of fairness, privacy, governance, and professional accountability.

The University of Toledo is well-positioned to offer this degree through the School of Interdisciplinary Data Science, leveraging faculty expertise and existing online infrastructure. The fully online delivery model expands access to graduate education and strengthens the University's graduate offerings, while directly addressing growing regional and national demand for skilled professionals in Data Science and AI.

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 26-03-10

APPROVAL OF PERSONNEL ACTION REPORT

WHEREAS, Ohio Revised Code section 3364.03 authorizes the Board of Trustees to employ, fix compensation of, and remove employees; and,

WHEREAS, section 3364-01-03 of the Board of Trustee Bylaws grants this primary responsibility to the Committee on Trusteeship and Governance of the Board of Trustees; and,

WHEREAS, the President recommends approval of personnel actions for the dates 12/1/2025 through 2/28/2026;

NOW, THEREFORE, BE IT RESOLVED

that the Board of Trustees of The University of Toledo approves personnel actions as reported in Appendix A, dated 12/1/2025 through 2/28/2026.

Personnel Action Report

12/2/2025 to 2/28/2026



New Hires/Rehires 12/2/2025 to 2/28/2026

<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 Salary</u>	<u>Effective Date</u>
Abou Samra, Abdul Badi	College of Medicine	Medicine	Faculty	New Hire	Professor	\$100,000.00	1/1/2026
Ansari, Mohammad Y.	College of Medicine	Physiology and Pharmacology	Faculty	New Hire	Associate Professor	\$165,000.00	1/1/2026
Bearinger, Cheryl L.	Health & Human Serv College	School of Nursing Instruction	Faculty	New Hire	Instructor	\$102,500.00	1/12/2026
Farid, Franklin G.	College of Medicine	Surgery	Faculty	New Hire	Assistant Professor	\$22,000.00	1/5/2026
Madrigal, Andres G.	College of Medicine	Pathology	Faculty	New Hire	Assistant Professor	\$22,000.00	1/5/2026
Meinert, Rachel J.	Health & Human Serv College	Dept of Exercise & Rehab Sciences	Faculty	New Hire	Instructor	\$12.40	2/16/2026
Musaitif, Rawan	College of Medicine	Pediatrics	Faculty	New Hire	Associate Professor	\$16,000.00	2/23/2026
Patel, Aamir	College of Medicine	Surgery	Faculty	New Hire	Associate Professor	\$22,000.00	1/5/2026
Semler, Trisha A.	College of Medicine	Radiation Oncology	Faculty	Additional Position	Instructor	\$31.25	1/12/2026
Sheppard, Forest	College of Medicine	Surgery	Faculty	New Hire	Associate Professor	\$32,000.00	1/27/2026

Personnel Action Report

12/2/2025 to 2/28/2026



New Hires/Rehires 12/2/2025 to 2/28/2026

<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 Salary</u>	<u>Effective Date</u>
Siebenaler, Christian D.	College of Medicine	Orthopedic	Faculty	New Hire	Assistant Professor	\$22,000.00	1/5/2026
Abuhamad, Ibrahim A.	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Ahmad, Nisar	College of Medicine	Dept. of Cell and Cancer Biology	Staff	New Hire	Post Doctoral Assoc FT-HSC	\$52,000.00	2/2/2026
Allen, Kory	Athletics	Football	Staff	New Hire	Assistant Head Coach Football, Tight Ends	\$140,000.00	12/15/2025
Anderson, Elizabeth	Natural Sci & Math College	Environmental Sciences	Staff	Rehire	Laboratory & Field Technician	\$47,000.00	2/23/2026
Anderson, Jordyne T.	University Medical Center	OP-Clinic-Psychiatry	Staff	New Hire	Medical Assistant	\$42,016.00	1/26/2026
Arnold, JaMonica L.	University Medical Center	Lab-Central Office	Staff	Rehire	Lab Tech I	\$24,502.40	1/26/2026
Awethe, Rema A.	VP Enrollment Mgmt	Rocket Solution Central	Staff	New Hire	Direct Service Provider	\$30,217.20	2/16/2026
Bajaj, Sakshi V.	Div of Tech & Adv Solutions-DTAS	Community College Support, IT Personnel	Staff	New Hire	IT Project Specialist	\$56,138.00	1/12/2026
Barger, Taylor R.	University Medical Center	Hospital Support Human Resources, Human Resources	Staff	New Hire	Human Resources Records & Data Coordinator	\$52,000.00	12/22/2025

Personnel Action Report

12/2/2025 to 2/28/2026



New Hires/Rehires 12/2/2025 to 2/28/2026

<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 Salary</u>	<u>Effective Date</u>
Barnett, Amanda L.	University Medical Center	OP-Clinic-Admin	Staff	New Hire	Clinic Supervisor	\$63,000.00	12/8/2025
Barr, Evan	Athletics	Football	Staff	New Hire	Assistant Athletic Director Sports Performance, Strength & Conditioning	\$143,000.00	12/15/2025
Bembenek, Matthew	University Medical Center	Emergency Dept.	Staff	New Hire	EMT Paramedic	\$25,721.28	12/8/2025
Bernard, Marina	University Medical Center	OP-Clinic- Psychiatry	Staff	New Hire	Clinical Therapist	\$71,000.00	2/23/2026
Berrairia, Hassiba	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	New Hire	Staff Nurse	\$65,725.92	1/12/2026
Bert, Jennifer L.	University Medical Center	Psychiatry Float Pool	Staff	Rehire	Staff Nurse	\$79,709.76	1/26/2026
Blackman, Khyler E.	University Medical Center	Food And Nutritional Svcs	Staff	New Hire	Cashier 1	\$17,482.40	2/16/2026
Blossom, Courtney J.	University Medical Center	Lab-Central Office	Staff	New Hire	Lab Tech I	\$44,408.00	1/12/2026
Bockelman, Leeann M.	University Medical Center	Outcome Management	Staff	New Hire	Resource Utilization Coor	\$88,566.40	1/26/2026
Bonacci, Jacob	Athletics	Football	Staff	New Hire	Football Quality Control Coach	\$35,750.00	1/5/2026

Personnel Action Report

12/2/2025 to 2/28/2026



New Hires/Rehires 12/2/2025 to 2/28/2026

<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 Salary</u>	<u>Effective Date</u>
Bradley, Craig A.	Facilities & Construc Mgmt.	Care Of Grounds - MC	Staff	New Hire	Groundskeeper 2	\$37,232.00	12/8/2025
Bradley, Craig A.	University Medical Center	Hospital Safety	Staff	New Hire	Security Officer 1	\$37,523.20	2/16/2026
brooks, Kianna M.	University Medical Center	Ambulatory Staffing Pool	Staff	New Hire	Medical Assistant	\$18.85	12/8/2025
Brown, Jahmal A.	Athletics	Football	Staff	New Hire	Defensive Coordinator Football & Assistant Coach Safeties	\$230,000.00	12/15/2025
Brown, Nicholas S.	Athletics	Strength and Conditioning	Staff	New Hire	Assistant Strength & Conditioning Coach	\$40,000.00	1/12/2026
Bruno, Andrea	AVP for Finance	Res Hall Admin	Staff	New Hire	Student Housing Administrator	\$58,500.00	2/23/2026
Calhoun, Sharelle M.	University Medical Center	4CD Oncology/Hemoc/ Med-Surg	Staff	New Hire	Staff Nurse	\$65,725.92	2/23/2026
Carey, Alyssa	College of Medicine	Medicine	Staff	New Hire	Nurse Clinician-LPN	\$57,907.20	2/16/2026
Carter, Brianna	University Medical Center	Intermediate Care Unit	Staff	New Hire	Staff Nurse	\$70,312.32	12/8/2025
Cassavore, Ashley L.	University Medical Center	Dana Cancer Center	Staff	Rehire	Medical Assistant	\$39,208.00	1/5/2026

Personnel Action Report

12/2/2025 to 2/28/2026



New Hires/Rehires 12/2/2025 to 2/28/2026

<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 Salary</u>	<u>Effective Date</u>
Chaffee, Shawn D.	Athletics	Football	Staff	New Hire	Assistant Coach, Football Linebackers	\$130,000.00	12/15/2025
Cocke, Adrienne N.	University Medical Center	OP-Clinic-Neurology, OP-Clinic-Rehab Med	Staff	New Hire	Medical Assistant	\$43,721.60	12/15/2025
Coles, Allyssa	Pharmacy College	Pharm - Enrollment Management	Staff	New Hire	Program Manager, Pharmacy College Enrollment & Academic Success	\$56,000.00	2/2/2026
Coley, Tevin J.	University Medical Center	Hospital Safety	Staff	Rehire	Security Officer 1	\$22,513.92	2/16/2026
Collum, Taylor	University Medical Center	6AB Surgery - Orthopedics	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Cooper, Thomaria L.	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Cotton, Renae M.	University Medical Center	Transplant Administration	Staff	New Hire	Clinical Pharmacist	\$137,800.00	1/5/2026
Crittenden, Alyssa	University Medical Center	Intermediate Care Unit	Staff	New Hire	Patient Care Technician	\$32,142.24	1/5/2026
Cundick, Maryssa L.	University Medical Center	Food And Nutritional Svcs	Staff	New Hire	Food Service Worker	\$17,482.40	1/5/2026
Daley, Jennifer	University Medical Center	Senior Behavioral Health	Staff	New Hire	Staff Nurse	\$79,709.76	2/23/2026

Personnel Action Report

12/2/2025 to 2/28/2026



New Hires/Rehires 12/2/2025 to 2/28/2026

<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 Salary</u>	<u>Effective Date</u>
Daniels, James	Athletics	Football	Staff	New Hire	Football Analyst	\$45,000.00	1/5/2026
Davis, Julie A.	University Medical Center	CCC Pulmonology Clinic	Staff	New Hire	Medical Assistant	\$43,721.60	2/9/2026
Day, Carolani J.	College of Medicine	Pediatrics	Staff	New Hire	Program Manager Reach Out and Read	\$60,000.00	12/8/2025
Devalt, Deanna	University Medical Center	OP-Clinic- Psychiatry	Staff	Rehire	Medical Assistant	\$43,721.60	1/5/2026
Devkota, Kusum	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Dhakar, Krisha	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Dobberstein, Emma R.	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Docis, Anna E.	University Medical Center	Dana Cancer Center	Staff	New Hire	Certified Pharmacy Tech II	\$51,937.60	12/8/2025
Downes, Lauren	College of Medicine	Resid Prgm- Administrative	Staff	New Hire	Residency & Curriculum Coord.	\$57,512.00	2/2/2026
Drayton, Brooklyn L.	University Medical Center	CCC Multi Specialty	Staff	Rehire	Medical Assistant	\$39,208.00	12/8/2025

Personnel Action Report

12/2/2025 to 2/28/2026



New Hires/Rehires 12/2/2025 to 2/28/2026

<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 Salary</u>	<u>Effective Date</u>
Dremann, Douglas M.	University Medical Center	Pharmacy	Staff	New Hire	Clinical Operations Manager	\$156,500.00	12/8/2025
Duran, Angela M.	VP Enrollment Mgmt	Rocket Solution Central	Staff	Rehire	Direct Service Provider	\$43,222.40	2/16/2026
Durliat, Connor T.	Facilities & Construc Mgmt.	HVAC-Campus Env & Phy Plnt	Staff	New Hire	Air Quality Technician Journeyman	\$48,006.40	1/12/2026
Egner, Lora L.	University Medical Center	Lab-Admin	Staff	New Hire	Senior Laboratory Information Systems Analyst	\$91,500.00	1/26/2026
Eischen, Haleigh E.	University Medical Center	Telemetry	Staff	Additional Position	Monitor Technician	\$22,089.60	12/14/2025
ElSayed, Hana F.	University Medical Center	Radiation Therapy- Univ Med Ctr	Staff	New Hire	Radiology Tech Asst	\$16.80	12/8/2025
Evans, Madison	University Medical Center	Kobacker-I/P Nursing Unit	Staff	New Hire	Ther Rec Spec I	\$22.61	2/16/2026
Fall, Rachel S.	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Fellinger, Kylee K.	University Medical Center	4CD Oncology/Hemoc/ Med-Surg	Staff	New Hire	Patient Care Technician	\$35,713.60	12/15/2025
Fields, Beth W.	College of Medicine	Medicine	Staff	Rehire	Administrative Assistant 1	\$30.00	2/2/2026

Personnel Action Report

12/2/2025 to 2/28/2026



New Hires/Rehires 12/2/2025 to 2/28/2026

<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 Salary</u>	<u>Effective Date</u>
Figaro, Devin	Athletics	Football	Staff	New Hire	Assistant Coach, Football Wide Receivers	\$103,500.00	1/5/2026
Floyd, CaSandra C.	University Medical Center	Senior Behavioral Health	Staff	New Hire	Mental Health Aide	\$32,142.24	12/15/2025
Folkerts, Brian	Athletics	Football	Staff	New Hire	Assistant Coach, Football Offensive Line	\$156,000.00	12/15/2025
Foster, Aaron B.	Athletics	Football	Staff	New Hire	Assistant Coach, Football, Cornerbacks	\$117,500.00	12/29/2025
Franqui, Krystal C.	College of Medicine	Medicine	Staff	New Hire	Administrative Assistant 1	\$39,603.20	2/23/2026
Frederick, Paetyn	University Medical Center	Lab-Admin	Staff	New Hire	MLS Assistant	\$16.80	12/15/2025
Free, Haley	University Medical Center	Pharmacy	Staff	New Hire	Certified Pharmacy Tech II	\$48,380.80	2/23/2026
French, Savannah L.	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Furfaro, Brooke M.	University Medical Center	Food And Nutritional Svcs	Staff	New Hire	Cook 1	\$17,482.40	2/9/2026
Gaffney, William	Athletics	Football	Staff	New Hire	Assistant Strength Coach, Football	\$60,000.00	1/8/2026

Personnel Action Report

12/2/2025 to 2/28/2026



New Hires/Rehires 12/2/2025 to 2/28/2026

<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 Salary</u>	<u>Effective Date</u>
gallagher, Kathryn A.	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Gallup, Michaela M.	University Medical Center	Senior Behavioral Health	Staff	New Hire	Mental Health Aide	\$32,142.24	2/2/2026
Gammoh, Claudia	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Gangai, Aarati	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Garcia, Jade D.	University Libraries	University Libraries	Staff	New Hire	Lib Media Tech Asst 2	\$21,340.80	1/26/2026
Garner, Haylie N.	University Medical Center	OP-Clinic-Orthopedic	Staff	New Hire	Medical Assistant	\$38,313.60	2/9/2026
Gilbert, Aurora J.	University Medical Center	Nursing Pool	Staff	New Hire	Staff Nurse	\$70,312.32	1/5/2026
Gomez, Selena	University Medical Center	Respiratory Care	Staff	New Hire	Resp Care Practitioner Adv	\$47,099.52	1/26/2026
Goree, Mark S.	University Medical Center	Environmental Services	Staff	New Hire	Custodial Worker	\$34,964.80	1/26/2026
Guel, Jesus A.	Facilities & Construc Mgmt.	MC Building Services	Staff	New Hire	Custodial Worker	\$29,660.80	12/8/2025

Personnel Action Report

12/2/2025 to 2/28/2026



New Hires/Rehires 12/2/2025 to 2/28/2026

<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 Salary</u>	<u>Effective Date</u>
Guerra, Renato F.	University Medical Center	Telemetry	Staff	New Hire	Monitor Technician	\$48,360.00	2/9/2026
Hall, Chad	Facilities & Construc Mgmt.	Mainten- Campus Env & Phy Plnt	Staff	New Hire	Building Operator, HSC	\$46,987.20	2/2/2026
HALL, Ijonte S.	Division of Marketing	University Marketing	Staff	New Hire	Marketing Specialist	\$51,500.00	2/2/2026
Hall, Lauren M.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	New Hire	Staff Nurse	\$61,420.32	2/9/2026
Hamilton, Tyler R.	University Medical Center	Ambulatory Staffing Pool	Staff	New Hire	Medical Assistant	\$18.42	1/26/2026
Hamilton, Valance G.	University Medical Center	Distribution Services	Staff	New Hire	Delivery Worker I	\$17,482.40	12/8/2025
Hana, Tadros A.	College of Medicine	Neurosciences	Staff	New Hire	Lab Technician	\$44,657.60	12/15/2025
Hanna, Timothy	Athletics	Football	Staff	New Hire	Video Coordinator	\$47,753.00	1/5/2026
Hatton, Amanda	University Medical Center	Ambulatory Staffing Pool	Staff	Rehire	Basic Outpatient Presvc Spec	\$17.10	12/15/2025
Haverkamp, Rowan P.	Athletics	Training Room	Staff	New Hire	Athletic Trainer I	\$52,500.00	2/26/2026

Personnel Action Report

12/2/2025 to 2/28/2026



New Hires/Rehires 12/2/2025 to 2/28/2026

<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 Salary</u>	<u>Effective Date</u>
Haynes, Shacaria	University Medical Center	Food And Nutritional Svcs	Staff	Rehire	Cashier 1	\$17,482.40	12/15/2025
Heizelman, Theresa K.	Engineering College	Dean-Engineering, Engineering Career Development	Staff	New Hire	Events Coordinator 1	\$38,334.40	2/9/2026
Henriquez Martinez, Hector O.	University Medical Center	Emergency Dept.	Staff	New Hire	Staff Nurse	\$75,235.68	1/12/2026
Holmes, Darryl	University Medical Center	EPIC - Implementation Cost	Staff	New Hire	EPIC Senior Application Analyst	\$100,456.00	2/23/2026
Holmes, Patrice R.	University Medical Center	Registration	Staff	Additional Position	Telephone Operator 2	\$19.20	12/14/2025
Hoover, Timothy J.	Athletics	Football	Staff	New Hire	Special Teams Analyst	\$45,000.00	1/5/2026
HUANG, Jie	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Huebner, Tiffany	University Medical Center	Outcome Management	Staff	New Hire	Resource Utilization Coor	\$88,566.40	1/26/2026
Jarouch, Maysoon H.	University Medical Center	Pharmacy	Staff	New Hire	Certified Pharmacy Tech II	\$50,419.20	1/5/2026
Jaynes, Terrica S.	University Medical Center	Ambulatory Staffing Pool	Staff	Rehire	Basic Outpatient Presvc Spec	\$17.10	12/15/2025

Personnel Action Report

12/2/2025 to 2/28/2026



New Hires/Rehires 12/2/2025 to 2/28/2026

<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 Salary</u>	<u>Effective Date</u>
Johnson, Kaitlyn G.	University Medical Center	OP-Clinic-Kidney Transplant	Staff	New Hire	Certified Pharmacy Tech II	\$48,380.80	12/15/2025
Johnson, Martin Q.	University Medical Center	Intermediate Care Unit	Staff	New Hire	Patient Care Technician	\$21,428.16	1/26/2026
Johnson, Vincent	University Medical Center	Environmental Services	Staff	New Hire	Custodial Worker	\$34,964.80	1/5/2026
Jones, Freddie	Athletics	Football	Staff	New Hire	Assistant Coach, Football, Running Backs	\$117,000.00	12/15/2025
Jurovcik, Natasha D.	University Medical Center	Emergency Dept.	Staff	Rehire	Staff Nurse	\$79,709.76	1/12/2026
K C, Kristina	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Keefe, Teresa A.	Div of Tech & Adv Solutions-DTAS	Community College Support	Staff	Rehire	TEMP, Project Management Office	\$54.07	2/2/2026
King, Shalyse Y.	University Medical Center	OP-Clinic-Psychiatry	Staff	New Hire	Medical Assistant	\$43,721.60	1/26/2026
Koback, Paige M.	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Kohler, Jacob M.	University Medical Center	Environmental Services	Staff	New Hire	Building Automation Technician	\$61,609.60	2/23/2026

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New Hires/Rehires 12/2/2025 to 2/28/2026

<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 Salary</u>	<u>Effective Date</u>
Kozina, Caitlin A.	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Krill, Matthew	University Medical Center	OP-Physical Therapy	Staff	New Hire	Physical Therapist	\$78,291.20	1/5/2026
Krzyston, Alexa N.	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Lamb, Zoie K.	University Medical Center	Intermediate Care Unit	Staff	New Hire	Patient Care Technician	\$32,142.24	2/9/2026
Laney, Kate	Division of Marketing	University Marketing	Staff	New Hire	Web Support Coordinator	\$43,888.00	2/2/2026
Langdon, Kathleen K.	Engineering College	Dean-Engineering	Staff	New Hire	Secretary 1	\$18,314.40	1/5/2026
Lannen, Melanie S.	University Medical Center	Intermediate Care Unit	Staff	New Hire	Staff Nurse	\$79,709.76	2/9/2026
Larson, Matthew D.	University Medical Center	Hospital Safety	Staff	New Hire	Security Officer 1	\$36,420.80	12/8/2025
Lee, Leah N.	Risk Management	Risk Management	Staff	New Hire	Export Control Officer	\$127,000.00	1/5/2026
LePla, Ian	University Medical Center	Emergency Dept.	Staff	New Hire	Patient Care Technician	\$35,713.60	2/16/2026

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<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 Salary</u>	<u>Effective Date</u>
Lewandowski, Angela L.	University Medical Center	UTMC GLVI VASCULAR	Staff	New Hire	Basic Outpatient Presvc Spec	\$35,568.00	1/12/2026
Lewis, Kody A.	University Medical Center	Food And Nutritional Svcs	Staff	New Hire	Food Service Worker	\$17,482.40	1/5/2026
Logan, Jacob R.	University Medical Center	Contract Pharmacy	Staff	New Hire	340B Specialist	\$55,000.00	2/23/2026
Long, James	Athletics	Football	Staff	New Hire	Assistant Coach, Football Defensive Line	\$145,000.00	12/15/2025
Lorenz, Chase A.	University Medical Center	Transport Services	Staff	New Hire	Hospital Aide	\$17,482.40	2/16/2026
Mancilla, Carolina	J Herb Coll Arts, Soc Sci & Edu	Dean - JHCASE	Staff	New Hire	Secretary 2	\$38,334.40	1/5/2026
Mansor, Debra	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	New Hire	Staff Nurse	\$79,709.76	12/8/2025
Matlock, Marce I.	University Medical Center	Senior Behavioral Health	Staff	New Hire	Mental Health Aide	\$17,856.80	2/23/2026
Matthews Lutchey, Savanna R.	University Medical Center	Intermediate Care Unit	Staff	New Hire	Staff Nurse	\$61,420.32	1/26/2026
McCluer, Danielle M.	University Medical Center	Registration	Staff	New Hire	Patient Registration Spec	\$35,568.00	2/9/2026

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Mccord, Christopher E.	University Medical Center	Food And Nutritional Svcs	Staff	Rehire	Cook 1	\$17,482.40	1/26/2026
McKee, Kristen L.	University Medical Center	Environmental Services	Staff	New Hire	Custodial Worker	\$34,964.80	1/12/2026
Megeath, Laura J.	College of Medicine	College of Med Grad Programs	Staff	New Hire	Graduate Programs Coordinator	\$57,512.00	2/23/2026
Mendez, Malina S.	University Medical Center	6CD Detox	Staff	New Hire	Patient Care Technician	\$32,142.24	12/8/2025
Meyer, Logan M.	Athletics	Football	Staff	New Hire	Director Recruiting & Player Personnel	\$140,000.00	12/29/2025
Miller, Tyler S.	Athletics	Football	Staff	New Hire	Assistant Recruiting Coordinator	\$52,000.00	1/5/2026
Misra, Preeti	University Medical Center	Emergency Dept.	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Morris-Carl, Erin E.	University Medical Center	Operating Room	Staff	Rehire	Surgical Technician	\$62,795.20	2/16/2026
Null, Amanda L.	University Medical Center	6CD Detox	Staff	New Hire	Patient Care Technician	\$32,142.24	12/8/2025
Nur, Abdulkadir	College of Medicine	Physiology and Pharmacology	Staff	New Hire	Postdoctoral Fellow	\$60,000.00	1/13/2026

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Obregon, Brandi	University Medical Center	Emergency Dept.	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Ohradzansky, Kyle	Athletics	Football	Staff	New Hire	Football Analyst-Offensive	\$45,000.00	1/5/2026
Okonkwo, Chisom B.	University Medical Center	Nursing Pool	Staff	Rehire	Nursing Assistant	\$18.99	12/15/2025
ONeil, Alison M.	University Medical Center	Outcome Management Outpatient	Staff	New Hire	RN Case Manager	\$83,021.00	1/12/2026
Oni-Hinkins, Deborah	University Medical Center	Senior Behavioral Health	Staff	New Hire	Staff Nurse	\$70,312.32	2/2/2026
park, Kyungmin	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Perkins, Destinie N.	University Medical Center	Registration	Staff	New Hire	Telephone Operator 2	\$34,964.80	2/23/2026
Pool, Rebecca A.	AVP for Finance	Early Learning Center	Staff	New Hire	Early Childhood Teacher I	\$35,568.00	1/26/2026
Rabbitt, Mason T.	University Medical Center	Senior Behavioral Health	Staff	New Hire	Staff Nurse	\$79,709.76	2/23/2026
Reese, Saraya M.	University Medical Center	UTMC RMC Orthopaedics	Staff	Rehire	Medical Assistant	\$42,016.00	1/26/2026

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Reisert, Christopher	Athletics	Football	Staff	New Hire	Offensive Coordinator Football & Assistant Coach Quarterbacks	\$220,000.00	12/15/2025
Renshler, Randall S.	Facilities & Construc Mgmt.	Maintenance/Structur	Staff	New Hire	Maintenance Repair Journeyman	\$59,904.00	12/15/2025
Rice, Hope	University Medical Center	UTMC UHC Counseling Center	Staff	New Hire	Clinical Therapist 1	\$67,000.00	1/26/2026
Roach, Austin T.	University Medical Center	Environmental Services	Staff	New Hire	Custodial Worker	\$34,964.80	1/26/2026
Rodojev, Steven J.	J Herb Coll Arts, Soc Sci & Edu	Communication	Staff	New Hire	Director of Media Services	\$54,500.00	1/26/2026
Romaine-Blochowski, Kristin L.	VP Finance and Administration	Title IX	Staff	New Hire	Title IX Investigator	\$64,000.00	2/23/2026
Rybicki, Hannah	University Medical Center	Dana Cancer Center-Holland Sylvania	Staff	New Hire	Secretary 2	\$17.96	2/16/2026
Salamone, Shawn S.	Division of Marketing	University Marketing	Staff	New Hire	Director of University Communications	\$90,000.00	1/12/2026
Sample, James K.	University Medical Center	OPS-PACU, PAT	Staff	New Hire	Nurse Director	\$137,500.00	2/16/2026
Sangroula, Primitiwa	University Medical Center	Nursing Pool	Staff	Rehire	Nursing Assistant	\$18.99	12/15/2025

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Scott, Connor W.	University Medical Center	Transport Services	Staff	New Hire	Hospital Aide	\$34,964.80	12/8/2025
Scott, Jai D.	Facilities & Construc Mgmt.	MC Building Services	Staff	New Hire	Building Services Worker	\$32,406.40	12/8/2025
Shane, Addison R.	Athletics	Football	Staff	New Hire	Assistant Recruiting Coordinator	\$55,000.00	1/5/2026
Sheets, Samantha M.	University Medical Center	Radiation Therapy- Univ Med Ctr	Staff	New Hire	Radiation Therapist 2	\$103,043.20	12/15/2025
Shellhammer, Emma J.	University Medical Center	Lab-Central Office	Staff	New Hire	Lab Tech I	\$22,204.00	1/26/2026
Sherman, Bridget T.	College of Medicine	Medical School Admission	Staff	New Hire	Program Coordinator - HSC	\$52,000.00	12/8/2025
Shockley, Velma L.	University Medical Center	Intermediate Care Unit	Staff	New Hire	Staff Nurse	\$79,709.76	12/15/2025
Sivinski, Frank	University Medical Center	OP-Clinic- Psychiatry	Staff	New Hire	Medical Assistant	\$43,721.60	2/23/2026
Sledge, Donovan	University Medical Center	Registration	Staff	New Hire	ED Registration Specialist	\$17.10	2/2/2026
Smith, Ashlyn W.	University Medical Center	Pharmacy	Staff	New Hire	Certified Pharmacy Tech II	\$47,049.60	1/12/2026

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Sowards, Breanna J.	Engineering College	Bio-Engineering	Staff	New Hire	Secretary I	\$17,950.40	1/5/2026
Stallworth, Willette R.	University Medical Center	Registration	Staff	New Hire	Patient Registration Spec	\$35,568.00	1/26/2026
Stasa, Judith	University Medical Center	Intermediate Care Unit	Staff	New Hire	Temp RN	\$131,040.00	12/15/2025
stefanski, Suzanne M.	University Medical Center	UTMC RPW PEDIATRICS	Staff	New Hire	Basic Outpatient Presvc Spec	\$35,568.00	2/2/2026
Steinhurst, Korrin D.	University Medical Center	OPS-PACU	Staff	New Hire	Staff Nurse	\$88,566.40	1/5/2026
Stoll, Avery	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Street, Danielle N.	University Medical Center	Ambulatory Staffing Pool	Staff	New Hire	Basic Outpatient Presvc Spec	\$17.10	1/12/2026
SUTTON, Robert D.	University Medical Center	Environmental Services	Staff	New Hire	Plant Maintenance Engineer	\$78,228.80	1/5/2026
Talkington, Ashley	University Medical Center	Senior Behavioral Health	Staff	New Hire	Staff Nurse	\$79,709.76	2/2/2026
Tan, Fiorella T.	University Medical Center	Pharmacy	Staff	Rehire	Pharmacy Intern	\$18.99	2/16/2026

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Tinab, Parnian	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Tompkins, Shawnay D.	University Medical Center	Food And Nutritional Svcs	Staff	Rehire	Food Service Worker	\$17,482.40	12/15/2025
Toussaint, Chase Jordan M.	University Medical Center	Food And Nutritional Svcs	Staff	Rehire	Director Food & Nutrition Services	\$120,000.00	2/23/2026
Trabbic, Kaitlin M.	University Medical Center	Operating Room	Staff	Rehire	Surgical Technician	\$65,436.80	1/12/2026
Triplett, Quadria Z.	University Medical Center	Ambulatory Staffing Pool	Staff	New Hire	Basic Outpatient Presvc Spec	\$17.10	12/15/2025
Ulrich, Matthew	Athletics	Football	Staff	New Hire	Assistant Coach, Football Special Teams Coordinator	\$140,000.00	12/15/2025
Vandagriff, Lindsey M.	President	Office of President	Staff	Rehire	Coordinator of Board Operations	\$108,000.00	12/15/2025
Vermillion, Anna K.	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
Vo, Cong Minh Tri	University Medical Center	Lab-Admin	Staff	Rehire	MLS Assistant	\$16.80	1/12/2026
Walsh, Asya	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025

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Weaver, Dajah S.	University Medical Center	Ambulatory Staffing Pool	Staff	New Hire	Medical Assistant	\$18.42	12/8/2025
Whitehead, Ashley J.	University Medical Center	Environmental Services	Staff	New Hire	Custodial Worker	\$34,964.80	2/2/2026
Widmer, Kassia M.	University Medical Center	Intermediate Care Unit	Staff	New Hire	Patient Care Technician	\$17,856.80	12/15/2025
Williams, Kelis A.	University Medical Center	Intermediate Care Unit	Staff	New Hire	Patient Care Technician	\$17,856.80	2/9/2026
Winfree, Marquis A.	University Medical Center	Environmental Services	Staff	New Hire	Custodial Worker	\$34,964.80	1/26/2026
Wormley, Shavontia N.	University Medical Center	Registration	Staff	New Hire	Patient Registration Spec	\$35,568.00	1/12/2026
Worthy, Laryah	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.99	12/15/2025
WRIGHT, Cynthia L.	University Medical Center	Senior Behavioral Health	Staff	New Hire	Mental Health Aide	\$32,142.24	2/2/2026
Wright, Leeanne R.	University Medical Center	CT Scanner	Staff	New Hire	Staff Technologist - CT	\$34.36	1/5/2026
Wright, Ronald D.	Athletics	Baseball	Staff	New Hire	Assistant Coach Baseball	\$32,500.00	1/5/2026

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<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 Salary</u>	<u>Effective Date</u>
Young, Kali J.	University Medical Center	CCC Geriatric Clinic	Staff	New Hire	Medical Assistant	\$43,721.60	1/26/2026
Young, Tasheonia J.	University Medical Center	Registration	Staff	New Hire	Patient Registration Spec	\$17.10	1/26/2026
Zdrojewski, Heather M.	University Medical Center	Senior Behavioral Health	Staff	New Hire	Staff Nurse	\$79,709.76	2/2/2026

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<u>Name- Last, First,</u> MI	<u>College or</u> Administration	<u>Department</u>	<u>Faculty or Staff</u>	<u>Description</u>	<u>Previous Position</u>	<u>New Position</u>	<u>Prev Rate/Salary</u>	<u>New</u> <u>Rate/Salary</u>	<u>Effective Date</u>
Balazs, Anne L.	Business College	Marketing	Faculty	Salary and Title	Professor	Professor	\$169,438.37	\$169,438.37	12/13/2025
Buback, Clayton	College of Medicine	Neurology, Resid Prgm-Neurology	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$30,900.00	\$40,900.00	12/15/2025
Calzonetti, Frank	President	Office of President	Faculty	Title Update	VP of Innovation and Economic Development	Special Assistant to the President for Research Initiatives	\$236,490.06	\$236,490.06	2/7/2026
Casabianca, Andrew	University Medical Center	Anesthesiology, UTMC	Faculty	Salary or Rate	Assoc Professor	Assoc Professor	\$195,961.74	\$184,302.02	12/3/2025
Cui, Qingbin	College of Medicine	Dept. of Cell and Cancer Biology	Faculty	Salary and Title	Assistant Professor	Assistant Professor	\$63,036.00	\$83,036.00	1/11/2026
Dillon, Michael C.	Health & Human Serv College	Health & Human Services College	Faculty	Salary and Title	Senior Lecturer 9 Month	Assoc Dean of Clinical Affairs	\$60,563.66	\$74,022.25	2/21/2026
Gordon, Terribeth R.	Business College	Dean-Business College	Faculty	Title Update	Sr Assoc Dean/Interim Chair of Accounting	Senior Associate Dean	\$167,180.23	\$167,180.23	1/24/2026
Green, Karen Y.	Business College	Accounting	Faculty	Salary and Title	Associate Professor - Accounting	Associate Professor & Chair, Accounting	\$194,406.25	\$237,607.64	2/23/2026
Haghshenas, Meysam	Engineering College	MIME	Faculty	Salary and Title	Associate Professor	Associate Professor/Director, Machinability Lab/Dean's Research Fellow	\$112,792.59	\$112,792.59	12/13/2025
James, Elysia	College of Medicine	Neurology	Faculty	Salary and Title	Assistant Professor	Assistant Professor	\$43,950.37	\$33,950.37	12/15/2025
Kleshinski, James F.	College of Medicine	Department of Medical Education, Medicine	Faculty	Salary or Rate	Prof Senior Assoc Dean ClinAff	Prof Senior Assoc Dean ClinAff	\$210,754.35	\$216,754.35	2/8/2026

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Otto, Gregory A.	College of Medicine	Physician Assistant Studies	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$7,500.00	\$18,000.00	1/25/2026
Seekamp, James	College of Medicine	Radiation Oncology	Faculty	Change Period of Appointment	Instructor	Instructor	\$3,000.00	\$93.75	1/12/2026
Semler, Trisha A.	College of Medicine	Radiation Oncology	Faculty	Additional Position	Radiation Therapist 2	Instructor	\$107,182.40	\$31.25	1/12/2026
Zhao, Donghui	Natural Sci & Math College	Physics	Faculty	Salary and Title	Associate Professor	Assoc Prof & Dir of Glass Research and Workforce Initiatives	\$120,000.00	\$120,000.00	12/13/2025
Aizebeokhai, Ahzegbogbor P.	Natural Sci & Math College	Environmental Sciences	Staff	Change Period of Appointment	Research Associate	Research Associate	\$54,075.00	\$54,075.00	12/27/2025
Albano, Emily R.	University Medical Center	Pharmacy	Staff	FTE	Pharmacist 2	Pharmacist 2	\$132,267.20	\$66,133.60	2/8/2026
Albert, Christopher R.	Law College	Dean-Law School	Staff	Title Update	Assistant Director Student Outreach, IACTL	Assistant Director Education Outreach, IACTL	\$85,000.00	\$85,000.00	12/13/2025
Alexander, Hailey R.	University Medical Center	Registration	Staff	Promotion	Registration Liaison	Patient Registration Spec	\$12,365.60	\$35,568.00	1/25/2026
Allen, Alecia D.	University Medical Center	Intermediate Care Unit	Staff	FTE	Patient Care Technician	Patient Care Technician	\$18,116.80	\$17.42	1/11/2026
Allen, Rosario V.	Health & Human Serv College	Department of Human Services	Staff	Change Period of Appointment	Program Director Human Trafficking & Social Justice Institute	Program Director Human Trafficking & Social Justice Institute	\$84,975.00	\$84,975.00	2/1/2026
Andrews, Shawnte L.	University Medical Center	Registration	Staff	Lateral Transfer	Advanced Outpatient Presvc Spe	Lead Advance Outpatient Preservice Specialist	\$52,769.60	\$52,769.60	1/25/2026

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Antonisamy, William	Pharmacy College	Pharm-Med/Bio Chem	Staff	Change Period of Appointment	Postdoctoral Fellow	Postdoctoral Fellow	\$52,135.00	\$52,135.00	12/13/2025
Barbee, Samuel L.	Public Safety	University Police	Staff	Salary and Title	Univ Law Enforcement Off	Sr. Univ. Law Enforc. Officer	\$71,947.20	\$81,369.60	1/31/2026
Bartlett, Ella	University Medical Center	Lab-Evening and Overnight	Staff	Promotion	Lab Tech III	Lab Sr Tech	\$59,571.20	\$71,760.00	12/14/2025
Barto, Kelli J.	University Medical Center	3D Medical Intensive Care	Staff	FTE	Staff Nurse	Staff Nurse	\$97,614.40	\$87,852.96	2/8/2026
Bates, Begum	University Medical Center	Staff Development	Staff	Equity Increase	Staff Development Specialist	Staff Development Specialist	\$80,370.90	\$91,323.00	12/14/2025
Bennett, Stacy L.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	PEN/PAIR Program Increase	Staff Nurse	Staff Nurse	\$79,709.76	\$83,678.40	1/11/2026
Billock, Brooke L.	Research & Sponsored Programs	Dept of Lab Animal Resources	Staff	Promotion	Lab Animal Aide	Lab Animal Tech I	\$34,320.00	\$36,795.20	1/25/2026
Binder, Erik E.	AVP for Finance	Controller	Staff	Promotion	AP Sr Financial Analyst	Manager Accounts Payable	\$69,488.33	\$92,000.00	2/7/2026
Birch, Jodie K.	Provost- Academic Affairs	Acad. Finance, Budget & Admin	Staff	Equity Increase	Senior Business Manager	Senior Business Manager	\$80,885.27	\$86,000.00	2/21/2026
Blevins, Patrick	Facilities & Construc Mgmt.	Maintenance/Struct ur	Staff	Equity Increase	Manager Structural Maintenance	Manager Structural Maintenance	\$88,943.80	\$96,000.00	1/10/2026
Boos, Kari L.	University Medical Center	Vascular Lab	Staff	Promotion	Staff Nurse	Lead Nurse	\$55,785.60	\$97,614.40	1/11/2026
Bortles, Lyndsi R.	University Medical Center	4CD Oncology/Hemoc/ Med-Surg	Staff	FTE	Patient Care Technician	Patient Care Technician	\$36,961.60	\$33,265.44	1/25/2026

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Bowman, Jessica J.	University Medical Center	OP-Physical Therapy	Staff	PEN/PAIR Program Increase	Phys Ther Asst Lic I	Phys Ther Asst Lic I	\$57,512.00	\$59,300.80	1/11/2026
Bradley, Teresa	University Medical Center	Transplant/GU/Inter mediate 4AB	Staff	PEN/PAIR Program Increase	Staff Nurse	Staff Nurse	\$79,709.76	\$83,678.40	1/11/2026
Brainard, Daniel T.	Div of Tech & Adv Solutions- DTAS	Center for Creative Instruction, IT Personnel	Staff	Salary or Rate	3D Animator	3D Animator	\$82,299.80	\$91,000.00	2/21/2026
Breedlove, Theresa E.	University Medical Center	Respiratory Care	Staff	FTE	Resp Care Practitioner Adv	Resp Care Practitioner Adv	\$47,099.52	\$37.74	12/14/2025
Britton-Lowden, Abigail	University Medical Center	Intermediate Care Unit	Staff	FTE	Patient Care Technician	Patient Care Technician	\$32,610.24	\$21,740.16	1/11/2026
Brooks, Augusta I.	University Medical Center	Senior Behavioral Health	Staff	FTE	Staff Nurse	Staff Nurse	\$65,725.92	\$43,817.28	1/11/2026
Brown, Amanda J.	University Medical Center	Vascular Lab	Staff	PEN/PAIR Program Increase	Staff Nurse	Staff Nurse	\$88,566.40	\$92,976.00	1/11/2026
Brown, Tynazha S.	University Medical Center	6CD Detox	Staff	Lateral Transfer	Mental Health Aide	Patient Care Technician	\$32,610.24	\$32,610.24	12/14/2025
Burns, Abigail S.	Provost- Academic Affairs	Academic Success & Engagement	Staff	Title Update	Program Manager, Academic Success Operations	Manager of Academic Technology	\$55,000.00	\$67,000.00	2/7/2026
Butts, Janell C.	AVP for Finance	Early Learning Center	Staff	Promotion	Early Childhood Teacher I	Early Childhood Teacher II	\$35,568.00	\$38,750.40	2/8/2026
Caputo, Ashley M.	University Medical Center	Vascular Lab	Staff	PEN/PAIR Program Increase	Staff Nurse	Staff Nurse	\$88,566.40	\$92,976.00	1/11/2026
Carlisle, Tameka A.	University Medical Center	Intermediate Care Unit	Staff	FTE	Staff Nurse	Staff Nurse	\$70,241.60	\$79,709.76	2/8/2026

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Carlisle, Tameka A.	University Medical Center	OP-Clinic-Rehab Med	Staff	Demotion	Staff Nurse	Staff Nurse	\$79,709.76	\$70,241.60	12/14/2025
Cartwright, Jennifer	University Medical Center	Operating Room	Staff	FTE	Organ Transplant Coordinator	Staff Nurse	\$82,400.00	\$42.58	2/13/2026
Chagolla, Rachel L.	University Medical Center	Vascular Lab	Staff	PEN/PAIR Program Increase	Staff Nurse	Staff Nurse	\$44,283.20	\$46,488.00	1/11/2026
Chapman, Ashlyn N.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	Lateral Transfer	Patient Care Technician	Patient Care Technician	\$21,740.16	\$21,740.16	2/8/2026
Clagg, Brock J.	Div of Tech & Adv Solutions- DTAS	Center for Creative Instruction, IT Personnel	Staff	Salary or Rate	Multimedia Developer	Senior Multimedia Developer	\$74,871.35	\$84,000.00	2/7/2026
Corathers, Jennifer M.	University Medical Center	Vascular Lab	Staff	FTE	Staff Nurse	Staff Nurse	\$97,614.40	\$58,568.64	2/8/2026
Corathers, Jennifer M.	University Medical Center	Vascular Lab	Staff	PEN/PAIR Program Increase	Staff Nurse	Staff Nurse	\$88,566.40	\$97,614.40	1/11/2026
Corbin, Amanda L.	J Herb Coll Arts, Soc Sci & Edu	Student Services	Staff	Lateral Transfer	Program Manager, Licensure	Program Manager, School Relations and Field Experience	\$67,000.00	\$67,000.00	12/13/2025
Cossins, Micah J.	University Medical Center	IT Personnel	Staff	Degree Awarded Increase	Unified Communications Analyst	Unified Communications Analyst	\$67,926.00	\$68,926.00	1/18/2026
Critton, Amanda L.	College of Medicine	Psychiatry	Staff	Lateral Transfer	Clinical Referral Liaison	Assistant to the Chair	\$62,830.00	\$64,400.00	12/28/2025
Culbertson, Angela M.	University Medical Center	Endoscopy Suite	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$87,852.96	\$97,614.40	1/11/2026
Culkowski, Garrett M.	University Medical Center	Vascular Lab	Staff	PEN/PAIR Program Increase	Staff Nurse	Staff Nurse	\$88,566.40	\$92,976.00	1/11/2026

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Cullen, Jacqueline M.	University Medical Center	Quality Management	Staff	Return from Vol Reduction	Quality Assessment Coordinator	Quality Assessment Coordinator	\$38,122.70	\$50,830.26	12/13/2025
Culp, Crystal	University Medical Center	Senior Behavioral Health	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$79,709.76	\$79,709.76	12/14/2025
Curry, Brittney R.	University Medical Center	Interventional Pain Center	Staff	FTE	Staff Nurse	Staff Nurse	\$48,807.20	\$87,852.96	2/22/2026
Curry, Robert J.	VP Enrollment Mgmt	Financial Aid	Staff	Promotion	Direct Service Provider	Manager Eligibility Processing	\$46,363.20	\$54,000.00	12/13/2025
David, Valerie M.	University Medical Center	UTMC UHC Counseling Center	Staff	Equity Increase	Clinical Counselor & Psychologist	Clinical Therapist 2	\$60,438.92	\$71,000.00	1/10/2026
Davies, Curtis R.	University Medical Center	Surgical Intensive Care	Staff	PEN/PAIR Program Increase	Staff Nurse	Staff Nurse	\$79,709.76	\$83,678.40	1/11/2026
Davis, Shante D.	University Medical Center	Radiation Therapy- Univ Med Ctr	Staff	FTE	Hospital Aide	Hospital Aide	\$39,395.20	\$31,516.16	1/25/2026
Demski, Michelle L.	Business College	Dean-Business College	Staff	Intradepartmental Transfer	Administrative Assistant 1	Administrative Assistant 1	\$59,342.40	\$59,342.40	1/10/2026
Derhay, Kristina M.	Provost-Academic Affairs	UToledo Online	Staff	Promotion	Executive Assistant I	Executive Assistant II	\$62,306.98	\$70,000.00	2/21/2026
Downing, Desiree	Provost-Academic Affairs	Registrar	Staff	Promotion	Mental Health Tech	Curriculum Systems Analyst	\$42,432.00	\$43,888.00	1/10/2026
Dubois, Nicole E.	University Medical Center	Intermediate Care Unit	Staff	FTE	Patient Care Technician	Patient Care Technician	\$33,265.44	\$18,480.80	1/11/2026
Dunbar, Kenneth E.	University Medical Center	Heart and Vascular Center	Staff	PEN/PAIR Program Increase	Cardiac Electrophysgy Nurse	Cardiac Electrophysgy Nurse	\$88,566.40	\$97,614.40	1/11/2026

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Durliat, Diane M.	College of Medicine	Department of Medical Education	Staff	Equity Increase	Program Director Body Donation	Program Director Body Donation	\$72,468.83	\$97,000.00	1/11/2026
Duvall, Angela M.	University Medical Center	Outcome Management	Staff	PEN/PAIR Program Decrease	Resource Utilization Coor	Resource Utilization Coor	\$92,976.00	\$88,566.40	1/1/2026
Egan, Christina J.	University Medical Center	OP-Clinic-Admin	Staff	Equity Increase	Clinic Manager 2	Clinic Manager 3	\$84,760.00	\$93,236.00	12/28/2025
Eggy, Britney M.	Natural Sci & Math College	Chemistry, Dean - NSM, Molecular, Cellular & Dev Biology, Physics	Staff	Change Period of Appointment	Program Manager, SCOPE & Instrumentation Analyst	Program Manager, SCOPE & Instrumentation Analyst	\$56,650.00	\$56,650.00	1/17/2026
Eischen, Haleigh E.	University Medical Center	Telemetry	Staff	Additional Position	Monitor Technician	Monitor Technician	\$22,089.60	\$22,089.60	12/14/2025
Eisel, Jacqueline C.	Pharmacy College	Pharm-Student Srvcs	Staff	Promotion	Student Services Counselor 1	Student Services Coordinator 2	\$55,993.60	\$60,008.00	12/20/2025
Fager, Jamie L.	Provost-Academic Affairs	Acad. Finance, Budget & Admin	Staff	Promotion	Senior Business Manager	Associate Director Business & Financial Operations	\$94,001.81	\$110,501.00	2/7/2026
Fausser, Louise A.	University Medical Center	Radiation Therapy- Univ Med Ctr	Staff	PEN/PAIR Program Decrease	Staff Nurse	Staff Nurse	\$46.93	\$44.70	1/1/2026
Flick-Behrens, Lori	University Medical Center	Trauma Program	Staff	Promotion	Medical Assistant	Trauma Registrar	\$43,721.60	\$46,987.20	1/11/2026
Flowers, Savannah C.	College of Medicine	Dean Medical College	Staff	Lateral Transfer	Marketing Specialist	Marketing & Communication Specialist	\$51,500.00	\$52,500.00	2/23/2026
Floyd-Bradstock, Tonya L.	College of Medicine, Div of Tech & Adv	Center for Creative Instruction, Department of	Staff	Salary or Rate	Medical Illustrator	Project Manager, Medical Illustration & Digital Media	\$75,911.75	\$85,000.00	2/21/2026

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Ford, Melissa M.	University Medical Center	Registration	Staff	Lateral Transfer	Patient Access Operations Supervisor	Patient Access Operations Supervisor	\$66,000.00	\$66,000.00	12/14/2025
Fowler, Beth A.	Provost- Academic Affairs	Academic Success & Engagement	Staff	Promotion	Academic Advisor II	Assistant Director Academic Advising	\$61,000.00	\$70,500.00	2/23/2026
Galbraith, Taylor R.	University Medical Center	Registration	Staff	Lateral Transfer	Clinic Manager 2	Patient Access Manager	\$92,700.00	\$97,335.00	1/25/2026
Garcia, Dejeanna S.	University Medical Center	Ambulatory Staffing Pool	Staff	FTE	Medical Assistant	Medical Assistant	\$25,209.60	\$20.20	2/8/2026
Gauger, Nancy B.	University Medical Center	Staff Development	Staff	Demotion	Staff Development Coord	Administrative Assistant 2	\$98,966.86	\$50,440.00	12/14/2025
Gerken, Rachel L.	University Medical Center	Intermediate Care Unit	Staff	PEN/PAIR Program Decrease	Staff Nurse	Staff Nurse	\$44.70	\$42.58	1/1/2026
Glover, Casey	University Medical Center	Interventional Pain Center	Staff	Promotion	Employee Health Nurse (LPN)	LPN w/Meds/Hospital	\$52,124.80	\$53,705.60	2/22/2026
Gnida, Dania A.	University Medical Center	Hematology/CLM/ Micro	Staff	Lateral Transfer	Lab Sr Tech	Lab Sr Tech	\$41,267.20	\$82,534.40	2/22/2026
Goodwin, Jaden	University Medical Center	Intermediate Care Unit	Staff	FTE	Patient Care Technician	Patient Care Technician	\$32,610.24	\$21,740.16	1/11/2026
Green, Ashanti D.	University Medical Center	Transplant/GU/Inter mediate 4AB	Staff	FTE	Patient Care Technician	Patient Care Technician	\$36,233.60	\$32,610.24	1/25/2026
Green, Robin	University Medical Center	Registration	Staff	Lateral Transfer	Advanced Inpatient Presvc Spec	Advanced Outpatient Presvc Spe	\$52,020.80	\$52,020.80	1/25/2026
Gretsinger, Brian M.	University Medical Center	Emergency Dept.	Staff	FTE	Staff Nurse	Staff Nurse	\$43,817.28	\$35.11	2/8/2026

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Grice, Corey R.	Engineering College	Dean-Engineering	Staff	Change Period of Appointment	Instrumentation Analyst	Instrumentation Analyst	\$62,546.18	\$62,546.18	1/10/2026
Habbouche, Samar	University Medical Center	Registration	Staff	Promotion	Basic Outpatient Presvc Spec	Advanced Outpatient Presvc Spe	\$41,537.60	\$43,742.40	1/25/2026
Hageman, Landon	University Medical Center	Nursing Pool	Staff	PEN/PAIR Program Increase	Staff Nurse	Staff Nurse	\$79,709.76	\$87,852.96	1/11/2026
Hammond, Mason	University Medical Center	Emergency Dept.	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$79,709.76	\$79,709.76	12/14/2025
Hartsell, Jonny L.	University Medical Center	Food And Nutritional Svcs	Staff	FTE	Food Service Worker	Food Service Worker	\$18,085.60	\$36,171.20	12/14/2025
Helminiak, Allison N.	University Medical Center	Endoscopy Suite	Staff	FTE	Staff Nurse	Staff Nurse	\$88,566.40	\$44,283.20	2/8/2026
Henneman, Jamie L.	Div of Tech & Adv Solutions-DTAS	Center for Creative Instruction, IT Personnel	Staff	Salary or Rate	Software Engineer	Senior Software Engineer	\$103,699.79	\$113,000.00	2/7/2026
Hernandez, Nikki A.	University Medical Center	OPS-PACU	Staff	FTE	Staff Nurse	Staff Nurse	\$44,283.20	\$79,709.76	1/25/2026
Herriott, Kaci E.	University Medical Center	OP-Clinic-Admin	Staff	Equity Increase	Clinic Supervisor	Clinic Manager 1	\$55,061.00	\$62,000.00	12/14/2025
Hickey, Laura L.	University Medical Center	Interventional Pain Center	Staff	FTE	Staff Nurse	Staff Nurse	\$48,807.20	\$87,852.96	2/22/2026
Hill, Mya	University Medical Center	Health Info Management	Staff	Promotion	Patient Care Technician	Medical Record Comp Analyst	\$18,865.60	\$40,081.60	1/25/2026
Holmes, Patrice R.	University Medical Center	Neurodiagnostic Services	Staff	Promotion	Telephone Operator 2	EEG Tech Assistant I	\$39,936.00	\$20.56	12/14/2025

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Holmes, Patrice R.	University Medical Center	Registration	Staff	Additional Position	EEG Tech Assistant I	Telephone Operator 2	\$20.56	\$19.20	12/14/2025
Hubbard-Thomas, Kilailah S.	University Medical Center	Sterile Processing	Staff	Lateral Transfer	Sterile Processing Technician I	Sterile Processing Technician I	\$22,089.60	\$22,089.60	2/8/2026
Huffman, Sarah E.	University Medical Center	Vascular Lab	Staff	FTE	Staff Nurse	Staff Nurse	\$87,852.96	\$97,614.40	2/8/2026
Hussain, Ashaq	College of Medicine	Dept. of Cell and Cancer Biology	Staff	Promotion	Research Laboratory Technician	Lab Assistant	\$18,709.60	\$22,838.40	1/26/2026
Ianiro, Pietro	VP Enrollment Mgmt	Undergraduate Admission	Staff	Promotion	Lead Patient Registration Spec	Recruitment Officer 2	\$39,145.60	\$40,289.60	2/9/2026
Kamann, Donna M.	University Medical Center	Senior Behavioral Health	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$79,709.76	\$79,709.76	1/11/2026
Karade, Vijay Chandrakant V.	Natural Sci & Math College	Physics	Staff	Change Period of Appointment	Post Doctoral Associate	Post Doctoral Associate	\$73,542.00	\$73,542.00	1/1/2026
King, Alex B.	Provost-Academic Affairs	Acad. Finance, Budget & Admin	Staff	Equity Increase	Senior Business Manager	Senior Business Manager	\$87,443.54	\$91,000.00	2/21/2026
Kirschbaum, Kristin	Natural Sci & Math College	Dean - NSM, NSM Instrumentation Center	Staff	FTE	Director Instrumentation Center	Director Instrumentation Center	\$89,871.38	\$112,339.23	1/1/2026
Krohn, Joseph R.	University Medical Center	Transplant/GU/Intermediate 4AB	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$79,709.76	\$79,709.76	12/28/2025
Krupinski, Joshua A.	AVP for Finance	Auxiliary Administration	Staff	Promotion	Director Food & Nutrition Services	AVP for Auxiliary Services & Business Development	\$94,250.96	\$150,000.00	12/15/2025
Kwiatkowski, Jessica	University Medical Center	Dana Cancer Center	Staff	Promotion	Patient Registration Spec	Secretary 2	\$39,145.60	\$40,768.00	1/11/2026

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Ladiong, Brenda Kay L.	University Medical Center	Intermediate Care Unit	Staff	Promotion	Temp RN	Staff Nurse	\$131,040.00	\$79,709.76	12/14/2025
Lagesse, Amy	Health & Human Serv College	Department of Human Services	Staff	Change Period of Appointment	Program Director HTSJI	Program Director HTSJI	\$79,825.00	\$79,825.00	1/1/2026
Lauber, Rebecca L.	College of Medicine	Neurosciences	Staff	Lateral Transfer	Student Housing Administrator	Education Manager	\$52,000.00	\$54,600.00	1/12/2026
Layson, Erica L.	University Medical Center	Psychiatry Float Pool	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$70,312.32	\$70,312.32	1/11/2026
Lewandowski, Emily C.	Provost-Academic Affairs	Acad. Finance, Budget & Admin	Staff	Promotion	Senior Business Manager	Associate Director Business & Financial Operations	\$80,885.27	\$99,541.00	2/7/2026
Love, Brilysa R.	University Medical Center	Registration	Staff	Lateral Transfer	Patient Registration Spec	Patient Registration Spec	\$18,980.00	\$18,980.00	1/11/2026
Loyer II, Michael R.	Facilities & Construc Mgmt.	Maintenance/Mechanic	Staff	Program Progression	Air Quality Technician Journeyman	Air Quality Technician Journeyman	\$61,672.00	\$66,913.60	1/31/2026
Lystad, Dyan	University Medical Center	Endoscopy Suite	Staff	FTE	Staff Nurse	Staff Nurse	\$97,614.40	\$87,852.96	2/8/2026
Lytten, Alex J.	Natural Sci & Math College	Lake Erie Res Ed Ctr	Staff	Change Period of Appointment	Research Vessel Operator	Research Vessel Operator	\$71,406.40	\$71,406.40	1/1/2026
Macklin, Stacy	University Medical Center	Transplant/GU/Intermediate 4AB	Staff	Promotion	Nurse Clinician	Staff Nurse	\$57,907.20	\$79,709.76	1/25/2026
Martin, Charles W.	Facilities & Construc Mgmt.	Maintenance/Mechanic	Staff	Salary or Rate	Manager Mechanical Maintenance	Manager Mechanical Maintenance	\$95,000.00	\$97,000.00	12/13/2025
Matthews, Rudy A.	University Medical Center	Environmental Services	Staff	Lateral Transfer	Custodial Worker	Custodial Worker	\$36,899.20	\$36,899.20	1/11/2026

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Maulsby, Tommy L.	University Medical Center	Surgery Anesthesiology	Staff	Promotion	Custodial Worker	Perioperative Technician	\$35,484.80	\$37,648.00	2/22/2026
Mc Kenzie, John K.	University Medical Center	3D Medical Intensive Care	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$70,312.32	\$70,312.32	1/11/2026
McCune, Angie M.	College of Medicine	Resid Prgm- Fellowship	Staff	Promotion	Administrative Assistant 2	Supervisor, Educational Program- Residencies	\$63,128.00	\$66,500.00	12/14/2025
Mcintosh, Brandi	University Medical Center	Nursing Pool	Staff	PEN/PAIR Program Increase	Staff Nurse	Staff Nurse	\$79,709.76	\$83,678.40	1/11/2026
Mcneal, Airianna C.	University Medical Center	Intermediate Care Unit	Staff	FTE	Patient Care Technician	Patient Care Technician	\$36,233.60	\$33,265.44	1/25/2026
Mcneely, Mackenzie N.	Research & Sponsored Programs	Office of Research Compliance	Staff	Degree Awarded Increase	Associate Compliance Analyst	Associate Compliance Analyst	\$45,320.00	\$46,320.00	2/7/2026
Mierzwiak, Sara M.	J Herb Coll Arts, Soc Sci & Edu	Geography	Staff	Change Period of Appointment	Project Coordinator	Project Coordinator	\$52,270.33	\$52,270.33	1/1/2026
Mignogna, Nicholas F.	Provost- Academic Affairs	College Credit Plus	Staff	Degree Awarded Increase	Success Coach	Success Coach	\$45,652.09	\$46,652.09	1/10/2026
Milne, Grant A.	Natural Sci & Math College	Environmental Sciences	Staff	Promotion	Laboratory & Field Technician	Senior Research Associate	\$44,500.00	\$63,000.00	12/27/2025
Miranda, April	University Medical Center	4CD Oncology/Hemoc/ Med-Surg	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$79,709.76	\$79,709.76	2/8/2026
Mitchell, Jordan H.	Div of Tech & Adv Solutions- DTAS	IT Personnel	Staff	Degree Awarded Increase	Technology Support Administrator	Technology Support Administrator	\$59,303.00	\$60,303.00	1/18/2026
Monhollen, Shari N.	University Medical Center	Emergency Dept.	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$46,874.88	\$46,874.88	2/22/2026

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Moreda-Robinson, Juliana	University Medical Center	Registration	Staff	FTE	Telephone Operator 2	Telephone Operator 2	\$17.06	\$17.06	1/11/2026
Muck, Charles A.	University Medical Center	Heart and Vascular Center	Staff	PEN/PAIR Program Increase	Cardiac Electrophysgy Nurse	Cardiac Electrophysgy Nurse	\$88,566.40	\$97,614.40	1/11/2026
Muller, Clare T.	Natural Sci & Math College	Environmental Sciences	Staff	Change Period of Appointment	Research Laboratory Technician	Research Laboratory Technician	\$51,437.38	\$51,437.38	1/1/2026
Musallam, Kristin E.	University Medical Center	Registration	Staff	Promotion	Basic Outpatient Presvc Spec	Advanced Outpatient Presvc Spe	\$43,305.60	\$45,718.40	1/11/2026
Myers, Anthony	University Medical Center	Environmental Services	Staff	Lateral Transfer	Custodial Worker	Custodial Worker	\$36,171.20	\$36,171.20	12/28/2025
Myers, Monique O.	University Medical Center	Community Engagement	Staff	Title Update	Manager Physician Engagement & Outreach	Assistant Director Engagement and Access	\$82,400.00	\$87,172.00	12/28/2025
Neely, Taliyah L.	University Medical Center	Registration	Staff	Demotion	Patient Registration Spec	Registration Liaison	\$17.65	\$13.85	2/8/2026
Neifer, Asha E.	College of Medicine	Neurosciences	Staff	Promotion	Lab Technician	Research Laboratory Technician	\$17.50	\$18,980.00	12/28/2025
Neumann, Shannon M.	Provost- Academic Affairs	Academic Success & Engagement	Staff	Salary or Rate	Associate Vice Provost Academic Success & Engagement	Associate Vice Provost Academic Success & Engagement	\$141,110.00	\$156,560.00	1/24/2026
Newis, Reilly M.	University Medical Center	Emergency Dept.	Staff	FTE	Staff Nurse	Staff Nurse	\$42.58	\$53,139.84	1/11/2026
Noward, Sarah K.	University Medical Center	OPS-PACU	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$79,709.76	\$88,566.40	12/14/2025

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O'Herron, Rachael	University Medical Center	Registration	Staff	Promotion	Medical Assistant	Patient Access Operations Supervisor	\$21,008.00	\$55,000.00	1/25/2026
Ortiz, Destiny M.	University Medical Center	Transplant/GU/Intermediate 4AB	Staff	Promotion	Medical Assistant	Staff Nurse	\$21,860.80	\$61,420.32	2/22/2026
Overmyer, Amy L.	University Medical Center	Dana Cancer Center	Staff	Promotion	Nurse Navigator, Oncology	Manager Oncology Outreach, Navigation, & Access	\$87,550.00	\$97,500.00	1/25/2026
Paprocki, Angela	Provost-Academic Affairs	Provost Office	Staff	Salary or Rate	Vice Provost & Chief of Academic Operations	Vice Provost & Chief of Academic Operations	\$202,910.00	\$226,600.00	1/24/2026
Pham, Khiem G.	Div of Tech & Adv Solutions-DTAS	IT Personnel	Staff	Salary or Rate	Systems Developer	Systems Developer	\$71,262.20	\$74,256.00	1/30/2026
Pietrzak, Kaitlyn M.	University Medical Center	Surgical Intensive Care	Staff	FTE	Staff Nurse	Staff Nurse	\$79,709.76	\$53,139.84	12/14/2025
Pizana, Lindsey N.	University Medical Center	Contract Pharmacy	Staff	Equity Increase	340B Specialist	340B Specialist	\$54,000.00	\$59,000.00	2/8/2026
Powlesland, Christina M.	University Medical Center	Operating Room	Staff	Title Update	Director Surgical Services	Administrative Director, Surgical Services	\$160,000.00	\$160,000.00	1/25/2026
Procyk, Lisa	Div of Tech & Adv Solutions-DTAS	Center for Creative Instruction, IT Personnel	Staff	Salary or Rate	Lead Digital Product Manager	Lead Digital Product Manager	\$83,772.78	\$95,000.00	2/7/2026
Quon, Jacelyn P.	VP Enrollment Mgmt	Undergraduate Admission	Staff	Reclassification	Recruitment Officer 2	Recruitment Officer 3	\$44,512.00	\$49,150.40	1/31/2026
Ramanujam, Balaji	Natural Sci & Math College	Physics	Staff	Change Period of Appointment	Senior Research Associate	Senior Research Associate	\$73,403.28	\$73,403.28	12/31/2025
Redd, Meghan E.	University Medical Center	Dana Infusion Center	Staff	Promotion	Staff Nurse	Lead Nurse	\$88,566.40	\$88,566.40	2/22/2026

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Reeves, Kara B.	University Medical Center	Transplant Administration	Staff	Promotion	Cardiology Outpatient Coord	Transplant Outreach Coordinator	\$73,257.60	\$74,850.00	1/10/2026
Reynolds, Toriana	University Medical Center	6AB Surgery - Orthopedics	Staff	FTE	Patient Care Technician	Patient Care Technician	\$18,865.60	\$18.14	1/25/2026
Rikard, Lindsey A.	University Medical Center	Registration	Staff	Promotion	ED Registration Specialist	Advanced Outpatient Presvc Spe	\$40,289.60	\$42,016.00	1/25/2026
Rippke, Nichole	University Medical Center	Outcome Management	Staff	PEN/PAIR Program Increase	Resource Utilization Coor	Resource Utilization Coor	\$88,566.40	\$92,976.00	1/11/2026
Robinson, Andrianna	University Medical Center	Surgical Intensive Care	Staff	PEN/PAIR Program Increase	Staff Nurse	Staff Nurse	\$79,709.76	\$83,678.40	1/11/2026
Rodojev, Steven J.	J Herb Coll Arts, Soc Sci & Edu	Communication	Staff	Title Update	Director of Media Services	Media Services Director	\$54,500.00	\$54,500.00	2/7/2026
Rosemond, Fouchard Y.	University Medical Center	Food And Nutritional Svcs	Staff	FTE	Cook 1	Cook 1	\$17,742.40	\$35,484.80	12/28/2025
Ruiz, Rebeca	University Medical Center	6CD Detox	Staff	Promotion	Custodial Worker	Patient Care Technician	\$35,484.80	\$33,265.44	1/4/2026
Rye III, William W.	University Medical Center	OP-Clinic-Rehab Med	Staff	Lateral Transfer	Medical Assistant	Medical Assistant	\$43,721.60	\$43,721.60	1/11/2026
Sandoval, Leticia	Natural Sci & Math College	Lake Erie Res Ed Ctr	Staff	Change Period of Appointment	Field Research Leader, Coastal Wetland Scientist	Field Research Leader, Coastal Wetland Scientist	\$53,560.00	\$53,560.00	12/27/2025
Santibanez, Michele L.	University Medical Center	Environmental Services	Staff	Lateral Transfer	Custodial Worker	Custodial Worker	\$34,964.80	\$34,964.80	12/14/2025
Schank, Kenneth A.	Risk Management	Internal Audit	Staff	Promotion	Associate Athletic Director Compliance	Senior Auditor	\$73,589.74	\$83,000.00	2/7/2026

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Scharringhausen, Jacquelyn N.	University Medical Center	Respiratory Care	Staff	Lateral Transfer	Resp Care Practitioner Adv	Resp Care Practitioner Adv	\$70,649.28	\$70,649.28	2/8/2026
Schauwecker, Sydney L.	J Herb Coll Arts, Soc Sci & Edu	Dean - JHCASE	Staff	Promotion	Marketing Communication & Enrollment Management Specialist	Program Manager, JHCASE Enrollment & Academic Success	\$50,428.80	\$61,500.00	12/27/2025
Schiefer, Ashley L.	University Medical Center	Pharmacy	Staff	FTE	Pharmacist 2	Pharmacist 2	\$132,267.20	\$66,133.60	2/8/2026
Schumaker, Meghan M.	Pharmacy College	Pharm - Enrollment Management	Staff	Equity Increase	Program Coordinatior, Pharmacy Admissions	Program Coordinatior, Pharmacy Admissions	\$45,204.64	\$57,603.00	12/13/2025
Schuster, Robert S.	Research & Sponsored Programs	Dept of Lab Animal Resources	Staff	Promotion	Lab Animal Tech I	Lab Animal Tech II	\$41,808.00	\$43,971.20	1/11/2026
Seilhamer, Christopher R.	University Medical Center	OP-Clinic-Admin	Staff	Promotion	Director Clinical Affiliation Operations	Administrative Director, Oncology Service Line	\$94,766.93	\$133,500.00	1/25/2026
Seman, Sarah E.	Natural Sci & Math College	Environmental Sciences	Staff	Change Period of Appointment	Laboratory & Field Technician	Laboratory & Field Technician	\$43,888.00	\$43,888.00	1/1/2026
Sensing, Savannah L.	College of Medicine	Physician Assistant Studies	Staff	Equity Increase	Administrative Clinical Coordinator	Administrative Clinical Coordinator	\$54,590.00	\$57,500.00	1/11/2026
Shaw, Kristine M.	University Medical Center	Operating Room	Staff	FTE	Clinical Sim & Edu Rsch Assoc	Surgical Technician	\$32,146.40	\$58,893.12	2/8/2026
Shelmon, Charlene L.	University Medical Center	OP-Clinic-Pain	Staff	Lateral Transfer	Employee Health Nurse (LPN)	LPN w/Meds/Clinic	\$52,124.80	\$51,459.20	2/22/2026
Shinaver, Emily C.	Provost- Academic Affairs	Academic Success & Engagement	Staff	Salary and Title	Manager Advising & Student Services	Assistant Director Academic Advising	\$72,100.00	\$75,000.00	12/27/2025
Shoman, Trisha	College of Medicine	Urology	Staff	Promotion	Administrative Assistant 2	Assistant to the Chair	\$49,649.60	\$53,000.00	1/25/2026

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Sigona Gonzalez, Hugo A.	College of Medicine	Med Microbio & Immunology	Staff	FTE	Lab Technician	Lab Technician	\$37,544.00	\$31,912.40	2/8/2026
Sinnott, Rachel S.	University Medical Center	Staff Development	Staff	Promotion	Clinical Laboratory Assoc 2	Staff Development Specialist	\$85,633.60	\$95,000.00	12/28/2025
Smith, Ashley M.	University Medical Center	Distribution Services	Staff	Lateral Transfer	Custodial Worker	Delivery Worker I	\$35,484.80	\$35,484.80	1/25/2026
Smith, Krystal	Health & Human Serv College	School of Nursing Instruction	Staff	Additional Position	Staff Nurse	Clinical Lab Associate I	\$44,283.20	\$36.95	2/8/2026
Smith, Krystal	University Medical Center	OPS-PACU	Staff	FTE	Staff Nurse	Staff Nurse	\$79,709.76	\$44,283.20	12/14/2025
Soto, Erica M.	University Medical Center	Sterile Processing	Staff	FTE	Surgical Technician	Surgical Technician	\$58,893.12	\$65,436.80	2/8/2026
Spears, Julia L.	College of Medicine	Neurology	Staff	Change Period of Appointment	Clin Res Admin	Clin Res Admin	\$29,411.20	\$29,411.20	1/1/2026
Spells, Charita	University Medical Center	Sterile Processing	Staff	Promotion	Sterile Processing Technician I	Sterile Processing Technician II	\$48,360.00	\$51,001.60	2/8/2026
Stallworth, Willette R.	University Medical Center	Registration	Staff	FTE	Patient Registration Spec	Patient Registration Spec	\$35,568.00	\$17,784.00	2/22/2026
Steenrod, Haley L.	University Medical Center	OPS-PACU	Staff	FTE	Staff Nurse	Staff Nurse	\$79,709.76	\$42.58	1/11/2026
Stokes, Angela M.	University Medical Center	OP-Physical Therapy	Staff	PEN/PAIR Program Increase	Phys Ther Asst Lic I	Phys Ther Asst Lic I	\$57,512.00	\$61,588.80	1/11/2026
Stoneking, Amanda S.	University Medical Center	Transplant/GU/Inter mediate 4AB	Staff	Promotion	Staff Nurse	Lead Nurse	\$79,709.76	\$79,709.76	2/22/2026

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Studenka, Linda S.	University Medical Center	Vascular Lab	Staff	Lateral Transfer	Staff Nurse	Cardiac Cath Nurse Liaison	\$46.93	\$97,614.40	2/8/2026
Szabo, Brian	Div of Tech & Adv Solutions-DTAS	Center for Creative Instruction, IT Personnel	Staff	Salary or Rate	Software Engineer	Senior Software Engineer	\$103,699.79	\$113,000.00	2/7/2026
Szczepanski, Jennifer L.	University Medical Center	Dana Infusion Center	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$79,709.76	\$88,566.40	1/11/2026
Tang, Min	College of Medicine	Dept. of Cell and Cancer Biology	Staff	Demotion	Post Doc FT HSC	Research Assistant	\$61,008.00	\$45,000.00	2/4/2026
Taylor, Belle M.	University Medical Center	Vascular Lab	Staff	FTE	Staff Nurse	Staff Nurse	\$50,157.12	\$83,595.20	2/22/2026
Taylor, Sabrina J.	AVP for Finance	Controller	Staff	Title Update	Assoc VP Finance & Interim Treasurer	Associate Vice President of Finance and Treasurer	\$180,000.00	\$180,000.00	12/13/2025
Thuita, Charles T.	University Medical Center	Transplant/GU/Intermediate 4AB	Staff	FTE	Staff Nurse	Staff Nurse	\$79,709.76	\$42.58	12/14/2025
Thuita, Charles T.	University Medical Center	Transplant/GU/Intermediate 4AB	Staff	FTE	Staff Nurse	Staff Nurse	\$42.58	\$79,709.76	1/25/2026
Vasquez, Jacquelyn D.	University Medical Center	Psychiatry Float Pool	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$79,709.76	\$79,709.76	1/25/2026
Vay, Stella K.	Provost-Academic Affairs	Academic Success & Engagement	Staff	Salary and Title	Manager Advising & Student Services	Assistant Director Academic Advising	\$72,100.00	\$79,000.00	12/27/2025
Vazquez, Jorge O.	VP Enrollment Mgmt	Financial Aid	Staff	Additional Position	Student Technician	FWS Exempt Grad student	\$16.80	\$13.50	1/21/2026
Velliquette, Courtney S.	University Medical Center	Staff Development	Staff	Equity Increase	Staff Development Specialist	Staff Development Specialist	\$80,370.90	\$91,323.00	12/14/2025

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Violi, Stephanie L.	University Medical Center	Outcome Management	Staff	PEN/PAIR Program Decrease	Resource Utilization Coor	Resource Utilization Coor	\$92,976.00	\$88,566.40	1/1/2026
Waldron, Genesis L.	AVP for Finance	Controller	Staff	Promotion	AP Financial Analyst	Senior Accounts Payable Analyst	\$57,259.79	\$80,000.00	2/7/2026
Walker, Ladana G.	University Medical Center	OPS-PACU	Staff	FTE	Staff Nurse	Staff Nurse	\$42.58	\$79,709.76	1/25/2026
Weigle, Jessica L.	College of Medicine	Dean Medical College	Staff	Lateral Transfer	Education Manager	Research Administrator	\$56,992.61	\$59,842.00	12/15/2025
Wheeler, Wendell L.	VP Enrollment Mgmt	Undergraduate Admission	Staff	Reclassification	Recruitment Officer 2	Recruitment Officer 3	\$44,512.00	\$49,150.40	1/31/2026
Williams, Davonte S.	Provost-Academic Affairs	Academic Success & Engagement	Staff	Salary or Rate	Manager Academic Success Programs	Manager Academic Success Programs	\$56,650.00	\$60,000.00	2/7/2026
Wilson, Grant A.	Engineering College	Dean-Engineering	Staff	Change Period of Appointment	Program Director	Program Director	\$90,000.00	\$90,000.00	1/1/2026
Withrow, Hannah L.	University Medical Center	Intermediate Care Unit	Staff	PEN/PAIR Program Increase	Lead Nurse	Lead Nurse	\$79,709.76	\$83,678.40	1/11/2026
Wojciechowski, Christopher M.	Engineering College	Dean-Engineering	Staff	Change Period of Appointment	Program Manager MC	Program Manager MC	\$61,153.00	\$61,153.00	1/1/2026
Woods, Anastasia	University Medical Center	OP-Clinic-Kidney Transplant	Staff	Lateral Transfer	Medical Assistant	Medical Assistant	\$40,456.00	\$40,456.00	1/26/2026
Woods, Andrea	University Medical Center	Endoscopy Suite	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$88,566.40	\$88,566.40	12/14/2025
Zaborski, Wendy	Pharmacy College	Pharm-Med/Bio Chem	Staff	Promotion	Student Services Counselor 1	Administrative Assistant 1	\$53,809.60	\$57,304.00	12/20/2025

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Zhang, Mingzhuo	College of Medicine	Medicine	Staff	Change Period of Appointment	Research Assistant HSC	Research Assistant HSC	\$37,918.40	\$37,918.40	2/1/2026

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Akram, Muhammad Rizwan	Engineering College	Electrical Engineering	Faculty	Resigned Other Employment	Research Assistant Professor	\$39,468.74	12/12/2025
Atindama, Emmanuel A.	Natural Sci & Math College	School of Interdisciplinary Science	Faculty	Resignation	Visiting Assistant Professor	\$55,000.00	1/9/2026
Berry, Bonadine M.	Business College	AOT	Faculty	Retirement w10+ yrs UT service	Senior Lecturer - AOT	\$69,349.92	2/6/2026
Bhaduri, Sarit B.	Engineering College	MIME	Faculty	Retirement w10+ yrs UT service	Distinguished University Professor	\$201,508.50	2/6/2026
Both, Amy	Health & Human Serv College	Dept of Exercise & Rehab Sciences	Faculty	Retirement w10+ yrs UT service	Assistant Professor	\$100,698.89	2/7/2026
Coulter-Harris, Deborah	J Herb Coll Arts, Soc Sci & Edu	English	Faculty	Retirement w10+ yrs UT service	Senior Lecturer	\$69,171.78	2/6/2026
Elmer, Lawrence	College of Medicine	Neurology	Faculty	Retirement w10+ yrs UT service	Professor	\$73,560.65	2/7/2026
Elsaghir, Hend	College of Medicine	Medicine	Faculty	Resignation	Associate Professor	\$33,948.86	12/27/2025
Fox, Christine	J Herb Coll Arts, Soc Sci & Edu	Educ Statistics & Research Methods	Faculty	Retirement w10+ yrs UT service	Professor	\$116,455.40	2/6/2026
Hefzy, Mohamed S.	Engineering College	MIME	Faculty	Retirement w10+ yrs UT service	Professor	\$147,099.34	2/20/2026

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Iwuagwu, Cletus U.	College of Medicine	Medicine	Faculty	Death	Professor	\$160,111.46	1/24/2026
Jett, Kevin W.	J Herb Coll Arts, Soc Sci & Edu	English	Faculty	Resignation	Senior Lecturer	\$69,349.92	2/6/2026
Omballi, Mohamed A.	College of Medicine	Medicine	Faculty	Resignation	Assistant Professor	\$44,377.59	1/10/2026
Schneiderman, Jeffrey W.	College of Medicine	EMS Education	Faculty	Resignation	Instructor	\$93,986.50	2/7/2026
Servick, Janice E.	Health & Human Serv College	School of Nursing Instruction	Faculty	Resigned Other Employment	Assistant Professor	\$81,404.09	1/9/2026
Syed, Fayeq Jeelani	Engineering College	Electrical Engineering	Faculty	Resigned Other Employment	Visiting Assistant Professor	\$70,000.00	1/23/2026
Tang, Angela Che Ing	Natural Sci & Math College	Environmental Sciences	Faculty	End of Contract/Assignment	Research Assistant Professor	\$61,800.00	1/9/2026
Adkins, Jacalyne	University Medical Center	Outcome Management	Staff	Resigned Other Employment	Resource Utilization Coor	\$88,566.40	2/7/2026
Alderman, Mary E.	Pharmacy College	Pharm-Med/Bio Chem	Staff	Resignation	Administrative Assistant 1	\$54,392.00	1/30/2026
Appiah, Thomas	University Medical Center	Sterile Processing	Staff	Resigned Personal Reasons	Surgical Technician	\$65,436.80	1/24/2026

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Bagrowski, Mark J.	Facilities & Construc Mgmt.	HVAC-Campus Env & Phy Plnt	Staff	Resignation	Maint Plumber Journeyman	\$67,516.80	2/7/2026
Barraclough, Theresa A.	AVP for Finance	Controller	Staff	Resignation	Account Clerk 3	\$42,016.00	1/24/2026
Bekiebang, Nati N.	University Medical Center	6AB Surgery - Orthopedics	Staff	Job Abandonment	Staff Nurse	\$75,235.68	1/24/2026
Bennett, Timothy S.	Athletics	Football	Staff	Resignation	Assistant Recruiting Coordinator	\$52,530.00	1/23/2026
Benninghoff, Bryna A.	University Medical Center	Outcome Management	Staff	Resignation	Resource Utilization Coor	\$83,678.40	12/13/2025
Bichey, Bradley J.	Athletics	Football	Staff	Resigned Other Employment	Assistant Athletic Director Sports Performance	\$116,640.29	2/6/2026
Bracy, Melody	University Medical Center	Emergency Dept.	Staff	Resigned Personal Reasons	Staff Nurse	\$79,709.76	12/27/2025
Candle, Jason T.	Athletics	Football	Staff	Resigned Other Employment	Head Football Coach	\$575,000.00	1/9/2026
Charette, Megan	College of Medicine	Urology	Staff	Resigned Other Employment	Clinical Research Coord (RN)	\$78,668.93	2/7/2026
Chastang, Danielle	University Medical Center	Pharmacy	Staff	Resigned Personal Reasons	Certified Pharmacy Technician	\$23,077.60	1/10/2026

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Chung, Jaehoon	Natural Sci & Math College	Physics	Staff	Grant Funding ended	Post Doctoral Associate	\$77,250.00	1/23/2026
Coehrs, Karen M.	University Medical Center	Radiology-MRI	Staff	Retirement w10+ yrs UT service	Staff Technologist - MRI	\$78,499.20	2/7/2026
Cole, Jeffrey C.	President	Office of President	Staff	End of Contract/Assignment	Strategic Engagement Communicator	\$103,000.00	1/9/2026
Cole, Nathan J.	Athletics	Football	Staff	Resigned Other Employment	Assistant Coach, Football	\$73,834.07	2/6/2026
Costello, Mindy C.	Engineering College	Dean-Engineering	Staff	Resigned Other Employment	Program Manager for Student Success, Opportunity & Engagement	\$59,000.00	1/23/2026
Crable, Mckenna	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	Resigned Other Employment	Staff Nurse	\$65,725.92	12/27/2025
Cummins, Theresa	University Medical Center	Lab-Histology	Staff	Retirement w10+ yrs UT service	Histotechnologist	\$65,665.60	12/13/2025
Deans, Jodian	University Medical Center	Intermediate Care Unit	Staff	Resigned in Lieu of Discharge	Staff Nurse	\$61,420.32	1/24/2026
Dimasso, Nancy	University Medical Center	Transplant/GU/Intermediate 4AB	Staff	Retirement w10+ yrs UT service	Lead Nurse	\$79,709.76	1/10/2026
Dotson, Eliana M.	University Medical Center	Emergency Dept.	Staff	Resignation	Nursing Assistant	\$19.58	12/27/2025

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Drenner, Jean	University Medical Center	Interventional Pain Center	Staff	Retirement w10+ yrs UT service	Staff Nurse	\$44,283.20	12/27/2025
Drew, Michelle L.	University Medical Center	Intermediate Care Unit	Staff	End of Temp Work	Temp RN	\$131,040.00	1/24/2026
Eliano, Perry	Athletics	Football	Staff	Resignation	Assistant Coach, Football	\$93,503.40	1/23/2026
Fetter, Caleb A.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	Resignation	Patient Care Technician	\$22,176.96	12/27/2025
Fleming, Frederick	Athletics	Football	Staff	Resigned Other Employment	Assistant Coach, Football	\$110,313.00	1/23/2026
Flores, Richard A.	Facilities & Construc Mgmt.	Mainten- Campus Env & Phy Plnt	Staff	Resignation	Building Operator, HSC	\$46,987.20	1/10/2026
Garbers, Abbigail M.	University Medical Center	Food And Nutritional Svcs	Staff	Death	Cashier 1	\$17,482.40	12/27/2025
Garcia, Santiago T.	Athletics	Baseball	Staff	Resigned Other Employment	Assistant Coach Baseball	\$31,500.00	1/9/2026
Gasser, Bryan	Athletics	Football	Staff	Resigned Other Employment	Director Recruiting & Player Personnel	\$98,756.40	1/23/2026
Gibson, Tony A.	Facilities & Construc Mgmt.	MC Building Services	Staff	Retirement w10+ yrs UT service	Custodial Worker	\$44,116.80	12/19/2025

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Gill, Navnoorjit Singh	University Medical Center	Emergency Dept.	Staff	Resigned Other Employment	Nursing Assistant	\$20.29	12/27/2025
Glowski, Emalee S.	University Medical Center	Registration	Staff	Resigned Other Employment	Patient Access Operations Supervisor	\$54,575.45	12/27/2025
Goeckerman, Sarah N.	University Medical Center	UTMC RMC Urology Clinic	Staff	Resigned Personal Reasons	Medical Assistant	\$43,721.60	1/10/2026
Goins, Jonah A.	Facilities & Construc Mgmt.	MC Building Services	Staff	Resignation	Custodial Worker	\$29,660.80	1/16/2026
Gonzales, Dezarah R.	University Medical Center	Environmental Services	Staff	Resignation	Custodial Worker	\$36,899.20	12/27/2025
Guasso, Giselle	Athletics	Training Room	Staff	Resigned Personal Reasons	Athletic Trainer I	\$45,204.64	12/26/2025
Hairston, Jasmine N.	University Medical Center	Intermediate Care Unit	Staff	Resignation	Patient Care Technician	\$18,865.60	1/24/2026
Hall, Beth A.	University Medical Center	OP-Occupational Therapy	Staff	Resignation	Occupat Therapist	\$40.89	12/27/2025
Hallett, Michael	Athletics	Football	Staff	Resignation	Assistant Coach, Football	\$121,806.67	1/23/2026
Hankinson, Sydney L.	University Medical Center	Outpatient Pharmacy	Staff	Resigned Moved to New Location	Certified Pharmacy Tech II	\$54,225.60	2/21/2026

Personnel Action Report

12/2/2025 to 2/28/2026



Separations of Employment 12/2/2025 to 2/28/2026

<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>
Hardeman, Jasmine N.	University Medical Center	OP-Clinic-Psychiatry	Staff	Resigned Job Dissatisfaction	Medical Assistant	\$38,313.60	1/10/2026
Harrison, Anthony S.	Athletics	Football	Staff	Resigned Other Employment	Assistant Recruiting Coordinator	\$43,888.00	2/6/2026
Higgins, Dawn K.	University Medical Center	CCC Nephrology Clinic	Staff	Resignation	Medical Assistant	\$20,228.00	1/24/2026
Hise, Donna K.	University Medical Center	Vascular Lab	Staff	Retirement w10+ yrs UT service	Cardiac Cath Nurse Liaison	\$88,566.40	2/7/2026
Hohenberger, Candice R.	University Medical Center	UTMC RPW PEDIATRICS	Staff	Never Began Employment	Basic Outpatient Presvc Spec	\$17,784.00	2/7/2026
Hollstein, Elizabeth A.	Athletics	Training Room	Staff	Discharge for Cause	Athletic Trainer II	\$50,000.00	12/12/2025
Hunter, Sallie	University Medical Center	Environmental Services	Staff	Never Began Employment	Custodial Worker	\$34,964.80	12/13/2025
Jackson, Pamela A.	University Medical Center	Environmental Services	Staff	Resignation	Custodial Worker	\$41,100.80	2/21/2026
Jackson, Tyshanae	University Medical Center	Registration	Staff	Probationary Removal	ED Registration Specialist	\$17,784.00	2/21/2026
Jadoopat, Ralf	University Medical Center	Pharmacy	Staff	Resignation	Pharmacist	\$60.55	2/7/2026

Personnel Action Report

12/2/2025 to 2/28/2026



Separations of Employment 12/2/2025 to 2/28/2026

<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>
James, Tiana	University Medical Center	UTMC GLVI VASCULAR	Staff	Resigned Other Employment	Basic Outpatient Presvc Spec	\$35,568.00	12/13/2025
Jenkins, Brooks	Athletics	Football	Staff	Resigned Other Employment	Football Analyst- Defensive	\$41,200.00	2/6/2026
Jones, Stephanie A.	University Medical Center	Respiratory Care	Staff	Resigned Moved to New Location	Resp Care Practitioner Adv	\$39,249.60	12/27/2025
Joyner, Miracle D.	University Medical Center	Registration	Staff	Resigned Personal Reasons	Patient Registration Spec	\$35,568.00	12/13/2025
Keane, Takima A.	Athletics	Basketball - Women	Staff	I-9 Termination	Assistant Coach Women's Basketball	\$109,180.00	12/26/2025
Kehres, Vincent G.	Athletics	Football	Staff	Resigned Other Employment	Assistant Coach, Football - Linebackers	\$150,512.19	1/9/2026
Keller, Regina M.	University Medical Center	OPS-PACU, PAT	Staff	Resigned Moved to New Location	Nurse Manager	\$110,000.00	1/10/2026
Kiser, Shania Q.	University Medical Center	Intermediate Care Unit	Staff	Resignation	Staff Nurse	\$65,725.92	1/24/2026
Klinec, Christian	Athletics	Football	Staff	Resigned Other Employment	Assistant Strength Coach, Football	\$48,708.24	2/6/2026
Klopfenstein, Timna A.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	Resignation	Staff Nurse	\$53,139.84	2/21/2026

Personnel Action Report

12/2/2025 to 2/28/2026



Separations of Employment 12/2/2025 to 2/28/2026

<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>
Koech, Gladys J.	University Medical Center	Transplant/GU/Intermediate 4AB	Staff	Resignation	Staff Nurse	\$42.58	1/10/2026
Kokkirigadda, Ravin A.	University Medical Center	Lab-Central Office	Staff	Resignation	Lab Tech I	\$22,828.00	12/13/2025
La Quatra, Lisa M.	University Medical Center	Respiratory Care	Staff	Resignation	Resp Care Practitioner Adv	\$70,649.28	1/24/2026
La Torre, Michael B.	VP Finance and Administration	Title IX	Staff	Discharge for Cause	Assoc Dir TitleIX & Compl & Sr Deputy TitleIX Coord	\$85,000.00	12/12/2025
Lanagan, Alivia L.	University Medical Center	Transplant/GU/Intermediate 4AB	Staff	Resignation	Staff Nurse	\$65,725.92	1/24/2026
Laura, Eric	Facilities & Construc Mgmt.	MC Building Services	Staff	Resignation	Building Services Worker	\$37,689.60	1/30/2026
LaValley, Earl	University Medical Center	Emergency Dept.	Staff	Probationary Removal	Staff Nurse	\$70,312.32	1/10/2026
Lee, Seungmin	Natural Sci & Math College	Physics	Staff	Grant Funding ended	Post Doctoral Associate	\$62,000.00	1/23/2026
Lewis, Latroy R.	Athletics	Football	Staff	Resigned Other Employment	Assistant Coach, Football	\$91,000.00	2/6/2026
Ligon, Anyiha	University Medical Center	Senior Behavioral Health	Staff	Never Began Employment	Mental Health Aide	\$17,856.80	1/10/2026

Personnel Action Report

12/2/2025 to 2/28/2026



Separations of Employment 12/2/2025 to 2/28/2026

<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>
Lucas, Jada D.	University Medical Center	Senior Behavioral Health	Staff	Resigned in Lieu of Discharge	Mental Health Aide	\$36,961.60	2/7/2026
Mangold, Angela	University Medical Center	Senior Behavioral Health	Staff	Resigned Health Reasons	Staff Nurse	\$79,709.76	12/15/2025
Martin, Trever	University Medical Center	Vascular Lab	Staff	Resignation	X-ray Sr Technol Spec	\$67,828.80	12/27/2025
Martinez, Liana M.	University Medical Center	Rehab Speech Therapy	Staff	Resigned Personal Reasons	Speech Pathologist	\$36.20	2/7/2026
Mathie, Stephen J.	Athletics	Football	Staff	Resigned Other Employment	Interim Video Coordinator	\$47,753.17	2/6/2026
Matthews Lutchev, Savanna R.	University Medical Center	Nursing Svcs Admin	Staff	End of Temp Work	Nurse Extern Resident	\$25.00	12/13/2025
Mays, Ladarius J.	University Medical Center	Environmental Services	Staff	Job Abandonment	Custodial Worker	\$17,742.40	12/27/2025
Mcghee, Dejanee	University Medical Center	Environmental Services	Staff	Job Abandonment	Custodial Worker	\$35,484.80	2/21/2026
Mcgovern, Karen M.	University Medical Center	OP-Clinic-Kidney Transplant	Staff	Involuntary Term-Attend/Punc	Medical Assistant	\$43,721.60	12/13/2025
Middleton, Debra M.	Natural Sci & Math College	Mathematics	Staff	Retirement w10+ yrs UT service	Secretary 2	\$41,979.60	2/27/2026

Personnel Action Report

12/2/2025 to 2/28/2026



Separations of Employment 12/2/2025 to 2/28/2026

<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>
Morehead, Jamie M.	University Medical Center	Food And Nutritional Svcs	Staff	Probationary Removal	Food Service Worker	\$17,742.40	12/13/2025
Neal, Ashley	University Medical Center	Psychiatry Float Pool	Staff	Probationary Removal	Staff Nurse	\$79,709.76	12/27/2025
Osthimer, Joseph D.	University Medical Center	Nursing Pool	Staff	Resignation	Nursing Assistant	\$21.96	1/24/2026
Panning, Laura	University Medical Center	Respiratory Care	Staff	Resignation	Pulmonary Function Tech	\$37.74	1/10/2026
Pascale, Sarah M.	University Medical Center	Pharmacy	Staff	Resigned Moved to New Location	Pharmacy Intern	\$20.96	1/24/2026
Perry, Nathaniel A.	University Medical Center	Food And Nutritional Svcs	Staff	Resignation	Cook 1	\$36,171.20	12/27/2025
Pflieger, Ashley L.	University Medical Center	Fallen Timbers-Family Medicine	Staff	Resigned Personal Reasons	Medical Assistant	\$43,721.60	2/7/2026
Puckett, Janquil M.	University Medical Center	Registration	Staff	Resignation	Advanced Outpatient Presvc Spe	\$52,374.40	1/10/2026
Rable, Sean M.	University Medical Center	Environmental Services	Staff	Resignation	Custodial Worker	\$35,484.80	12/27/2025
Ramsey, Loren	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	Resigned Other Employment	Staff Nurse	\$42.58	1/24/2026

Personnel Action Report

12/2/2025 to 2/28/2026



Separations of Employment 12/2/2025 to 2/28/2026

<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>
Ransom, Eric M.	University Medical Center	Operating Room	Staff	Resigned Moved to New Location	Surgical Technician	\$57,449.60	12/27/2025
Renner, Sydney E.	College of Medicine	Medicine	Staff	Resigned Other Employment	Clinical Therapist	\$74,416.00	1/10/2026
Rich, Robert D.	University Medical Center	Telemetry	Staff	Probationary Removal	Monitor Technician	\$45,905.60	12/27/2025
Richter, Theresa R.	University Medical Center	Environmental Services	Staff	Retirement w10+ yrs UT service	Custodial Worker	\$41,787.20	2/7/2026
Robinson, Kierra	University Medical Center	OP-Clinic-Psychiatry	Staff	Resignation	Medical Assistant	\$43,721.60	2/7/2026
Rogge, Victoria E.	University Medical Center	Emergency Dept.	Staff	Resignation	Patient Care Technician	\$35,713.60	1/10/2026
Rose, Sandra	Facilities & Construc Mgmt.	Plant Ops	Staff	Retirement w10+ yrs UT service	Office Assistant 3	\$52,166.40	1/2/2026
Sage, Derek	Athletics	Football	Staff	Resigned Other Employment	Assistant Coach, Football	\$95,094.75	2/6/2026
Sakelaris, Jayne E.	Facilities & Construc Mgmt.	Facilities Mgt Admin	Staff	Resignation	SR Contract Specialist	\$70,000.00	2/20/2026
Sayed, Danielle	University Medical Center	Emergency Dept.	Staff	Resignation	Staff Nurse	\$53,139.84	1/10/2026

Personnel Action Report

12/2/2025 to 2/28/2026



Separations of Employment 12/2/2025 to 2/28/2026

<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>
Schimmel, Gerianne	University Medical Center	OP-Clinic-Psychiatry	Staff	Resignation	Medical Assistant	\$43,721.60	2/21/2026
Sethi, Bharti	College of Medicine	Dept. of Cell and Cancer Biology, Pharm-Med/Bio Chem	Staff	Grant Funding ended	Post Doctoral Associate	\$48,410.00	2/7/2026
Silva, Crystal J.	University Medical Center	UTMC GLVI VASCULAR	Staff	Resigned Other Employment	L P N w/Meds/Hospital	\$44,010.72	2/21/2026
Sims, Lakeesha R.	University Medical Center	Senior Behavioral Health	Staff	Resignation	Staff Nurse	\$79,709.76	12/27/2025
Slaughter, Tremetrius D.	University Medical Center	Environmental Services	Staff	Probationary Removal	Custodial Worker	\$34,964.80	12/27/2025
Smidi, Sowson	University Medical Center	4CD Oncology/Hemoc/ Med-Surg	Staff	Resignation	Staff Nurse	\$40.19	2/7/2026
Smith, Emily C.	University Medical Center	Acute Occupational Therapy	Staff	Resigned Other Employment	Occupat Therapist	\$42.13	1/24/2026
Smotherman, Elizabeth A.	College of Medicine	Medicine	Staff	Retirement w10+ yrs UT service	COMLS Financial Operations Administrator 3	\$158,126.36	2/7/2026
Stevens, Maj-Britt J.	University Medical Center	Senior Behavioral Health	Staff	Resignation	Staff Nurse	\$53,139.84	12/27/2025
Stewart, Shelia K.	AVP for Finance	Treasurer's Office	Staff	Retirement w<10yrs UT service	Bursar	\$139,363.14	2/6/2026

Personnel Action Report

12/2/2025 to 2/28/2026



Separations of Employment 12/2/2025 to 2/28/2026

<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>
Stram, Carol M.	University Medical Center	Nursing Svcs Admin	Staff	Resigned Other Employment	Nurse Director	\$123,600.00	2/7/2026
Street, Danielle N.	University Medical Center	Ambulatory Staffing Pool	Staff	Resignation	Basic Outpatient Presvc Spec	\$17.10	2/21/2026
Stuller, London J.	University Medical Center	Anticoagulation Clinic	Staff	Resignation	Pharmacy Intern	\$18.99	2/21/2026
Sukalo, Carol L.	VP Enrollment Mgmt	Enrollment Operations	Staff	Retirement w10+ yrs UT service	Data Systems Coordinator 2	\$69,763.20	12/19/2025
Szilagyi, Maria N.	University Medical Center	OP-Clinic-Urology	Staff	Resigned to Attend School	L P N Meds	\$51,459.20	2/21/2026
Taylor, Jacquelyn	University Medical Center	OP-Clinic-Dermatology	Staff	Probationary Removal	Medical Assistant	\$43,721.60	1/24/2026
Terwilliger, Andrew J.	Athletics	Football	Staff	Resigned Other Employment	Assistant Athletic Director Football Operations	\$81,946.80	1/23/2026
Tobin, Tenneil	University Medical Center	UTMC RMC Radiology	Staff	Resigned Other Employment	Staff Technologist - Diagnostic	\$28.42	2/7/2026
Townsend, Violet	University Medical Center	Operating Room	Staff	Retirement w10+ yrs UT service	Clerical Specialist	\$22,006.40	2/7/2026
Vicary, Hayden S.	University Medical Center	Operating Room	Staff	Resigned to Attend School	Staff Nurse	\$79,709.76	1/24/2026

Personnel Action Report

12/2/2025 to 2/28/2026



Separations of Employment 12/2/2025 to 2/28/2026

<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>
Vollmar, Nancy	University Medical Center	OP-Clinic-Rehab Med	Staff	Retirement w10+ yrs UT service	Staff Nurse	\$66,102.40	2/7/2026
Wade, Damiah E.	University Medical Center	Registration	Staff	Resignation	Patient Registration Spec	\$36,712.00	12/13/2025
Wagner, Amanda C.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	Resigned Other Employment	Staff Nurse	\$70,312.32	2/21/2026
Walker, Dallis	University Medical Center	4CD Oncology/Hemoc/ Med-Surg	Staff	Probationary Removal	Patient Care Technician	\$36,233.60	12/13/2025
Warner, Heidi L.	University Medical Center	Pharmacy	Staff	Resigned Other Employment	Certified Pharmacy Tech II	\$54,225.60	2/7/2026
Watson, Ross	Athletics	Football	Staff	Resigned Other Employment	Asst FB Coach - Linebackers	\$106,088.68	1/9/2026
Weber, Stanton	Athletics	Football	Staff	Resigned Other Employment	Assistant Coach, Football	\$115,566.00	1/9/2026
Weiner, Robert J.	Athletics	Football	Staff	Resigned Other Employment	Quarterback Coach & Passing Game Coordinator	\$133,788.62	2/6/2026
Wells, Heaven S.	University Medical Center	Nursing Pool	Staff	Resignation	Patient Care Technician	\$36,961.60	2/21/2026
Wiblin, Eli J.	Public Safety	University Police	Staff	Resignation	Univ Law Enforcement Off	\$64,563.20	12/19/2025

Personnel Action Report

12/2/2025 to 2/28/2026



Separations of Employment 12/2/2025 to 2/28/2026

<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>
Williams, Airiga N.	University Medical Center	Senior Behavioral Health	Staff	Resignation	Staff Nurse	\$79,709.76	1/24/2026
Williams, Ceasar	University Medical Center	Environmental Services	Staff	Never Began Employment	Custodial Worker	\$34,964.80	1/10/2026
Williams, Kamari N.	University Medical Center	4CD Oncology/Hemoc/ Med-Surg	Staff	Job Abandonment	Patient Care Technician	\$21,428.16	2/7/2026
Wilson, Lisa	University Medical Center	Transplant Administration	Staff	Retirement w<10yrs UT service	Transplant Outreach Coord	\$69,654.78	1/10/2026
Wilson, Melanie J.	University Medical Center	Operating Room	Staff	Resigned Job Dissatisfaction	Surgical Technician	\$59,966.40	1/24/2026
Witt, Sandra M.	University Medical Center	OP-Clinic-Admin	Staff	Resignation	Clinic Manager 2	\$90,000.00	2/7/2026
Wray, Maxwell B.	Athletics	Football	Staff	Resigned Other Employment	Football Analyst-Offensive	\$41,200.00	2/6/2026
Wulff, Alivia J.	University Medical Center	Intermediate Care Unit	Staff	Resignation	Patient Care Technician	\$21,740.16	12/13/2025
Zajac, Kaitlin M.	University Medical Center	Emergency Dept.	Staff	Resignation	Staff Nurse	\$53,139.84	1/10/2026
Zibbell, Jacqueline	University Medical Center	Operating Room	Staff	Retirement w10+ yrs UT service	Clerical Specialist	\$44,012.80	1/10/2026

Personnel Action Report

12/2/2025 to 2/28/2026



Separations of Employment 12/2/2025 to 2/28/2026

<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>
Zulakis, Zoe	VP Finance and Administration	Title IX	Staff	Resigned Other Employment	Title IX Investigator	\$64,296.72	1/9/2026

Executive Administration Personnel Actions

March, 2026



Executive Administration Personnel Actions							
<u>Name- Last, First ,MI</u>	<u>College or Administration</u>	<u>Department</u>	<u>Faculty or Staff</u>	Description	<u>Position</u>	<u>Rate/Annual Salary</u>	<u>Effective Date</u>
Frattarelli, Daniel	UToledo Health	UTP/Dean Medical College, Pediatrics	Faculty Admin	New Hire	Chief Physician Executive/Associate Professor	\$550,000.00	2/9/2026

Personnel Action Report

12/2/2025 to 2/28/2026



Report Notes

- The following categories are excluded from the personnel action report
 - Student Employees and Graduate Assistants/Graduate Teaching Assistants
 - Residents and Fellows engaged in Graduate Medical Education training programs
 - Community Doctors
 - UTP providers and staff
 - Intermittent labor positions
 - Temporary positions and FTE changes associated with EPIC
 - Appointments or changes with an effective date after 2/28/2026
- Appointments < .5 FTE are reported at an hourly rate
- Appointments >= 0.5 FTE have their annual salary listed

Community-Based and ProMedica Practitioners

12/2/2025 to 2/18/2026



Community-Based and ProMedica Practitioner Appointments 12/2/2025 to 2/18/2026

<u>Name- Last, First, MI</u>	<u>College</u>	<u>Appointment Type</u>	<u>Department</u>	<u>Effective Date</u>
Malood, Layth M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The ProMedica Practitioner Track	Family Medicine	12/8/2025
Adamowicz, Timothy D.O.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Medicine	1/1/2026
Smith, Richard L. M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Nerulogy	1/1/2026
Wermuth, Harrison D.O.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Emergency Medicine	1/1/2026
Boeriu, Sorin DDS	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Dentistry	1/28/2026
Kasturiarachi, Naomi S. D.O.	College of Medicine and Life Sciences	Clinical Assistant Professor In The ProMedica Practitioner Track	Family Medicine	2/1/2026
O'Connell, Helen M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The ProMedica Practitioner Track	OB/GYN	2/1/2026
Baker, Amanda A. D.O.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Emergency Medicine	2/3/2026
Blanchett, Jacob W. D.O.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Emergency Medicine	2/3/2026
Jindal, Valentina M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Emergency Medicine	2/3/2026

Community-Based and ProMedica Practitioners

12/2/2025 to 2/18/2026



Community-Based and ProMedica Practitioner Appointments 12/2/2025 to 2/18/2026

<u>Name- Last, First, MI</u>	<u>College</u>	<u>Appointment Type</u>	<u>Department</u>	<u>Effective Date</u>
Morkos El Hayek, Sahar M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Emergency Medicine	2/3/2026
Short, Matthew D.O.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Emergency Medicine	2/3/2026
Tiller, Michael C. D.O.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Emergency Medicine	2/9/2026
Khan, Nadeen M. DDS	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Dentistry	2/16/2026
Stotz, Walter M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Medicine	2/16/2026
Holzremer, Jacob M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The ProMedica Practitioner Track	Surgery	12/1/2025
Bruhl, Steven M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Medicine	9/1/2025
Habhab, Mazin N. M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The ProMedica Practitioner Track	Medicine	9/5/2025
Parisi, Erika J. M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The ProMedica Practitioner Track	Medicine	10/1/2025
Marcusa, Daniel P. M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The ProMedica Practitioner Track	Medicine	9/4/2025

Community-Based and ProMedica Practitioners

12/2/2025 to 2/18/2026



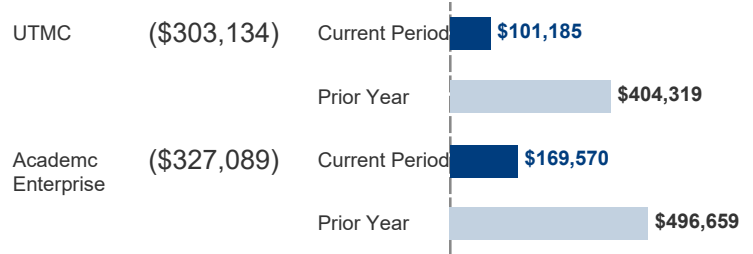
Community-Based and ProMedica Practitioner Appointments 12/2/2025 to 2/18/2026

<u>Name- Last, First, MI</u>	<u>College</u>	<u>Appointment Type</u>	<u>Department</u>	<u>Effective Date</u>
Manders, Jarry Michael Jr. M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Anesthesiology	12/1/2025
Stein, Andrew M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Anesthesiology	12/1/2025
Khan, Noorul H. M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Surgery	1/1/2026

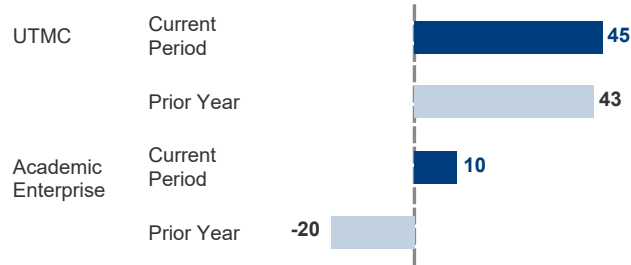
Personnel Action Report Summary and Analysis 12/2/2025 - 2/28/2026

Overall net salary changes (salary increases - salary decreases) for the period 12/2/2025 to 2/28/2026 are slightly down over prior year for the same period for both UTMC and the Academic Enterprise.

Net Salary Change



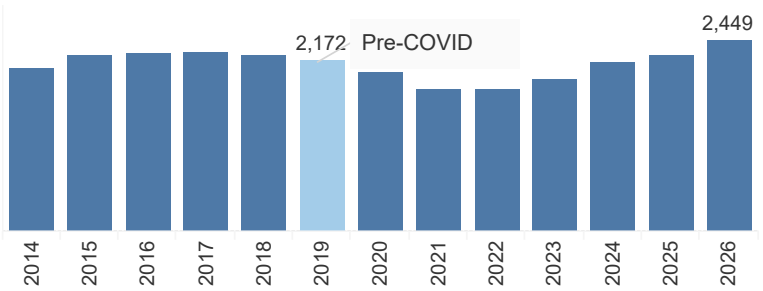
Net Hire Totals



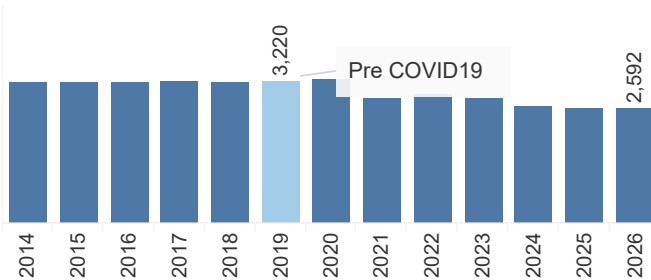
Overall net hires (new/rehire - separations) for the period 12/2/2025 to 2/28/2026 are up for both UTMC and the academic enterprise

Decreased turnover and positive net hiring have allowed UTMC to rebound to pre-COVID staffing levels. The total number of non-student employees funded all or in part by UTMC reached a new high and continues to grow with volume increases and changes to the organizational structure

February payroll employees UTMC



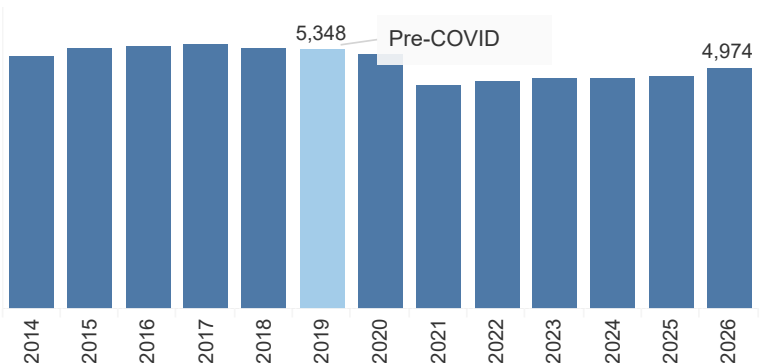
February payroll employees Academic Enterprise



In contrast, flat to negative net hiring within the academic enterprise has resulted in relatively flat non-student payroll employee numbers year over year.

The result of post COVID net hiring increases within the clinical enterprise and attrition management within the academic enterprise has resulted in a modest increase in overall non-student employment post COVID and a shift in distribution of non-student employees toward the clinical enterprise in conjunction with growth in that area of the business.

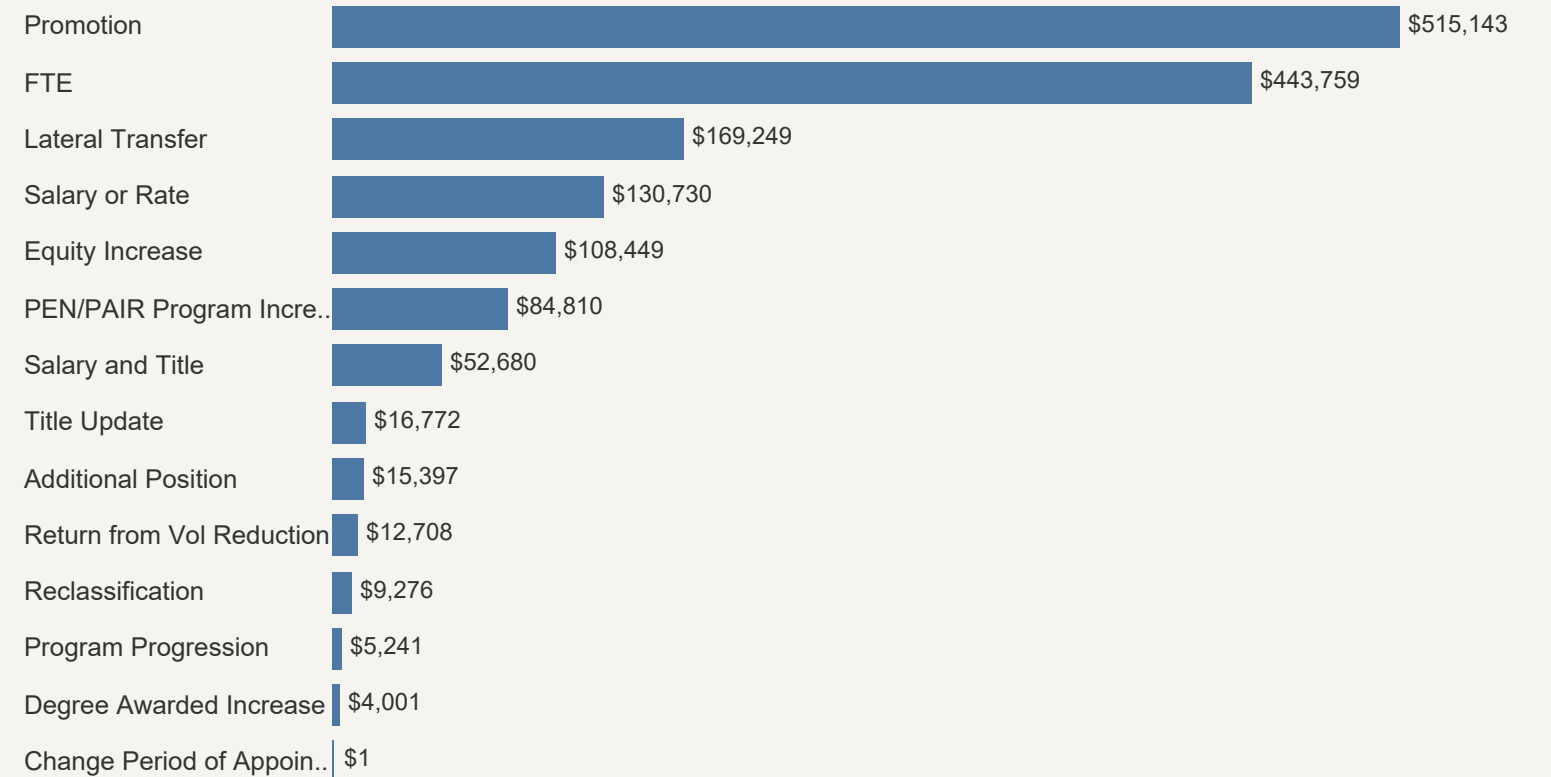
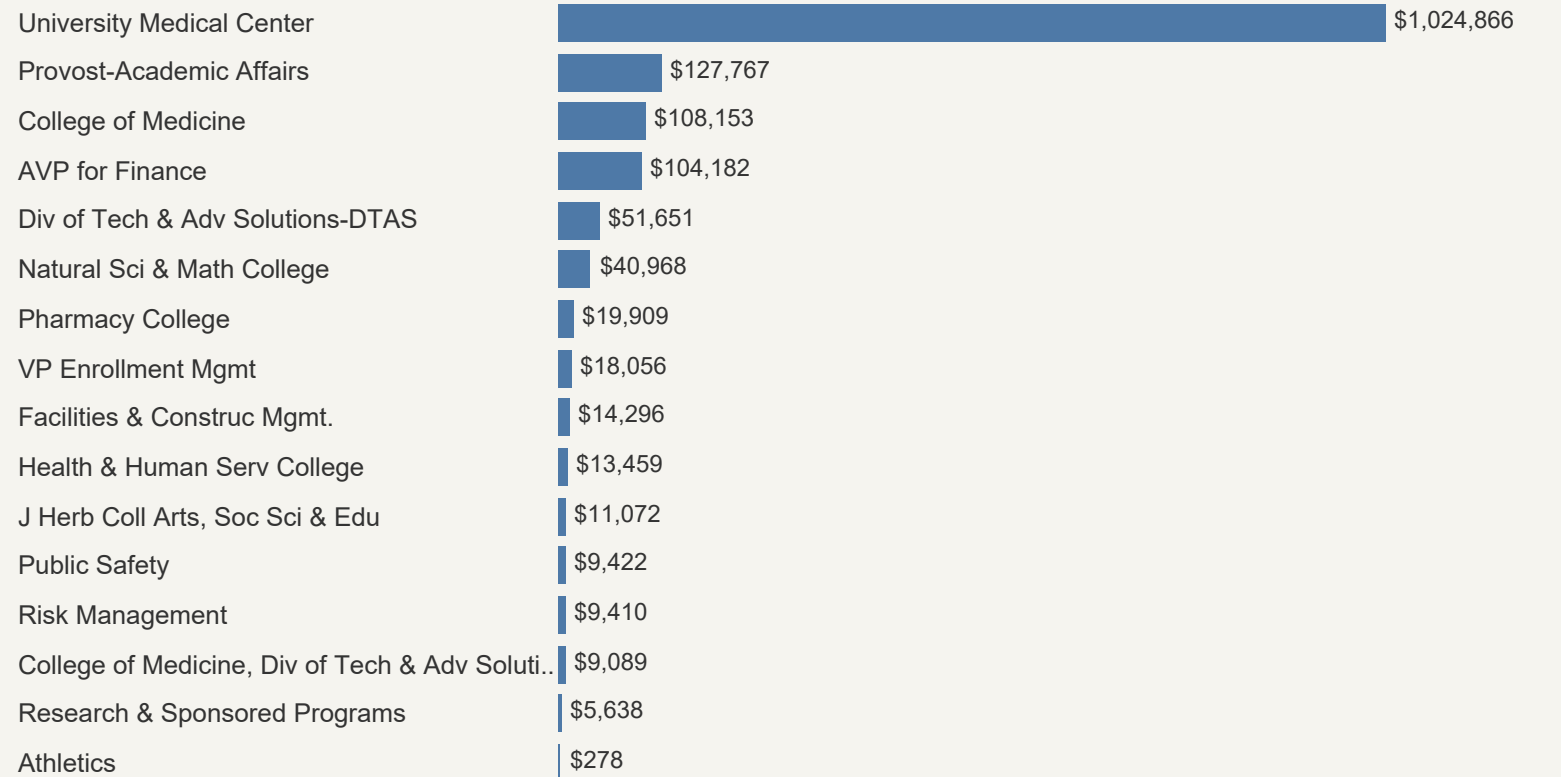
February payroll employees Academic Enterprise + UTMC



Personnel Action Report Summary
12/2/2025 to 2/28/2026

Salary Changes (Increases)

12/2/2025 to 2/28/2026

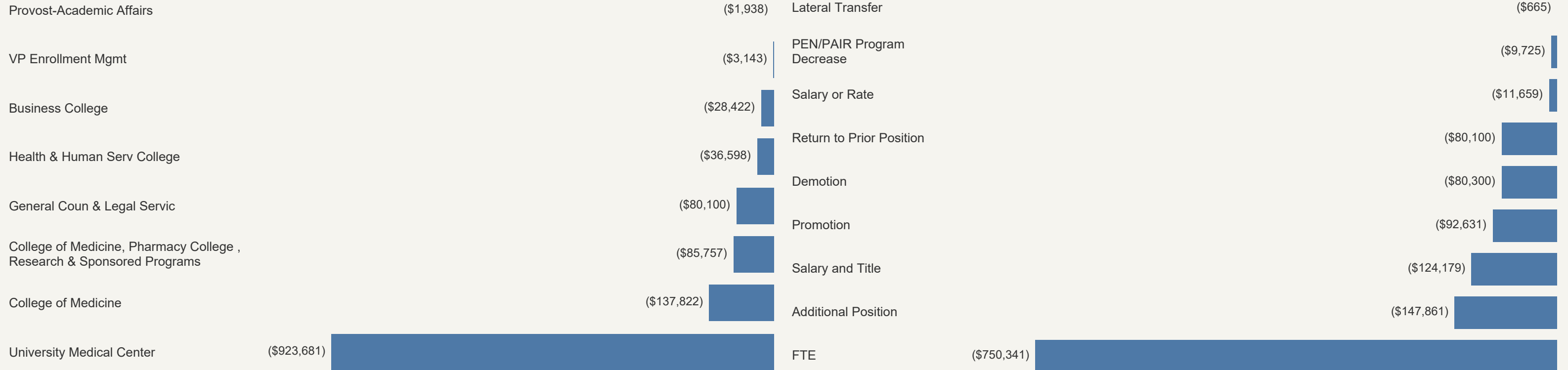


	Qty	% of Total	Total Change	Average	% of Salary
University Medical Center	65	51.6%	\$1,024,866	\$15,767	65.4%
College of Medicine	15	11.9%	\$108,153	\$7,210	6.9%
Provost-Academic Affairs	14	11.1%	\$127,767	\$9,126	8.1%
Div of Tech & Adv Solution..	7	5.6%	\$51,651	\$7,379	3.3%
VP Enrollment Mgmt	4	3.2%	\$18,056	\$4,514	1.2%
AVP for Finance	4	3.2%	\$104,182	\$26,046	6.6%
Research & Sponsored Pro..	3	2.4%	\$5,638	\$1,879	0.4%
Pharmacy College	3	2.4%	\$19,909	\$6,636	1.3%
Facilities & Construc Mgmt.	3	2.4%	\$14,296	\$4,765	0.9%
Natural Sci & Math College	2	1.6%	\$40,968	\$20,484	2.6%
Risk Management	1	0.8%	\$9,410	\$9,410	0.6%
Public Safety	1	0.8%	\$9,422	\$9,422	0.6%
J Herb Coll Arts, Soc Sci & ..	1	0.8%	\$11,072	\$11,072	0.7%
Health & Human Serv Colle..	1	0.8%	\$13,459	\$13,459	0.9%
College of Medicine, Div of ..	1	0.8%	\$9,089	\$9,089	0.6%
Athletics	1	0.8%	\$278	\$278	0.0%
Grand Total	126	100.0%	\$1,568,216	\$12,446	100.0%

	Qty	% of Total	Total Change	Average	% of Salary
Promotion	41	32.5%	\$515,143	\$12,564	32.8%
PEN/PAIR Program Increase	17	13.5%	\$84,810	\$4,989	5.4%
Salary or Rate	14	11.1%	\$130,730	\$9,338	8.3%
FTE	14	11.1%	\$443,759	\$31,697	28.3%
Equity Increase	12	9.5%	\$108,449	\$9,037	6.9%
Lateral Transfer	10	7.9%	\$169,249	\$16,925	10.8%
Salary and Title	5	4.0%	\$52,680	\$10,536	3.4%
Degree Awarded Increase	4	3.2%	\$4,001	\$1,000	0.3%
Title Update	2	1.6%	\$16,772	\$8,386	1.1%
Reclassification	2	1.6%	\$9,276	\$4,638	0.6%
Additional Position	2	1.6%	\$15,397	\$7,699	1.0%
Return from Vol Reduction	1	0.8%	\$12,708	\$12,708	0.8%
Program Progression	1	0.8%	\$5,241	\$5,241	0.3%
Change Period of Appointm..	1	0.8%	\$1	\$1	0.0%
Grand Total	126	100.0%	\$1,568,216	\$12,446	100.0%

Salary Changes (Decreases)

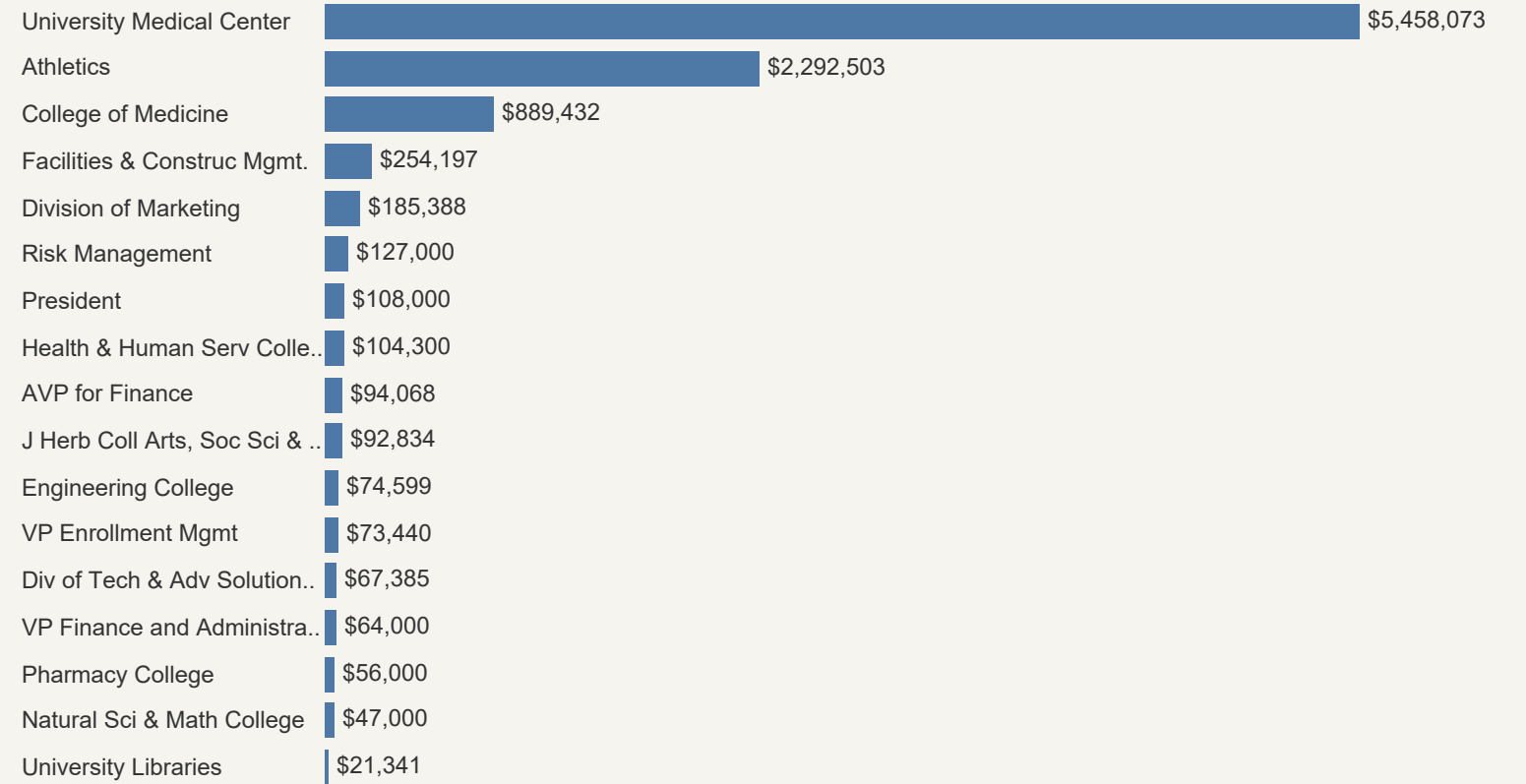
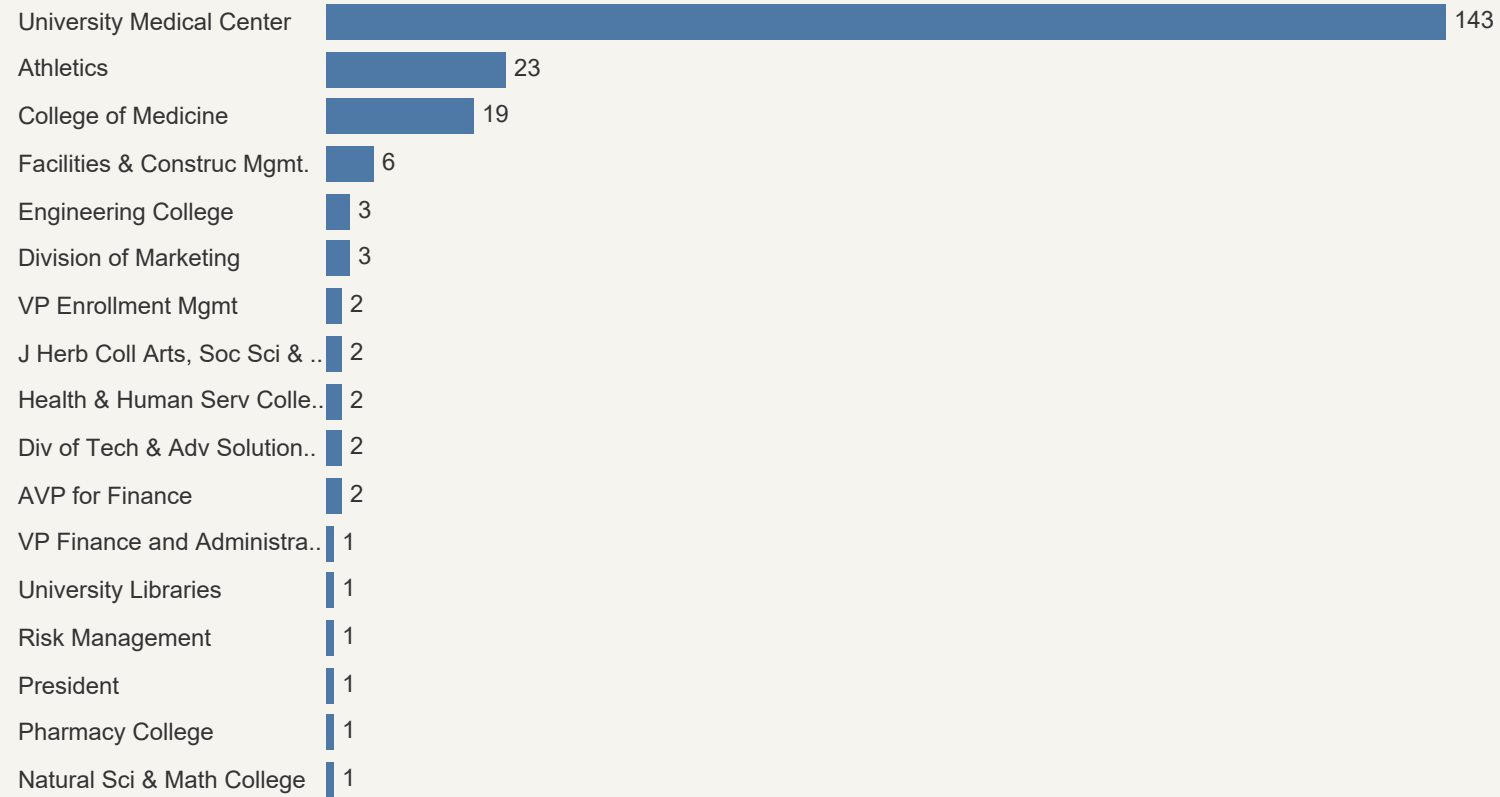
12/2/2025 to 2/28/2026



	Qty	% of Total	Total Change	Average	% of Salary		Qty	% of Total	Total Change	Average	% of Salary
University Medical Center	38	80.9%	(\$923,681)	(\$24,307)	71.2%	FTE	27	57.4%	(\$750,341)	(\$27,790)	57.8%
College of Medicine	4	8.5%	(\$137,822)	(\$34,456)	10.6%	PEN/PAIR Program Decrease	4	8.5%	(\$9,725)	(\$2,431)	0.7%
VP Enrollment Mgmt	1	2.1%	(\$3,143)	(\$3,143)	0.2%	Demotion	4	8.5%	(\$80,300)	(\$20,075)	6.2%
Provost-Academic Affairs	1	2.1%	(\$1,938)	(\$1,938)	0.1%	Additional Position	4	8.5%	(\$147,861)	(\$36,965)	11.4%
Health & Human Serv College	1	2.1%	(\$36,598)	(\$36,598)	2.8%	Salary and Title	3	6.4%	(\$124,179)	(\$41,393)	9.6%
General Coun & Legal Servic	1	2.1%	(\$80,100)	(\$80,100)	6.2%	Promotion	3	6.4%	(\$92,631)	(\$30,877)	7.1%
College of Medicine, Pharmacy College, Research & Sponsored..	1	2.1%	(\$85,757)	(\$85,757)	6.6%	Salary or Rate	1	2.1%	(\$11,659)	(\$11,659)	0.9%
Business College	1	2.1%	(\$28,422)	(\$28,422)	2.2%	Return to Prior Position	1	2.1%	(\$80,100)	(\$80,100)	6.2%
Grand Total	47	100.0%	(\$1,297,461)	(\$27,030)	100.0%	Lateral Transfer	1	2.1%	(\$665)	(\$665)	0.1%
						Grand Total	47	100.0%	(\$1,297,461)	(\$27,030)	100.0%

New/Rehires

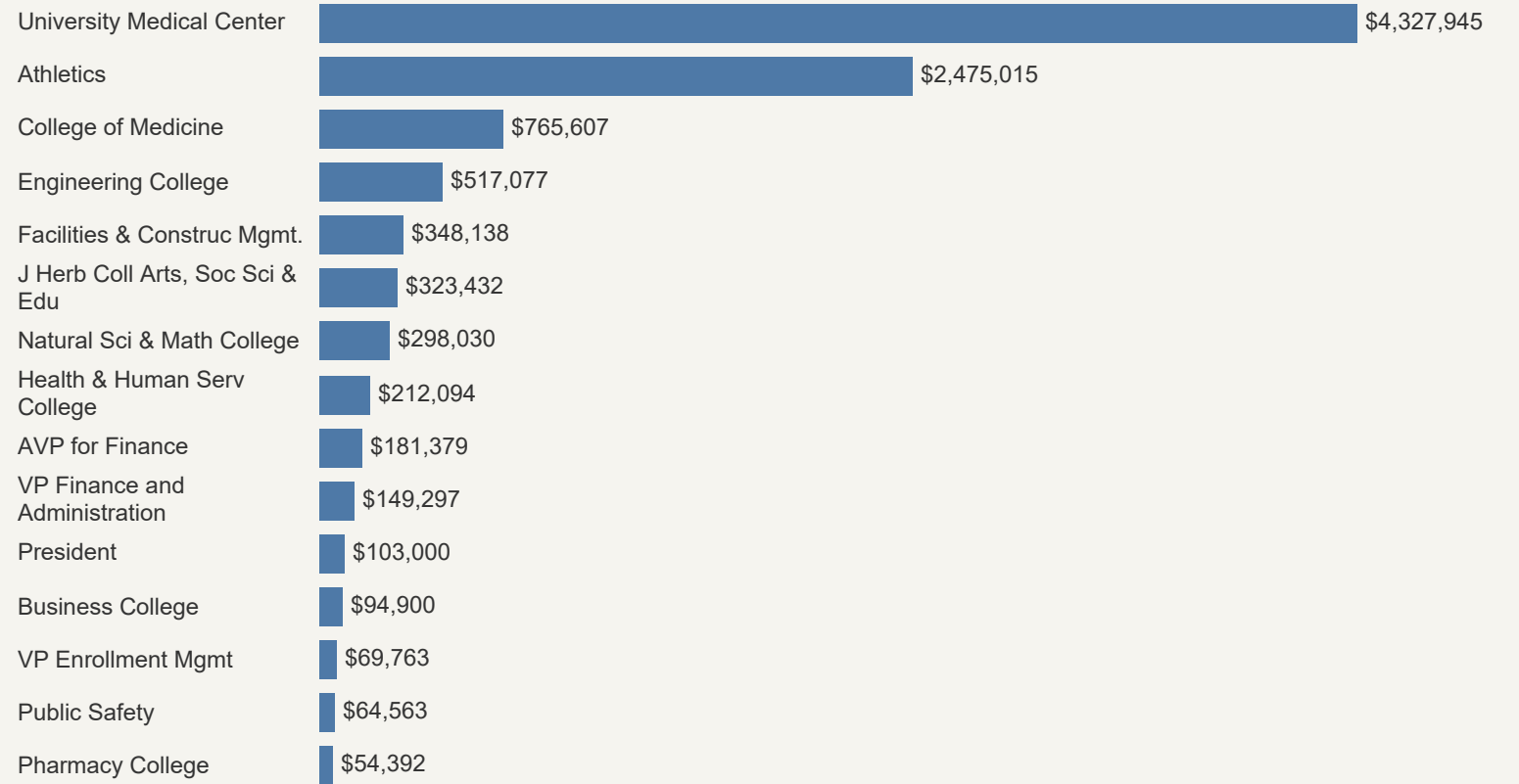
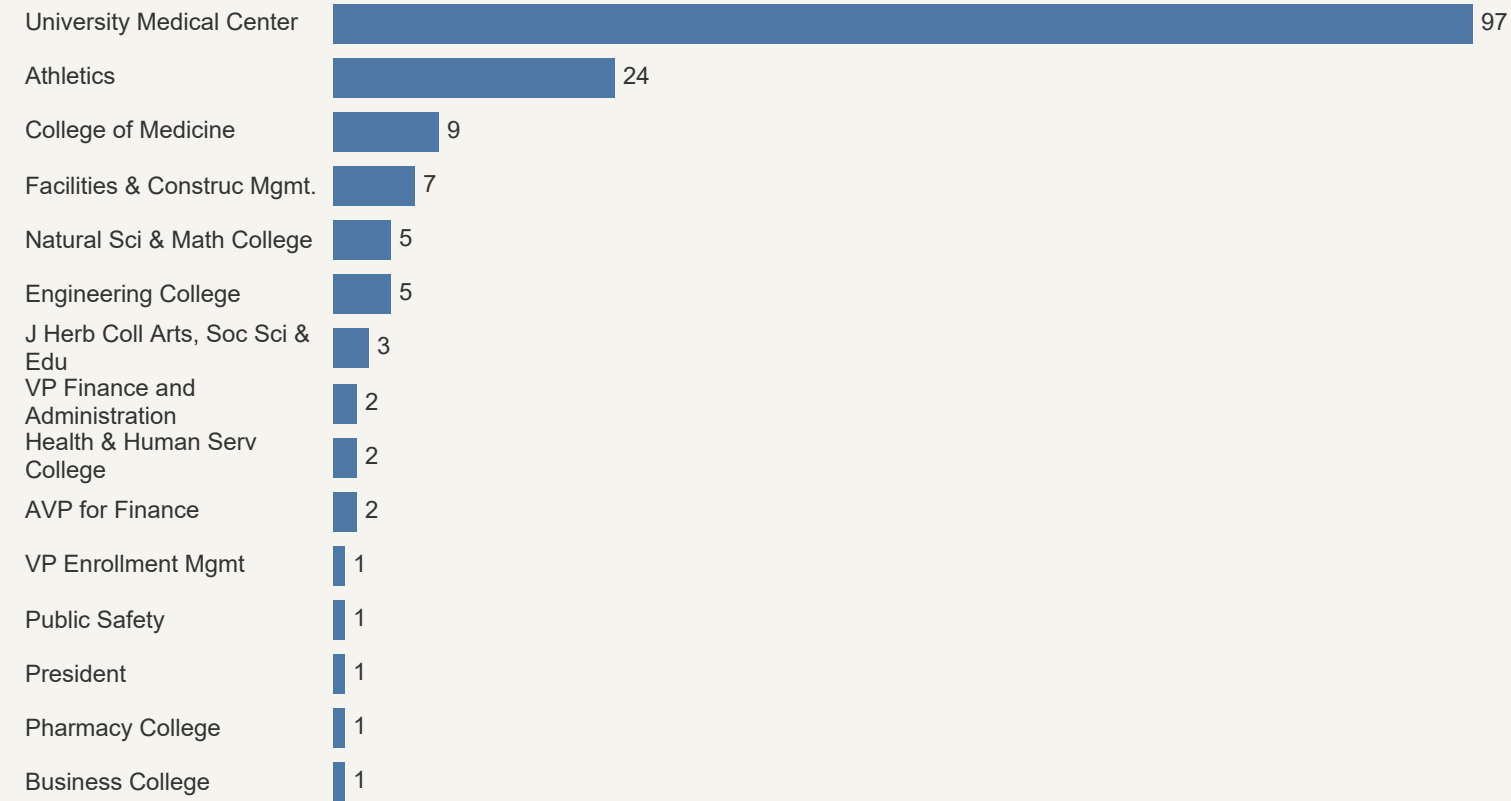
12/2/2025 to 2/28/2026



	Total	% Total	Salary Totals	Avg. Salary	% Total Salary
University Medical Center	143	67.1%	\$5,458,073	\$38,168	55%
Athletics	23	10.8%	\$2,292,503	\$99,674	23%
College of Medicine	19	8.9%	\$889,432	\$46,812	9%
Facilities & Construc Mgmt.	6	2.8%	\$254,197	\$42,366	3%
Engineering College	3	1.4%	\$74,599	\$24,866	1%
Division of Marketing	3	1.4%	\$185,388	\$61,796	2%
VP Enrollment Mgmt	2	0.9%	\$73,440	\$36,720	1%
J Herb Coll Arts, Soc Sci & ..	2	0.9%	\$92,834	\$46,417	1%
Health & Human Serv Colle..	2	0.9%	\$104,300	\$52,150	1%
Div of Tech & Adv Solution..	2	0.9%	\$67,385	\$33,692	1%
AVP for Finance	2	0.9%	\$94,068	\$47,034	1%
VP Finance and Administra..	1	0.5%	\$64,000	\$64,000	1%
University Libraries	1	0.5%	\$21,341	\$21,341	0%
Risk Management	1	0.5%	\$127,000	\$127,000	1%
President	1	0.5%	\$108,000	\$108,000	1%
Pharmacy College	1	0.5%	\$56,000	\$56,000	1%
Natural Sci & Math College	1	0.5%	\$47,000	\$47,000	0%
Grand Total	213	100.0%	\$10,009,559	\$46,993	100%

Separations

12/2/2025 to 2/28/2026

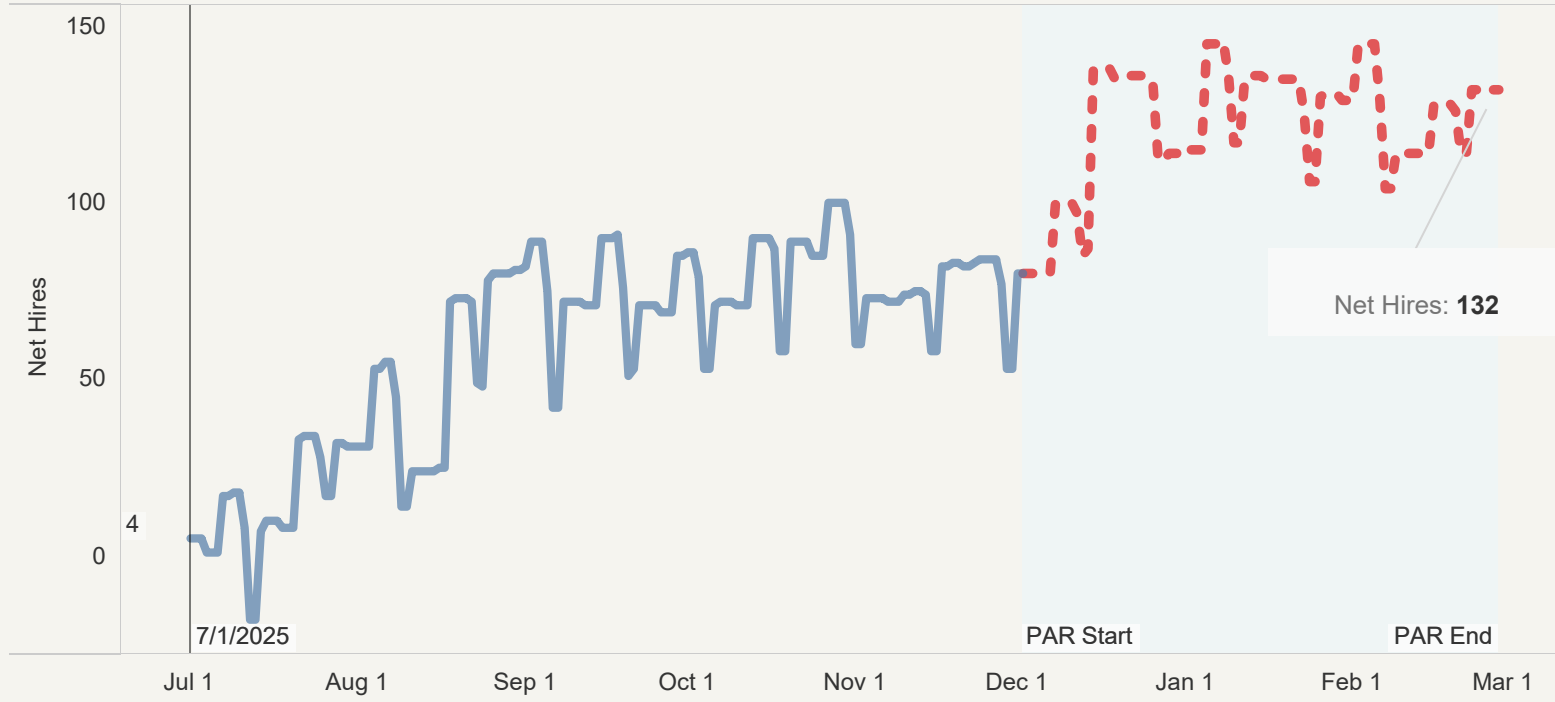


	Total	% Total	Salary Totals	Avg. Salary	% Total Salary		Total	% Total	Salary Totals	Avg. Salary	% Total Salary
University Medical Center	97	60.2%	\$4,327,945	\$44,163	43%	Resignations	108	67.1%	\$6,374,781	\$59,026	64%
Athletics	24	14.9%	\$2,475,015	\$103,126	25%	Retirements	23	14.3%	\$1,974,109	\$82,255	20%
College of Medicine	9	5.6%	\$765,607	\$85,067	8%	Probationary Removal	8	5.0%	\$346,374	\$43,297	3%
Facilities & Construc Mgmt.	7	4.3%	\$348,138	\$49,734	3%	Never Began Employment	4	2.5%	\$105,570	\$26,393	1%
Natural Sci & Math College	5	3.1%	\$298,030	\$59,606	3%	Job Abandonment	4	2.5%	\$149,891	\$37,473	2%
Engineering College	5	3.1%	\$517,077	\$103,415	5%	Grant Funding ended	3	1.9%	\$187,660	\$62,553	2%
J Herb Coll Arts, Soc Sci & ..	3	1.9%	\$323,432	\$107,811	3%	End of Temp Work	2	1.2%	\$136,240	\$68,120	1%
VP Finance and Administra..	2	1.2%	\$149,297	\$74,648	1%	End of Contract/Assignment	2	1.2%	\$164,800	\$82,400	2%
Health & Human Serv Colle..	2	1.2%	\$212,094	\$106,047	2%	Discharge for Cause	2	1.2%	\$135,000	\$67,500	1%
AVP for Finance	2	1.2%	\$181,379	\$90,690	2%	Death	2	1.2%	\$177,594	\$88,797	2%
VP Enrollment Mgmt	1	0.6%	\$69,763	\$69,763	1%	Resigned Health Reasons	1	0.6%	\$79,710	\$79,710	1%
Public Safety	1	0.6%	\$64,563	\$64,563	1%	Involuntary Term-Attend/Punc	1	0.6%	\$43,722	\$43,722	0%
President	1	0.6%	\$103,000	\$103,000	1%	I-9 Termination	1	0.6%	\$109,180	\$109,180	1%
Pharmacy College	1	0.6%	\$54,392	\$54,392	1%						
Business College	1	0.6%	\$94,900	\$94,900	1%						
Grand Total	161	100.0%	\$9,984,630	\$61,634	100%	Grand Total	161	100.0%	\$9,984,630	\$61,634	100%

Net Hires (New - Separations)

Unit Totals: 7/1/2025 to 2/28/2026

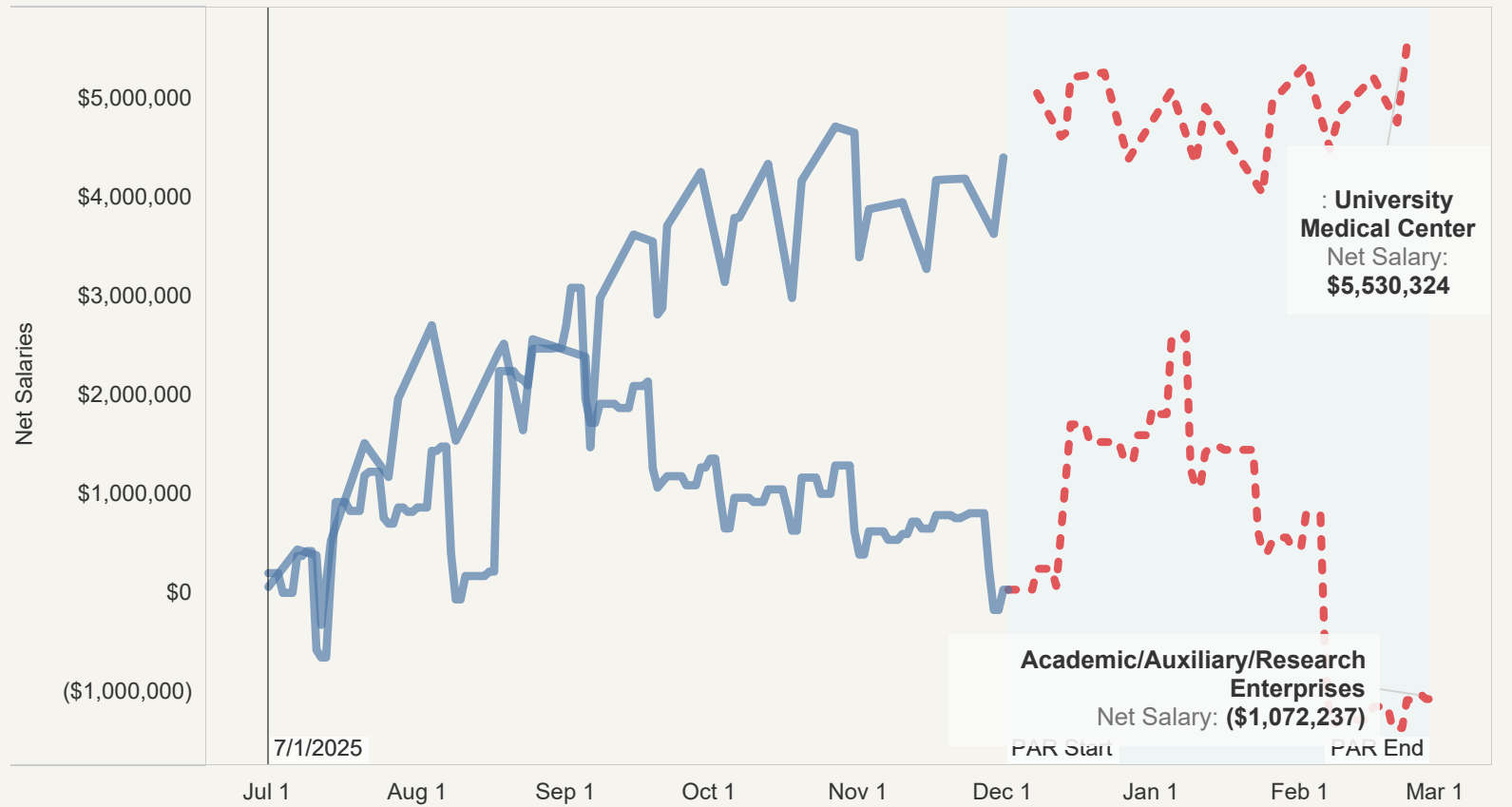
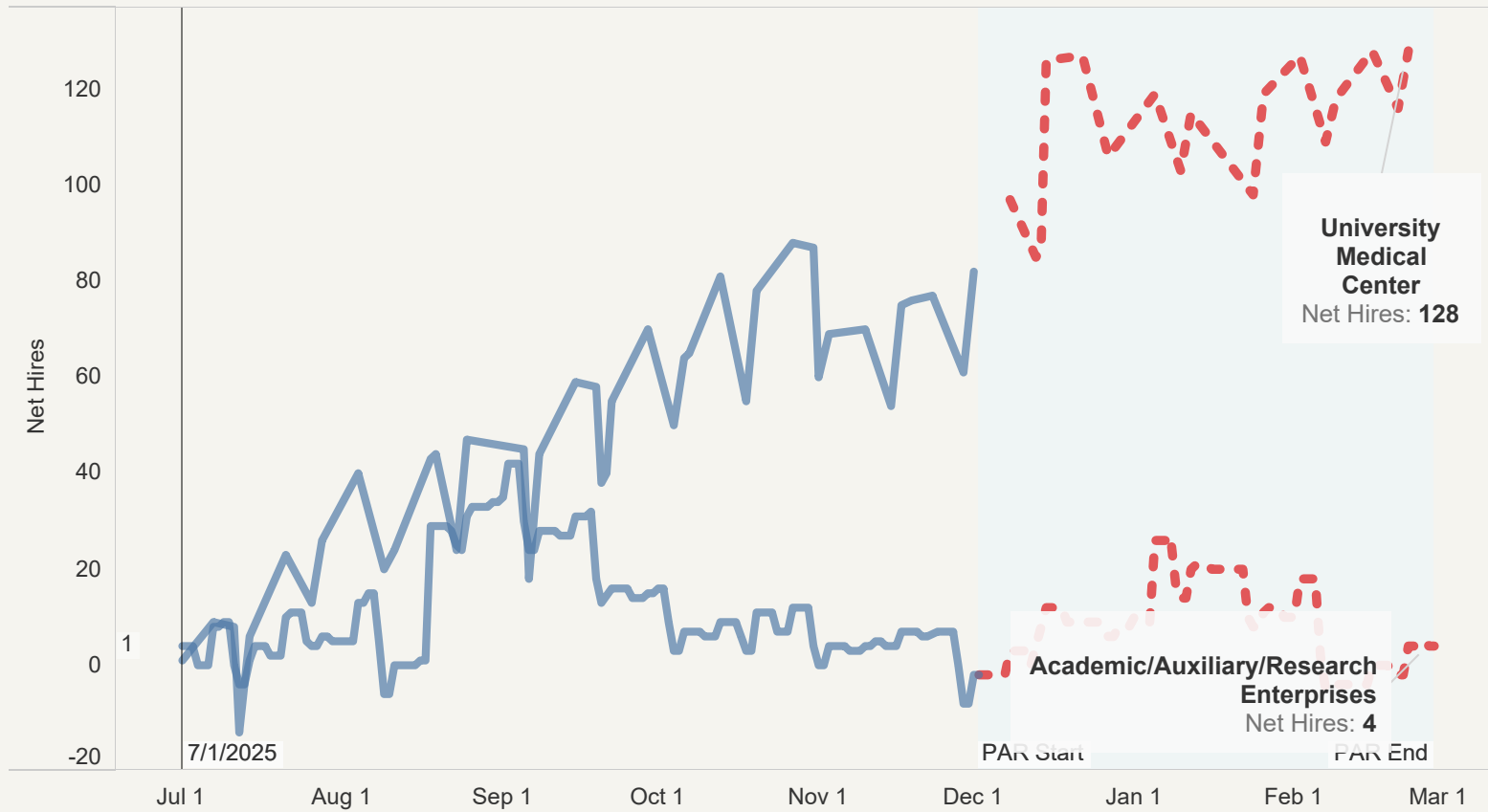
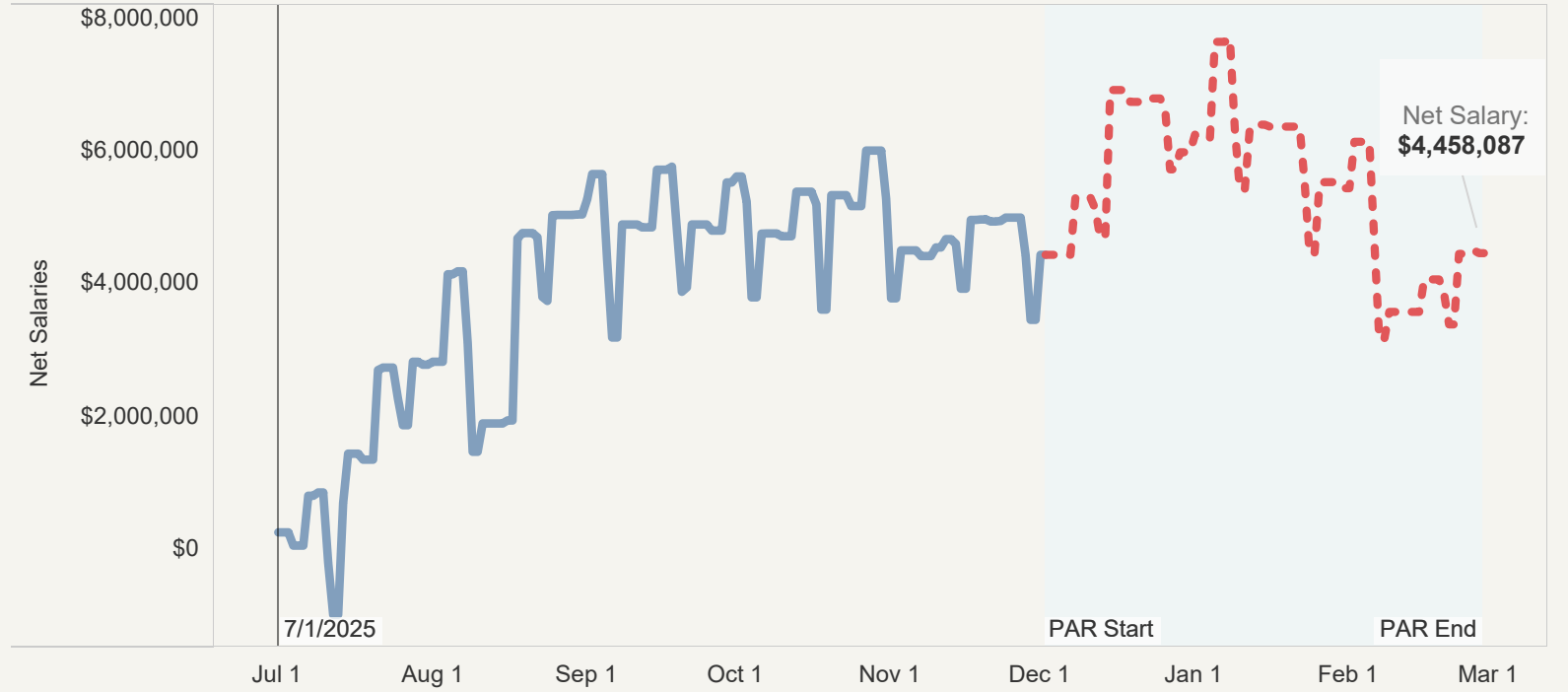
YTD: FY2026



Net Salaries (New Salaries - Separated Salaries)

Unit Totals: 7/1/2025 to 2/28/2026

YTD: FY2026



Personnel Action Report Summary

12/2/2025 to 2/28/2026

Report Notes

1. Annualized salaries are estimated based on each individual record's number of hours per pay period * the hourly rate * the number of pay periods per year.
2. For categorization, each individual record is given a home unit and department. For split funded individuals, that unit is assigned to the area in which their labor distribution is allocated at the highest rate.
3. Reporting period crosses fiscal years. For reference purposes, the YTD net values are based on fiscal year to date.
4. Employees may be counted multiple times if they are hired and separated within the same report period or year.
5. The following categories are excluded from the personnel action report
 - Student Employees and Graduate Assistants/Graduate Teaching - Assistants
 - Residents and Fellows engaged in Graduate Medical Education training programs
 - Community Doctors
 - UTP providers and staff
 - Intermittent labor positions
 - Activity related to EPIC temporary positions and FTE changes

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 26-03-11

APPOINTMENT OF EDWARD P. KINSEY AS A NATIONAL TRUSTEE

WHEREAS, in order to take advantage of the diverse cultural, geographic, business, professional, public service and civic backgrounds, talents and experience of friends and alumni of The University of Toledo, the position of national member of the Board has been established, in accordance with specific guidelines as outlined in Board of Trustees Bylaw 3364-1-04.1: Authority, terms and selection of national members of the Board; and,

WHEREAS, there shall be no more than three positions for national members of the Board and each member shall serve a two-year term and shall be eligible for one additional two-year term; and,

WHEREAS, the Board of Trustees' Trusteeship and Governance Committee hereby requests the appointment of accomplished technology entrepreneur Edward P. Kinsey—an inventor, founder, and former CEO of Impel, Inc.; current CFO of Otto Aerospace; former UT Foundation Trustee; and 2025 John B. and Lillian Neff College of Business and Innovation Distinguished Alumni Award recipient—as a National Trustee to The University of Toledo Board of Trustees.

NOW, THEREFORE, BE IT RESOLVED,

the Board of Trustees of The University of Toledo confirms Edward P. Kinsey's appointment as a National Trustee for a term beginning March 19, 2026.

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 26-03-12

APPROVAL OF RATE INCREASES FOR HOUSING AND MEAL PLANS

- WHEREAS, The University of Toledo operates housing and meal plans to enhance the success of the students in their academic pursuits; and,
- WHEREAS, neither state nor tuition revenue can be applied to fund housing and dining operations, thus, resulting in fees charged for housing and meal plans being the only source of funding to support those operations; and,
- WHEREAS, the Board of Trustees desires to keep the cost to attend The University of Toledo as affordable as possible; and,
- WHEREAS, the administration wants to be competitively priced and establish prices early for student convenience and planning; and,
- WHEREAS, housing and meal plan pricing for students in Cohorts 1-8 of the Toledo Guarantee plan is based on established guaranteed rates; and,
- WHEREAS, the administration has recommended an average increase in housing rates of 2.85 % effective Fall semester 2026 for students entering the ninth cohort of the Toledo Guarantee Plan and an average 2.85% for the small number of continuing students not associated with a guarantee cohort; and,
- WHEREAS, the contract with Chartwells indicates an annual increase in meal plans at a rate no less than the CPI Index for food away from home for the prior calendar year, which was 3.8%, however, both parties agree to an average 3.17% increase.

NOW, THEREFORE, BE IT RESOLVED,

that The University of Toledo Board of Trustees hereby authorizes the President, or his designee, to accept and incorporate, on behalf of The University of Toledo, a 3.17% average increase for meal plan rates and an average room rate increase of 2.85% for Cohort 9 and continuing students not associated with a guarantee cohort effective Fall 2026.

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 26-03-13

**APPROVAL OF GIFT NAMING OF
THE UNIVERSITY OF TOLEDO WELCOME CENTER**

- WHEREAS, University of Toledo policy 3364-55-01 names “the Board of Trustees of The University of Toledo, upon recommendation of the President, as the full and final authority for naming and any subsequent naming revisions of the tangible and intangible assets of the university” noting that “a primary consideration for naming any tangible or intangible asset is in recognition of a substantial gift to the university;” and,
- WHEREAS, the UT Foundation has received a signed Letter of Intent (LOI) and substantial gift commitment from Georgianna Saloff; and,
- WHEREAS, Ms. Saloff’s gift, as outlined in the signed LOI, will support initiatives and programs that strengthen enrollment growth and student success, including scholarships, experience-based learning, and similar initiatives, as directed by the President of the University, and a portion of the funds will be designated to establish scholarship support in the College of Medicine and Life Sciences in honor of Dorothy and Georgianna Saloff; and,
- WHEREAS, sisters Dorothy and Georgianna Saloff dedicated their careers to teaching, collectively serving for more than eight decades in elementary education, making a lasting impact on countless students; and,
- WHEREAS, Dorothy and Georgianna Saloff have been previously honored by the Judith Herb College of Education and by the Toledo City Council for their service and dedication; and,
- WHEREAS, Dorothy and Georgianna Saloff were longtime supporters of The University of Toledo and left a remarkable legacy of generosity and commitment to education;

NOW, THEREFORE, BE IT RESOLVED

that the Board of Trustees of The University of Toledo hereby approves that The University of Toledo name its new Welcome Center: Dorothy and Georgianna Saloff Welcome Center.

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 26-03-14

**APPROVAL OF MEMORANDUM OF AGREEMENT BETWEEN THE
UT FOUNDATION AND THE UNIVERSITY OF TOLEDO**

- WHEREAS, the UT Foundation, an Ohio nonprofit corporation, and the University of Toledo, a public institution of higher education, previously entered into a Memorandum of Agreement (MOA) dated July 1, 2011; and,
- WHEREAS, since the execution of the MOA, both organizations have grown and evolved in their programs, governance structures, operational capacities, and strategic priorities; and,
- WHEREAS, the parties desire to continue their collaborative relationship in a manner that reflects their current organizational structures, responsibilities, and mutual expectations; and,
- WHEREAS, certain provisions of the MOA require clarification, refinement, and updating to ensure transparency, operational efficiency, and alignment with present practices; and,
- WHEREAS, the Board of Trustees of the University of Toledo is authorized by Section 3364.04 of the Ohio Revised Code to “make and enter into all contracts and agreements necessary or incidental to the acquisition of property for and the operations of the university,” and this agreement, upon execution by both parties, is such a contract;

NOW, THEREFORE, BE IT RESOLVED

- 1) That the Board of Trustees of The University of Toledo hereby approves the updated MOA between the UT Foundation and The University of Toledo, substantially in the form presented to the Board in the attachment entitled Exhibit A.
- 2) That upon execution by both parties, the updated MOA shall supersede and replace the 2011 MOA in its entirety.

**MEMORANDUM OF AGREEMENT
BETWEEN THE UNIVERSITY OF TOLEDO
AND THE UNIVERSITY OF TOLEDO FOUNDATION**

This MEMORANDUM OF AGREEMENT (the “Agreement”) is made effective March 20, 2026, by and between The University of Toledo Foundation, an Ohio nonprofit corporation (the “Foundation”), and The University of Toledo, a public institution of higher education pursuant to Chapter 3364 of the Ohio Revised Code (the “University”).

RECITALS

WHEREAS the Foundation is an Ohio nonprofit corporation qualified under Section 501(c)(3) of the Internal Revenue Code (the “IRC”);

WHEREAS the Foundation has extensive experience in the following: solicitation and receipt of philanthropic gifts intended to benefit the University; the ownership, holding, management, improvement, investment, administration, transfer, and distribution of such philanthropic gifts; and the provision of engagement opportunities and services for University graduates, alumni, former and current students and their parents/guardians, former and current faculty and staff, patients, friends, donors, and prospective donors (collectively, the “Constituents”);

WHEREAS the University desires the Foundation to provide expertise, advice, coordination, assistance, and other services in the areas of fundraising, asset management, Constituent engagement, and real estate management and development in furtherance of the University’s mission and purpose;

WHEREAS the University desires to designate the Foundation as the primary fundraising and private support management provider for the University and is committed to supporting the Foundation in those efforts;

WHEREAS the parties previously entered into prior agreements;

WHEREAS the University Board of Trustees is authorized by Section 3364.04 of the Ohio Revised Code to “make and enter into all contracts and agreements necessary or incidental to the acquisition of property for and the operation of the university,” and this Agreement is such a contract; and

WHEREAS the University Board of Trustees and the Foundation Board of Trustees have determined independently that the execution and delivery of this Agreement by the University and the Foundation, respectively, and each organization’s performance hereunder, is in the best interest of each such organization.

NOW, THEREFORE, in consideration of the mutual covenants set forth in this Agreement and for such other good and valuable consideration, the receipt and sufficiency of which are acknowledged, the parties do hereby agree as follows:

TERMS

1. Term and Termination

Subject to earlier termination as hereinafter provided, this Agreement shall become effective on the date first above written and shall continue in effect through June 30, 2032. This Agreement hereby amends and replaces any and all prior agreements in their entirety. Thereafter, this Agreement will automatically renew for successive seven-year periods beginning July 1st and ending June 30th unless this Agreement is terminated as provided herein.

2. University and Foundation Relationship

- 2.01 The University recognizes the Foundation as an independent, nonprofit organization incorporated to support the University. The University also recognizes, however, that the Foundation is in no way under the direct control of the University. The Foundation is operated by an independent and volunteer Board of Trustees (the “Foundation Board”) that is responsible for oversight of the Foundation’s assets and affairs pursuant to the Code of Regulations of the Foundation.
- 2.02 The parties agree that nothing in this Agreement is intended to cause the Foundation to qualify as a “public body” under state or federal law, and the parties shall use their best efforts in implementing this Agreement to avoid any such result.
- 2.03 Foundation personnel will not, for any purpose, be or be considered to be employees or agents of the University.
- 2.04 The Foundation recognizes that the University Board of Trustees (“University Board”) is responsible for overseeing the University’s mission, leadership, operation, and strategic priorities.
- 2.05 The Foundation’s purpose is to (i) solicit and manage private gifts in support of the University; (ii) manage, acquire, receive and develop real estate on behalf, and in support of the University; (iii) manage the University’s endowment, quasi-endowment, and University Board-designated reserves (collectively, the “University Funds”); (iv) manage the investments of mutually agreed upon University affiliated entities including, but not limited to, The University of Toledo Physicians Group (UTP), University of Toledo Medical Assurance Corp (UTMAC) and any other existing or future University affiliates. (collectively, the “Affiliates”); and (v) conduct engagement programs involving Constituents to strengthen their ties to the University.
- 2.06 By its approval of this Agreement, the University recognizes the Foundation as the official gift receiving entity for gifts intended to benefit the University and as the preferred organization to provide, direct, and manage fundraising and Constituent engagement efforts.

3. Foundation Responsibilities

3.01 Foundation Fundraising, Constituent Engagement, and Stewardship Services

- (a) The Foundation shall create an environment conducive to increasing levels of private support to benefit the priorities of the University. This includes planning and executing comprehensive fundraising, Constituent engagement, and donor acquisition programs.
- (b) The Foundation shall solicit, receive, accept, acknowledge, and deposit gifts made for the benefit of the University and administer such gifts according to the lawful purpose and/or restrictions established by the donor(s).
- (c) The Foundation shall manage prospect clearance and coordinate principal and major gift solicitations to ensure approaches made to potential donors are appropriate.
- (d) The Foundation shall establish, adhere to, and periodically assess its gift management and acceptance policies.
- (e) The Foundation shall establish, and adhere to, its gift naming guidelines. The gift naming guidelines shall be assessed periodically in consultation with the University President. The University President is the full and final authority for naming and any subsequent naming revisions of the tangible and intangible assets of the university.
- (f) The Foundation shall promptly acknowledge and issue receipts for all gifts and provide appropriate recognition and stewardship of same.

3.02 Administration and Business Operations

- (a) The Foundation shall perform and oversee all aspects of its operations pursuant to its Articles of Incorporation, Code of Regulations, IRC 501(c)(3) tax-exempt status, other governing documents, and policies and applicable laws and regulations.
- (b) The Foundation shall employ, compensate, and evaluate all of its employees, including the Foundation's chief executive officer (CEO), and offer a competitive benefits package to its employees separate from the University.
- (c) The Foundation shall, at its own expense, provide office space, computer and telephone systems, utilities, adequate personnel, office supplies, and other such services, as necessary to perform its operations. To the extent that any of these services are provided by the University (IT support, phone system, etc.), the Foundation will reimburse the University for the cost of same.
- (d) The Foundation shall maintain the Constituent database and own all records therein. The Foundation shall provide access to such information to the University as requested by an authorized officer or employee of the University.

3.03 Funding/Fiscal Management

- (a) The Foundation shall develop and maintain a sound fiscal plan and operating budget to underwrite the cost of operating the Foundation's programs, operations, and services.
- (b) The Foundation shall maintain the right to use unrestricted funds and assess fees for services or assess fees on gifts, endowments, and other investments to support its operations. The Foundation will take appropriate measures to consult with the University to ensure that the fee levels are in line with market and industry practices and consistent with endowment growth. The University's approval of such fees shall not be unreasonably withheld. All fees assessed pursuant to this section shall be approved by the Foundation Board in accordance with its governance policies.

3.04 Asset Management

- (a) The Foundation shall establish prudent asset allocation and disbursement/spending policies that adhere to the legal requirements of the management of its funds, including Ohio's Uniform Prudent Management of Institutional Funds Act found in Sections 1715.51-1715.59 of the Ohio Revised Code, as amended from time to time. The Foundation shall endeavor to preserve and enhance the value of the assets at all times and shall not intentionally cause any devaluation of the assets.
- (b) At the request of the University Board, and in alignment with the priorities and strategic plan of the University, the Foundation shall manage the purchase, warehousing, improvement, and development of real estate acquisitions for the benefit, use, or support of the University subject to the availability of funding and in line with the priorities of the Foundation's strategic plan.
- (c) The Foundation shall engage an independent accounting firm annually to conduct an audit of the Foundation's financial statements and provide the University with a copy of the annual audited financial statements in a timely manner. The selection of the accounting firm shall be approved by the Ohio Auditor of State.
- (d) The Foundation shall provide investment management for University and Affiliate funds as requested. Said funds shall be subject to the same fee schedule referenced in Section 3.03(b) above and shall provide the compensation described in 4.01.

3.05 Other Services

The Foundation will perform other services as may be deemed reasonably necessary from time to time to support and benefit the activities of the University, in accordance with its status as an independent, nonprofit organization.

4. University Responsibilities

4.01 Compensation to the Foundation

In consideration for the services provided by the Foundation, the University shall pay the Foundation an annual administrative fee as described in 3.03(b) and 3.04(d) and based

upon the average fair market value of the University Funds managed by the Foundation. The amount of the fee due to the Foundation shall be calculated on or about June 30th of each year and assessed and collected quarterly. This shall be the only compensation provided by the University to the Foundation.

4.02 Investment Portfolio; Withdrawals

The Foundation manages the joint investment portfolio with a long-term investment horizon with an investment objective of capital appreciation to maximize funds for further support to the University, while balancing risk across all market environments. The Foundation's intent is to support the liquidity needs of the University and other constituents in the pool, while mitigating adverse impacts on liquidity, asset allocation, and risk exposures within the approved risk/return parameters.

The University and the Foundation recognize the importance of maintaining a stable investment portfolio to support the Foundation's operational budget and broader fundraising initiatives, while also acknowledging the Foundation's responsibility to provide ongoing support for the University's operational needs, strategic priorities, activities, and mission.

Because the investment portfolio includes both liquid and illiquid investments, some investments may have periodic redemption windows, investment minimums, fee incentives, and extended lock-up periods with limited control over the timing of distributions.

To ensure the sustainability of the investment portfolio, the University and the Foundation agree to the following guidelines:

- (a) **Annual Spending Policy:** The University may withdraw up to the Spending Policy, as described in the Investment Policy Statement and as amended from time-to-time as approved by the respective University and Foundation Boards of Trustees, in any given fiscal year. (The Investment Policy Statement as of the date of effect of this MOU is attached as Exhibit A.)
- (b) **Maximum Annual Withdrawal:** The University may withdraw additional University Funds from the investment portfolio each fiscal year, provided that the total withdrawal does not exceed 10% of the University Fund value as of the close of the preceding fiscal year. For the avoidance of doubt, the University Fund value does not include the value of the Foundation Fund or Affiliate Fund.
- (c) **Three-Year Cumulative Cap:** Over any rolling three-year period, the University's aggregate withdrawals may not exceed 25% of the University Fund value as of the beginning of the fiscal year in which the first such withdrawal occurs ("Measurement Date"). No rolling 12-month period may include more than 20% in total withdrawals. Under this approach, the three-year period automatically advances each fiscal year, with the oldest fiscal year dropping off and the next fiscal year added, ensuring that the limit is continuously based on the most recent three-year span.

- (d) If cumulative withdrawals exceed 25% over any rolling three-year period, the University's ability to utilize the additional annual 10% withdrawal allowance under Section (b) shall be temporarily suspended until such time the University's fund value reaches an amount equal to or greater than its value as of the Measurement Date.
- (e) Advance Notice: Any proposed withdrawals in excess of the annual spending policy should be communicated to the Foundation in writing at least 90 days in advance to allow for appropriate liquidity planning; however, such withdrawal requests shall not be unreasonably withheld if the request is made with less than 90 days' notice, contingent upon unfavorable market condition.
- (f) Portfolio Impact Considerations: If a withdrawal may reasonably present challenges to the remaining Foundation pool, the maximum withdrawal may be temporarily reduced, subject to mutual written agreement between the University and the Foundation. However, the Foundation's intention is to provide the full requested withdrawal in a timely manner.
- (g) Exceptions: Exceptions to the withdrawals defined in (a)-(b) may be made. Such exceptions include, but are not limited to:
- Extraordinary University Needs: In the event the University faces unanticipated or extraordinary financial obligations - such as emergencies, significant revenue shortfalls, important strategic opportunities, or compliance with legal or regulatory mandates, etc. - the University may request a withdrawal in excess of the stated guidelines. Such requests shall be considered by the Foundation in good faith, processed as expeditiously as possible, and shall not be unreasonably withheld.
 - Expedited Processing: If the University requires funds on a timeline shorter than the preferred advance notice period, the Foundation will use reasonable efforts to accommodate such requests, including by liquidating assets as necessary, so long as such actions do not violate applicable laws or materially threaten the integrity of the investment pool. If full liquidation of the request is detrimental to the overall portfolio, the foundation may need to liquidate in tranches in order to maintain the stability of the investment portfolio.
 - Waiver of Written Approval for Recurrent Needs: For recurring or anticipated University needs that may periodically exceed the guidelines, the Foundation and University may establish a standing waiver or alternate process for approval to streamline future draw requests. The intention of this exception is to allow for a multi-tranche withdrawal of funds to be approved and planned in one action, rather than on a tranche-by-tranche basis.

All exceptions shall be documented in writing and, where appropriate, include mutually agreed-upon terms to safeguard the long-term objectives of the endowment pool while providing the University with maximum flexibility to address urgent or strategic needs.

- 4.03 The University shall extend to Foundation employees the same tuition and educational benefits that are offered to University employees; however, this shall not extend to Foundation employee spouses and dependents.
- 4.04 In addition to the compensation provided for hereunder, nothing in this Agreement is intended to limit or restrict additional payments by the University or its specific colleges, departments, or other collegiate divisions to the Foundation for services or reimbursement of expenses in connection with, at the University's request, the Foundation's special constituent engagement and/or fundraising services to the University or to specific colleges, departments, or other collegiate divisions of the University.

5. Access, Use and Delivery of Data

- 5.01 Upon the Foundation's reasonable request, the University shall furnish and deliver to the Foundation information regarding Constituents. Information regarding Constituents shall include, without limitation, their names, USPS and email addresses, phone numbers, years of graduation, types of degree earned, donation histories, if any, patient protected health information (PHI) as permitted for fundraising purposes per the Health Insurance Portability and Accountability Act of 1996 ("HIPAA") limited to the elements identified at 45 CFR 164.514(f) and, except for PHI, any other information that may be deemed necessary, and agreed to by the University and the Foundation, to conduct Foundation business and/or support the University in achieving its strategic goals. All information regarding Constituents shall be delivered to the Foundation in electronic form, using such file formats as the University and the Foundation mutually agreed upon. The University shall not deliver to the Foundation any information regarding Constituents to the extent that the sharing of such information with the Foundation would constitute a violation of any applicable federal, state or local law, rule, regulation or order, including, without limitation, those related to the protection of student information, financial records and information, and PHI. Furthermore, the Foundation shall maintain, hold, and use all information regarding Constituents in a manner that complies in all material respects with all federal, state or local laws, rules, regulations and orders, and University policies including but not limited to HIPAA privacy and security policies and other data protection policies to maintain the security and confidentiality of Constituents' information.
- 5.02 Family Educational Rights and Privacy Act ("FERPA") Acknowledgement. To the extent the services provided under this Agreement involve the hosting or accessing of student education records by the Foundation, as that term has been defined under FERPA and its implementing regulations, the Foundation acknowledges and agrees that: (i) the University has outsourced to the Foundation the performance of institutional services or functions for which the University would otherwise use employees, (ii) the Foundation is considered to be a "school official" with "legitimate educational interests" in "personally identifiable information" from "education records" of University students, as those terms have been defined under FERPA (34 CFR 99), (iii) Foundation will abide by the limitations and requirements imposed by 34 CFR 99.33(a) on school officials. The Foundation will use such data only for the University's benefit, only for the purpose of fulfilling the Foundation's duties under this Agreement and will not monitor or share such data with or

disclose it to any third party except as required by law, or authorized in writing by the University. This specifically includes, but is not limited to, a prohibition on the practice of "data mining," whether through automated or human means. The Foundation agrees that it will not sell, distribute, release or disclose lists or other compilations consisting of information relating to the University's students, graduates or attendees except as release or disclosure may be required by law or to contracted affinity partners of the Foundation. In such instances where the release or disclosure of information relating to the University's students, graduates or attendees is required by law, prior notice will be given to the University's Office of Legal Affairs before the release of requested information. The Foundation will provide security for the integrity and confidentiality of the database and conduct periodic independent audits to verify security is maintained at satisfactory levels.

- 5.03 The Foundation will not access, use, store, transfer or disclose Constituents' information for any purpose or in any manner that would be impermissible by law or University policy if done by the University, except as required by applicable law or a valid court order.
- 5.04 The Foundation will ensure that each employee involved in activities related to this Agreement including but not limited to accessing, receiving, processing, or transmitting PHI completes University HIPAA and FERPA initial and continuing training to the same extent as required by University employees.
- 5.05 Pursuant to HIPAA regulations, with each fundraising communication made to an individual using PHI under this Agreement, the Foundation must provide the individual with a clear and conspicuous opportunity to elect not to receive any further fundraising communications. The method for an individual to elect not to receive further fundraising communications may not cause the individual to incur an undue burden or more than a nominal cost. The Foundation must notify the University Privacy Officer of any patient who has notified the Foundation that they elect not to receive any further fundraising communications. In the event the Foundation receives an opt-out notice and does not know whether an individual is a patient, the Foundation will notify the Privacy Officer.
- 5.06 Foundation will not contact any Constituent who has notified Foundation of their desire not to receive any further fundraising communications unless such Constituent has opted back into fundraising communications. For the purposes of using PHI to contact patients, a donation given after opting out of fundraising communications is not an opt-in to future fundraising communications.
- 5.07 The Foundation will promptly report to the University any access, use or disclosure of Constituent information of which it becomes aware that is not permitted by this agreement (a "Data Incident"). The Foundation will promptly notify the University of the circumstances of the Data Incident, including but not limited to the approximate date or dates of the Data Incident, the details of the Constituent information involved in the Data Incident to the extent known to the Foundation, any mitigation efforts undertaken by the Foundation, and such additional information as the University may request. To the extent that the details of the Data Incident are not immediately available, the Foundation will proceed with prompt notice of details that are available and supplement the notice as it becomes available through prompt investigation.
- 5.08 The Foundation will not further use or disclose PHI including to vendors without prior approval of the University to ensure appropriate data protection agreements are in place.

- 5.09 The University grants a non-exclusive license to the Foundation for the use of the University's name, trademark(s), and logo(s) in connection with its fundraising and engagement activities. The Foundation agrees to abide by the University's trademark requirements and related intellectual property policies. The University reserves the right to revoke this right in the event the Foundation fails to conduct its business in accordance with the mission and values of the University.
- 5.10 While the Foundation raises and manages scholarship funds for the benefit of the University's students, the University is responsible for awarding the scholarships in compliance with lawful donor restrictions as documented in applicable donor gift agreements.

6. Joint Responsibilities

6.01 Employment of Foundation CEO

- (a) The Foundation CEO will be a Foundation employee reporting to the Foundation Board. Significant weight and consideration will be given to the University President's input regarding the hiring for this position.
- (b) The Foundation CEO shall serve on the University President's cabinet and meet regularly with the University President.
- (c) The Foundation CEO's performance will be evaluated annually. The Foundation CEO will prepare a self-appraisal highlighting his/her progress towards the completion of his/her goals for the year. The Foundation Executive Committee and the University President will review the self-assessment and provide feedback to be shared with the Foundation CEO by the Foundation Board Chair and Vice-Chair.
- (d) During the annual performance review process, the Foundation CEO will also prepare his/her goals and appropriate key performance indicators for the next fiscal year. With the concurrence of the University President, the goals will be forwarded to the Foundation Board of Trustees for approval.
- (e) In the event the University President or the Foundation Board desires to remove the Foundation CEO, such removal shall require advance discussion between the Chair of the Foundation Board and the University President. Significant weight and consideration will be given to the University President's input regarding the removal of the Foundation CEO.
- (f) The Foundation shall determine the Foundation CEO's compensation.

7. Certain Rights and Obligations

- 7.01 The Foundation agrees to indemnify and hold harmless the University, its Board of Trustees, officers, employees, agents, students, and the state of Ohio from and against any and all costs, losses, damages, liabilities, expenses, demands, and judgments, including court costs and reasonable attorneys' fees, arising from, growing out of, or in any way connected with the Foundation's failure to comply with its duties under this Agreement or to perform the Foundation's functions under this Agreement (except to the extent that such

failure arises out of or is connected with any act or omission of the University), including, by way of demonstration but not limitation, any liabilities arising out of any injury, disability, or death of any of the Foundation's trustees, officers, employees, or agents, or any negligent acts or willful misconduct on the part of the Foundation.

- 7.02 Neither this Agreement nor any duties or obligations hereunder may be assigned by either party without the prior written consent of the other.
- 7.03 The University and the Foundation agree that any confidential information of the University or the Foundation received in the course of the performance of this Agreement shall be kept strictly confidential by both entities to the maximum extent possible under Ohio law.

8. Termination of Agreement

- 8.01 Notwithstanding any other provisions of this Agreement, either party may terminate this Agreement at any time by giving one year's written notice to the other party.
- 8.02 This Agreement shall terminate automatically on the occurrence of any of the following events: (i) bankruptcy or insolvency of either party; (ii) cessation of operations by either party; (iii) dissolution of either party; or (iv) assignment of this Agreement by a party without the consent of the other party.
- 8.03 If the Foundation defaults in the performance of this Agreement or materially breaches any of its provisions, the University will notify the Foundation in writing of such default or breach. If the default or breach has not been cured within 90 days, the University may terminate this Agreement by giving written notification to the Foundation. Said termination shall become effective upon the Foundation's receipt of such notice and the University and/or Affiliate Funds will be returned in a reasonable amount of time.
- 8.04 If the University defaults in the performance of this Agreement or materially breaches any of its provisions, the Foundation will notify the University in writing of such default or breach. If the default or breach has not been cured within 90 days, the Foundation may terminate this Agreement by giving written notification to the University. Said termination shall become effective upon the University's receipt of such notice and University and/or Affiliate Funds will be returned in a reasonable amount of time.
- 8.05 The parties acknowledge and agree that, because the Foundation is a nonprofit and tax-exempt organization, in the event of the dissolution of the Foundation, the assets of the Foundation, including Foundation Funds, shall be applied, and distributed in accordance with the Foundation's Articles of Incorporation. The parties agree that University Funds, and Affiliates funds are not Foundation Funds, and that in the event of dissolution of the Foundation, University Funds will be returned to the University and Affiliates funds to the Affiliates.

9. General Provisions

- 9.01 Any notices to be given under this Agreement by either party to the other shall be in writing to:

Notice to University: The University of Toledo
Attn: President
2801 W. Bancroft
Toledo, OH 43606
Email: _____

Notice to Foundation: The University of Toledo Foundation
Attn: President
4510 Dorr St
Toledo, OH 43615-4040
Email: _____

- 9.02 In performing its obligations under this Agreement, both the University and the Foundation shall comply with all applicable federal, state, and local laws, statutes, regulations, and ordinances.
- 9.03 The University and the Foundation acknowledge and agree that no prior representations, inducements, promises, or agreements, written or oral, have been made by either party or by anyone acting on behalf of either party with respect to this Agreement.
- 9.04 Any modification of this Agreement shall be effective only if it is in a writing and signed by authorized parties to this Agreement.
- 9.05 If any provision in this Agreement is held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remaining provisions shall nevertheless continue in full force without being impaired or invalidated in any way.
- 9.06 This Agreement shall be governed by and construed in accordance with the laws of the state of Ohio.

IN WITNESS WHEREOF, the undersigned have executed this Agreement effective as of the date first above written.

THE UNIVERSITY OF TOLEDO FOUNDATION THE UNIVERSITY OF TOLEDO

By: _____
Derek B. Groves
Interim Foundation President

By: _____
Dr. James Holloway
University President

Date: _____

Date: _____

Attachment - Total Return Policy as of March 2026

THE UNIVERSITY OF TOLEDO FOUNDATION

TOTAL RETURN POLICY

The UT Foundation has adopted a total return investment policy. The basis for this policy is the Uniform Prudent Management of Institutional Funds Act (UPMIFA). Under this policy, all interest, dividends and market gains and losses, regardless of whether they are realized or unrealized, are reflected when investment return is computed for any given period.

The underlying philosophy for this policy is that endowment should be invested for growth as opposed to yield (interest & dividends). This philosophy, however, does not generally produce consistent yield from year to year.

Spending Policy

~~In order to~~ produce a reliable consistent revenue stream for the University to plan on from year to year, the UT Foundation has also adopted a spending policy which is consistent with the total return philosophy. The spending policy provides an appropriate level of financial support for the University while also providing endowment protection and future growth to ensure the perpetuity of funding. The spending policy is calculated by using a predetermined rate and applying it to the previous three-year moving average market value of the endowment. The rate is currently 4.00%.

Administrative Fee

The UT Foundation assesses an administrative fee. The administrative fee provides funding for the Foundation's budget. The administrative fee is calculated by using a predetermined rate and applying it to the previous three-year moving average market value of the endowment. The current rate is 1.4%.

The University of Toledo University of Toledo Clinical Affiliated Entities The University of Toledo Foundation



Investment Policy Statement

- I. DEFINITIONS
- II. INVESTMENT PHILOSOPHY
- III. GUIDELINES & RESTRICTIONS
- IV. EVALUATION & PERFORMANCE MEASUREMENT
- V. ACKNOWLEDGEMENT

**APPENDIX A - ADDITIONAL INVESTMENT RESTRICTIONS
& GUIDELINES (Attached)**

APPENDIX B - UNIVERSITY INVESTMENT POLICY
✎ Approved by the UT Board of Trustees - DECEMBER 12, 2021

Approved – June 20, 2025 UTF BOT Meeting

I. DEFINITIONS

A. Defined Terms

TERM	DEFINITION
ADV	<i>SEC registration form for Investment Advisors, available to the public at sec.gov or www.feg.com/form-adv</i>
Assets	The University of Toledo Fund and The University of Toledo Foundation Fund
Boards of Trustees	The respective Boards of Trustees of UT and UTF
Capitalization	Cap
CLO	collateralized loan obligation
CMO	collateralized mortgage obligation
Committee	Joint Investment Committee
Consultant	The Committee's investment consultant
Foundation Fund	The University of Toledo Foundation Fund
Funds	The University of Toledo Fund and The University of Toledo Foundation Fund
Investment Portfolio	The University of Toledo Fund and The University of Toledo Foundation Fund
IO	Interest only
IRR	Internal rate of return
LPA	Limited Partnership Agreement
Manager(s)	The Committee's investment manager(s)
Physicians Fund	UTPCF Fund, UTP Fund, and UTD Fund
Policy	this Investment Policy Statement
PPA	Private Placement Agreement
TIMO	Timber Investment Management Orgs
UBTI	Unrelated Taxable Business Income
University Fund	The University of Toledo Fund
UPMIFA	Uniform Prudent Management of Institutional Funds Act
UT	The University of Toledo
UTF	The University of Toledo Foundation
UTPCF	University of Toledo Physicians Clinical Faculty, Inc.
UTP	University of Toledo Physicians, LLC
UTD	University of Toledo Dentists, LLC

B. Introduction

The purpose of this Investment Policy Statement (the “Policy”) is to establish a clear understanding of the investment objectives and philosophy for: (1) The University of Toledo (“UT”) Fund (hereinafter, “University Fund”), (2) University of Toledo Physicians Clinical Faculty, Inc. (“UTPCF”) Fund, if any, University of Toledo Physicians, LLC (“UTP”) Fund, if any, University of Toledo Dentists, LLC (“UTD”) Fund, if any (the UTPCF Fund, UTP Fund, and UTD Fund are collectively hereinafter referred to as the “Physicians Fund”)¹, and (3) The University of Toledo Foundation (“UTF”) Fund (hereinafter, “Foundation Fund”), collectively referred to as “Assets,” “Funds,” or “Investment Portfolio.” **All aspects specific to the University Fund are addressed in Appendix B at the end of this document.**

This combined Investment Policy Statement will describe the standards utilized by the Joint Investment Committee (hereinafter, “Committee”) in monitoring investment performance, as well as serve as a guideline for any investment manager retained.

The respective Boards of Trustees of UT and UTF (the “Boards of Trustees”) maintain the authority to appoint the Committee. The Committee, comprised of representatives from UT, UTPCF and UTF, maintains oversight for investment assets. The Boards of Trustees also have authority to appoint additional members to the Committee. The University Fund and the Physicians Fund will be co-managed and co-mingled with those of the Foundation Fund.

The purpose of the Policy is to assist in more effectively supervising and monitoring the investment activities by:

- Defining the responsibilities of the Committee, its investment managers (“Managers”), and its investment consultant (“Consultant”);
- stating in writing guidelines within which the Committee, Managers, and Consultants will operate that include the attitudes, expectations, and goals for the investment of the Assets;
- providing a basis for reviewing investment management organizations in the selection process;
- encouraging effective communication between the Managers, the Consultant, and UT, UTPCF and UTF; and
- setting objectives, against which the performance results of the Managers, operating within the constraints imposed by the Policy, can be measured.

The purpose of UTF is to support the broad educational mission of UT by the release of a sustainable flow of funds. Developed over time through the generous gifts of UT supporters, UTF provides a reliable source of funds for current and future use.

This Policy will be reviewed annually by the Committee. All material changes to the Policy shall be approved by the Committee and submitted to the UT and UTF Boards of Trustees for final approval. The approved Policy shall be reported to the UTPCF Board of Directors.

¹ UTPCF is the sole member of UTP and UTD.

While shorter-term investment results will be monitored, adherence to a sound long-term investment policy, which balances short-term distributions with preservation of the real, inflation-adjusted value of assets, is crucial to the long-term success of the Funds.

C. Scope

This document applies to assets that are a part of the University Fund, Physicians Fund, and Foundation Fund for which the Committee and Managers have discretionary authority.

D. Description of Investment Pools

There are several distinct classes of assets. They are as follows:

1. UTF Short Term Funds

This is an interest-bearing account with check-writing privileges, held at an institution chosen by the Finance and Audit Committee. This fund is set up solely to facilitate the cash flow activity of the Foundation. The assets in this account are to be kept at the minimum amount necessary to cover these cash flows.

As funds flow into the Foundation, they will be initially deposited to this account for distribution to the Investment Portfolio (described below).

The accounting for this account will be the responsibility of the Foundation and all aspects of this fund will be reviewed regularly by the Finance and Audit Committee.

These assets will not be included in the total market value calculation used in determining the spending policy level or investment return.

2. Specially Restricted Assets

This category includes those assets which, either by the nature of the asset or by gift covenant, cannot be sold. At such time as the nature of the asset or covenant changes to make any of the asset's liquid, they will be placed into the Investment Portfolio.

These assets will not be included as part of the total market value used in calculating the spending policy or investment return.

3. University Support Assets/Investments

This category includes those assets purchased by the UTF for UT for other than investment purposes. As these assets are liquidated, the funds shall be placed back into the Investment Portfolio. They are primarily for the support of UT and are purchased without regard to rate of return.

These assets will not be included as part of the total market value used in calculating the spending policy or investment return.

4. Assets in Trust

This category includes those assets held in charitable remainder trusts for which UTF serves as trustee.

5. Investment Portfolio

The Investment Portfolio comprises the bulk of assets, involving endowment and quasi-endowment assets as well as assets that do not have any near-term obligation encumbrances.

E. Investment Objective

The management of the Assets involves a tradeoff between two competing goals. On the one hand, the Funds should preserve capital and maintain liquidity sufficient to distribute cash to fund immediate spending needs and prior spending commitments. On the other hand, the Funds should accumulate capital sufficient to support nominal growth in expenses for existing programs and to establish new programs. The goal of the Funds is to accommodate these competing needs by providing adequate short-term liquidity along with long-term capital appreciation.

F. Fiduciary Duty

In seeking to attain the investment objectives set forth, the Committee shall exercise prudence and appropriate care in accordance with the Uniform Prudent Management of Institutional Funds Act (UPMIFA) detailed below. All investment actions and decisions must be based solely on the interest of the Funds. Fiduciaries must provide full and fair disclosure to the Committee of all material facts regarding any potential conflicts of interests. No UT, UTPCF or UTF representative, employee, or agent shall take any action prohibited by or fail to take any action required by all applicable laws in carrying out this Policy.

The Boards of Trustees are obligated by law to discharge their duties with the care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in like capacity and familiar with such matters would use in the conduct of an enterprise of like character and with like aims. The Boards of Trustees expect the Committee, Managers, and Consultants to remain within the guidelines set within this policy and do those things necessary in the best interest of the University and its investment strategy.

It is the intention of the Boards of Trustees that actions taken pursuant to this Policy shall be in compliance with all applicable laws as they may be amended from time to time.

As summarized for the purposes of this Policy Statement, the UPMIFA states that the Committee is under a duty to manage the Funds as a prudent investor would, in light of the purposes, scope, objectives and other relevant circumstances. This standard requires the exercise of reasonable care, skill, and caution while being applied to investments not in isolation, but in the context of the Investment Portfolio as a whole and as a part of an overall investment strategy having risk and return objectives reasonably suited to the Funds. In making and implementing investment decisions, the Committee has a duty to diversify the investments unless, under special circumstances, the purposes of the Funds

are better served without diversifying.

In addition, the Committee must conform to fundamental fiduciary duties of loyalty and impartiality. This requires the Committee to act with prudence in deciding whether and how to delegate authority, in the selection and supervision of agents, and incurring costs where reasonable and appropriate.

G. Description of Roles

1. Committee

The Committee is responsible for all aspects of the investing of assets, as well as serving as fiduciaries for those assets of UT, UTPCF, UTF, and affiliated organizations placed under its stewardship. This includes structure, allocation, selection of asset classes, investment managers, investment consultant, and master custodian, the monitoring and evaluation of performance, as well as recommending revisions to the Policy to the Boards of Trustees. The Committee's responsibility is to prudently implement and oversee the investment process and report its progress and results back to the Boards of Trustees.

The Committee will advise the Boards of Trustees regularly with perspective and input on the annual spending policy level. The issues involved in the disbursement of annual contributions are not considered by the Committee.

2. Consultant

The Consultant is responsible for providing information and analysis to assist the Committee with the following:

- reviewing asset allocation and investment strategy on an annual basis to determine if the current strategy can be reasonably expected to meet cash flow needs and is also maximizing the expected long-term total return of the Assets;
- reviewing all separately managed accounts quarterly to ensure that each Manager is adhering to the issued Policy;
- communicating with all Managers on a quarterly basis to determine portfolio composition and ascertain information concerning organizational change (each portfolio to be reviewed for style drift through portfolio holdings and returns-based style analysis - additionally, each portfolio to be reviewed for prohibited investments);
- providing a quarterly performance evaluation report and assessment of the Assets;
- reviewing asset allocation on a quarterly basis to determine if the current levels are consistent with the asset allocation policy stated in this document;
- monitoring the performance of each Manager retained relative to standards documented in Section IV; and

- monitoring the performance of the total portfolio of Assets relative to the appropriate benchmarks documented in Section IV.

Additionally, the Consultant is the primary source of investment education and investment manager information. On an ongoing basis the Consultant will:

- Provide proactive recommendations;
- supply the Committee with reports (e.g., asset allocation studies, investment research and education, etc.) or information as reasonably requested; and
- review this Policy with the Committee.

H. Spending Policy

This concept calls for a specific dollar amount, based on a percentage of assets formula, to be contributed annually to UT regardless of interim market fluctuations, income and dividend levels or capital gains/losses.

The total return concept is applied to generate predictable, consistent contributions to UT, as well as the base for the spending and for policy decisions of UTF on the dual goals of current income and long-term real growth.

The spending policy percentage will be set by the UTF Board of Trustees. The spending policy percentage will be multiplied by the “adjusted asset base” to determine the dollar value of the annual UTF contribution.

The “adjusted asset base” figure will be a moving average of the previous twelve quarter market values of eligible assets. “Eligible assets” will be determined by the Committee.

II. INVESTMENT PHILOSOPHY

A. Strategy

Historical performance results suggest that common stocks should be expected to provide total investment returns higher than fixed-income securities over a long-term investment horizon. However, one can expect an increase in portfolio volatility as the stock percentage is increased, particularly over the short term.

The Committee expresses within this document its need to ensure that the Assets will be invested to maximize long-term total return of assets and meet cash flow needs. It is widely recognized that the most significant decision to affect the ability to meet this goal is the asset allocation decision. As a result, the majority of assets may be invested in equity or equity-like securities, which may include real assets (real estate and natural resources). Real assets are expected to provide the added benefit of inflation protection.

Fixed income and absolute return strategies may be used to lower short-term volatility and are expected to provide stability, especially during periods of deflation and negative equity markets. Cash is not a strategic asset of the Funds but is a residual to the investment process and used to meet short-term liquidity needs.

B. Diversification

Risk and volatility are present to some degree with all types of investments. However, the Investment Portfolio should be constructed such that high levels of risk are avoided. This may be achievable through diversification by asset class, style of the manager, and sector and industry limits.

Therefore, diversification of investments across multiple markets that are not similarly affected by economic, political, or social developments is highly desirable. A globally diversified portfolio, with uncorrelated returns from various assets, should reduce the variability of returns across time. In determining the appropriate asset allocation, the inclusion or exclusion of asset categories should be based on the impact to the Investment Portfolio, rather than judging asset categories on a standalone basis.

The asset allocation should provide an expected total return equal to or greater than the primary objective of the Funds, while avoiding undue risk concentrations in any single asset class or category, thus reducing risk at the Investment Portfolio level. To achieve these goals, the asset allocation will be set with the following target percentages to broad categories. Additional allocations may be made to the sub-categories, within stated ranges, as it is prudent to do so.

Although many asset classes and strategies may provide diversification by simply exhibiting characteristics that are different than the Investment Portfolio, not all are suitable. For an asset class or investment strategy to be included in the Investment Portfolio, it must be worthy of inclusion due to its own merits. No asset class or strategy should be included in the Investment Portfolio simply to provide diversification if it does not also provide a clear risk-adjusted improvement and meet the standards of prudence in section I. F. titled "Fiduciary Duty."

Asset Allocation Targets and Ranges

ASSET CLASSES and Sub-Categories	Current LT Target	ACCEPTABLE RANGE
<u>GLOBAL EQUITIES</u>	<u>60.0%</u>	<u>50% - 70%</u>
<u>U.S. Equities</u>	<u>25.0%</u>	<u>20% - 35%</u>
Large/Mid Cap		15% - 30%
Small Cap		0% - 7.5%
<u>International Equities</u>	<u>17.0%</u>	<u>10% - 25%</u>
Developed Large/Small Cap		7.5% - 17.5%
Emerging Markets		0% - 7.5%
<u>Private Equity</u>	<u>18.0%</u>	<u>10% - 25%</u>
*(Venture Capital, Buyout, Special Situations)		
<u>REAL ASSETS</u>	<u>10.0%</u>	<u>5% - 15%</u>
Liquid (REIT, MLP, commodities, listed)		0% - 7.5%
*Illiquid (Real Estate, Nat Resources)		0% - 7.5%
<u>FIXED INCOME</u>	<u>16.0%</u>	<u>10% - 20%</u>
Core	11.0%	7.5% - 20%
Credit (Liquid, Illiquid*)	5.00%	0% - 7.5%
<u>DIVERSIFYING STRATEGIES</u>	<u>12.0%</u>	<u>5% - 15%</u>
Hedge Funds / Liquid Alternatives (long/short, relative value, event, macro)	9.0%	5% - 15%
*Illiquid (low correlation, low volatility)	3.0%	0% - 5%
<u>CASH / OTHER</u>	<u>2.0%</u>	<u>0% - 5%</u>
* The total target allocation to illiquid private capital investments is 30%, consisting of 18% Private Equity, 4% Credit/Debt, 5% Real Assets, and 3% Diversifying Strategies. While sub-category allocations may vary within ranges due to timing, market movements, opportunities and risks, the overall target will be maintained.		

C. Active vs. Passive Management

The Investment Portfolio may utilize active and/or passive investment managers. Highly efficient areas of the capital markets may be managed using primarily index funds and enhanced index/portable alpha strategies due to the low probability of traditional active management outperforming an appropriate benchmark.

D. Tactical Allocations

The portfolio should not deviate materially from the strategic target allocations unless the expected return significantly outweighs any added risk. Strategies based on long-term fundamentals and valuations are preferred given the intergenerational horizon of the Fund. This long-term focus may justify an overweight to a particular style, sector or geography at times (tactical tilts).

E. Rebalancing

The Foundation President shall monitor the asset mix of the investment portfolio monthly in coordination with the investment consultant. If the overall weight of any asset class varies meaningfully from the target allocation set by the Investment Committee or moves outside of the approved ranges, the portfolio shall be re-balanced by staff in consultation with the investment consultant to achieve the target mix. Where possible, the additions of new money or withdrawals for spending will be used to rebalance in a cost-effective manner.

F. Liquidity

A goal of the Funds is to maintain a balance between investment goals and liquidity needs. Liquidity is necessary to meet the spending policy payout requirements and any extraordinary events. In many instances, however, the most appropriate investment option is one that comes with liquidity constraints. The tradeoff between appropriateness and liquidity will be considered throughout the portfolio construction process. The following constraints are intended to limit risk and support liquidity needs:

Liquidity class	Redemption terms	% Portfolio liquidity		
		Minimum	Target	Maximum
Liquid assets	available for sale (daily – monthly)	45%	55%	
Semi-liquid	periodic (Qtr - 3 Yr, HF/separate accts)		15%	25%
Private Capital	not readily available (3-10+ year fund life)		30%	35%

G. Extraordinary Events

In the instance of an unusual intra-quarter event that may impact an investment, such as a key personnel departure, the Investment Committee Chair and appropriate University and Foundation staff, in consultation with the investment advisor, will discuss the materiality and urgency of the event. The preference is to address the situation at the next scheduled committee meeting or to convene a special meeting; however, if the fiduciary standard of prudence warrants immediate action and a special meeting is not feasible, an investment may be sold. Any such action and rationale will be immediately communicated to the Investment Committee. Proceeds from such a sale may be held in cash; an index fund; or redeployed among existing managers. New managers may not be hired without the appropriate approval of the Investment Committee.

H. ESG Principles

In addition to normal financial analytical tools, the Committee may also incorporate environmental, social, and governance ("ESG") factors into their analysis when evaluating investment opportunities. ESG will not be considered as the primary driver of an investment, rather as a risk factor and an additional perspective into a company's business practices. The Consultant will highlight each new recommended Manager's ESG approach in the material presented to the Committee. The Consultant will also prepare and review portfolio and manager ESG metrics and policies on a regular basis. Nothing in this paragraph obviates the Committee's primary fiduciary responsibilities as outlined in Section 1.F. of this Policy.

III. Guidelines and Restrictions

In today's rapidly changing and complex financial world, no list or types of categories of investments can provide continuously adequate guidance for achieving the investment objectives. Any such list is likely to be too inflexible to be suitable for the market environment in which investment decisions must be evaluated. Therefore, the process by which investment strategies and decisions are developed, analyzed, adopted, implemented, and monitored, and the overall manner in which investment risk is managed, will determine whether an appropriate standard of reasonableness, care and prudence has been met for the Fund's investments.

The requirements stated below apply to investments in non-mutual and non-pooled funds, where the Manager is able to construct a separate, discretionary account on behalf of the Funds. Although the Committee cannot dictate policy to pooled/mutual fund investment managers, the Committee's intent is to select and retain only pooled/mutual funds with policies that are similar to this Policy. All Managers (pooled/mutual and separate), however, are expected to achieve their performance objectives. Each traditional equity and fixed income Manager shall:

- Have full investment discretion with regard to security selection consistent with this Policy;
- immediately notify the Consultant in writing of any material changes in the investment philosophy, strategy, portfolio structure, ownership, or senior personnel;
- make no purchase that would cause a position in the portfolio to exceed 5% of the outstanding voting shares of the company or invest with the intent of controlling management, and
- be expected to make a presentation in person to the Committee once per year if requested.

A. Equity and Fixed Income Guidelines

The Committee has the responsibility of determining the asset allocation structure that offers the highest probability of achieving superior investment performance. Moreover, it must update and revise this structure as the Committee, the Funds, and markets evolve.

Each active equity and fixed income Manager shall adhere to the following guidelines and strive to meet the following objectives:

- Diversification of individual securities to protect against substantial loss from a single security. Excluding U.S. Government and Agency obligations, no fixed income security shall exceed 5% of the cost value of a Manager's total portfolio, excluding index strategies, and no equity security shall exceed 7% of the cost value of a manager's total portfolio, excluding index strategies.
- It is the intent of the Committee that the Managers not raise excessive cash. While not restricting a Manager from raising cash in the portfolio, the intent is to maintain fully invested portfolios over time.

- Although the Manager is permitted to hold cash, it is understood that the benchmark against which performance will be measured will not hold cash.
- No deviation from these guidelines is permitted without the written permission of the Committee.
- The intent of hiring active Managers is to receive incremental value over a passive index. Therefore, each Manager will have the goal of exceeding an assigned benchmark over a meaningful period of time (a full market cycle; for measurement purposes: 5 years).
- Managers and other service providers shall be compensated solely on fee arrangements disclosed to, and approved by, the Committee and shall receive no other compensation by reason of their position as service providers either directly or indirectly.
- Purely speculative investments or other similar strategies that invest in assets the value of which does not rely ultimately on underlying fundamental investment characteristics of operating or service businesses such as current or expected interest income, earnings, cash flow, or dividends are not permitted.

Additional equity and fixed income guidelines are included in Appendix A.

B. Illiquid and Semi-Liquid Investments

Illiquid investments include private equity, private real estate, and private natural resources. Hedge funds are considered semi-liquid due to lock-up periods, redemptions, restrictions, and in some cases, illiquidity of the underlying investments.

Each illiquid and semi-liquid investment will require a signed subscription agreement and Limited Partnership Agreement (LPA). The Committee may wish to have these documents reviewed by independent legal counsel. As these investments are typically private limited partnerships or offshore corporations, the Committee cannot dictate policy. The Committee, however, can request side letters for revisions or addendums to the LPA. The manager is ultimately responsible to manage investments in accordance with the Private Placement Agreement (PPA) and LPA.

UT and UTF are tax-exempt organizations, but certain investments may be subject to taxation on Unrelated Business Taxable Income (UBTI). Given that net risk-adjusted returns are the primary objective of the Committee, potential tax ramifications must be considered during the investment analysis and selection process. The Committee shall seek to minimize UBTI by selecting investment structures and geographic locations most beneficial.

1. Private Capital

Private capital investments may include private equity, credit/debt, real estate, natural resources, infrastructure, and other unique strategies that require lock-up periods. The objective of a private capital allocation is to outperform, over the long-term, an equivalent public investment, or to access investment strategies that may

not be available to public market participants. Performance of private capital investments are expected to exceed public equivalents by an amount sufficient to justify the added risks from complexity and illiquidity.

For the private capital allocation to achieve the expected objectives without unnecessary risk, the Committee should seek access to top-quality managers and be diversified. Individual funds may be concentrated in a particular sector, stage, or geographic region, but the overall allocation should be diversified.

2. Hedge Funds

The objective of a hedge fund allocation is to diversify the Funds and provide returns with low correlation to the public equity and fixed income markets via structural advantages, including controlling market exposure through hedging and increased exposure to manager skill through unconstrained investment management and opportunistic investing.

Hedge funds are not an asset class, but rather an investment vehicle. The majority of hedge funds will have a “lock-up” period of 1-3 years from the date of investment, during which money generally cannot be withdrawn. Once the lock-up period expires, most hedge funds will then allow redemptions only at scheduled intervals (quarterly, semi-annually, etc.). Hedge funds, therefore, are semi-liquid investments due to the structure of the vehicle rather than the underlying investments (which may or may not be liquid).

For the hedge fund allocation to achieve the expected objectives without unnecessary risk, the Committee should seek access to skilled managers and be diversified. Individual hedge funds may be concentrated on a particular strategy, market or geographic region, but the overall allocation should be diversified.

Additional guidelines and restrictions for illiquid and semi-liquid investments are included in the Appendix.

C. Derivative Security Guidelines

For definition purposes, derivative securities include, but are not limited to, structured notes, lower class tranches of collateralized mortgage obligations (CMOs), collateralized loan obligations (CLOs), principal only (PO) or interest only (IO) strips, inverse floating rate securities, futures contracts, forward contracts, swaps, options, short sales, and margin trading. More information on derivative security guidelines is available in the Appendix.

Additional guidelines and restrictions for derivative securities are included in Appendix A.

D. Manager Relations

In addition to the achievement of performance objectives and adherence to investment guidelines, the Committee expects to receive a high level of communication and service from its Managers. Specific requirements include:

1. Communication

a. Quarterly

Each Manager should provide a quarterly report containing at least the following:

- Portfolio composition and structure;
- individual security holdings and transactions;
- investment performance along with a brief discussion of the key factors that contributed to investment results; and
- a brief review of any changes in strategy during the quarter, current investment outlook, and expected changes in strategy.

b. As Requested

Upon request, each Manager should supply:

- Documentation in support of any purchase or sale decision;
- a copy of the organization's audited financial statements;
- assurance that issues noted in the CPA's management letter are being addressed;
- internal policies and procedures governing trading activity by employees and principals of the firm, as well as, the methods by which the firm monitors its employees' and principals' trading; and
- statements of any fiduciary, liability, or bonding insurance coverage.

c. As a Matter of Course

The Committee expects to be notified promptly of the following:

- A significant change in investment strategy and portfolio structure;
- a material change in the ownership, personnel, financial condition, or investment approach of the organization; and
- any changes in the regulatory environment that would affect the Investment Pool or the organization's role in its management.

In conjunction, each Manager should make available a copy of its most recent form ADV and other similarly required regulatory material.

2. Proxies

The Committee designates its Managers to vote its proxies. However, the Committee retains the right to direct its managers to vote its proxy in a particular way. In the absence of Committee direction, each Manager firm shall always vote in a way that it believes will add greatest long-term value.

3. Commission Designation

Unless otherwise designated by the Committee, Managers will allocate transactions so as to achieve best price and best execution.

IV. Evaluation & Performance Measurement

On a regular basis, but not less than once annually, the Committee will review actual progress of the Fund versus the investment environment. The regular review will include:

- absolute market and total Investment Portfolio returns;
- relative total portfolio return and volatility versus established benchmarks and peers;
- asset allocation structure in light of evolving markets, strategies and total Fund diversification;
- adherence to guidelines;
- individual Manager performance versus established benchmarks and peers; and
- possible modifications to this Policy.

A. Total Fund Benchmarks

The Committee seeks to outperform its benchmarks over full market cycles and does not expect that all investment objectives will be attained in each year. Furthermore, the Committee recognizes that over various time periods, the Fund may produce significant deviations relative to the benchmarks. For this reason, investment returns will be evaluated over a full market cycle (for measurement purposes: 5 years).

The primary objective of the Fund is to achieve a total return, net of fees, equal to or greater than spending, administrative fees, and inflation. The primary objective of the Fund is:

$$\text{Total Return greater than} \\ \text{Consumer Price Index} + \text{Spending Policy} + \text{Administrative Fees}$$

A second objective is to achieve a total return in excess of a **target weighted benchmark** that is comprised of specific indices representing each target asset class in the portfolio, weighted in proportion to the long-term strategic target allocations. This benchmark measures the aggregate contribution of strategic biases including size, geographic regions, credit quality, and sectors. Some asset class indices may be less robust than equity and fixed income indices and may not be investable (e.g., hedge fund, private capital indices). Current and historical index components are defined in the appendix of the performance report.

B. Manager Evaluation

1. Liquid and Semi-Liquid Managers

Each liquid and semi-liquid Manager will be reviewed by the Committee on an ongoing basis and evaluated upon the criteria listed below. The Committee expects the Managers to outperform the benchmarks over a full market cycle (for measurement purposes: 5 years). The Committee does not expect that all investment objectives will be attained in each year and recognizes that over various time periods, Managers may significantly underperform their benchmarks. Each Manager will be reviewed on an ongoing basis and evaluated on the following criteria:

- stability of the organization;

- retention of key personnel;
- absence of regulatory actions against the firm, its principals, or employees;
- adherence to the guidelines and objectives of this Policy;
- consistency in the philosophy, style, capitalization and other portfolio characteristics defined as “normal” for the Manager;
- performance compared to the appropriate benchmark and, for equity Managers, produce positive alpha (risk-adjusted return) within appropriate volatility limits; and
- performance compared to a peer group of managers with similar styles of investing; the peer universe consists of other managers that report performance to a public database (e.g., Lipper, Morningstar) and that are classified by that database provider within the same asset class and strategy (for example: large-cap growth, international small-cap, core fixed income, etc.).

Although there are no strict guidelines that will be utilized in selecting or terminating Managers, the Committee will consider the criteria above, as well as, the length of time the Manager has been in existence, its track record, assets under management, and the amount of assets the Funds already have invested with the Manager.

2. Public Liquid Passive Managers

Passive (or index) Managers are expected to approximate the total return of its respective benchmark. The beta for passive equity managers should approximate 1.00.

3. Private Illiquid Managers

The majority of private equity, private real estate, and natural resource funds will be invested with private partnerships. These partnerships typically range from 7-15 years in life, during which time the Committee may not be able to sell the investment. Additionally, the partnership may not produce meaningful returns for 3-5 years (depending on the strategy). New investments will create a drag on fund performance in the early years (3-5 years) until these investments begin to mature. This drag on performance is often referred to as the J-curve, due to the shape created by plotting a line graph with performance on the y-axis and time on the x-axis. Private, illiquid Manager performance will be measured utilizing internal rate of return (IRR) calculations and compared to an appropriate peer group. An IRR calculated from the inception of the partnership will be the primary performance measurement tool utilized for private equity, private real estate, and natural resource Managers. Private Capital managers will also be compared to the appropriate peer benchmark group.

V. ACKNOWLEDGEMENT

We recognize the importance of adhering to the philosophy and strategy detailed in this policy. We agree to work to fulfill the objectives stated herein, within the guidelines and restrictions, to the best of our ability. We acknowledge that open communications are essential to fulfilling this objective, and therefore, recognize that suggestions regarding appropriate adjustments to this Policy or the manner in which investment performance is reviewed are welcome.