



Board of Trustees Meeting - September 2020

WebEx

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

Mary Ellen Pisanelli, Daniel Guttman, Patrick Kenney - Trustees

Will Lucas, Richard Walinski, Eleanore Awadalla - Trustees

Rebecca K. Dangler, Anthony Gennings - Student Trustees

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



Meeting Book - Board of Trustees Meeting - September 2020

141st Meeting

1. Call to Order

2. Roll Call

3. Meeting Minutes

A. Board Meeting Minutes

- - Board of Trustees Meeting June 22, 2020
- - Special Board of Trustees Meeting July 20, 2020
- - Special Board of Trustees Meeting July 30, 2020

B. Committee Meeting Minutes

- - Clinical Affairs Committee Meeting Minutes - June 22, 2020
- - Academic and Student Affairs Committee Meeting Minutes - June 22, 2020
- - Finance and Audit Committee Meeting Minutes - June 22, 2020
- - Trusteeship and Governance Committee Meeting Minutes - June 22, 2020
- - Privileging and Credentialing Sub-Committee Meeting Minutes - July 13, 2020
- - Privileging and Credentialing Sub-Committee Meeting Minutes - August 10, 2020

4. Consent Agenda

A. UTMC September Chief of Staff Report and Accompanying Recommendations of the Clinical Affairs Committee

B. Resolution 20-09-21: Approval of Candidates for Degrees Fall 2020 and Spring 2021

C. Recommendation - Awarding a Posthumous Degree for Bachelor of Arts degree in Communications Studies for Mr. Jahneil Douglas

D. Resolution 20-09-22: FY2021 Six Month Temporary Operating Budget

E. Resolution 20-09-23: Approval to Reduce the in-state Tuition Rate of Adult Gerontology Acute Care Certificate

F. Proposed FY2021 Internal Audit and Compliance Plan

G. Personnel Action Form for September 2020

5. President's Report

6. Chair's Report

7. Committee Reports

A. Clinical Affairs Committee Report

B. Academic and Student Affairs Committee Report

C. Finance and Audit Committee Report

D. Trusteeship and Governance Committee Report

8. Executive Session, if needed

9. Other Business, if any

10. Adjournment

Minutes
The University of Toledo
138th Meeting of the Board of Trustees
Monday, June 20, 2020
WebEx
12:30 p.m.

The one-hundred thirty-eighth meeting of The University of Toledo Board of Trustees was held on Monday, June 20, 2020, via WebEx. Chair Mary Ellen Pisanelli called the meeting to order at 6:30 p.m. Secretary to the Board, Ms. Katie DeBenedictis, recorded the minutes.

**CALL TO
ORDER**

The following Board of Trustees members were in attendance:

ATTENDANCE

Roy V. Armes, National Trustee
Eleanore Awadalla
Alfred A. Baker, Vice Chair
Kyle D. Bergen, Student Trustee
Stephen P. Ciucci
Jeffrey C. Cole
Rebekah K. Dangler, Student Trustee
Birdel F. Jackson, III, National Trustee
Patrick J. Kenney
Will Lucas
Mary Ellen Pisanelli, Chair
Richard Walinski

The following Board of Trustees members were absent:

Christine E. Brennan, National Trustee
Daniel Guttman

A quorum of the Board was constituted.

The following individuals were also in attendance:

Jim Anderson, VP Enrollment Management
Justin Billau
Karen Bjorkman, Interim Provost/EVP Academic Affairs
Tim Brakel, Professor and President of Faculty Senate
Frank Calzonetti, Vice President for Research
Christopher Cooper, EVP Clinical Affairs/Dean COM&LS
Meghan Cunningham, Director University Communications
David Cutri, Director of Internal Audit
Katie DeBenedictis, Secretary to the Board of Trustees
Dominic D'Emilio, Network Administrator
Sharon Gaber, President
Randy Gardner, Chancellor, State of Ohio
Shaun Hegarty, WTVG Channel 13

Mary Humphrys, Associate Professor of Business Technology
Charles Jake, Deputy General Counsel
Adrienne King, Associate Vice President for Marketing and Communications
Linda Lewandowski, Dean, College of Nursing
Tyrel Linkhorn, Media Relations Specialist
Sandra MacNevin, Provost Communications
Bill McCreary, VP and CIO
Diane Miller, AVP Government Relations/ Chief of Staff
Peter Papadimos, VP and General Counsel
Greg Postel, Special Advisor to the Board of Trustees
Jeff Schmucker, Toledo Blade
Matthew Schroeder, EVP Finance and Administration/CFO
Rick Swaine, CFO of UTMC
Amy Thompson, Vice Provost Faculty Affairs
Don Wedding, Faculty/Faculty Relations

Board Chair Pisanelli requested a motion to waive the reading of the April 13 2020, May 2020 and June 2020 Board and Committee meeting minutes and approve them as written. A motion was received from Trustee Cole, seconded by Trustee Awadalla, and approved by the Board.

**APPROVAL OF
MEETING
MINUTES**

Board Chair Pisanelli requested a motion for approval of the Consent Agenda for this meeting. A motion was received from Trustee Kenney, seconded by Trustee Baker, and approved by the Board.

**APPROVAL OF
CONSENT
AGENDA**

President Gaber's Report:

**PRESIDENT'S
REPORT**

Dashboard Report

- In your packet, you will find a dashboard report for key indicators over the last 5 years.
- Our six-year graduation rate has never been higher, reaching a projected record of more than 53% following spring 2020 commencement ceremonies.
 - That's up nearly 12% since 2015.
 - I am proud to say that we met our strategic plan goal 3 years ahead of schedule!
 - And in Dr. McKether's presentation you heard that the African American six year graduation rate increased by 6% and Hispanic six year graduation rate increased by 2%.
- In addition to our record six-year graduation rate, the first-to-second year retention rate for undergraduate students rose to 76.4%, the highest rate on record in the last two decades.

- Up from 70% in 2015!
- And we have increased African American 1st to 2nd year retention by 8% and Hispanic 1st to 2nd year retention by 5.4%.
- You'll also see that UToledo's strong research profile continues to grow. Our research dollars to date are more than \$53.5 million, over 15% higher than for all of fiscal 2019 and 40% higher than it was in fiscal 2016, when we were awarded \$38.2 million.
 - And we still have three months to report our final fiscal 2020 dollars.
 - I'd like to congratulate a few of our researchers on their recent awards:
 - Dr. Travis Taylor, assistant professor in the Department of Medical Microbiology and Immunology, who has received a 5yr, R01 grant worth \$1.92M from the National Institute of Allergy and Infectious Diseases at the NIH;
 - Dr. Yue Zou, professor in the Department of Cancer Biology, who was awarded a 3yr, \$1M+ grant from the National Cancer Institute;
 - And UToledo recent graduate Raghad Buqaileh who received an NIH award of over \$34,000. She will be continuing her studies in our PhD program in experimental therapeutics in the College of Pharmacy and Pharmaceutical Sciences.
- At \$19.1 million, our total giving for the fiscal year is projected to exceed results in 2017 and 2018 (controlling for the Welltower gift), and would have well exceeded FY19 if we had 12 full months to raise funds.
 - We expect to continue this positive momentum toward a strong campaign effort.
- We have currently raised \$119,793,124 for the campaign, which is about 48% of our \$250M goal.
- Our COVID-19 Emergency Support Fund has received \$131,085 from 791 donors and has already awarded \$102,405 to 211 students.
 - This ends on June 30, so if you have not given, please consider helping our students that have been impacted by the pandemic.
 - Additionally, in April and May, UToledo's Food Pantry provided 4500 meals to 500 students.

Rocket Restart and COVID-19

- I'd like to recognize and thank our faculty, staff, students and families for ensuring that our academic mission wasn't derailed by this pandemic.

- And now, we've turned our focus to a responsible return to campus on August 17.
- Everyone's safety is our priority – and we're following a set of prevention principles to keep campus safe that include self-monitoring for symptoms, face coverings, social distancing and clean workspaces.
- We are proud that the University of Toledo Medical Center was the first laboratory in northwest Ohio to facilitate testing for COVID-19.
 - This service helped to reduce waiting periods and prioritize testing for high-risk patients, first responders and healthcare providers.
- I especially want to call out two of our team members in the hospital's pathology department, who collaborated to develop the method needed to do this testing. Thank you to molecular specialist Dr. Ji-Youn Yeo (Jee-Yoon Yow) and lead technologist Heather Kvale (Ko-wall-ee).
- I also want to note that our experts have also been positioned as trusted resources for the public throughout this pandemic.
 - Many prominent media outlets have showcased UToledo scholars in not only infectious disease, but business, mental health and other disciplines as well.

Strategic Plan Update

- We recently passed the halfway point of our Strategic Plan for 2022. Throughout these last few years, together, we have elevated UToledo's national reputation in many ways.
- We now have 20 academic programs — including undergraduate, graduate, online and professional programs — that are nationally ranked by U.S. News & World Report.
 - With this number, we have doubled our Strategic Plan goal and quadrupled our nationally ranked programs since 2016.
- We also have been ranked among the top 100 public universities in the latest Wall Street Journal / Times Higher Education Rankings.
- And the Princeton Review recently ranked our College of Law fifth on its national list of the top law schools with the “Greatest Resources for Women,” and again included UToledo in its “Best Law Schools 2020” ranking.
 - Just last week, the College of Law was ranked nationally in preLaw magazine's “Best Law Schools for Public Service” in the area of public interest law.
- Our students are more successful than ever.
 - This year's virtual Match Day honored 167 members of the UToledo 2020 class — the number of students matching with our

own College of Medicine and Life Sciences residency programs increased 30% over 2019, and the total number of students staying in northwest Ohio increased nearly 50%.

- These numbers show that we are providing our region with well-trained, well-qualified physicians. The results wouldn't be possible without our Academic Affiliation with ProMedica — together, we are fulfilling our mission to educate medical students and advance life-saving knowledge through research.
- Collectively, UToledo student-athletes earned a grade point average of 3.527 in spring semester 2020, besting the previous record set in spring 2019. This also marks the first time in school history that seven teams held a semester GPA above a 3.7.
- Retention, career progression and leadership programs among our faculty and staff have helped ensure UToledo's culture of excellence.
 - Our latest staff retention rate was 96.5%, well above our 2022 target of 83%.
 - We've stepped up our promotions of associate professors to full professors. For the last two years, our average promotions have risen to 24 from 16 for the years prior.

Chair Pisanelli's Report:

- I'd like to start by congratulating our newest class of graduates. Following last month's virtual commencement ceremonies, we now have more than 159,000 living alumni worldwide.

CHAIR'S REPORT

COVID-19 response

- On behalf of the Board of Trustees, I'd also like to echo Dr. Gaber's gratitude to the entire UToledo community as we've responded together to this pandemic.
- So many people have gone above and beyond their typical responsibilities. We can't mention them all, but to our essential workers and healthcare providers on both campuses, please know that your efforts are appreciated.
- As Dr. Gaber said, we've addressed this together.
- In addition to the Rocket to Rocket funds that Dr. Gaber mentioned and the \$6.7 million in federal funds from the Coronavirus Aid, Relief and Economic Security (CARES) Act used to assist students experiencing

financial hardships, our generous student organizations also donated \$187,000 in unused funds that had been planned for spring events and activities.

- Since the transition to remote learning and working, our Division of Technology has provided more than 1,500 loaner computers to faculty and students, enabling them to complete coursework in the spring and summer semesters.

Athletics

- While we haven't been able to cheer on our student-athletes this spring, we do have some good news to celebrate.
- Again, I want to congratulate Senior distance runner Petronela Simiuc (Sim-YOOK) was named an All-American on May 26 by the U.S. Track & Field and Cross Country Coaches Association.

UTMC/Budget Update

- We also heard today challenges that the uncertainty of the global COVID-19 pandemic has created on University operations. In addition to the unknown impact to fall enrollment, housing and dining operations, state share of instruction and athletic operations, it is evident that the pandemic has exasperated the fiscal challenges at UTMC.
- We have a responsibility to the University, our community and the state to explore all options for the future of UTMC. The Board has been working for years exploring possible solutions for the hospital.
- As part of this process, we engaged Kauffman Hall to explore all possibilities for the future of the hospital. Today we received an update on part of the RFP process.
- We are doing our due diligence and remain committed to addressing this issue recognizing that the hospital's current state is placing an unsustainable financial strain of the University enterprise. We know that there are difficult decisions ahead, but I want to reassure the campus and community that we remain focused on our academic mission and student success. The University of Toledo will continue our longstanding successful record of preparing the next generation of leaders.

Closing

- In closing, given that this is my final meeting as chair of the Board of

Trustees, I want to say what an honor it's been to serve the University in this way during the last two years.

- It's been a privilege, and I look forward to our continued work together.
- Vice Chair Al Baker, welcome to your role as chair -- we all look forward to your contributions.
- The Board would also like to thank Pete Papadimos for his many years of service to UToledo and congratulate him on his retirement.
 - Pete is our Vice President and General Counsel, a role he was appointed to in 2007. He first joined the University as Associate General Counsel in 1995.
 - He is a proud graduate of UToledo as well – he earned his J.D. here and grew up in Toledo.
 - We know Pete enjoys spending time in Greece, where his niece is planning to be married next year. So hopefully travel restrictions are lifted soon so that can happen!
 - Pete, thank you for all the support and guidance that you have provide to UToledo and the Board for so many years. Thank you!
- I also want to thank President Gaber for her many contributions to the present and future of this great institution during her tenure.
 - Thanks to her leadership, students are succeeding in their studies at record levels;
 - UToledo's national reputation and research profile continue to fuel new discoveries for the world's biggest challenges;
 - And the University is continuing to serve as an important economic engine for all of Northwest Ohio.
 - President Gaber, thank you! We wish you nothing but the best at UNC Charlotte.
- We are pleased to welcome Dr. Postel to the team. We look forward to him helping us to continue the positive momentum from President Gaber's leadership.
- Again, thank you to all of the Board members for your support during my term as chair and for your dedication to this great institution. You all give so much of your time and yourselves... Thank you!

Trustee Baker thanked Trustee Pisanelli for her kind words and also thanked her on behalf of the entire board for her service as chair.

Trustee Pisanelli read Proclamation No. 20-06-16: Kyle D. Bergen and Proclamation No. 20-06-17: Jeffrey C. Cole in their entirety. She thanked both

**PROCLMATIONS
20-06-16 and**

Trustees Bergen and Cole for their service as Board members and wished them well as they continue to support the University of Toledo as former trustees.

20-06-17

Academic and Student Affairs Committee Vice Chair Jeff Cole did not have a report.

**ACADEMIC
AND STUDENT
AFFAIRS
COMMITTEE**

Clinical Affairs Committee Chair Stephen Ciucci did not have a report

**CLINICAL
AFFAIRS
COMMITTEE**

Finance and Audit Committee Chair Will Lucas did not have a report.

**FINANCE
AND AUDIT
COMMITTEE**

Trusteeship and Governance Committee Chair Patrick Kenney did not have a report.

**TRUSTEESHIP
AND
GOVERNANCE
COMMITTEE**

With no further business before the Board, Trustee Pisanelli adjourned the meeting at 6:55 p.m.

ADJOURNMENT

Minutes
The University of Toledo
139th Meeting of the Board of Trustees Special Meeting
Monday, July 20, 2020
WebEx – 4:00 p.m.

The one-hundred thirty ninth meeting of The University of Toledo Board of Trustees was held on Monday, July 20, 2020, via WebEx. Chair Al Baker called the meeting to order at 4:00 p.m. Secretary to the Board, Katie DeBenedictis, recorded the minutes.

CALL TO ORDER

The following Board of Trustees members were in attendance:

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

ROLL CALL

The following Board of Trustees members were absent:

Christine Brennan, National Trustee
Birdel F. Jackson, III, National Trustee

A quorum of the Board was constituted.

The following individuals were also in attendance:

Katie DeBenedictis, Sr. Dir. of Administrative Ops./Secretary to the Board
Meghan Cunningham, Director of University Communications
Charles Jake, Interim VP for Legal Affairs and General Counsel
Adrienne King, AVP of Marketing and Communications
Diane Miller, Chief of Staff and AVP for Government Relations
Gregory Postel, Interim President
Jeff Schmucker, Toledo Blade

Before entering executive session, Chair Baker asked Dr. Postel to provide an update on activities and initiatives he has been working on since arriving on campus. Dr. Postel spoke about progress made on the reopening plan, COVID testing and UTMC.

CAMPUS UPDATE

Chair Baker requested a motion to enter Executive Session to discuss the employment and compensation of a public employee. The motion was received from Trustee Pisanelli, with a second received from Trustee Kenney. Ms. DeBenedictis took a roll call vote: Ms. Awadalla, absent for vote; Mr. Baker, yes; Mr. Cole, yes; Mr. Ciucci, yes; Mr. Guttman, yes; Mr. Kenney, yes; Mr. Lucas, yes; Ms. Pisanelli, yes; and Mr. Walinski, yes.

**EXECUTIVE
SESSION**

After the Board exited Executive Session, Chair Baker stated that no action was taken in Executive Session.

Chair Baker stated that as announced at the June 15th special meeting, the board appointed Dr. Postel as a Special Advisor, effective June 17th, with him to become Interim President upon the voluntary departure of Dr. Gaber. Today, the board is ready to finalize Dr. Postel's employment agreement which includes terms of resolution 20-06-09, which was approved on the June 15th special meeting. Chair Baker asked for a motion for the approval of Dr. Postel's employment agreement. The motion was received from Trustee Kenney and seconded by Trustee Lucas. All were in favor with no oppositions or abstentions.

**POSTEL
AGREEMENT**

With no other business to discuss, Chair Baker adjourned the meeting at 6:00 p.m.

ADJOURNMENT

Minutes
The University of Toledo
140th Meeting of the Board of Trustees Special Meeting
Thursday, July 30, 2020
WebEx – 6:00 p.m.

The one-hundred fortieth meeting of The University of Toledo Board of Trustees was held on Thursday, July 30, 2020, via WebEx. Chair Alfred Baker called the meeting to order at 6:00 p.m. Secretary to the Board, Katie DeBenedictis, recorded the minutes.

The following Board of Trustees members were in attendance:

Eleanore Awadalla
Roy V. Armes, National Trustee
Alfred A. Baker, Vice Chair
Anthony Gennings, Student Trustee
Jeffrey C. Cole
Stephen P. Ciucci
Rebecca K. Dangler, Student Trustee
Daniel J. Guttman
Birdel F. Jackson, III, National Trustee
Will Lucas
Patrick J. Kenney Will Lucas
Mary Ellen Pisanelli, Chair
Richard Walinski (joined the call late)

The following Board of Trustees members were absent:
Christine Brennan, National Trustee

A quorum of the Board was constituted.

The following individuals were also in attendance:

Katie DeBenedictis, Sr. Dir. of Administrative Ops./Secretary to the Board
Meghan Cunningham, Director of University Communications
Adrienne King, AVP of Marketing and Communications
Jeff Schmucker, Toledo Blade
Charles Jake, Interim Vice President for Legal Affairs
Diane Miller, AVP for Government Relations and Chief of Staff to the President
Gregory Postel, Interim President

Chair Baker welcomed new student trustee Anthony Gennings to his first meeting. Mr. Gennings is a nursing student from the Cincinnati area. He is excited to be a student trustee.

**CALL TO
ORDER**

ROLL CALL

NEW TRUSTEE

Chair Baker mentioned that Interim President Postel was on the call and available to answer any questions the trustees might have. After welcoming trustee Gennings and discussing the progress made on welcoming students back to campus, Interim President Postel left the meeting.

Chair Baker requested a motion to enter Executive Session to discuss the employment and compensation of a public employee. The motion was received from Trustee Lucas, with a second received from Trustee Pisanelli. Ms. DeBenedictis took a roll call vote: Ms. Awadalla, yes; Mr. Baker, yes; Mr. Cole, yes; Mr. Ciucci, yes; Mr. Guttman, yes; Mr. Kenney, yes; Mr. Lucas, yes; Ms. Pisanelli, yes; and Mr. Walinski, absent.

After the Board exited Executive Session, Chair Pisanelli stated that no action was taken in Executive Session.

Mr. Baker stated that the next item on the agenda is “other business”. He said the board has one additional item to discuss this evening related to finalizing the terms of Dr. Gaber’s departure. He proceeded to highlight the terms of three resolutions that the group would vote on today. The resolutions can be found in the minutes of this meeting labeled as follows: Resolution 20-07-18: Voluntary Resignation (Attachment 1), Resolution 20-07-19: Evaluation (Attachment 2) and Resolution 20-07-20: Performance Incentive (Attachment 3).

Chair Baker asked for a motion to approve Resolution 20-07-18: Voluntary Resignation. Trustee Lucas made the motion and it was seconded by Trustee Walinski. All trustees were in favor. There were no oppositions and no abstentions.

Chair Baker asked for a motion to approve Resolution 20-07-19: Evaluation. Trustee Guttman made the motion and it was seconded by Trustee Pisanelli. All trustees were in favor. There were no oppositions and no abstentions.

Chair Baker asked for a motion to approve Resolution 20-07-20: Performance Incentive. Trustee Guttman made the motion and it was seconded by Trustee Pisanelli. All trustees were in favor. There were no oppositions and no abstentions.

At the conclusion of the motions, Trustee Walinski stated for the record that he did participate in the discussion even though he missed the vote to enter into executive session.

Trustee Guttman asked for a motion to add the completed resolutions to the meeting minutes. Trustee Walinski made the motion and it was seconded by Trustee Pisanelli. All were in favor and there were no oppositions and no abstentions.

With no further business to discuss, the meeting was adjourned at 7:50 p.m.

UPDATES

**EXECUTIVE
SESSION**

**OTHER
BUSINESS**

**RESOLUTION
20-07-18**

**RESOLUTION
20-07-19**

**RESOLUTION
20-07-20**

WALINSKI

MINUTES

ADJOURNMENT

Attachment 1

**THE UNIVERSITY OF TOLEOD BOARD OF TRUSTEES
RESOLUTION NO. 20-07-18
DR. SHARON L. GABER VOLUNTARY RESIGNATION**

WHEREAS, Sharon L. Gaber, Ph.D. (“Dr. Gaber”) voluntarily resigned her employment as President of The University of Toledo (the “University”), effective as of the end of the day on July 5, 2020, pursuant to e-mail correspondence sent to the Chair of the Board of Trustees of the University (the “Board”);

WHEREAS, pursuant to the applicable provisions of the Employment Agreement between the Board and Dr. Gaber, effective July 1, 2018 (the “Employment Agreement”), Dr. Gaber was required to provide the Board with written notice of her voluntary resignation at least six (6) months prior to her last day of employment as President of the University; and

WHEREAS, Dr. Gaber failed to provide the Board with a written notice of her voluntary resignation which complied with the requirements of the applicable provisions of the Employment Agreement and therefore did not voluntarily resign her position as President of the University in accordance with the terms and conditions of the Employment Agreement.

NOW, THEREFORE, BE IT RESOLVED,

that the Board accepts the voluntary resignation of Dr. Gaber as President of the University, effective as of the end of the day on Sunday, July 5, 2020; and

BE IT FURTHER RESOLVED,

that, upon the voluntary resignation of Dr. Gaber as President of the University, the Board directs the University to pay to Dr. Gaber all amounts to which she is legally entitled, as follows:

- Authorized business expenses that are unreimbursed, as of July 5, 2020, if any.
- Payment for vacation days accrued, but unused, as of July 5, 2020, in accordance with the University’s vacation policy, as applied to all administrative employees of the University, in the amount of \$86,307.69.
- Vested and nonforfeitable amounts of deferred compensation contributions, determined as of July 5, 2020, pursuant to the applicable provisions of the Employment Agreement, to which she is entitled for the time period between July 1, 2015 and June 30, 2018 and for the time period between July 1, 2018 and June 30, 2020.
- Any rights or benefits to which she was entitled as of July 5, 2020 under any employee benefit plan provided to all administrative employees of the University in which Dr. Gaber was eligible to participate.

Attachment 2

**THE UNIVERSITY OF TOLEOD BOARD OF TRUSTEES
RESOLUTION NO. 20-07-19
DR. SHARON L. GABER EVALUATION**

WHEREAS, pursuant to Section 2.3 of the Employment Agreement, the Board is required to provide Dr. Gaber with an annual evaluation of her performance based upon goals and objectives and other pertinent criteria as President of the University for the completed fiscal year of the University and to provide her with goals and objectives for her to satisfy as President during the upcoming fiscal year of the University;

WHEREAS, effective as of the end of the day on July 5, 2020, Dr. Gaber voluntarily resigned her position as President of the University, making it unnecessary for the Board to provide Dr. Gaber with any goals and objectives for the fiscal year of the University beginning on July 1, 2020; and

WHEREAS, in order to fulfill the Board's remaining obligations under Section 2.3 of the Employment Agreement, Board representatives held a conference call with Dr. Gaber on July 27, 2020 (the "Evaluation Call") to provide her with a summary evaluation of her performance as University President for the fiscal year of the University ending on June 30, 2020.

NOW, THEREFORE, BE IT RESOLVED,

that the Board approves, ratifies and confirms the actions taken by Board representatives and determines that the Evaluation Call satisfies the obligations of the Board under Section 2.3 of the Employment Agreement for the fiscal year of the University beginning on July 1, 2019 and ending on June 30, 2020.

Attachment 3

**THE UNIVERSITY OF TOLEOD BOARD OF TRUSTEES
RESOLUTION NO. 20-07-20
DR. SHARON L. GABER PERFORMANCE INCENTIVE**

- WHEREAS,** pursuant to Section 3.2 of the Employment Agreement, the Board may, in its sole discretion, award Dr. Gaber performance incentive compensation during each fiscal year of the University ending June 30th; and
- WHEREAS,** the Board has completed its review of all pertinent criteria for the fiscal year of the University ending on June 30, 2020, including, but not limited to, the University's financial condition and other relevant factors.

NOW, THEREFORE, BE IT RESOLVED,

that, upon consideration of the above, the Board has determined not to award Dr. Gaber performance incentive compensation for the fiscal year of the University beginning on July 1, 2019 and ending on June 30, 2020.

Minutes
The University of Toledo Board of Trustees
Clinical Affairs Committee Meeting
June 22, 2020

Due to the COVID19 pandemic, the meeting was conducted remotely via WebEx. Committee members Mr. Alfred A. Baker, Mr. Stephen P. Ciucci, Mr. Patrick J. Kenney, Mr. Will Lucas and Mr. Richard Walinski were present. Other Trustees who attended included Ms. Eleanore Awadalla, Mr. Birdel Jackson, Ms. Mary Ellen Pisanelli, Mr. Jeffrey C. Cole, Mr. Roy Armes and Student Trustees Ms. Rebecca K. Dangler and Mr. Kyle D. Bergen. Faculty Representative Mr. Nicholas G. Horen was absent. Others in attendance were Dr. Karen Bjorkman, Mr. Tim Brakel, Dr. Kris Brickman, Dr. Amanda Bryant-Friedrich, Ms. Wendy Cochran, Dr. Frank Calzonetti, Dr. Christopher Cooper, Mr. Jeff Coyne, Ms. Meghan Cunningham, Mr. David Cutri, Ms. Katie DeBenedictis, Ms. Racheal Decker, Mr. Dominic D’Emilio, Dr. Michael Ellis, Dr. Sharon Gaber, Chancellor Randy Gardner, Ms. Margaret Hopkins, Mr. Shaun Hegarty, Mr. Charles Jake, Ms. Aleiah Jones, Ms. Brittany Jones, Dr. Samer Khouri, Dr. Adrienne King, Mr. Patrick Lawrence, Ms. Nicole Lederer, Ms. Linda Lewandowski, Mr. Bill McCreary, Dr. Willie McKether, Ms. Diane Miller, Mr. Tony North Jr., Ms. Alisa Nammavong, Mr. Peter Papadimos, Mr. William Pierce, Dr. Gregory Postel, Mr. Jeff Schmucker, Dr. Jason Schroeder, Mr. Matthew Schroeder, Mr. Brent Sielschott, Ms. Rachel Stanford, Mr. Rick Swaine, Ms. Amy Thompson, Mr. Nick Thompson, Mr. Jason Toth and Dr. Celia Williamson.

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

Trustee Ciucci requested a motion to waive the reading of the minutes from the April 13, 2020 committee meeting and approve them as written. A motion for approval was provided by Trustee Lucas, seconded by Trustee Baker, and approved by the Committee.

Trustee Ciucci introduced Dr. Michael Ellis and asked him to provide a COVID19 update as it relates to UTMC. Dr. Ellis shared slides related to precautions UTMC employees are taking to stay safe and keep patients safe. He detailed the number of current cases and deaths experienced at the local and national level. Additionally, Dr. Kris Brickman shared slides detailing how UToledo Physicians are battling COVID19. He discussed collaborations for efficient care, the use of Telemedicine and impact the pandemic has had on hospitals across the nation.

ATTENDANCE

CALL TO ORDER

MEETING MINUTES

INFORMATIONAL ITEMS

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

**EXECUTIVE
SESSION**

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

**CHIEF OF
STAFF REPORT**

With no further business before the Committee, Trustee Ciucci adjourned the meeting at 1:02 p.m.

ADJOURNMENT

CHIEF OF STAFF SUMMARY REPORT

June 22, 2020

I. Initial Appointments - Physicians/Clinical Psychologists

Brown, David, MD
Medicine/Hematology-Oncology

Desai, Shaili, MD
Medicine/Hematology-Oncology

Kasunic, Timothy, MD
Medicine/Hematology-Oncology

Phinney, Richard, MD
Medicine/Hematology-Oncology

Rashid, M. Hammad, MD
Medicine/Hematology-Oncology

Sachs, Bradley, DO
Medicine/Hematology-Oncology

Trivedi, Charu, MD
Medicine/Hematology-Oncology

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

Campbell, Carrie, CNP
Emergency Medicine

Rose, Brittney, PA-C
Family Medicine

III. Reappointments – Physicians, Psychologists - None

IV. Reappointments- APP/AHPs- None

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

1. Assaly, Ragheb, MD- Medicine/Pulmonary Medicine- Approve additional privilege of fluoroscopy under FPPE.
2. Boswell, Mark, MD- Anesthesiology/Pain Medicine- Approve additional privilege of fluoroscopy under FPPE.
3. Burket, Mark, MD- Medicine/Cardiology- Approve additional privilege of fluoroscopy under FPPE.
4. Eltahawy, Ehab, MD- Medicine/Cardiology- Approve additional privilege of fluoroscopy under FPPE.
5. Goyal, Nitin, MD- Anesthesiology/Pain Medicine- Approve additional privilege of fluoroscopy under FPPE.
6. Gupta, Rajesh, MD- Medicine/Cardiology- Approve additional privilege of fluoroscopy under FPPE.

7. Moukarbel, George, MD- Medicine/Cardiology- Approve additional privilege of fluoroscopy under FPPE.
8. Moukarbel, George, MD- Medicine/Cardiology- Approve additional privileges for 009 Transcatheter Aortic Valve Replacement (TAVR) and 010 Percutaneous Left Atrial Appendage (LAA) Closure under FPPE.
9. Taleb, Mohammad, MD- Medicine/Cardiology- Approve additional privilege of fluoroscopy under FPPE.
10. Yoon, Youngsook, MD- Medicine/Pulmonary Medicine- Approve additional privilege of fluoroscopy under FPPE.
11. Zaidi, Syed, MD- Neurology- Approve additional privilege of fluoroscopy under FPPE.

VI. Additional/Withdrawal of Privileges – Advanced Practice Providers/Allied Health Professionals - None

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

VIII. Change in Staff Category – Advanced Practice Providers/Allied Health Professionals

1. Horvat, Shelly, AUD- Approve request to change supervising physician from Francis Brunicardi, MD to Munier Nazzal, MD.
2. Mansour-Shousher, Randa, AUD- Approve request to change supervising physician from Francis Brunicardi, MD to Munier Nazzal, MD.
3. Randolph, Dianna, AUD- Approve request to change supervising physician from Francis Brunicardi, MD to Munier Nazzal, MD.

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

1. Brochin, Kenneth, DDS- Approve removal from initial FPPE process and transition to OPPE process.
2. Elattar, Osama, MD- Approve removal from initial FPPE process and transition to OPPE process.
3. Lewis, Chandani, MD- Approve removal from initial FPPE process and transition to OPPE process.
4. McCarthy, Daniel, MD- Approve removal from initial FPPE process and transition to OPPE process.
5. White, Beth, MD- Approve removal from DaVinci FPPE process and transition to OPPE process.

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

1. Haselhuhn, Gregory, MD- Approve extension of FPPE for one year due to low volume.
2. Hasan, Mirza, MD- Approve extension of FPPE for one year due to low volume.

XI. Removal from FPPE – APPs/AHPs

1. Ocasio, Joseph, PA-C- Approve removal from initial FPPE process except for I&D abscess and transition to OPPE process.
2. Siebenaller, Daniel, PA-C- Approve removal from initial FPPE process except for first assist and transition to OPPE process.
3. Steer, Jeffery, CSA- Approve removal from conduit harvesting FPPE process and transition to OPPE process.
4. Tucker, Melinda, CNP- Approve extension of FPPE for one year due to low volume.

XII. Extension of FPPE- APPs/AHPs

1. Bauer, Karen, CNP- Approve extension of FPPE for first assist for one year due to low volume.

XIII. Physician/Dentists/Clinical Psychologists Departures – Informational

1. Medhkour, Azedine, MD- Surgery/Neurosurgery- Effective 05/15/2020.
2. Semaan, Hassan, MD- Radiology- Effective 04/01/2020.

XIV. Advanced Practice Providers/Allied Health Professional Departures – Informational

1. Hammersmith, Steven, PA-C- Medicine/Hospital Medicine- Effective 06/30/2020.
2. Mueller, Connie, CNP- Medicine/Hospital Medicine- Effective 05/19/2020.
3. Shoukair, Sirine, PharmD- Medicine/Cardiology- Effective 05/01/2020.
4. Singh, Gurmail, CNP- Medicine/Hospital Medicine- Effective 06/08/2020.

XV. Proposed Revisions to Delineation of Privileges – None

XVI. Minor Modifications to the UTMC Medical Staff Bylaws

1. These modifications were approved by the MEC and fall within Part I, 9.3.6 of the Bylaws (pg. 25) as technical or legal modification that are not material in any way. Once the Board approves the modification it is effective.

Minutes
The University of Toledo Board of Trustees
Academic and Student Affairs Committee Meeting
June 22, 2020

Due to the COVID19 pandemic, the meeting was conducted remotely via WebEx. Committee members Mr. Jeffrey Cole, Mr. Will Lucas, Ms. Eleanore Awadalla and Mr. Richard Walniski were present. Dan Guttman was absent. Other Trustees who attended included Mr. Roy Armes, Mr. Alfred Baker, Mr. Stephen Ciucci, Mr. Birdel Jackson, Mr. Patrick Kenney, Ms. Mary Ellen Pisanelli and Student Trustees Ms. Rebecca K. Dangler and Mr. Kyle D. Bergen. Faculty Representatives Mr. Tim Brakel and Ms. Wendy Cochrane were present. Student Representatives Ms. Brittany Jones and Mr. Nick Thompson were present. ProMedica Partner Ms. Holly Bristoll and Dr. Lee Hammerling were absent. Others in attendance were Mr. Jim Anderson, Mr. Ben Barros, Mr. Alex Bilchak, Ms. Chrissy Billau, Dr. Karen Bjorkman, Mr. Matt Borchardt, Dr. Amanda Bryant-Friedrich, Dr. Frank Calzonetti, Dr. Christopher Cooper, Dr. Phillip Cockrell, Mr. Jeff Coyne, Ms. Meghan Cunningham, Mr. David Cutri, Ms. Rachel Decker, Ms. Katie DeBenedictis, Mr. Todd Deindoerfer, Mr. Dominic D’Emilio, Mr. Matt Eiselstein, Dr. Michael Ellis, Dr. Sharon Gaber, Chancellor Randy Gardner, Mr. Ryan Gish, Mr. Shaun Hegarty, Mr. Paul Helgren, Ms. Margaret Hopkins, Ms. Mary Humphrys, Mr. Charles Jake, Ms. Kristen Keith, Dr. Adrienne King, Dr. Jim Kleshinski, Mr. Patrick Lawrence, Ms. Nicole Leder, Ms. Brenda Lee, Ms. Linda Lewandowski, Mr. Tim Loeffler, Ms. Sandra MacNevin, Mr. Andre Maksimow, Mr. Bill McCreary, Dr. Willie McKether, Ms. Diane Miller, Mr. Michael O’Brien, Mr. Peter Papadimos, Mr. William Pierce, Dr. Gregory Postel, Mr. Jeff Schmucker, Mr. Matthew Schroeder, Ms. Rachel Stanford, Ms. Taryn Stone, Ms. Amy Thompson, Mr. Jason Toth, Ms. Petronel Simiuc, Mr. Rick Swaine, Dr. Celia Williamson and Mr. Kevin Woodhouse.

ATTENDANCE

The meeting was called to order at 1:15 p.m. by Committee Vice Chair Cole via WebEx. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

CALL TO ORDER

Trustee Cole read Proclamation No. 20-06-10: “In Recognition of Petronela Simiuc” in its entirety and presented it Petronela Simiuc virtually. Petronela thanked the Board of Trustees for this honor.

PROCLAMATION
20-06-10

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

**GRADUATE
STUDENT
ASSOCIATION**

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

**STUDENT
GOVERNMENT**

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

**FACULTY
SENATE**

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

**GRADUATE
COUNCIL**

Trustee Cole requested a motion to waive the reading of the minutes from the April 13, 2020 Committee meeting and approve them as written. A motion was received from Trustee Walinski, seconded by Trustee Lucas, and approved by the Committee.

**APPROVAL OF
MINUTES**

Dr. Karen Bjorkman presented a recommendation for a Posthumous Degree for Bachelor of Arts with a major in Liberal Studies for Mr. Carmen Williamson. Mr. Williamson died at age 94, less than a month shy of graduation and completion of all degree requirements. Trustee Cole requested a motion to approve a posthumous degree for Mr. Williamson and forward to the consent agenda at the next board meeting. A motion was received by Trustee Baker, seconded by Trustee Lucas, and approved by the Committee.

**POSTHUMOUS
DEGREE**

Dr. Karen Bjorkman presented an update on Academic Affairs at UToledo. The update included information about remote classes and support. It also highlighted UToledo research activities related to COVID19 and an outlook for the fall semester.

**ACADEMIC
AFFAIRS UPDATE**

Dr. Jim Kleshinski, Senior Associate Dean for Clinical Affiliation in the College of Medicine and Life Sciences, gave an update on the Academic Affiliation. He began with an overview of the impact COVID19 has had on students. Clinical rotations were suspended in March and restarted on June 22nd. Also, residents diverted from their programs to care for ill COVID19 patients which provided a great learning opportunity and service to the community. Additionally, Dr. Kleshinski announced the hiring of Dr. Rajat Kaul as the Pediatric Clerkship Coordinator. Note: Trustee Walinski recused himself from this presentation.

**ACADEMIC
AFFILIATION
UPDATE**

With no further topics before the Committee for action or discussion, Trustee Cole adjourned the meeting at 2:00 p.m.

ADJOURNMENT

Attachment 1

Graduate Student Association Report June 22, 2020

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

GSA concluded their elections for the 2020-2021 Executive Board at the end of April. The new E-Board members are Brittany Jones (President), Nashiyat Fyza (Vice-President), Sujana Subedi (Treasurer), Saloni Malla (Health Science Campus Secretary), and Kristina Todorovic (Communication Specialist), who has agreed to continue in the position. Transitional meetings began immediately and are continuing until the end of term for the outgoing E-Board. Specifically, Brittany Jones has attended the Graduate Council Executive Committee meetings and has recently participated in conversations with the COVID-19 Operations Team, led by Dr. Amy Thompson, to provide student perspectives or circumstances in conjunction with the University's protocol.

During the beginning of June, the new E-Board met independently to strategize and prepare for the upcoming semester concerning continued graduate student engagement, how to handle the budget cuts, and how to be a resource/asset to new and returning graduate students. To capture student thoughts and opinions about the upcoming semester, GSA spearheaded and administered a survey that has to date received 152 responses. We plan to arrange another email promotion in hope of increasing the response rate, with a deadline of June 30th. We will analyze the responses and prepare for presentation/release of the results to interested University parties, particularly the Board of Trustees, Interim President Dr. Gregory Postel and Provost Karen Bjorkman, Graduate Council Executive Committee, the COVID-19 Operations Team, department chairs, and college deans. We hope this will help continue the charge of keeping students the top priority throughout these difficult conversations.

Throughout the summer, we will continue to meet and narrow down details of engagement leading up to the beginning of the semester. The new GSA E-Board has confidence that we will continue to find allies and support from the Board of Trustees throughout the academic year.

Attachment 2

Student Government Report April 13, 2020

Good morning everyone. I have a few items to report on in my first report here, all of which cover what Student Government has been doing to address the national conversation on policing, racism, and race in the US. Our primary focus has been on the presence of these issues on our campus.

About two weeks ago, a Dialogue on Diversity roundtable was held and many attended. As a student government, the roundtable was an opportunity to gather the concerns and perspectives of students. I'm looking forward to the next roundtable that will be held this Thursday.

We also attended a smaller roundtable listening session with other student leaders on campus. This session was even more helpful as it focused on UToledo more specifically. Anjali and I were able to take concerns from other leaders and brainstorm ways student government can address them.

Additionally, last Thursday I met with the African American Initiative and discussed concerns on Student Government. We are planning another meeting with the general body of AAI in the near future.

One of the primary focuses for student government over the next year will be on having a consistent conversation with Black student organizations so we are not only pursuing our mission of diversity and inclusion after an injustice makes national headlines.

Finally, I would like to thank Dr. Gaber for her years of dedication to students at UToledo and I welcome Dr. Postal as I'm excited to see what's in store for this next year.

Attachment 3

Faculty Senate Report June 22, 2020

Faculty Senate Report to University of Toledo Board of Trustees
June 22, 2020

Good afternoon. If this was a normal year, this report would have been given by a new face in the role of President of Faculty Senate. Last year's President-elect Dr. Jeff Hammersly informed the Senate of his retirement from the University of Toledo at the April 14 meeting. Given the many issues ranging from the Covid-19 crisis, the budget situation, UTM and President Gaber's departure, I was elected to continue as President of the Faculty Senate for the 2020-21 Academic Year. The President-elect for this coming year is Dr. Terry Bigioni, Professor of Chemistry and Biochemistry. His research focuses on molecular nanoparticles.

At our organizational meeting on April 28, the Senate decided to defer the election of the remaining Executive Committee of the 2020-21 Senate until the first meeting of the Fall semester. It was hoped at that time that we would be able to meet in a face to face environment at that time and that would make the election process easier to facilitate. The outgoing Executive Committee is in place for consulting on matters that need attention.

At our April 14th meeting, we approved policies concerning the Faculty Emeritus Policy, the Expedited Tenure Review Policy, and Teaching by Non-Faculty Employee. The Faculty Consulting and the Departments and Schools, and Department and Schools Chairs for the University College were not approved and need revision.

During our last two meetings of the 2019-20 academic year, we approved 17 course new proposals, 32 course modifications, 29 programs modifications or new programs including a Certificate in Material Science and Engineering and modifications in the Registered Respiratory Therapy program.

Five core courses were approved for modification of prerequisites or to better reflect the title of the course. Also 5 new core classes were approved – primarily within the diversity requirements. We also received the Core Curriculum Assessment Report that the Core Curriculum Committee completed and will continue our work of assessing the Core Curriculum this fall.

At our April 28 meeting, Vice President of Finance Matt Schroeder provided an update regarding the university budget. This was the second budget presentation that Vice President Schroeder did regarding the budget in the spring. This April 28th meeting had representatives for both the 2019-20 and the 2020-21 Faculty Senates as well as a significant number of non-Senate representative faculty on the call.

Faculty Senate appreciates Vice President Schroeder's overview of the budget was well done and helps facilitate communication, transparency and faculty understanding of the university's budget situation.

Due to the reopening of campus, budget situation and university leadership changes, The Senate is meeting as needed over the Summer to keep faculty informed on these issues. So far, we met on May 12 concerning the reopening plans for the fall semester at which time we heard the various scenarios for reopening from Vice Provost Amy Thompson. We appreciate the efforts that have been made to date in examining classrooms for social distancing, classroom technology modifications, HVAC filter changes and other work that has been done to this point for attempting a safe reopen. Faculty are concerned about the safe reopening. That said, we have many faculty that are concerned about their personal health and/or the health of their own family members as we reopen during this pandemic. We will be calling another meeting soon to facilitate updates regarding the reopening of campus and to be able to articulate concerns.

To incoming Interim President Dr. Postel, the Faculty Senate welcomes you to the University of Toledo. We look forward to working with you in shared governance of university matters.

To President Gaber, the Faculty Senate commends you for your leadership to the university and your commitment to shared governance. We thank you for your work in raising the prestige and profile of the University of Toledo, your efforts in recruiting and retention of students, and your leadership that has moved the university forward in many areas. We wish you much success at UNC-Charlotte.

To the Board of Trustees, the Faculty Senate stands ready to provide input and other participation processes regarding the selection of a new permanent President of the University of Toledo.

Attachment 4

Graduate Council Report June 22, 2020

This report includes the activities of Graduate Council (GC) since our last report on April 13, 2020.

The GC and Graduate Council Executive Committee (GCEC) worked with university administrators and COGS to facilitate communication about the unique needs of our graduate students and graduate faculty in the face of COVID-19. Graduate students, approximately 20% of the UToledo enrollment, represent a diverse group of learners, both domestic and international, across two campuses and within varied graduate and professional programs. Through our interactions with the Graduate Student Association, we learned of students' needs, especially our international students, and worked to ensure they received financial support through the CARES act and were aware of medical resources and addressed their food and housing insecurities.

At our April 21st GC meeting, we recognized the winners of the 3MT (my thesis in three minutes) competition. The winners were 1st place, Rachel Golonka, PhD Physiology and Pharmacology, 2nd place Anna Glanz, MSBA in Medical Microbiology and Immunology, People's Choice (3rd place) Parul Baranwal, PhD in Civil and Environmental Engineering, and a tie for Honorable Mention, Sudipta Baroi, PhD in Physiology & Pharmacology and Vaishnavi, Aradhyula, MSBS in Medical Sciences. There is a wonderful PowerPoint on the GC website with more details on their thesis titles and advisor. Dr. Linda Lewandowski (CON) spoke to GC about faculty mental health amid COVID-19 and the challenges of trying to work from home during a crisis.

At our May 5th GC meeting, we welcomed our newly elected GC members and held our GCEC elections. Our outgoing GC Chair, Dr. Song-Tao Liu summarized the important work over the 2019-2020 academic year of our three most active committees. The Curriculum Committee reviewed a total of 278 curriculum proposals and program modifications as well as a new degree program, the Graduate Entry Masters of Science in Nursing, a new degree track in the PhD in Bioinformatics program, and graduate certificates in areas such as music, political science, geography and planning, economics, and cybersecurity. All changes were submitted through the new CIM system. Under the new system, both campuses use the same online curriculum system. Faculty members who submit proposals can track their progress, and CIM links changes to the catalog. The Membership committee reviewed 285 applications for graduate faculty status, and they ensured our faculty maintained their status critical for HLC. Finally, the Academic Programs and Regulations committee reviewed four policies and approved and moved forward two, the Transfer of credit to graduate degree policy and Graduate student academic grievance policy.

Also at our May meeting, our COGS dean and the VP of the Office of Research shared the new policy, effective July 1, to require the inclusion of graduate student tuition on grants and contracts. The council members shared their concerns in terms of graduate research and enrollment and faculty prospects to

obtain external grants. When it was finalized, council was pleased to learn the policy exempted smaller grants (less than \$100K annual direct cost) and junior faculty colleagues who are in their first three years at UToledo.

In collaboration with the COGS, members of GCEC reviewed 75 graduate student applications for a zero credit summer course. The creation of this course allowed graduate students who were caught in the stay and shelter of COVID-19 and thus temporarily removed from their field experiences in schools and clinical settings and from their labs where they were conducting thesis and dissertation research work to continue into the summer without financial penalty and delay to graduation. GC is ready to assist in the fall should this accommodation be needed for our graduate students. We listened to the COGS dean as she shared the budget challenges and its impact on available graduate assistantship support. The true impact of declining funding in COGS has yet to be realized in terms of how it will affect our continuing and incoming students who are or seek to study at UToledo. Finally, GC worked with the COGS to identify and implement a centralized application process that will ease the efforts of our students and the workload of our already overburdened COGS staff.

The Graduate Council looks forward to developing a strong partnership with our new President and continuing our relationships with the College of Graduate Studies and our new interim dean, the Provost's office, the Research office, the Graduate Student Association, and UToledo faculty, staff and students in supporting and advancing our graduate and professional programs.

Minutes
The University of Toledo Board of Trustees
Finance and Audit Committee Meeting
June 22, 2020

Due to the COVID19 pandemic, the meeting was conducted remotely via WebEx. Committee members Mr. Jeffrey Cole, Mr. Will Lucas, Mr. Stephen Ciucci, Mr. Alfred Baker and Mr. Patrick Kenney were present. Other Trustees who attended included Mr. Birdel Jackson, Ms. Mary Ellen Pisanelli, Mr. Roy Armes, Ms. Eleanore Awadalla and Mr. Richard Walinski and Student Trustees Ms. Rebecca K. Dangler and Mr. Kyle D. Bergen. Faculty Representative Ms. Margaret Hopkins was present. Foundation Representative Brenda Lee was present. Others in attendance were Mr. Jim Anderson, Mr. Ben Barros, Mr. Alex Bilchak, Ms. Chrissy Billau, Dr. Karen Bjorkman, Mr. Matt Borchardt, Mr. Tim Brakel, Dr. Amanda Bryant-Friedrich, Dr. Frank Calzonetti, Dr. Christopher Cooper, Dr. Phillip Cockrell, Mr. Jeff Coyne, Ms. Meghan Cunningham, Mr. David Cutri, Ms. Rachel Decker, Ms. Katie DeBenedictis, Mr. Todd Deindoerfer, Mr. Dominic D’Emilio, Mr. Matt Eiselstein, Dr. Michael Ellis, Dr. Sharon Gaber, Chancellor Randy Gardner, Mr. Ryan Gish, Mr. Shaun Hegarty, Ms. Mary Humphrys, Mr. Charles Jake, Ms. Kristen Keith, Dr. Adrienne King, Mr. Patrick Lawrence, Ms. Nicole Leder, Ms. Linda Lewandowski, Mr. Tim Loeffler, Ms. Sandra MacNevin, Mr. Andre Maksimow, Mr. Bill McCreary, Darryn McGarvey , Dr. Willie McKether, Ms. Diane Miller, Mr. Michael O’Brien, Mr. Peter Papadimos, Mr. William Pierce, Dr. Gregory Postel, Ms. Jen Schaefer, Mr. Jeff Schmucker, Mr. Matthew Schroeder, Mr. Sloan Spalding, Ms. Rachel Stanford, Ms. Taryn Stone, Ms. Amy Thompson, Mr. Jason Toth, Mr. Rick Swaine and Mr. Kevin Woodhouse.

The meeting was called to order at 2:05 p.m. by Trustee Lucas via WebEx. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

Mr. Matt Schroeder, EVP of Finance and Administration and CFO, provided an update of UToledo’s financial performance through May. He also asked Mr. Rick Swaine, CEO of UTMC, to provide an update on the financial performance of UTMC. The update included details on the impact COVID 19 has had on the University and the Hospital.

Mr. Schroeder introduced CliftonLarsonAllen’s auditors, Todd Deindorfer and Darryn McGarvey. He asked them to present the audit of UTMC and the College of Medicine and the Life Sciences as well as the Auditor of State Report. Mr. Deindorfer and Mr. McGarvey reviewed the scope of services provided. He detailed the UTMC Income Statement, Summary Ratio and Summary Statistical Analysis. He also reviewed the Academic Affiliation capital payments and resident analysis. Note: Trustee Walinski recused himself from this presentation.

ATTENDANCE

CALL TO ORDER

**FINANCIAL
PERFORMANCE
THROUGH MAY**

**CLIFTONLARSON
ALLEN / AUDIT
OF STATE
REPORT**

Trustee Lucas requested a motion to waive the reading of the minutes from the April 13, 2020 Finance and Audit Committee meeting and accept them as written. A motion for approval was received from Trustee Ciucci, seconded by Trustee Kenney and approved by the Committee.

APPROVAL OF MINUTES

Mr. Matthew Schroeder, Executive Vice President for Finance and Administration/CFO, presented Resolution No. 20-06-11: Fiscal Year 2021 Temporary Operating Budget. Mr. Schroeder presented a three month temporary operating budget to the board with major budget assumptions. Trustee Lucas requested a motion for approval of Resolution No. 20-06-11 and to forward it to the Consent Agenda at the next Board meeting. A motion for approval was received from Trustee Cole, seconded by Trustee Ciucci, and approved by the Committee.

RESOLUTION NO. 20-06-11

Mr. Matthew Schroeder presented Resolution No. 20-06-12: “Approval to reduce the Non-Ohio Resident Sur-Charge for Student Enrolled in College of Law JD Program”. Mr. Schroeder said the reduction in sur-charge will allow the college of law to attract enrollment from out of state and compete with in-state peers for these students. Trustee Lucas requested a motion for approval of Resolution No. 20-06-11 and to forward it to the Consent Agenda at the next Board meeting. A motion was received from Trustee Kenney, seconded by Trustee Ciucci, and approved by the Committee.

RESOLUTION NO. 20-06-12

Mr. Matthew Schroder presented the Internal Audit Charter for the board’s approval. The purpose of the charter is to ensure the Office of Internal Audit continues to provide senior management and the Board of Trustees independent, objective assurance and consulting services designed to add value and improve the University’s operations, and help ensure the University’s assets, reputation and integrity are adequately safeguarded. Trustee Lucas requested a motion for approval of the Internal Audit Charter and to forward it to the Consent Agenda at the next Board meeting. A motion was received from Trustee Kenney, seconded by Trustee Ciucci, and approved by the Committee.

INTERNAL AUDIT CHARTER

Before moving onto the next item on the agenda, Trustee Lucas asked Mr. Schroeder to make several comments about the UTMC Request for Proposal. Mr. Schroder said the University has been open and transparent about the financial challenges facing UTMC, including the additional financial update through the end of May that was shared today. As was announced at the last regular meeting of the Board of Trustees in April, the University moved forward with a public Request for Proposal process to seek a potential acquisition, lease, management agreement or other transaction for UTMC. This was an important step as all options were explored for the future of the hospital. The University partnered with Kauffman Hall, a leading consulting firm with expertise in assisting hospitals and health systems with strategic partnerships and other transactions. The firm, which is based in Chicago, has served as an advisor for hundreds of partnerships, mergers and acquisitions transactions. Mr. Schroeder invited Ryan Gish to make a few comments.

UTMC RFP UPDATE

Mr. Gish stated that Working in concert with the University and Ice Miller, Kaufman Hall developed a formal request for proposal to solicit inquiries for the

potential sale or transfer of UTMC and related operations from the University of Toledo. On April 16 the RFP and a form of non-disclosure agreement were posted publicly on the University purchasing website. The RFP response deadline was June 10 for all qualified parties to submit non-binding responses. After execution of a non-disclosure agreement, qualified parties were provided access to additional financial and operational information on UTMC. One goal of the public solicitation process was to ensure that all potentially interested, qualified organizations across the country were made aware of the UTMC opportunity. This is important so that the University of Toledo has the benefit of full market information in order to make an informed decision for the future of UTMC. In addition to the public posting, Kaufman Hall also actively solicited interest from potential bidders. Over the course of the response period, we held conversations with 40 interested parties from across the country. These included:

- Not for profit health systems, both within Ohio and the broader region
- For profit operators of hospitals nationally
- Specialty providers with specific areas of focus, such as behavioral health or rehabilitation
- Private equity companies with a history and interest in health care delivery

As mentioned, all proposals were due on June 10. We are currently in the evaluation process.

Trustee Lucas thanked Mr. Gish and Mr. Schroeder for their comments. Note: Trustee Walinski recused himself from the comments.

Trustee Lucas requested a motion to enter Executive Session to discuss trade secret under Ohio Uniform Trade Secret Act, O.R.C. Section 1333.61 et. Seq. and sale of property. The motion was received from Trustee Cole, and seconded by Trustee Kenney. Ms. DeBenedictis took the roll call vote: Mr. Baker, yes; Mr. Ciucci, yes; Mr. Cole, yes; Mr. Kenney, yes; and Mr. Lucas, yes. After discussions, the Committee exited Executive Session. No action was taken.

**EXECUTIVE
SESSION**

Trustee Lucas reminded the board that there are informational items in their packets to review.

**INFORMATION
ITEMS**

With no further business before the Committee, Trustee Lucas adjourned the meeting at 5:52 p.m.

ADJOURNMENT

Minutes
The University of Toledo Board of Trustees
Trusteeship and Governance Committee Meeting
June 22, 2020

Due to the COVID19 pandemic, the meeting was conducted remotely via WebEx. Committee members Ms. Eleanore Awadalla, Mr. Jeffrey Cole, Mr. Stephen Ciucci, Mr. Alfred Baker and Mr. Patrick Kenney were present. Other Trustees who attended included Mr. Birdel Jackson, Mr. Will Lucas, Ms. Mary Ellen Pisanelli, Mr. Roy Armes and Mr. Richard Walinski. Student Trustees Ms. Rebecca K. Dangler and Mr. Kyle D. Bergen were present. Faculty Representatives Ms. Mary Humphrys was present. Others in attendance were Mr. Jim Anderson, Mr. Terry Bigioni, Dr. Karen Bjorkman, Mr. Tim Brakel, Dr. Frank Calzonetti, Ms. Sally Carolton, Dr. Christopher Cooper, Ms. Meghan Cunningham, Mr. David Cutri, Ms. Katie DeBenedictis, Mr. Dominic D’Emilio, Dr. Sharon Gaber, Chancellor Randy Gardner, Mr. Shaun Hegarty, Mr. Charles Jake, Dr. Adrienne King, Ms. Lynn Lamb, Ms. Linda Lewandowski, Ms. Sandra MacNevin, Mr. Bill McCreary, Ms. Diane Miller, Mr. Peter Papadimos, Dr. Gregory Postel, Mr. Jeff Schmucker, Mr. Matthew Schroeder, Ms. Amy Thompson and Mr. Don Wedding.

ATTENDANCE

The meeting was called to order at 6:00 p.m. by Trustee Kenney via WebEx. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

CALL TO ORDER

Trustee Kenney requested a motion to waive the reading of the minutes from the April 13, 2020 Committee meeting and approve them as written. The motion was received by Trustee Cole, seconded by Trustee Baker, and approved by the Committee.

APPROVAL OF MINUTES

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

PERSONNEL ACTION REPORT

Dr. Willie McKether presented Resolution 20-06-13: Approval of Diversity and Inclusion Strategic Plan. Dr. McKether reviewed the success of the former plan and outlined the goals and strategies for the new plan. Trustee Kenney requested a motion to approve Resolution 20-06-13: Approval of Diversity and Inclusion Strategic Plan and forward to the consent agenda of the next board meeting. A motion was received by Trustee Awadalla, seconded by Trustee Baker, and approved by the Committee.

RESOLUTION 20-06-13

Trustee Kenney read Resolutions 20-06-14: Reappointment of National Trustee Roy V. Armes and 20-06-15: Reappointment of National Trustee Birdel F. Jackson, III. He expressed gratitude to both Trustee Armes and Jackson for their service to the board and willingness to continue in their roles. Trustee Kenney requested a motion to approve Resolution 20-06-14: Reappointment of National Trustee Roy V Armes and forward to the consent agenda of the next board meeting. A motion was received by Trustee Cole,

RESOLUTIONS 20-06-14 and 20-06-15

seconded by Trustee Walinski, and approved by the Committee. Trustee Kenney requested a motion to approve Resolution 20-06-15: Reappointment of National Trustee Birdel F. Jackson, III and forward to the consent agenda of the next board meeting. A motion was received by Trustee Baker, seconded by Trustee Walinski, and approved by the Committee.

Trustee Kenny requested a motion for approval to confer the title of Emeritus Trustee to Jeff Cole and forward to the consent agenda of the next board meeting. A motion was received by Trustee Baker, seconded by Trustee Walinski and approved by the Committee. Trustee Cole abstained from voting.

There was no need for an executive session.

With no further business before the Committee, Trustee Kenney adjourned the meeting at 6:30 p.m.

**EMERITUS
TRUSTEE TITLE**

**EXECUTIVE
SESSION**

ADJOURNMENT

Minutes
The University of Toledo Board of Trustees
Privileging and Credentialing Sub-Committee Meeting
July 13, 2020

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

ATTENDANCE

Trustee Ciucci called the meeting to order at 5 p.m via WebEx. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

CALL TO ORDER

Trustee Ciucci requested a motion to enter Executive Session to discuss privileged information related to the evaluation of medical staff personnel appointments, which was received by Trustee Walinski, seconded by Trustee Kenney, and approved by the Committee. Ms. DeBenedictis called the roll: Mr. Baker, yes; Mr. Ciucci, yes; Mr. Lucas, yes, Mr. Kenney, yes, and Mr. Walinski, yes.

**EXECUTIVE
SESSION**

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

**APPROVAL OF
CHIEF OF STAFF
REPORT**

With no further business before the Committee, Trustee Ciucci adjourned the meeting at 5:30 p.m.

ADJOURNMENT

CHIEF OF STAFF SUMMARY REPORT

July 13, 2020

I. Initial Appointments - Physicians/Dentists/Clinical Psychologists

Avram, Raluca, MD
Radiology

Dillon, Debra, DO
Radiology

Hadziahmetovic, Mersiha, MD
Radiation Oncology

Hart, Benjamin, MD
Medicine/Gastroenterology

Kholwadwala, Fenil, MD
Emergency Medicine

Kristof, Kraig, MD
Orthopaedic Surgery

Parikh, Dhaval, MD
Radiation Oncology

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

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

IV. Reappointments - APPs/AHPs

1. Jones, James, PA-C- Approve privileges as requested under FPPE and under the supervision of Ganesh Merugu, MD.

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

1. Alastal, Yaseen, MD- Medicine/Gastroenterology- Approve additional privilege of fluoroscopy under FPPE.
2. Cooper, Christopher, MD- Medicine/Cardiology- Approve additional privilege of fluoroscopy under FPPE.
3. Farrell, Steven, MD- PM&R- Approve additional privilege of fluoroscopy under FPPE.
4. Hammersley, Jeffrey, MD- Medicine/Pulmonary Medicine- Approve additional privilege of fluoroscopy under FPPE.
5. Jumaa, Mouhammad, MD- Neurology- Approve additional privilege of fluoroscopy under FPPE.
6. Kazy, Abed, MD- Medicine/Hospital Medicine- Approve additional privileges for endocrinology under FPPE.

7. Quinn, Eileen, MD- Pediatrics- Approve additional privileges for pediatrics under FPPE and transfer to Courtesy staff category.
8. Safi, Fadi, MD- Medicine/Pulmonary Medicine- Approve additional privilege of fluoroscopy under FPPE.

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

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

1. Ryno, Joseph, MD- Emergency Medicine- Transfer to Honorary staff category effective 7/1/2020.
2. Weldy, David, MD- Family Medicine- Transfer to Honorary staff category effective 7/2/2020.

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

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

1. Goyal, Nitin, MD- Approve removal from initial FPPE process and transition to OPPE process.
2. Hefzy, Muhammad, MD- Approve removal from initial FPPE process and transition to OPPE process.
3. McGreevey, John, MD- Approve removal from initial FPPE process and transition to OPPE process.

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

1. James, William, MD- Approve extension of FPPE for one year due to low clinical activity.
2. Moghal, Nadeem, MD- Approve extension of FPPE for one year due to clinical activity.

XI. Removal from FPPE – APPs/AHPs

1. Kohler, Emily, PA-C- Approve removal from initial FPPE process and transition to OPPE process.
2. Monahan, Nichole, LISW-S- Approve removal from initial FPPE process and transition to OPPE process.
3. Schroeder, Michelle, PharmD- Approve removal from initial FPPE process and transition to OPPE process.

XII. Extension of FPPE - APPs/AHPs - None

XIII. Physicians/Dentists/Clinical Psychologists Departures – Informational

1. Azie, Nnamdi, MD- Surgery/CT Surgery- Effective 06/11/2020.
2. Keigley, Blaine- Radiology- Effective 05/17/2020.
3. Lobar, Bruce, MD- Neurology- Effective 06/30/2020.
4. Malaiyandi, Deepa, MD- Neurology- Effective 04/30/2020.

5. Ortiz, Jorge, MD- Surgery/General Surgery- Effective 07/01/2020.
6. Papadimos, Thomas, MD- Anesthesiology- Effective 07/01/2020.
7. Trivedi, Rujuta, MD- Medicine/Rheumatology- Effective 07/31/2020.

XIV. APPs/AHPs Departures – Informational – None

XV. Proposed Revisions to Delineation of Privileges - None

Minutes
The University of Toledo Board of Trustees
Privileging and Credentialing Sub-Committee Meeting
August 10, 2020

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

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

Trustee Pisanelli requested a motion to enter Executive Session to discuss privileged information related to the evaluation of medical staff personnel appointments, which was received by Trustee Ciucci, seconded by Trustee Kenney, and approved by the Committee. Ms. DeBenedictis called the roll: Ms. Pisanelli, yes; Mr. Ciucci, yes; Mr. Lucas, yes, Mr. Kenney, yes, and Ms. Awadalla, yes.

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

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

ATTENDANCE

CALL TO ORDER

**EXECUTIVE
SESSION**

**APPROVAL OF
CHIEF OF STAFF
REPORT**

ADJOURNMENT

CHIEF OF STAFF SUMMARY REPORT

August 10, 2020

I. Initial Appointments - Physicians/Clinical Psychologists/Dentists

Ding, Yue, MD
Medicine/Rheumatology

Shah, Haroon, DO
Medicine/Infectious Diseases

Stanoszek, Lauren, MD
Pathology

Szymanski, Kate, DO
Family Medicine

Tiwari, Kevin, MD
Anesthesiology/Pain Medicine

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

Bremer, Sarah, PA-C
Family Medicine

Hummell, Jeannine, CNP
Medicine/General Internal Medicine

Warner-Valentine, Cristine, CNP
Medicine/Hematology-Oncology

III. Reappointments – Physicians/Dentists/Clinical Psychologists

1. Aagesen, Matthew, MD	Radiology	Courtesy
2. Aguillon, Andre, MD	Medicine/Pulmonary Medicine	Active
3. Ahmed, Zohaib, MD	Medicine/Hospital Medicine	Active
4. Akpunonu, Basil, MD	Medicine/General Internal Medicine	Active
5. Ali, Muhammad, MD	Medicine/Hospital Medicine	Active
6. Altorok, Nezam, MD	Medicine/Rheumatology	Active
7. Assaly, Ragheb, MD	Medicine/Pulmonary Medicine	Active
8. Bates, Christopher, MD	Medicine/Community Medicine	Active
9. Burgess, Richard, MD	Neurology	Active
10. Collier, Annette, MD	Medicine/Hospice & Palliative Care	Active
11. Deering, Caytlin, DO	Medicine/Infectious Diseases	Active
12. Din, Shahab Ud, MD	Medicine/General Internal Medicine	Active
13. Duggan, Joan, MD	Medicine/Infectious Diseases	Active
14. Ebrahim, Farhad, MD	Radiology	Courtesy
15. Ellis, Michael, MD	Medicine/Infectious Diseases	Active

16. Elsaghir, Hend, MD	Medicine/Infectious Diseases	Active	
17. Federman, Douglas, MD	Medicine/General Internal Medicine	Active	
18. Garg, Anu, MD	Medicine/General Internal Medicine	Active	
19. Georgescu, Claudiu, MD	Medicine/Infectious Diseases	Active	
20. Gottwald, Lorie, MD	Medicine/Dermatology		Active
21. Goyal, Rashmi, MD	Medicine/General Internal Medicine	Active	
22. Hammersley, Jeffrey, MD	Medicine/Pulmonary Medicine		Active
23. Hanrahan, Jennifer, DO	Medicine/Infectious Diseases		Active
24. Hejeebu, Srinivas, DO	Medicine/General Internal Medicine		Active
25. Hinch, Bryan, MD	Medicine/General Internal Medicine	Active	
26. Horani, Omar, MD	Medicine/Hospital Medicine	Active	
27. Horen, Nicholas, MD	Medicine/General Internal Medicine	Active	
28. Iwuagwu, Cletus, MD	Medicine/General Internal Medicine	Active	
29. Jackson, Sarah, DO	Medicine/General Internal Medicine	Active	
30. Javaid, Toseef, MD	Medicine/Hospital Medicine	Active	
31. Jones, David, MD	Medicine/Hospital Medicine	Active	
32. Kahaleh, Bashar, MD	Medicine/Rheumatology	Active	
33. Kammeyer, Joel, MD	Medicine/Infectious Diseases	Active	
34. Kanzy, Abed, MD	Medicine/Hospital Medicine	Active	
35. Kayyali, Ammar, MD	Medicine/General Internal Medicine	Active	
36. Kleshinski, James, MD	Medicine/General Internal Medicine		Courtesy
37. Kriegel, Svetlana, MD	Medicine/Allergy & Immunology		Active
38. Krueger, Joseph, MD	Medicine/Community Medicine		Membership
39. Lenhard, Amanda, MD	Medicine/Hospital Medicine		Active
40. Mahmood, Asif, MD	Medicine/Hospital Medicine	Active	
41. Mansur, Sarmed, MD	Medicine/Hospital Medicine	Active	
42. Markowicz, Allen, MD	Medicine/Community Medicine		Active
43. Mbaso, Chiamaka, MD	Medicine/General Internal Medicine	Active	
44. McGreevey, John, MD	Medicine/Hospice & Palliative Care		Courtesy
45. Meenakshisundaram, Chandramohan, MD	Medicine/Hospital Medicine	Active	
46. Mohiuddin, Idrees, MD	Medicine/Hospital Medicine		Active
47. Nucklos, Ruby, MD	Medicine/General Internal Medicine	Active	
48. Parquet, Nancy, MD	Medicine/Dermatology		Active
49. Patel, Shreyas, MD	Medicine/Hospital Medicine	Active	
50. Patel, Yogesh, MD	Radiology		Courtesy
51. Paul, Marsha, MD	Medicine/Hospice & Palliative Care		Courtesy
52. Qiu, Shuhao, MD	Medicine/General Internal Medicine	Active	
53. Renno, Anas, MD	Medicine/Hospital Medicine	Active	
54. Saad, Hani, MD	Medicine/Hospital Medicine		Active
55. Safi, Fadi, MD	Medicine/Pulmonary Medicine		Active
56. Sharma, Sachit, MD	Medicine/Hospital Medicine	Active	
57. Smolen, Katheryn, MD	Medicine/Hospice & Palliative Care		Courtesy
58. Stoll, Stephen, MD	Radiology		Courtesy
59. Taleb, Mohammad, MD	Medicine/Pulmonary Medicine		Active
60. Tasma, Brian, MD	Medicine/General Internal Medicine	Active	
61. Walsh, Michael, MD	Radiology		Courtesy

62. Willey, James, MD	Medicine/Pulmonary Medicine	Active
63. Win, Thomas, MD	Radiology	Courtesy
64. Yoon, Youngsook, MD	Medicine/Pulmonary Medicine	Active

IV. Reappointments – AHPs/APPs

1. Aldrich, Sarah, PharmD	Medicine/General Internal Medicine	AHP
2. Amadio, Nicole, CNP	Medicine/Infectious Diseases	APP
3. Assaly, Akram, PA-C	Medicine/General Internal Medicine	APP
4. Barber, Kathryn, CNP	Medicine/Hospice & Palliative Care	APP
5. Beil, Angela, CNP	Medicine/Hospital Medicine	APP
6. Belville, Jaclynn, RD	Medicine/General Internal Medicine	AHP
7. Buschor, Kellie, PharmD	Medicine/General Internal Medicine	AHP
8. Clemons, Marilee, PharmD	Medicine/General Internal Medicine	AHP
9. Drake, Benjamin, PharmD	Medicine/Rheumatology	AHP
10. Eitniewar, Lindsey, PharmD	Medicine/General Internal Medicine	AHP
11. Galliers, Jennifer, CNP	Medicine/Hospice & Palliative Care	APP
12. Gentz, Aimee, CNP	Medicine/General Internal Medicine	APP
13. Geronimo, Jaclyn, CNP	Medicine/Infectious Diseases	APP
14. Howard, Mitchell, PharmD	Medicine/General Internal Medicine	AHP
15. Huang, Juan, MD	Medicine/Hospital Medicine	APP
16. Jeter, Andrew, PA-C	Medicine/Hospital Medicine	APP
17. Kadia, Niyati, PharmD	Medicine/General Internal Medicine	AHP
18. Lengel, Aaron, PharmD	Medicine/General Internal Medicine	AHP
19. Lockard, Jennifer, CNP	Medicine/General Internal Medicine	APP
20. Lorenzen, Sarah, PharmD	Medicine/General Internal Medicine	AHP
21. Majcher, Ryan, RD	Medicine/General Internal Medicine	AHP
22. Maxey, Janice, CNP	Medicine/Hospice & Palliative Care	APP
23. Meinzer, Breanna, PharmD	Medicine/Infectious Diseases	AHP
24. Navarro, Lisa, CNP	Medicine/General Internal Medicine	APP
25. Onysyk, Emilee, CNP	Medicine/Infectious Diseases	APP
26. Page, Marypat, CNP	Medicine/Hospice & Palliative Care	APP
27. Porter, Amanda, PharmD	Medicine/Rheumatology	AHP
28. Rettig, Nina, PA-C	Medicine/Dermatology	APP
29. Ridner, Anita, PharmD	Medicine/General Internal Medicine	AHP
30. Riley, Keith, PharmD	Medicine/General Internal Medicine	AHP
31. Samenuk, Paul, RPH, BCPS	Medicine/General Internal Medicine	AHP
32. Schiefer, Ashley, PharmD	Medicine/General Internal Medicine	AHP
33. Scotton, Sherry, RPH, BCPS	Medicine/General Internal Medicine	AHP
34. Sheskey, Ashley, PA-C	Medicine/Dermatology	APP
35. Staten, Stephanie, CNP	Medicine/Hospital Medicine	APP
36. Thornsberry, Christine, CNP	Medicine/Hospice & Palliative Care	APP
37. Tobias, Benjamin, PA-C	Medicine/General Internal Medicine	APP
38. Vaculik, Holly, CNP	Medicine/Infectious Diseases	APP
39. Walker, Sarah, CNP	Medicine/Hospital Medicine	APP
40. Warren, Danielle, CNP	Medicine/Infectious Diseases	APP

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

1. Escobar, Alexander, MD- Anesthesiology/Pain Medicine- Approve additional privilege of fluoroscopy under FPPE.
2. Goyal, Rakesh, MD- Psychiatry- Approve transition to core privileges for psychiatry. FPPE is not necessary since he already holds these privileges.
3. Hefzy, Muhammad, MD- Anesthesiology/Pain Medicine- Approve additional privilege of fluoroscopy under FPPE.
4. Kelly, Victoria, MD-Psychiatry- Approve transition to core privileges for psychiatry. FPPE is not necessary since she already holds these privileges.
5. Lewis, Chandani, MD- Psychiatry- Approve transition to core privileges for psychiatry. FPPE is not necessary since she already holds these privileges.
6. McCullumsmith, Robert, MD- Psychiatry- Approve transition to core privileges for psychiatry. FPPE is not necessary since he already holds these privileges.
7. Migliori, Jamie, MD- Psychiatry- Approve transition to core privileges for psychiatry. FPPE is not necessary since she already holds these privileges.
8. Rapport, Daniel, MD- Psychiatry- Approve transition to core privileges for psychiatry. FPPE is not necessary since he already holds these privileges.
9. Riese, Amy, MD- Psychiatry- Approve transition to core privileges for psychiatry. FPPE is not necessary since she already holds these privileges.
10. Singh, Tanvir, MD- Psychiatry- Approve transition to core privileges for psychiatry. FPPE is not necessary since he already holds these privileges.
11. Williams, Kristi, MD- Psychiatry- Approve transition to core privileges for psychiatry. FPPE is not necessary since she already holds these privileges.

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

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

1. Hammersley, Jeffrey, MD- Medicine/Pulmonary Medicine- Approve one-year leave of absence.

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

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

1. Griffith, Ryan, MD- Approve removal from FPPE for temporary privileges for COVID-19 and transition to OPPE process.
2. Kononov, Dionis, MD- Approve removal from initial FPPE process and transition to OPPE process.
3. Saunders, William, MD- Approve removal from initial FPPE process and transition to OPPE process.
4. Sparkle, Tanaya, MD- Approve removal from initial FPPE process and transition to OPPE process.

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

1. Boswell, Mark, MD- Approve extension of FPPE for spinal cord stimulators for one year due to low volume.

XI. Removal from FPPE – AHPs/APPs

1. Wikaryasz, Andrew, CAA- Approve removal from initial FPPE process and transition to OPPE process.

XII. Extension of FPPE – AHPs/APPs - None

XIII. Physicians/Clinical Psychologists/Dentists - Departures – Informational

1. Chen, Changhu, MD- Radiation Oncology- Effective 08/01/2020.
2. Edelman, Gerald, MD- Medicine/Hematology-Oncology- Effective 07/30/2020.
3. Faisal, Muhammad, MD- Medicine/Hospital Medicine- Effective 07/31/2020.
4. Frederick, Scott, MD- Medicine/Community Medicine- Effective 08/31/2020.
5. Gotfried, Robert, DO- Family Medicine-Effective 06/30/2020.
6. Hasan, Syed, DO- Medicine/Hospital Medicine- Effective 06/30/2020.
7. Kakish, Edward, DO- Emergency Medicine- Effective 07/07/2020.
8. Kaufman, Allan, MD- Radiology- Effective 06/30/2020.
9. Palmer, Lawrence, DDS- Surgery/Dentistry- Effective 07/01/2020 due to failure to renew Ohio Dental License.
10. Reddy, Kristin, MD- Radiation Oncology- Effective 08/31/2020.
11. Saraiya, Siddarth, MD- Radiation Oncology- Effective 08/31/2020.
12. Woldenberg, Lee, MD- Radiology- Effective 06/01/2020.

XIV. AHPs/APPs - Departures – Informational

1. Holler, Karen, CRNA- Anesthesiology- Effective 07/31/2020.

CHIEF OF STAFF SUMMARY REPORT

September 21, 2020

I. Initial Appointments - Physicians/Dentists/Clinical Psychologists

Rost, Zachary, MD
Radiology

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

Burchfield, Mary, CNP
Medicine/Hospice & Palliative Care

III. Reappointments – Physicians/Dentists/Clinical Psychologists

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

IV. Reappointments - APPs/AHPs

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

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

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

VI. Additional/Withdrawal of Privileges – APPs/AHPs

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

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

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

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

1. Altenof, Brent, MD- Approve removal from initial FPPE process and transition to OPPE process.
2. Fakhouri, Nasheed, DO- Approve removal from initial FPPE process and transition to OPPE process.
3. Jumaa, Mouhammad, MD- Approve removal from fluoroscopy FPPE process and transition to OPPE process.
4. Klein, Linda, MD- Approve removal from initial FPPE process and transition to OPPE process.
5. Riaz, Anum, MD- Approve removal from initial FPPE process and transition to OPPE process.
6. Zaidi, Syed, MD- Approve removal from fluoroscopy FPPE process and transition to OPPE process.

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

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

XI. Removal from FPPE – APPs/AHPs - None

XII. Extension of FPPE - APPs/AHPs

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

XIII. Physicians/Dentists/Clinical Psychologists Departures – Informational

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

XIV. APPs/AHPs Departures – Informational

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

XV. Extension of Board Certification Requirement

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

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 20-09-21

**APPROVAL OF CANDIDATES FOR DEGREES
FALL 2020 AND SPRING 2021**

WHEREAS, it is stated in The University of Toledo Board of Trustees Bylaws, 3364-1-09 (A), that degrees for all candidates will be conferred by the Board of Trustees; and

WHEREAS, degrees will be conferred at commencement and at all other times as prescribed by the Board of Trustees of the University; and

WHEREAS, no student will receive a degree until all course work and requirements of the respective degree have been met.

NOW, THEREFORE, BE IT RESOLVED,

that approval is granted by the Board of Trustees for the President, or his designee, to confer upon all candidates for degrees at all University of Toledo Commencement exercises.

Sunday, December 6, 2020 - Fall Commencement

Saturday, May 8, 2021 - Spring Commencement


Sunday, May 9, 2021 - College of Law


Friday, May 21, 2021 - College of Medicine and Life Sciences



MEMORANDUM

DATE: August 12, 2020

TO: Gregory Postel, M.D. 
Interim President

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

RE: Support of Awarding a Posthumous Degree for Bachelor of Arts degree in
Communication Studies for Mr. Jahneil Douglas (R01426039)

After reviewing the positive recommendation letters from Charlene Gilbert, Dean, College of Arts and Letters, and Benjamin Myers, Chair of the Department of Communications, and after reviewing the records/documentation for Mr. Jahneil Douglas, I concur with the findings that we should award a posthumous degree in this very unfortunate tragic case.

The awarding of this Posthumous Degree would be based on the “extraordinary circumstances” clause outlined in UToledo’s Posthumous Degree Awards policy #3364-71-19.

- Mr. Douglas was tragically shot and killed on July 7, 2020.
- Mr. Douglas was a rising Junior in good academic standing and had completed 84 credit hours toward his degree with an anticipated graduation date of May 2021.
- Mr. Douglas was a beloved member of our UToledo football program in which a scholarship fund was created in his memory.

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

Office of the Provost

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THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 20-09-22

FISCAL YEAR 2021 SIX MONTH TEMPORARY OPERATING BUDGET

- WHEREAS, The University of Toledo is committed to providing high-quality, affordable education, patient care and support services; and
- WHEREAS, COVID-19 continues to have a dramatic financial impact on all of higher education along with health care, and UToledo is no exception; and
- WHEREAS, University leaders have been working tirelessly to address the deficits caused by the COVID-19 pandemic and other market forces, while prioritizing student success and mission-critical operations and identifying opportunities for increased efficiency; and
- WHEREAS, despite these efforts, numerous factors still require clarity such as whether face-to-face instruction continues, auxiliary revenues, hospital operations; and
- WHEREAS, a fiscal year 2021 six month temporary operating budget is recommended during this period of uncertainty and management will return to the Board during its next regularly scheduled meeting in December with a permanent operating budget that will potentially restore some reductions and strategically reinvest in the institution.

NOW, THEREFORE, BE IT RESOLVED,

that the Board of Trustees hereby approves the fiscal year 2021 six month temporary operating budget as shown on the attached schedules.

THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES

RESOLUTION NO. 20-09-23

APPROVAL TO REDUCE THE IN-STATE TUITION RATE OF THE ADULT GERONTOLOGY ACUTE CARE NURSE PRACTITIONER GRADUATE CERTIFICATE FOR HEALTH-CARE SYSTEMS THAT ENROLL 10 OR MORE EMPLOYEES IN THE CERTIFICATE PROGRAM

- WHEREAS, §381.170 of Am. Sub. H.B. 166 of the 133rd General Assembly requires any waiver of tuition for a student or class of students not otherwise permitted by law at a state-assisted institution of higher education be approved by the Chancellor of the Ohio Department of Higher Education; and
- WHEREAS, The University of Toledo's College of Nursing aspires to be the first choice of health-care systems that employ large numbers of nurse practitioners who need continuing education and specialty certificates; and
- WHEREAS, the College of Nursing has introduced a new post-graduate nurse practitioner certificate in Adult Gerontology Acute Care; and
- WHEREAS, providing large health-care systems with a temporary incentive to choose the College of Nursing's Adult Gerontology Acute Care Nurse Practitioner graduate certificate over its competitors' programs would help promote enrollment in this program, and establish The University of Toledo as the premier provider of post-graduate nursing certificates in Northwest Ohio; and
- WHEREAS, a reduced in-state tuition rate offered to health-care providers based on the number of their employees who enroll in the Adult Gerontology Acute Care Nurse Practitioner graduate certificate program would provide that incentive; and
- WHEREAS, this reduced rate would apply to the 23 credit hours of the program offered over three semesters for the Spring 2021 cohort and the Summer 2021 cohort, with the in-state tuition returning to normal pricing for subsequent cohorts; and
- WHEREAS, the size of the in-state tuition rate reduction will be based on the size of the cohort; and
- WHEREAS, The University of Toledo is requesting a reduction of 10% of total in-state tuition to a health-care system when it enrolls 10 students, a reduction of 15% of total in-state tuition when it enrolls 15 students, and a reduction of 20% of total in-state tuition when it enrolls 20 students; and
- WHEREAS, the appropriate planning and consultations within the University have been completed; and

WHEREAS, the administration anticipates the ongoing fee reduction will affect approximately 10 to 20 students per cohort in which the waiver is in effect; and

NOW, THEREFORE, BE IT RESOLVED,

that the Board of Trustees of The University of Toledo authorizes the administration to offer a reduction of 10% of total in-state tuition to a health-care system when it enrolls 10 employees, a 15% reduction when it enrolls 15 employees and a reduction of 20% when it enrolls 20 employees, with the tuition rate returning to normal pricing following the Summer 2021 cohort; and

BE IT FURTHER RESOLVED,

that the administration will seek prior approval from the Chancellor of Higher Education for the associated fee waiver as required by law.

FINANCE & AUDIT COMMITTEE INTERNAL AUDIT PLAN (FY 2021)

David L. Cutri, CPA, CISA, CIA
Monday, September 21, 2020



RESPONSIBILITY UNDER INTERNAL AUDIT CHARTER

“Conduct an annual risk assessment and produce a flexible risk-based audit plan... based upon risks and control concerns identified by the Executive Director of Internal Audit and Chief Compliance Officer (Executive Director), Board Members, management... and will periodically be updated.”

“The Finance and Audit Committee retains the right to approve the annual audit plan presented by the Executive Director. The Executive Director shall periodically inform the Finance and Audit Committee of the status of the audit plan and any changes needed.”

“The internal audit plan will consist of a work schedule as well as budget and resource requirements for the next fiscal year.”

“The Executive Director will implement the approved audit plan and any plan amendments, special tasks or projects requested by management or the Finance and Audit Committee and agreed to by the Executive Director.”

“The Executive Director may occasionally need to obtain expertise of persons outside of the Internal Audit Department. This expertise may be obtained within the organization through appropriate arrangements with management. Expertise may also be obtained from outside University of Toledo through contracts. The Finance and Audit Committee should be informed about the use of all external consultants obtained.”

AUDIT PRIORITIZATION PROCESS

The FY 2021 Internal Audit and Compliance Plan is designed to provide audit coverage across the entire organization by deploying resources in an effective and efficient manner.

The following approach was taken in creating the risk assessment and Internal Audit and Compliance Plan:



AUDIT PRIORITIZATION PROCESS (CONT'D)

Information Gathering and Scoping

- Understand industry trends/risks via discussions with industry and audit professionals, reading publications, attending relevant training
- Understand University of Toledo strategic objectives and new initiatives by reviewing the strategic plan, annual financial statements, quarterly operations reports, and annual budgets
- Develop and update Internal Audit and Compliance's risk assessment and audit planning methodology
- Use prior audit plan as starting point of auditable risk areas/audit universe

Information Analysis

- Update process universe and preliminary risk assessments based on research and review of University of Toledo operations and higher education
- Interview University of Toledo leadership to gain understanding and input on process universe, ratings and input on internal audit and compliance priorities/value add opportunities
- Develop proposed Audit and Compliance Plan based on interviews, risk assessment, resource availability, budget, third party assurance coordination, and coverage by risk and department

Develop Internal Audit Strategy and Plan

- Present University of Toledo leadership with:
 - ✓ Risk assessment results
 - ✓ Planned audit, consulting, and compliance projects
- Submit preliminary plan to Finance and Audit Committee for review

FY 2021 RISK-BASED AUDIT METHODOLOGY

- FY 2021 audit planning process is complete
- UToledo Internal Audit employs a risk assessment planning program
- Input solicited from senior leadership and external auditors
- Enterprise risk trends in higher education and healthcare were also identified and evaluated
- Input included feedback on risk exposure, new initiatives, strategic plans
- Process and risk universes were developed using varied sources
- A risk model was used to “score” all potential processes to be audited
- Worked with the Chief Financial Officer to ensure that there are sufficient resources to audit all high-risk projects
- Results of risk assessment are attached for your review
- Highlights of the FY2021 Internal Audit and Compliance Risk Assessment

FY 2021 RISK-BASED AUDIT METHODOLOGY (CONT'D.)

- The highest-risk business processes, as determined by the UToledo Internal Audit and Compliance department, are summarized in the risk assessment document, which is contained in your Board packet.
- Key components of the risk assessment process (“risk factors”):

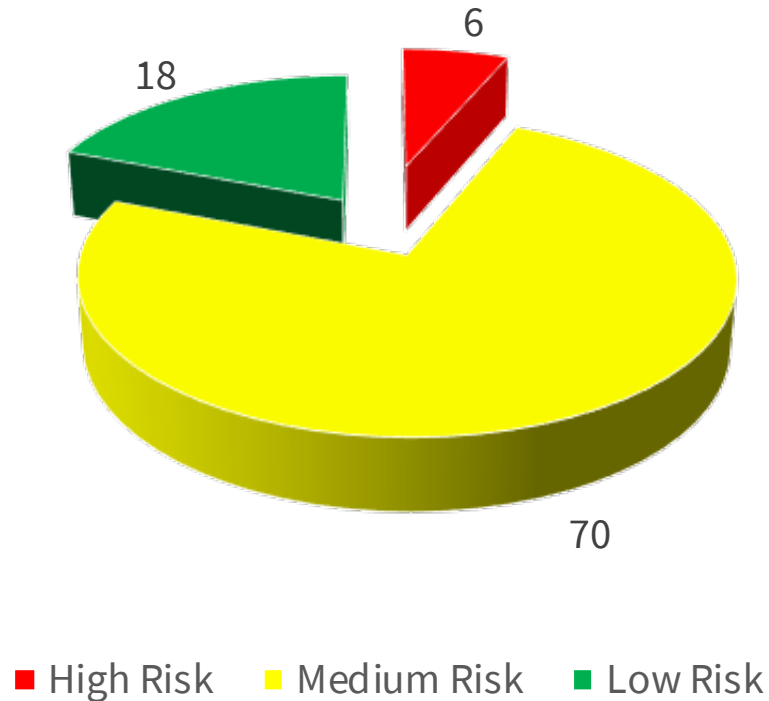
Risk Factors	Weight	Description
A. Control Design and Effectiveness	20%	Assessed reliability of internal controls are important in judging the likelihood of errors in the system; consider known problems/prior audit results
B. Impact to Students, Patients, Stakeholders, Members of the Public, Reputation	20%	Impact to UToledo’s constituents; management or other stakeholder concerns can influence the priority of an auditable area; consider reputational impact to UToledo by failure of a sensitive process
C. Changes in Organization, Programs, and Operations	15%	A dynamic change to systems/processes/people, increases probability of efficiencies as well as errors
D. Complexity of Activities, Operations, and/or Systems	15%	Degree of process complexity or perceived impact of IT controls
E. Dollar Materiality/Operational Impact	15%	Financial statement impact, relative importance, or sensitivity to ongoing operations
F. Impact of Fraud, Waste, or Data Loss	15%	Impact of illegal acts, wasteful spending, or sensitive data loss can result in a heightened consequence regardless of the dollar amount

Your Board packet includes the projects from the Risk Assessment that comprise the FY 2021 Internal Audit Plan.



RISK ASSESSMENT RATINGS SUMMARY

Overall Risk Rating (94 auditable processes)



Note: Highest-Risk projects will be assigned to...

- Internal Audit (audit projects)
- Internal Audit (consulting/advisory projects)
- Institutional Compliance (compliance risk assessments and annual reports)

HIGHEST-IMPACT PROCESSES PER FY2021 RISK ASSESSMENT

1. Cybersecurity
2. Expense management
3. Facilities activity/Construction projects
4. Charge capture and collection (inpatient and outpatient billing)
5. Healthcare compliance
6. Physician compensation and medical directorships
7. Process modifications brought about by COVID-19

Note: While the following areas of risk were addressed in several FY 2020 internal audit projects, given the size and scope of these areas, additional audit work will be necessary in FY 2021:

- Research
- Medical Billing
- IT-Based Applications
- Continuous Monitoring

This was considered and planned for during the risk assessment process.

PROPOSED FY 21 ANNUAL AUDIT PLAN

Division	Process/ Auditable Area	Overall Risk Rating	IA Service	Description of IA Activity
1. Division of Technology and Advanced Solutions	IT Daily Operations (including cybersecurity)	4.45	Audit	Assess the University's capabilities to prevent and detect internal and external data security threats. Review results and action plans from system penetration tests and progress toward security plans.
2. University of Toledo Medical Center	Charge Capture and Collection	4.10	Audit	Assess billing accuracy across both inpatient and outpatient specialties. Ensure that physician documentation is enough to support billed amounts.
3. College of Medicine and Life Sciences	Medical Faculty and Staff	3.95	Audit	Assess quality of procedures for determining the compensation of physicians and medical directors. Ensure that physicians are compensated in accordance with Fair Market Value.
4. University of Toledo Medical Center	UTMC Compliance	3.90	Compliance	Report of annual activities of the UTMC compliance function.
5. Administrative Offices	Physical Plant Administration (including construction)	3.80	Audit	Assess the quality of procedures for managing construction contracts. Review a sample of recent construction contracts and ensure compliance with all contractual terms, and that change orders are preapproved and well managed.
6. Finance	University Credit Cards	3.75	Compliance	Review internal controls over purchases made on University credit cards and the University's Amazon Business account. Assess the quality of oversight over credit card usage. Scope will also include evaluating expense management processes and trends brought about by COVID-19.
7. Administrative Offices	Annual Security and Fire Safety Report	3.70	Compliance	Prepare the University's annual security and fire safety report, which is required by the Clery Act. Assemble campus crime statistics and communicate trend
8. Division of Technology and Advanced Solutions	IT Administration	3.70	Audit	Assess controls within the University's data center, focusing primary on information security and software change control. These controls are propagated across all University application systems.
9. Student Affairs	Counseling Services	3.65	Compliance	Prepare the University's biannual review of drug and alcohol education and remediation efforts.

Note

5 = Highest Possible Overall Risk to UToledo

1 = Lowest Possible Overall Risk to UToledo



PROPOSED FY 21 ANNUAL AUDIT PLAN (CONT'D)

Division	Process/ Auditable Area	Overall Risk Rating	IA Service	Description of IA Activity
10. College of Medicine and Life Sciences	Research Grants (selected grants)	3.65	Compliance	Audit and review patient encounters/claims for research with Medicare Coverage Analysis and Clinical Trial Agreement, and Sponsor Protocol to ensure services are billed to the proper payer.
11. Finance	Student Accounts/Bursar	3.60	Audit	Ensure that the ability to update student fee tables is restricted only to authorized personnel, and there is appropriate supervisory oversight.
12. Administrative Offices	Internal Audit	3.60	Audit	Conduct the self-assessment of internal audit activities required by Institute of Internal Auditors professional <i>Standards</i> .
13. Intercollegiate Athletics	Financial Aid	3.60	Compliance	Review a sample of student-athlete recipients of student aid awards from FY2020 to ensure conformance with NCAA rules.
14. Intercollegiate Athletics	NCAA Agreed Upon Procedures	3.60	Compliance	Perform agreed-upon procedures for intercollegiate athletics revenues and expenses required by the NCAA.
15. Student Affairs	Student Centers and Activities	3.45	Audit	For selected student centers (example: Toledo EXCEL), ensure that all participants receive equitable and consistent access to services.
16. Finance	Stakeholder Relations	3.45	Compliance	Assess the University's alignment with the expectations of the State of Ohio's Affordability and Efficiency Task Force.
17. Administrative Offices	Jeanne Clery Act	3.35	Compliance	Report of annual activities of the Clery Act compliance function and University efforts to maximize campus safety.
18. Finance	Human Resources (Instruction)	3.35	Consulting	Assess the University's tuition waiver benefit to ensure that they are extended only to eligible employees, spouses, and dependents.



PROPOSED FY 21 ANNUAL AUDIT PLAN (CONT'D)

Division	Process/ Auditable Area	Overall Risk Rating	IA Service	Description of IA Activity
19. Finance	Human Resources (Academic Personnel Administration)	3.35	Compliance	Review procedures and controls over managing vacation and sick time for academic and administrative staff. Ensure that University practices in this area align with “best practices” in higher education.
20. Finance	Human Resources (Expenses)	3.35	Compliance	Review the tracking of costs related to the Families First Coronavirus Response Act and the CARES Act (note: project will evaluate process modifications brought about by COVID-19).
21. College of Medicine and Life Sciences	Clinical Research	3.35	Compliance	Report of annual activities of the clinical research compliance function.
22. College of Medicine and Life Sciences	Clinical Revenue	3.35	Consulting	For clinical trials, review claim denials and rejections pertaining to coding and medical necessity issues. Ensure that corrective action plans are implemented to prevent recurrences.
23. Legal Affairs	Conflict of Interest (University-Wide)	3.35	Consulting	Implement a process whereby all forms of conflicts across the University are captured and assessed regularly.
24. University of Toledo Medical Center	Patient Information	3.35	Consulting	Support the maintenance of the risk assessment required by the HIPAA law. Monitor management’s progress in implementing corrective actions recommended in the risk assessment.
25. Student Affairs	Student Services Administration	3.35	Compliance	Review the process for providing accommodations to students and staff, due to the COVID-19 pandemic.
26. Academic Affairs	Course and Curriculum Development	3.35	Compliance	Review the process to adding courses to the academic catalog, including the process of coordinating with the Treasurer’s office to ensure the proper billing of added courses.
27. Academic Affairs	State Authorization	3.35	Compliance	Report of annual activities of the state authorization of online degree programs and professional licensure disclosure functions.



PROPOSED FY 21 ANNUAL AUDIT PLAN (CONT'D)

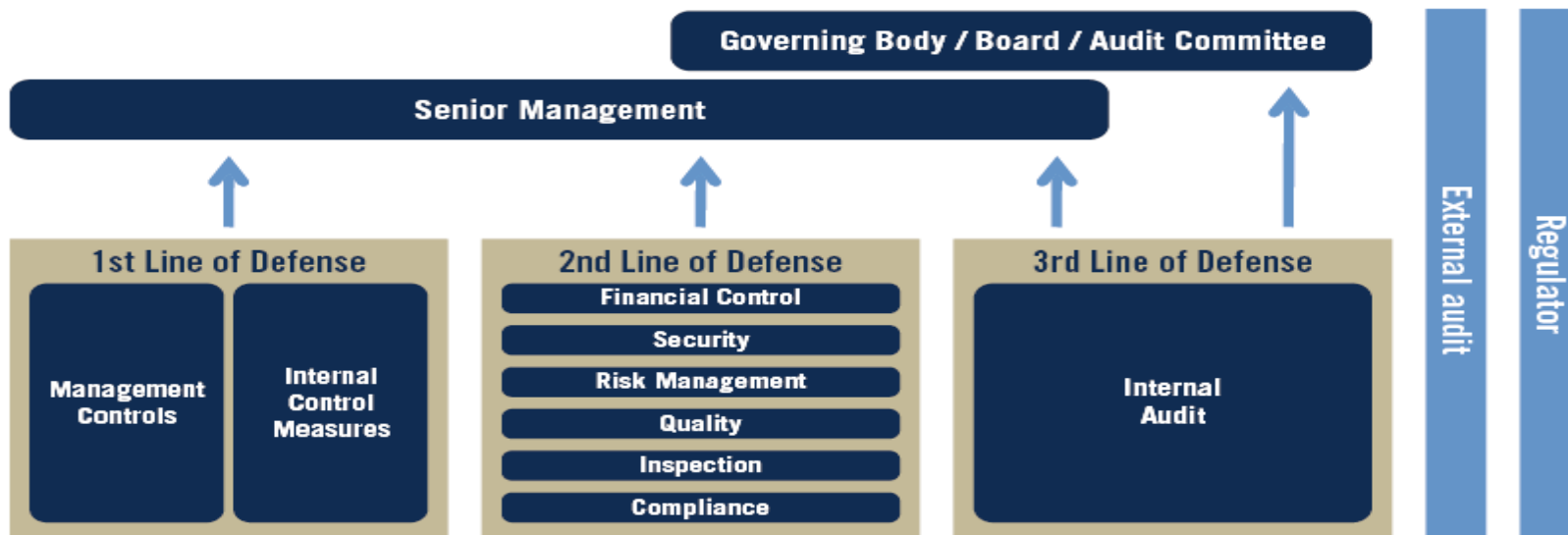
Division	Process/ Auditable Area	Overall Risk Rating	IA Service	Description of IA Activity
28. Research	Research Compliance	3.35	Consulting	Assess procedures and controls over financial conflicts of interest in conducting academic research.
29. Research	Research Financial	3.30	Audit	Review the quality of controls over research expenditures.
30. Division of Technology and Advanced Solutions	IT Strategic Planning and Governance	3.25	Consulting	Provide advisory support to ensure that University conforms with the Payment Card Industry Data Security Standard governing security of customer credit card transactions.
31. Intercollegiate Athletics	Intercollegiate Athletics Compliance	3.25	Compliance	Report of annual activities of the intercollegiate athletics compliance function.
32. Division of Technology and Advanced Solutions	Data Privacy (HIPAA and FERPA)	3.20	Compliance	Report of annual activities of the University privacy office.
33. Intercollegiate Athletics	Endowment and Development	3.20	Compliance	Ensure that all large contributions from donors to Athletics meet relevant disclosure requirements.
34. College of Medicine and Life Sciences	Clinical Trials Compliance	3.20	Compliance	Review correct coding of Current Procedural Terminology and “ICD-10” procedures performed by group, physicians, and location to include correct usage of modifiers and descriptors as required.
35. Academic Affairs	Academic Support	3.20	Consulting	Report of annual activities of the Americans Disabilities Act compliance function.
36. Administrative Offices	Incentive Compensation	3.20	Audit	Ensure that the accrual for incentive compensation is accurate and supportable, and that all incentives paid were earned.



COORDINATED COVERAGE

After assessing risk ratings against the “process universe,” an evaluation of third-party assurance activities was conducted to maximize audit coordination efforts and coverage.

The Three Lines of Defense Model



Adapted from ECIIA/FERMA *Guidance on the 8th EU Company Law Directive, article 41*

REQUESTED ACTIONS

- Incorporate all recommendations from the Finance and Audit Committee regarding projects to include in the FY 2021 Internal Audit Plan
- Approve the plan so that it may be placed on the Consent Agenda for the next full Board meeting

THANK YOU

Questions?

David L. Cutri, CPA, CISA, CIA
September 21, 2020



New Hires / Rehires									
<u>Name - Last, First, MI</u>	<u>College or Administration</u>	<u>Department</u>	<u>Faculty or Staff</u>	<u>Description</u>		<u>Position</u>		<u>Rate / Annual Salary</u>	<u>Effective Date</u>
Abuhelwa, Ziad	College of Medicine	Resid Prgm-Medicine	Staff	New Hire		Resident		\$55,620.00	07/15/20
Al Absi, Hebah	College of Medicine	Resid Prgm-Pediatrics	Staff	New Hire		Resident		\$55,620.00	07/15/20
Aldhafeeri, Abdulaziz	College of Medicine	Resid Prgm-Medicine	Staff	New Hire		Resident		\$55,620.00	07/01/20
Alghothani, Mohamad	College of Medicine	Resid Prgm-Fellowship	Staff	New Hire		Fellow-Cardiology		\$65,426.00	07/01/20
Ali, Muhammad	College of Medicine	Resid Prgm-Fellowship	Staff	New Hire		Fellow-Nephrology		\$59,874.00	07/01/20
Alyousif, Zakaria A.	College of Health & Human Services	School of Exercise Rehab Sciences	Faculty	Rehire		Assistant Professor		\$62,500.00	08/17/20
Andaloro, Richard	College of Natural Science & Math	Physics	Faculty	Rehire		Assistant Lecturer		\$46,000.00	08/17/20
Bhatt, Anoop	College of Medicine	Resid Prgm-Fellowship	Staff	New Hire		Fellow-Rheumatology		\$59,874.00	07/01/20
Binsufayan, Saud	College of Medicine	Resid Prgm-Medicine	Staff	New Hire		Resident		\$55,620.00	08/01/20
Bonifacio Peralta, Ayendy J.	College of Arts & Letters	English	Faculty	New Hire		Assistant Professor		\$70,000.00	08/17/20
Bozorgnia, Farshid	College of Medicine	Resid Prgm-Fellowship	Staff	New Hire		Fellow-Rheumatology		\$59,874.00	07/01/20
Brobbe, Afia D.	University Medical Center	Senior Behavioral Health	Staff	New Hire		Nursing Assistant		\$15.06	06/08/20
Cassity, Devin	Athletics	Training Room	Staff	New Hire		Assistant Athletic Trainer		\$40,000.00	08/10/20
Chulkov, Maria	College of Medicine	Resid Prgm-Surgery	Staff	Rehire		Resident		\$61,072.00	07/01/20
Ding, Yue	College of Medicine	Medicine	Faculty	New Hire		Assistant Professor		\$30,000.00	07/20/20
Dunn-Myers, Tasha	College of Arts & Letters	Communication	Faculty	Rehire		Assistant Professor		\$60,000.00	08/17/20
El Sharaiha, Rand	College of Medicine	Resid Prgm-OB/GYN	Staff	New Hire		Resident		\$55,620.00	08/01/20
Elhag, Raghad A.	College of Medicine	Neurosciences	Staff	New Hire		Lab Research Tech		\$14.85	07/20/20
Elmgrbi, Dalal	College of Medicine	Resid Prgm-Pediatrics	Staff	New Hire		Resident		\$55,620.00	07/15/20

Elsherif, Ahmed	College of Medicine	Resid Prgm-Fellowship	Staff	New Hire		Fellow-Endocrinology		\$59,874.00	07/01/20
Fabian, Riaz T.	College of Medicine	Resid Prgm-Fellowship	Staff	New Hire		Fellow-Infectious Disease		\$59,874.00	07/01/20
Gerberich, Marin E.	University Medical Center	Comm Wellness & Health Prog	Staff	New Hire		Licensed, Athletic Trainer		\$41,100.00	07/06/20
George, Benjamin T.	College of Business	IOTM	Faculty	New Hire		Assistant Professor		\$135,000.00	08/17/20
Hancock, Tyler D.	College of Business	Marketing	Faculty	New Hire		Assistant Professor		\$130,000.00	08/17/20
Hart, Benjamin R.	College of Medicine	Medicine	Faculty	Rehire		Assistant Professor		\$30,000.00	07/15/20
Hibbs, Jason	College of Arts & Letters	Communication	Faculty	New Hire		Assistant Lecturer		\$53,000.00	08/17/20
Horne, Alyssa	College of Medicine	Resid Prgm-Fellowship	Staff	New Hire		Fellow-Sports Medicine		\$59,874.00	07/01/20
Huang, Meng	College of Business	Accounting	Faculty	New Hire		Assistant Professor		\$160,000.00	08/17/20
Jahromi, Marziyeh S.	College of Medicine	Physiology and Pharmacology	Staff	Rehire		Research Associate		\$42,000.00	07/20/20
Johnson, Natasha Y.	College of Health & Human Services	Curriculum & Instruction	Faculty	New Hire		Assistant Professor		\$73,500.00	08/17/20
Kim, Joanne	College of Arts & Letters	English	Faculty	New Hire		Visiting Assistant Professor		\$38,000.00	08/17/20
Kanzy, Abed	College of Medicine	Medicine	Faculty	Rehire		Assistant Professor		\$25,000.00	07/10/20
Khan, Md Ayubur Rahman	Provost-Academic Affairs	Institutional Research	Staff	New Hire		Institutional Research Analyst		\$53,500.00	06/02/20
Lapka, Alexander C.	College of Medicine	Resid Prgm-Fellowship	Staff	New Hire		Fellow-Sports Medicine		\$59,874.00	07/01/20
Liu, Ruihua	College of Medicine	Department of Cancer Biology	Staff	New Hire		Research Assistant		\$35,570.00	07/01/20
Malhas, Saif-Eddin	College of Medicine	Resid Prgm-Medicine	Staff	New Hire		Resident		\$55,620.00	08/01/20
Maqsood, Aadil	College of Medicine	Resid Prgm-Fellowship	Staff	New Hire		Fellow-Pulmonary/Critical Care		\$59,874.00	07/01/20
McManus, Melia	College of Medicine	Resid Prgm-Fellowship	Staff	New Hire		Fellow-Pain Medicine		\$61,671.00	08/01/20
Mills, John	University Medical Center	Nursing Pool	Staff	New Hire		Nursing Assistant		\$15.06	06/08/20
Monteleone, Rebecca	College of Arts & Letters	Disability Studies	Faculty	New Hire		Assistant Professor		\$62,500.00	08/17/20

Najib, Sana	College of Medicine	Resid Prgm-Fellowship	Staff	New Hire		Fellow-Hematology/Oncology		\$59,874.00	07/01/20
Ning, Ying	College of Medicine	Resid Prgm-Fellowship	Staff	New Hire		Fellow-Hematology/Oncology		\$59,874.00	07/01/20
Ochi, Onyinyechukwu	College of Medicine	Resid Prgm-Fellowship	Staff	New Hire		Fellow-Pain Medicine		\$61,671.00	07/01/20
Oliver, Marion	College of Medicine	Resid Prgm-Fellowship	Staff	New Hire		Fellow-Vascular Neurology		\$61,671.00	07/01/20
Postel, Gregory C.	President	Office of President	Staff	New Hire		Special Advisor to BOT		\$500,000.00	06/17/20
Ramadugu, Ajit	College of Medicine	Resid Prgm-Fellowship	Staff	New Hire		Fellow-Gastroenterology		\$59,874.00	07/01/20
Rossi, Anthony	Athletics	Training Room	Staff	New Hire		Assistant Athletic Trainer		\$40,000.00	08/10/20
Russo, Tiffany A.	University Medical Center	Pharmacy	Staff	New Hire		Antibiotic Steward		\$114,000.00	06/09/20
Saleem, Sidra	College of Medicine	Resid Prgm-Neurology	Staff	Rehire		Resident		\$54,529.00	07/01/20
Sandokji, Yousif A.	College of Medicine	Resid Prgm-Surgery	Staff	Rehire		Resident		\$61,072.00	07/01/20
Sayeh, Wasef	College of Medicine	Resid Prgm-Medicine	Staff	New Hire		Resident		\$55,620.00	07/15/20
Semler, Katelyn N.	University Medical Center	Kobacker-I/P Nursing Unit	Staff	New Hire		Nursing Assistant		\$15.06	06/22/20
Shah, Haroon M.	College of Medicine	Medicine	Faculty	New Hire		Assistant Professor		\$30,000.00	08/01/20
Shan, Ambalanath	College of Natural Science & Math	Physics	Staff	Rehire		Research Assistant Professor		\$63,565.00	08/03/20
Shultis, Aaron	College of Natural Science & Math	Environmental Sciences	Staff	New Hire		Research Associate		\$36,000.00	08/03/20
Singh, Surendra	College of Medicine	Pathology	Faculty	New Hire		Associate Professor		\$20,000.00	08/01/20
Smith, Julia T.	University Medical Center	Senior Behavioral Health	Staff	Rehire		Nursing Assistant		\$15.06	06/08/20
Stangis, Mary M.	College of Medicine	Department of Cancer Biology	Staff	New Hire		Research Assistant		\$36,983.00	07/01/20
Stanoszek, Lauren M.	College of Medicine	Pathology	Faculty	New Hire		Assistant Professor		\$30,000.00	07/15/20
Staten, Mark	Athletics	Football	Staff	New Hire		Assistant Football Coach		\$87,000.00	07/01/20
Su, Shang	College of Medicine	Department of Cancer Biology	Staff	New Hire		Post Doc FT HSC		\$50,500.00	07/01/20

Szymanski, Kate L.	College of Medicine	Family Medicine	Faculty	Rehire		Assistant Professor		\$45,000.00	07/15/20
Taneja, Aishwarya	College of Medicine	Resid Prgm-Pediatrics	Staff	New Hire		Resident		\$56,437.00	07/01/20
Walker, Keith S.	College of Business	Accounting	Faculty	New Hire		Assistant Professor		\$160,000.00	08/17/20
Wang, Jue	College of Business	Finance	Faculty	New Hire		Assistant Professor		\$165,000.00	08/17/20
Wang, Qun	College of Arts & Letters	Political Science	Faculty	New Hire		Visiting Assistant Professor		\$45,000.00	08/17/20
Williams, Courtney E.	College of Business	Management	Faculty	New Hire		Assistant Professor		\$123,000.00	08/17/20
Zafrullah, Fnu	College of Medicine	Resid Prgm-Fellowship	Staff	New Hire		Fellow-Cardiovascular Disease		\$59,874.00	07/01/20
Zhao, Yawei	College of Medicine	Department of Cancer Biology	Staff	New Hire		Post Doc FT HSC		\$50,500.00	07/01/20

Title & Salary Changes

<u>Name - Last, First, MI</u>	<u>College or Administration</u>	<u>Department</u>	<u>Faculty or Staff</u>	<u>Description</u>	<u>Previous Position</u>	<u>New Position</u>	<u>Old Rate / Annual Salary</u>	<u>New Rate/Annual</u>	<u>Effective Date</u>
Abu-Absi, Katherine R.	College of Arts & Letters	Dean - CAL	Staff	FTE	Outreach & Retention Spec	Outreach & Retention Spec	\$54,449.14	\$40,836.90	07/01/20
Agosti, Joseph	Public Safety	Radiation Safety	Staff	Salary or Rate	Radiation Safety Officer	Radiation Safety Officer	\$91,800.00	\$102,000.00	07/04/20
Akpunonu, Basil	College of Medicine	Medicine	Faculty	Salary or Rate	Professor	Professor	\$175,759.39	\$195,288.21	07/04/20
Alaraje, Abdunasser	College of Engineering	Engineering Tech	Faculty	Salary or Rate	Professor & Chair	Professor & Chair	\$135,000.00	\$150,000.00	07/04/20
Ali, Imran	College of Medicine	Neurology	Faculty	Salary or Rate	Professor	Professor	\$252,000.00	\$280,000.00	07/04/20
Allison, David	College of Medicine	Surgery	Faculty	Salary or Rate	Professor	Professor	\$25,250.00	\$15,000.00	07/01/20
Altorok, Nezam	College of Medicine	Medicine	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$97,516.06	\$108,351.18	07/04/20
Amegee, Jean-Paul E.	College of Medicine	Emergency Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$69,375.00	\$75,000.00	07/04/20
Anderson, James J.	VP Enrollment Mgmt	Enrollment Management	Staff	Salary or Rate	VP for Enrollment Mgmt	VP for Enrollment Mgmt	\$176,000.00	\$220,000.00	07/04/20
Andrews, Kelly E.	Athletics	Athletics Admin	Staff	Salary or Rate	Sr. Assoc Athletics Direct/SWA	Sr. Assoc Athletics Direct/SWA	\$119,340.00	\$132,600.00	07/04/20

Aouthmany, Shaza M.	College of Medicine	Emergency Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$95,177.70	\$105,753.00	07/04/20
Appel, Heidi M.	Honors College	Honors	Faculty	Salary or Rate	Dean of Honors College	Dean of Honors College	\$112,810.80	\$141,013.50	07/04/20
Apul, Defne	College of Engineering	Civil Engineering	Faculty	Salary or Rate	Professor & Chair	Professor & Chair	\$124,274.70	\$138,083.00	07/04/20
Ariss, Sonny	College of Business	Management	Faculty	Job Title	Professor and Chairman	Professor Emeritus	\$180,764.58	\$0.00	09/21/20
Asea, Alexzander	College of Medicine	Medicine	Faculty	Salary or Rate	Professor	Professor	\$203,000.00	\$140,000.00	07/01/20
Ashburner, Brian P.	College of Natural Science & Math	Dean - NSM	Faculty	Salary or Rate	Associate Dean NSM	Associate Dean NSM	\$115,613.99	\$128,459.99	07/04/20
Assaly, Ragheb	College of Medicine	Medicine	Faculty	Salary or Rate	Professor	Professor	\$170,408.42	\$189,342.69	07/04/20
Atwood, Thomas A.	University Libraries	University Libraries	Faculty	Salary or Rate	Assoc Dean Libraries/AssocProf	Assoc Dean Libraries/Prof	\$87,300.46	\$94,378.88	07/04/20
Ayres, Russell W.	Provost-Academic Affairs	Provost Office	Faculty	Salary or Rate	Sr Vice Prov for Acad Affairs	Sr Vice Prov for Acad Affairs	\$180,873.00	\$200,970.00	07/04/20
Azene, Addisu A.	University Medical Center	Pharmacy Resident	Staff	Salary or Rate	Resident	Resident	\$47,000.00	\$47,940.00	07/01/20
Baden, Nicole D.	Facilities & Construction Management	Facilities Planning	Staff	Salary or Rate	University Architect	University Architect	\$99,000.00	\$110,000.00	07/04/20
Baek, Jae Yun	University Medical Center	Pharmacy Resident	Staff	Salary or Rate	Resident	Resident	\$47,000.00	\$47,940.00	07/01/20
Baker, Eileen F.	College of Medicine	Department of Medical Education	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$14,625.00	\$15,000.00	07/04/20
Balazs, Anne L.	College of Business	Dean-Business College	Faculty	Salary or Rate	Dean	Dean	\$200,000.00	\$225,000.00	08/01/20
Barros, David B.	College of Law	Dean-Law School	Faculty	Salary or Rate	Dean & Professor	Dean & Professor	\$203,776.38	\$254,720.48	07/04/20
Bartell, Denise S.	Provost-Academic Affairs	Provost Office	Faculty	Salary or Rate	Assoc VicePrvst Studnt Success	Assoc VicePrvst Studnt Success	\$123,322.50	\$137,025.00	07/04/20
Bauer, Christopher	Div of Tech & Adv Solutions-DTAS	IT Personnel	Staff	Salary or Rate	Senior Network Architect	Senior Network Architect	\$100,180.18	\$111,311.31	07/04/20
Baugh, Reginald F.	College of Medicine	Surgery	Faculty	Salary or Rate	Professor	Professor	\$99,869.09	\$110,965.65	07/04/20
Beavis, Andrew	College of Medicine	Physiology and Pharmacology	Faculty	Salary or Rate	Professor	Professor	\$124,723.80	\$138,582.00	07/04/20
Bechaz, Scott E.	Research & Sponsored Programs MC	Dept of Lab Animal Resources	Staff	Change in Hours Vol Reduction	Associate Director DLAR	Associate Director DLAR	\$88,401.55	\$79,561.40	07/20/20
Berhan, Lesley	College of Engineering	Dean-Engineering	Faculty	Salary or Rate	AssocProf /AssocDean Diversity	AssocProf /AssocDean Diversity	\$119,646.58	\$132,940.64	07/04/20

Bevington, Joyce M.	College of Medicine	Pediatrics	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$70,645.95	\$76,374.00	07/04/20
Bichey, Bradley J.	Athletics	Football	Staff	Salary or Rate	Dir of Football Strngth & Cond	Dir of Football Strngth & Cond	\$90,000.00	\$100,000.00	07/04/20
Bickenbach, Alexandra	University Medical Center	Pharmacy Resident	Staff	Salary or Rate	Resident	Resident	\$47,000.00	\$47,940.00	07/01/20
Bisoski, Luke C.	College of Medicine	Emergency Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$39,438.75	\$40,450.00	07/04/20
Bjorkman, Karen S.	Provost-Academic Affairs	Provost Office	Faculty	Salary or Rate	Provost/EVP Acad Affairs/DUP	Provost/EVP Acad Affairs/DUP	\$275,427.20	\$309,856.00	07/05/20
Blank, Andrew	University Medical Center	Pharmacy Resident	Staff	Salary or Rate	Resident	Resident	\$47,000.00	\$47,940.00	07/01/20
Blomquist, Thomas M.	College of Medicine	Resid Prgm-Fellowship	Staff	Salary or Rate	Fellow	Fellow	\$61,671.00	\$62,905.00	07/01/20
Blumenthal, Robert	College of Medicine	Medical Microhiology & Immunology	Faculty	Salary or Rate	Distinguished Univ Professor	Distinguished Univ Professor	\$47,000.40	\$48,205.54	07/04/20
Bodi, Shirley M.	College of Medicine	Family Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$132,985.22	\$147,761.35	07/04/20
Bogue, Jonathan N.	University Medical Center	Radiation Therapy-Univ Med Ctr	Staff	Salary or Rate	Resident	Resident	\$38,636.00	\$39,409.00	07/01/20
Bollman, Lisa M.	College of Arts & Letters	Communication	Staff	Change in Hours Vol Reduction	Academic Advisor	Academic Advisor	\$53,478.93	\$873.60	06/29/20
Boose, Michelle	College of Medicine	Family Medicine	Faculty	Salary and Title	Assistant Professor	Assistant Professor & Director of Clinical Skills	\$110,377.00	\$127,920.00	07/01/20
Boose, Michelle D.	College of Medicine	Family Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$99,339.30	\$110,377.00	07/04/20
Bostdorff, Deborah S.	University Medical Center	Pharmacy Resident	Staff	Salary or Rate	Resident	Resident	\$47,000.00	\$47,940.00	07/01/20
Boswell, Mark V.	College of Medicine	Anesthesiology	Faculty	Salary or Rate	Professor	Professor	\$194,172.30	\$215,747.00	07/04/20
Bouillon, Lucinda E.	College of Health & Human Services	School of Exercise Rehab Sciences	Faculty	Salary or Rate	Assoc Prof Program Director	Assoc Prof Program Director	\$92,559.28	\$102,843.64	07/04/20
Brickman, Kristopher R.	College of Medicine	Dean Medical College	Faculty	Salary or Rate	Professor	Professor	\$160,437.60	\$178,264.00	07/04/20
Bridgeman, Thomas B.	College of Natural Science & Math	Lake Erie Res Ed Ctr	Faculty	Salary or Rate	Director LEC and Professor	Director LEC and Professor	\$115,040.97	\$127,823.30	07/04/20
Brock, Marvin N.	University Medical Center	Food And Nutritional Svcs	Staff	Promotion	Cook 1	Services Supervisor	\$14.66	\$40,342.75	06/21/20
Burgin, Gail A.	Div of Tech & Adv Solutions-DTAS	IT Personnel	Staff	Salary or Rate	Asst Director, Ent Appl Sup	Asst Director, Ent Appl Sup	\$100,293.98	\$111,437.76	07/04/20
Burtch, Holly	College of Medicine	Jacobson Clinical Research Center	Staff	Salary or Rate	Director, JCCTR	Director, JCCTR	\$109,026.40	\$121,140.44	07/04/20

Byrnes, Lesa R.	College of Law	Law-Instruction	Faculty	Salary or Rate	Dir of Acad Success/Bar Prof	Dir of Acad Success/Bar Prof	\$80,732.91	\$87,278.82	07/04/20
Calvin, Kaitlyn N.	College of Arts & Letters	Psychology	Staff	Change in Hours Vol Reduction	Sr Academic & Client Coord	Sr Academic & Client Coord	\$47,300.00	\$42,569.98	06/20/20
Calzonetti, Frank	Research & Sponsored Programs MC	Research & Sponsored Programs	Faculty	Salary or Rate	VP of Research	VP of Research	\$184,000.00	\$207,000.00	07/01/20
Cameron, Brent D.	College of Engineering	Bio-Engineering	Faculty	Salary or Rate	Chair & Professor	Chair & Professor	\$154,206.45	\$171,340.50	07/04/20
Cappelletty, Diane M.	College of Pharmacy	Pharmacy Practice	Faculty	Salary and Title	Chair & Professor	Professor	\$128,599.00	\$142,887.78	06/13/20
Carr, Allison P.	University Medical Center	Pharmacy Resident	Staff	Salary or Rate	Resident	Resident	\$47,000.00	\$47,940.00	07/01/20
Carroll, Lena A.	Budget and Planning	Office of Budget and Planning	Staff	Salary or Rate	Dir Fin Plng, Analysis, Budget	Dir Fin Plng, Analysis, Budget	\$99,000.00	\$110,000.00	07/04/20
Carter, Ebony M.	Research & Sponsored Programs MC	Incubation	Staff	Change in Hours Vol Reduction	Finance & Outreach Analyst	Finance & Outreach Analyst	\$52,000.00	\$46,800.00	07/20/20
Casabianca, Andrew	College of Medicine	Anesthesiology	Faculty	Salary or Rate	Assoc Professor	Assoc Professor	\$184,306.50	\$204,785.00	07/04/20
Casabianca, Andrew	College of Medicine	Anesthesiology	Faculty	Salary and Title	Associate Professor & Medical Director of Operative Services	Associate Professor, Medical Director of Operative Services & Vice Chief of	\$204,785.01	\$214,785.01	07/01/20
Case, Beau D.	University Libraries	University Libraries	Faculty	Salary or Rate	Dean University Libraries	Dean University Libraries	\$142,580.00	\$178,225.00	07/04/20
Cavins, John	Div of Tech & Adv Solutions-DTAS	IT Personnel	Staff	Salary or Rate	Sr Director, Ent Business Syst	Sr Director, Ent Business Syst	\$117,354.51	\$130,393.90	07/04/20
Chakravarti, Ritu	College of Medicine	Physiology and Pharmacology	Faculty	Salary and Title	Assistant Professor	Assistant Professor & Director, Molecular Medicine (MOME) Track	\$78,858.00	\$84,858.00	08/01/20
Chauvin, Gordon G.	AVP for Finance	Controller	Staff	Salary or Rate	Accounting Manager	Accounting Manager	\$91,184.67	\$101,316.30	07/04/20
Chen, Changhu	College of Medicine	Radiation Oncology	Faculty	Salary or Rate	Chairperson	Chairperson	\$179,324.10	\$199,249.00	07/04/20
Chengges, Catherine H.	College of Arts & Letters	English	Staff	Change in Hours Vol Reduction	Administrative Coordinator	Administrative Coord.	\$54,617.18	\$49,155.44	06/20/20
Cockrell, Phillip A.	Student Affairs MC	Student Affairs	Staff	Salary or Rate	Vice President Student Affairs	Vice President Student Affairs	\$181,315.20	\$226,644.00	07/04/20
Coleman, Maria R.	College of Engineering	Chem/Envior Engr	Faculty	Salary or Rate	Professor & Chair	Professor & Chair	\$133,509.60	\$148,344.00	07/04/20
Cooper, Christopher	College of Medicine	Dean Medical College	Faculty	Salary or Rate	EVP Clin Aff,Dean Med Life Sci	EVP Clin Aff,Dean Med Life Sci	\$382,256.80	\$477,821.00	07/04/20
Covert, William H.	Student Affairs MC	Counseling Center	Staff	Demotion	Associate Director	ClinicalCounselor/Psychologist	\$72,000.00	\$67,000.00	08/01/20
Cutri, David	Internal Auditing	Internal Audit	Staff	Salary or Rate	Ex Dir Intern Audit&Chief Comp	Ex Dir Intern Audit&Chief Comp	\$135,785.51	\$150,872.79	07/04/20

Cutting, Morgan C.	University Medical Center	Pharmacy Resident	Staff	Salary or Rate	Resident	Resident	\$47,000.00	\$47,940.00	07/01/20
Dake, Joseph	College of Health & Human Services	School of Population Health	Faculty	Salary or Rate	Chair & Professor	Chair & Professor	\$105,664.72	\$117,405.00	07/04/20
Da-Silva, Shonola	College of Medicine	Pediatrics	Faculty	Salary or Rate	Professor	Professor	\$274,500.00	\$305,000.00	07/04/20
Davis, Shari L.	Div of Tech & Adv Solutions-DTAS	IT Personnel - Clinical Informatics	Staff	Salary or Rate	Manager Healthcare App Supp In	Manager Healthcare App Supp In	\$93,404.66	\$103,782.96	07/04/20
Davis, Wendy F.	Human Resources	Human Resources	Staff	Salary or Rate	Assoc VP & Chief HR Officer	Assoc VP & Chief HR Officer	\$160,650.00	\$178,500.00	07/04/20
Delaviz, Hamoun	College of Medicine	Department of Medical Education	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$90,303.13	\$97,625.00	07/04/20
D'Emilio, Dominic A.	Div of Tech & Adv Solutions-DTAS	IT Personnel	Staff	Salary or Rate	Sr Dir, Ntwk Srvs & Tech Supp	Sr Dir, Ntwk Srvs & Tech Supp	\$115,291.95	\$128,102.17	07/04/20
Dennis, Michael	AVP for Finance	VP for Finance	Staff	Salary or Rate	Assoc VP of Finance & Treasurer	Assoc VP of Finance & Treasurer	\$150,093.00	\$166,770.00	07/04/20
Derani, Talal M.	College of Medicine	Neurology	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$39,585.00	\$40,600.00	07/04/20
DeShetler, Lori M.	College of Medicine	Department of Medical Education	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$103,113.00	\$114,570.00	07/04/20
Diegel, Kathleen M.	Div of Tech & Adv Solutions-DTAS	IT Personnel	Staff	Salary or Rate	Mgr Enterp App Automation	Mgr Enterp App Automation	\$94,408.16	\$104,897.96	07/04/20
Dominiak, Nicole R.	College of Medicine	Pathology	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$41,156.70	\$42,212.00	07/04/20
Doughty, Yana A.	University Medical Center	Anticoagulation Clinic	Staff	Promotion	Pharmacist	Outpatient Clinical Pharm	\$55.65	\$116,280.00	06/21/20
Duggan, Joan	College of Medicine	Medicine	Faculty	Salary or Rate	Professor	Professor	\$196,659.90	\$218,511.00	07/04/20
Duggan, Joan	College of Medicine	Medicine	Faculty	Title	Professor, Sr Associate Dean for Faculty Affaris and Development	Professor, Sr Associate Dean for Faculty Affaris and Development, Associate	\$218,511.00	\$218,511.00	07/01/20
Dworkin, Lance	College of Medicine	Medicine	Faculty	Salary or Rate	Professor	Professor	\$378,279.90	\$420,311.00	07/04/20
Eaton, Lauren A.	College of Natural Science & Math	Environmental Sciences	Staff	Promotion	Seasonal Employee Hourly	Laboratory & Field Technician	\$20.00	\$42,000.00	06/15/20
Eaton, Pamela B.	Div of Tech & Adv Solutions-DTAS	IT Personnel - Clinical Informatics	Staff	Salary or Rate	Director, HIM & HIT	Director, HIM & HIT	\$132,400.24	\$147,111.38	07/04/20
Ebraheim, Nabil	College of Medicine	Orthopedic	Faculty	Salary or Rate	Chairperson	Chairperson	\$219,834.90	\$244,261.00	07/04/20
Eckert, Jeanette E.	Research & Sponsored Programs MC	Office of Research Compliance	Staff	Change in Hours Vol Reduction	Assoc Compliance Analyst IRB	Assoc Compliance Analyst IRB	\$53,040.00	\$47,736.00	07/20/20
Edelman, Gerald	College of Medicine	Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$52,677.50	\$55,450.00	07/04/20

Eisenmann, Kathryn M.	College of Medicine	Department of Cancer Biology	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$100,214.10	\$111,349.00	07/04/20
Ellis, Michael	College of Medicine	Medicine	Faculty	Salary or Rate	Professor	Professor	\$190,327.00	\$227,234.00	07/04/20
Elmer, Lawrence	College of Medicine	Neurology	Faculty	Salary or Rate	Prof/Dir Ctr Neurological Hth	Prof/Dir Ctr Neurological Hth	\$104,070.33	\$115,633.70	07/04/20
Elsamaloty, Haitham M.	College of Medicine	Radiology	Faculty	Salary or Rate	Professor	Professor	\$224,212.50	\$249,125.00	07/04/20
Eltahawy, Ehab A.	College of Medicine	Medicine	Faculty	Salary and Title	Associate Professor, Program Director for Cardiovascular	Associate Professor, Program Director for Cardiovascular Fellowship, Program	\$89,717.00	\$104,717.00	07/01/20
Eltahawy, Ehab A.	College of Medicine	Medicine	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$82,988.23	\$89,717.00	07/04/20
English, Eva M.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Change in Hours Vol Reduction	Mgr of Proposal Development	Mgr of Proposal Development	\$67,236.36	\$60,512.64	07/20/20
Fahncke, Charles R.	College of Medicine	Dentistry	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$107,523.90	\$119,471.00	07/04/20
Farrell, Steven	College of Medicine	Orthopedic	Faculty	Salary or Rate	Professor	Professor	\$110,631.60	\$122,924.00	07/04/20
Fechtmeyer, Hali	University Medical Center	Pharmacy Resident	Staff	Salary or Rate	Resident	Resident	\$47,000.00	\$47,940.00	07/01/20
Ferguson, Marcie L.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Change in Hours Vol Reduction	Special Projects Manager	Special Projects Manager	\$58,825.29	\$52,942.73	07/20/20
Fischer-Kinney, Julie A.	Provost-Academic Affairs	Center for Success Coaching	Staff	Salary or Rate	Asst Provost Success/Retention	Asst Provost Success/Retention	\$100,293.98	\$111,437.76	07/04/20
Franchetti, Matthew J.	College of Engineering	Dean-Engineering	Faculty	Salary or Rate	Prof/Assoc Dean UG Studies	Prof/Assoc Dean UG Studies	\$128,057.08	\$142,285.64	07/04/20
Francis, Richard A.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Change in Hours Vol Reduction	Dir, Research Advan & Info Systems	Dir, Research Advan & InfoSyst	\$103,187.07	\$92,868.28	07/20/20
Franz, Diana R.	College of Business	Accounting	Faculty	Salary or Rate	Professor and Chair	Professor and Chair	\$161,059.81	\$162,686.34	07/04/20
Gadient, Jennifer N.	College of Natural Science & Math	NSM Instrumentation Center	Staff	FTE	Instrumentation Scientist	Instrumentation Scientist	\$54,000.00	\$45,000.00	07/01/20
Gardner, April L.	College of Medicine	Physician Assistant Studies	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$115,557.30	\$128,397.00	07/04/20
Gaynor, Lisa K.	Div of Tech & Adv Solutions-DTAS	IT Personnel	Staff	Degree Awarded Increase	Information Security Administr	Information Security Administr	\$61,707.56	\$62,707.56	07/08/20
Genide, Brian M.	Research & Sponsored Programs MC	Incubation	Staff	Change in Hours Vol Reduction	Dir Incubation & Venture Devel	Dir Incubation & Venture Devel	\$81,600.00	\$73,439.96	07/20/20
George, Debra K.	Facilities & Construction Management	Facilities Mgt Admin	Staff	Job Title	Fiscal Specialist Facility Ma	Contract Specialist	\$53,446.19	\$53,446.19	07/20/20
Georgescu, Claudiu A.	College of Medicine	Medicine	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$97,714.50	\$108,571.67	07/04/20

Gilbert, Charlene D.	College of Arts & Letters	Dean - CAL	Faculty	Salary or Rate	Dean, College of Arts & Ltrs	Dean, College of Arts & Ltrs	\$188,200.00	\$235,250.00	07/04/20
Giovannucci, David	College of Medicine	Neurosciences	Faculty	Salary or Rate	Professor	Professor	\$150,918.30	\$167,687.00	07/04/20
Glanville, Abigail M.	LLSS, NSM, Comm Arts Student Service	LLSS, NSM, Comm Arts Student Service	Staff	Change in Hours Vol Reduction	Academic Advisor	Academic Advisor	\$40,000.00	\$35,999.96	06/20/20
Goel, Vijay K.	College of Engineering	Bio-Engineering	Faculty	Salary or Rate	EndowedChairDistUniProfMGPO B	EndowedChairDistUniProfMGPOB	\$214,365.41	\$216,530.71	07/04/20
Gohara, Amira	College of Medicine	Pathology	Faculty	Salary or Rate	Professor	Professor	\$88,897.13	\$96,105.00	07/04/20
Goheen, Rick	College of Law	Law Library	Faculty	Salary or Rate	Assist Dean/Assoc Professor	Assist Dean/Assoc Professor	\$142,382.70	\$158,203.00	07/04/20
Gordon, Terribeth R.	College of Business	Dean-Business College	Faculty	Salary or Rate	Sr. Associate Dean	Sr. Associate Dean	\$134,955.17	\$149,950.19	07/04/20
Gottwald, Lorie	College of Medicine	Medicine	Faculty	Salary or Rate	Professor	Professor	\$128,986.59	\$143,318.43	07/04/20
Graff, James H.	Facilities & Construction Management	Facilities Mgt Admin	Staff	Salary or Rate	Dir, Facilities Operations	Dir, Facilities Operations	\$94,950.00	\$105,500.00	07/04/20
Grant, Brenda S.	Provost-Academic Affairs	Provost Office	Staff	Salary or Rate	Assoc VP for Acad Fin & Plang	Assoc VP for Acad Fin & Plang	\$133,725.32	\$148,583.69	07/04/20
Green, Michael L.	Facilities & Construction Management	Plant Operations	Staff	Salary or Rate	Dir Sustainability & Energy	Dir Sustainability & Energy	\$94,950.00	\$105,500.00	07/04/20
Gregory, Melissa V.	College of Arts & Letters	Dean - CAL	Faculty	Salary or Rate	Associate Dean & Professor	Associate Dean & Professor	\$100,968.25	\$112,186.94	07/04/20
Grider, Stephen R.	College of Medicine	Emergency Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$170,905.50	\$189,895.00	07/04/20
Gruden, Cyndee	Provost-Academic Affairs	Provost Office	Faculty	Salary and Title	Assoc Dean Acad & Studnt Affrs	VPrvst Acad Admin/Fac Affairs	143,056.08	170,000.00	07/27/20
Haas, Allison M.	Div of Tech & Adv Solutions-DTAS	IT Personnel - Clinical Informatics	Staff	Salary or Rate	Manager Healthcare Business	Manager Healthcare Business	\$100,515.45	\$111,683.83	07/04/20
Hallett, Michael	Athletics	Football	Staff	Salary or Rate	Assist Football Coach,Off Line	Assist Football Coach,Off Line	\$98,327.44	\$109,252.71	07/04/20
Hammel, Daniel J.	College of Arts & Letters	Dean - CAL	Faculty	Salary or Rate	Prof & Associate Dean	Prof & Associate Dean	\$104,059.13	\$115,621.25	07/04/20
Hamouda, Danae M.	College of Medicine	Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$55,052.50	\$57,950.00	07/04/20
Hanna, Wafaa	College of Medicine	Faculty Affairs	Staff	Salary or Rate	Dir Faculty Affairs & Develpmt	Dir Faculty Affairs & Develpmt	\$97,334.04	\$108,148.93	07/04/20
Hanrahan, Jennifer A.	College of Medicine	Medicine	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$70,415.63	\$76,125.00	07/04/20
Haque, Syed K.	Research & Sponsored Programs MC	Technology Transfer	Staff	Change in Hours Vol Reduction	Patent Technology Assoc	Patent Technology Assoc	\$84,660.00	\$76,193.91	07/20/20

Harned, Catharine L.	Marketing & Communications	Hosp - Advertising/Marketing	Staff	Change in Hours Vol Reduction	Mkting Development Analyst HSC	Mkting Development Analyst HSC	\$44,553.60	\$22,276.80	07/06/20
Hayes, Teresa L.	Graduate School MC	Graduate Studies	Staff	FTE	Executive Secretary 2	Executive Secretary 2	\$63,913.94	\$47,935.48	07/01/20
Heffner, Rickye	College of Arts & Letters	Psychology	Faculty	Job Title	Professor	Professor Emeritus	\$128,583.33	\$0.00	09/21/20
Hendra, Jeremiah T.	University Medical Center	Pharmacy Resident	Staff	Salary or Rate	Resident	Resident	\$47,000.00	\$47,940.00	07/01/20
Hercher, Rhonda L.	College of Medicine	Emergency Medicine	Faculty	Salary or Rate	Assistant Professor & Associate ER Clerkship Medical Director	Assistant Professor	\$29,985.15	\$20,504.00	07/04/20
Herr, Carrie S.	Human Resources	Human Resources	Staff	Salary or Rate	Director, ECGC	Director, ECGC	\$93,207.88	\$103,564.31	07/04/20
Hickey, Daniel	College of Medicine	Family Medicine	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$93,777.30	\$104,197.00	07/04/20
Hinch, Bryan T.	College of Medicine	Medicine	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$109,885.67	\$122,095.19	07/04/20
Hofmann, James	College of Medicine	Anesthesiology	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$122,615.10	\$136,239.00	07/04/20
Holdren, Gregory A.	University Medical Center	Pharmacy Resident	Staff	Salary or Rate	Resident	Resident	\$47,000.00	\$47,940.00	07/01/20
Horen, Nicholas G.	College of Medicine	Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$52,022.95	\$54,761.00	07/04/20
Howard, Marthe	College of Medicine	Neurosciences	Faculty	Salary or Rate	Professor	Professor	\$206,684.38	\$173,578.00	04/11/20
Huebner, Steven R.	College of Engineering	MIME	Faculty	Salary and Title	Visiting Assistant Professor	Research Professor	\$75,000.00	\$80,000.00	05/11/20
Humphrys, Mary E.	College of Business	Administrative Office Technology	Faculty	Salary or Rate	Chair & Associate Professor	Chair & Associate Professor	\$91,446.70	\$92,370.40	07/04/20
Huntley, Jason F.	College of Medicine	Medical Microbiology & Immunology	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$115,713.90	\$128,571.00	07/04/20
Ingram, Justin D.	Athletics	Basketball - Men	Staff	Salary or Rate	Assistant Coach, Men's BB	Assistant Coach, Men's BB	\$99,000.00	\$110,000.00	07/04/20
Izsak, Kelly A.	College of Medicine	Physician Assistant Studies	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$95,917.50	\$106,575.00	07/04/20
Izzi, Anne M.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Change in Hours Vol Reduction	Dir of Spons. Programs	Dir of Spons. Programs	\$108,124.00	\$97,311.70	08/03/20
Janak, Edward A.	College of Health & Human Services	Dept. Ed Studies/Chair	Faculty	Salary or Rate	Chair	Chair	\$93,397.73	\$103,775.25	07/04/20
Jankun, Jerzy	College of Medicine	Urology	Faculty	Job Title	Professor	Professor Emeritus	\$96,518.44	\$0.00	09/21/20
Jaume, Juan C.	College of Medicine	Medicine	Faculty	Salary or Rate	Prof/Chief Endocrinology	Prof/Chief Endocrinology	\$95,990.76	\$106,656.40	07/04/20

Jenkins, Kimberly D.	College of Medicine	Anesthesiology	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$147,781.80	\$164,202.00	07/04/20
Joe, Bina	College of Medicine	Physiology and Pharmacology	Faculty	Salary or Rate	Prof/Chr/Dir Ctr Hypertension	Prof/Chr/Dir Ctr Hypertension	\$297,906.00	\$315,000.00	07/01/20
Joseph, Elaine	Research & Sponsored Programs MC	Office of Research Compliance	Staff	Change in Hours Vol Reduction	Project Admin, IACUC/IBC/IRE	Project Admin, IACUC/IBC/IRE	\$65,500.00	\$58,949.98	07/20/20
Kahaleh, M Bashar	College of Medicine	Medicine	Faculty	Salary or Rate	Professor	Professor	\$106,881.78	\$118,757.53	07/04/20
Kalinoski, Andrea L.	College of Medicine	Surgery	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$95,031.00	\$105,590.00	07/04/20
Kankam, Kwabena S.	College of Pharmacy	Dean-Pharmacy	Staff	Salary or Rate	Sr Business Manager	Sr Business Manager	\$96,540.15	\$107,266.83	07/04/20
Kaur, Punit	College of Medicine	Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$121,800.00	\$90,000.00	07/01/20
Keith, Kristen K.	VP Finance and Administration	Finance and Administration	Faculty	Salary or Rate	Chief of Admin for FinAd/FacAssoc	Chief of Admin for FinAd/FacAssoc	\$121,141.98	\$134,602.20	07/04/20
Kelly, Victoria C.	College of Medicine	Psychiatry	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$105,052.50	\$116,725.00	07/04/20
Kemple, Daniel	College of Medicine	Emergency Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$5,850.00	\$6,000.00	07/04/20
Khare, Sanjay V.	College of Natural Science & Math	Physics	Faculty	Salary or Rate	Chair and Professor	Chair and Professor	\$114,688.84	\$127,432.04	07/04/20
Khouri, Samer J.	College of Medicine	Medicine	Faculty	Salary and Title	Professor, Chief of Staff, Associate Chair for Quality &	Professor, Associate Chair for Quality & Director of Echocardiography/HS	\$110,732.22	\$91,952.04	07/01/20
Khouri, Samer J.	College of Medicine	Medicine	Faculty	Salary or Rate	Professor	Professor	\$99,659.00	\$110,732.22	07/04/20
King, Adrienne L.	Marketing & Communications	University Communications	Staff	Salary or Rate	Assoc VP of Marketing & Commun	Assoc VP of Marketing & Commun	\$134,784.00	\$168,480.00	07/04/20
Kirchhoff, Jon R.	College of Natural Science & Math	Chemistry	Faculty	Salary or Rate	Chair & Dist Univ Professor	Chair & Dist Univ Professor	\$125,923.33	\$139,914.81	07/04/20
Kirschbaum, Kristin	College of Natural Science & Math	NSM Instrumentation Center	Staff	FTE	Instrumentation Center Director	Instrumentation Director, Ctr.	\$90,692.23	\$75,576.85	07/01/20
Kleshinski, James	College of Medicine	Medicine	Faculty	Salary or Rate	Prof Senior Assoc Dean ClinAff	Prof Senior Assoc Dean ClinAff	\$196,299.00	\$218,110.00	07/04/20
Koffman, Boyd	College of Medicine	Neurology	Faculty	Salary or Rate	Professor	Professor	\$95,267.70	\$105,853.00	07/04/20
Kohler, Steven	Div of Tech & Adv Solutions-DTAS	IT Personnel - Clinical Informatics	Staff	Salary or Rate	Mgr HC Appl Sup-Ancillary	Mgr HC Appl Sup-Ancillary	\$90,371.64	\$100,412.93	07/04/20
Koontz, Sarah E.	University Medical Center	Pharmacy Resident	Staff	Salary or Rate	Resident	Resident	\$47,000.00	\$47,940.00	07/01/20
Kroll, Vicki L.	Marketing & Communications	University Communications	Staff	FTE	Dir of Internal Communications	Dir of Internal Communications	\$74,219.41	\$55,664.00	07/01/20

Kujawa, David J.	College of Health & Human Services	College of Health & Human Services	Faculty	Salary or Rate	Assist Dean for Clinic Affairs	Assist Dean for Clinic Affairs	\$94,279.78	\$104,755.31	07/04/20
Kulicke, Vicky	Student Affairs MC	Title IX	Staff	Job Title	Director, Title IX & Compliance	Dir TitleIX&Compl&TitleIX Coor	\$99,000.00	\$99,000.00	07/01/20
Kulicke, Vicky	Student Affairs MC	Title IX	Staff	Salary or Rate	Director, Title IX & Compliance	Dir TitleIX&Compl&TitleIX Coor	\$99,000.00	\$110,000.00	07/04/20
Kulkarni, Keyur M.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Change in Hours Vol Reduction	Research Systems Analyst	Research Systems Analyst	\$45,378.00	\$40,840.25	07/20/20
Kulpa, Brian G.	AVP for Finance	Auxiliary Administration	Staff	Salary or Rate	Executive Dir Aux Services	Executive Dir Aux Services	\$118,800.00	\$132,000.00	07/04/20
Kurth, Ashley M.	Research & Sponsored Programs MC	Dept of Lab Animal Resources	Staff	Change in Hours Vol Reduction	Lab Animal Supervisor	Lab Animal Supervisor	\$45,335.94	\$40,802.34	07/20/20
Lasu, Alan L.	Div of Tech & Adv Solutions-DTAS	IT Personnel - Clinical Informatics	Staff	Salary or Rate	Manager Healthcare IT Educ	Manager Healthcare IT Educ	\$90,371.64	\$100,412.93	07/04/20
Laukka, Jeremy J.	College of Medicine	Department of Medical Education	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$215,285.40	\$239,206.00	07/04/20
Laux, John M.	College of Health & Human Services	College of Health & Human Services	Faculty	Salary or Rate	Assoc Dean/Interim Chair	Assoc Dean/Interim Chair	\$113,425.48	\$126,028.31	07/04/20
Lawrence, Joseph G.	College of Engineering	Dean-Engineering	Faculty	Salary or Rate	Resrch Prof & Sr Dir CMSC&Poly	Resrch Prof & Sr Dir CMSC&Poly	\$124,741.05	\$138,601.17	07/04/20
Lawrence, Patrick L.	College of Arts & Letters	Geography	Faculty	Salary or Rate	Professor & Chair	Professor & Chair	\$106,921.91	\$108,001.93	07/04/20
Le, Dat	University Medical Center	Pharmacy Resident	Staff	Salary or Rate	Resident	Resident	\$47,000.00	\$47,940.00	07/01/20
Lederer, Nicole E.	Research & Sponsored Programs MC	Office of Research Compliance	Staff	Change in Hours Vol Reduction	Assoc Compliance Analyst IRB	Assoc Compliance Analyst IRB	\$49,980.00	\$44,982.05	07/20/20
Lee, Aaron D.	University Medical Center	Radiation Therapy-Univ Med Ctr	Staff	Salary or Rate	Resident	Resident	\$38,636.00	\$39,409.00	07/01/20
Lee, Carolyn	College of Nursing	College of Nursing Instruction	Faculty	Salary and Title	Chair/ Program Dir/ Professor	Professor	\$122,210.11	\$135,789.01	07/04/20
Lee, Jenny	University Medical Center	Pharmacy Resident	Staff	Salary or Rate	Resident	Resident	\$47,000.00	\$47,940.00	07/01/20
Leisner, Scott M.	College of Natural Science & Math	Biological Sciences	Faculty	Salary or Rate	Chair Biological Sciences/Prof	Chair Biological Sciences/Prof	\$108,160.50	\$120,178.33	07/04/20
Lenhard, Amanda	College of Medicine	Medicine	Faculty	Salary and Title	Assistant Professor, Associate Director for IM Residency	Assistant Professor, Chief of Staff, Associate Director for IM Residency	\$77,564.00	\$97,564.00	07/01/20
Lenhard, Amanda H.	College of Medicine	Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$71,746.70	\$77,564.00	07/04/20
Lewandowski, Linda A.	College of Nursing	Dean-College of Nursing	Faculty	Salary or Rate	Dean and Professor	Dean and Professor	\$181,520.00	\$226,900.00	07/04/20
Li, Hongyan	College of Medicine	Neurology	Faculty	Salary or Rate	Prof/Dir Neurophysiology	Prof/Dir Neurophysiology	\$58,018.65	\$61,072.26	07/04/20

Lingeman, Thomas	College of Arts & Letters	Art	Faculty	Job Title	Professor	Professor Emeritus	\$89,046.54	\$0.00	09/21/20
Lockett, Sara J.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Change in Hours Vol Reduction	Contract & Compl Rev Splclst	Contract & Compl Rev Splclst	\$69,997.00	\$62,997.24	07/06/20
Lohner, Rachel N.	College of Natural Science & Math	Lake Erie Res Ed Ctr	Staff	FTE	Education Program Manager	Education Program Manager	\$53,040.00	\$39,780.00	07/01/20
Longsdorf, Eric L.	College of Health & Human Services	School of Exercise Rehab Sciences	Faculty	Salary or Rate	Assoc Prof/Interim Chair	Assoc Prof/Interim Chair	\$94,142.44	\$104,603.00	07/04/20
Lorenz, Heather M.	Public Safety	Safety & Health - HSC	Staff	Salary or Rate	Dir, Env Health & Rad Safety	Dir, Env Health & Rad Safety	\$96,174.56	\$106,860.62	07/04/20
Lynn, Christopher	College of Medicine	Medicine	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$63,248.15	\$66,577.00	07/04/20
Ma, Shijie	College of Medicine	Department of Cancer Biology	Staff	Salary or Rate	Postdoctoral Fellow	Postdoctoral Fellow	\$11,700.00	\$43,000.00	07/18/20
Malaiyandi, Deepa	College of Medicine	Medicine	Faculty	Salary and Title	Assistant Professor	Assistant Professor & Director of Ethics Curriculum	\$30,450.00	\$50,450.00	07/01/20
Malhotra, Deepak K.	College of Medicine	Medicine	Faculty	Salary or Rate	Professor	Professor	\$114,209.60	\$126,899.55	07/04/20
Maloney, Susan M.	College of Health & Human Services	School of Exercise Rehab Sciences	Faculty	Salary or Rate	Assistant Prof/Prog Dir OTD	Assistant Prof/Prog Dir OTD	\$86,623.89	\$93,647.45	07/04/20
Mann, Stephanie E.	College of Medicine	Department of Medical Education	Faculty	Salary or Rate	Professor	Professor	\$288,000.00	\$320,000.00	07/04/20
Margiotta, Joseph	College of Medicine	Medicine	Faculty	Salary or Rate	Professor	Professor	\$181,539.00	\$168,873.00	04/11/20
Markowicz, Allen L.	College of Medicine	Medicine	Faculty	Salary or Rate	Professor/Director	Professor/Director	\$91,513.26	\$98,933.25	07/04/20
Marti, Todd W.	Facilities & Construction Management	Admin - Campus Env & Phy Plnt	Staff	Salary or Rate	Dir Fac Maint &Joint Comm Comp	Dir Fac Maint &Joint Comm Comp	\$94,950.00	\$105,500.00	07/04/20
Martin, Julia A.	University Libraries	University Libraries	Faculty	Salary or Rate	Dir Ref & Inst & Lib Fac Chair	Dir Ref & Inst & Lib Fac Chair	\$85,928.74	\$92,895.94	07/04/20
Massey, Jeffrey E.	Athletics	Basketball - Men	Staff	Salary or Rate	Assoc. Mens Basketball Coach	Assoc. Mens Basketball Coach	\$102,600.00	\$114,000.00	07/04/20
Masterson, Michelle	College of Medicine	Department of Medical Education	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$66,500.00	\$70,000.00	07/04/20
Matus, Coral D.	College of Medicine	Family Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$133,650.00	\$148,500.00	07/04/20
Mauter, Christopher J.	College of Natural Science & Math	Dean - NSM	Staff	FTE	Sr College Instruct Tech Admin	Sr College Instruct Tech Admin	\$64,770.00	\$48,577.50	07/01/20
McCullumsmith, Cheryl B.	College of Medicine	Psychiatry	Faculty	Salary or Rate	Professor	Professor	\$237,510.00	\$263,900.00	07/04/20
McCullumsmith, Robert E.	College of Medicine	Neurosciences	Faculty	Salary or Rate	Professor	Professor	\$260,347.50	\$289,275.00	07/04/20

McInerney, Marcia	College of Pharmacy	Pharm-Grad Studies	Faculty	Job Title	Executive Admin Dean	Professor Emeritus	\$183,986.51	\$0.00	09/21/20
McKether, Willie L.	Diversity & Inclusion	Diversity & Inclusion	Faculty	Salary or Rate	VP Diversity/Inclusion.VicePvt	VP Diversity/Inclusion.VicePvt	\$154,400.00	\$193,000.00	07/04/20
Migliori, Jamie L.	College of Medicine	Psychiatry	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$67,349.08	\$70,893.77	07/04/20
Miller, Diane M.	AVP for Finance	Office of President	Staff	Salary or Rate	Chief of Staff/AVP Govt Rel.	Chief of Staff/AVP Govt Rel.	\$155,200.00	\$194,000.00	07/04/20
Miller, Jolene	University Libraries	University Libraries	Faculty	Salary or Rate	AsstProf/Dir HealthSci Library	AsstProf/Dir HealthSci Library	\$93,957.76	\$104,397.51	07/04/20
Milz, Sheryl A.	College of Health & Human Services	School of Population Health	Faculty	Salary or Rate	Professor & MPH Program Dir	Professor & MPH Program Dir	\$112,065.17	\$124,516.86	07/04/20
Mina, Mariam	College of Medicine	Family Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$66,545.03	\$70,047.40	07/04/20
Minor, Paula A.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Change in Hours Vol Reduction	Post Award Res Admin Analyst	Post Award Res Admin Analyst	\$52,020.00	\$46,818.01	07/20/20
Mitchell, Kathleen M.	College of Nursing	Nursing - Student Services	Faculty	Salary or Rate	Assistant Dean/Instructor	Assistant Dean/Instructor	\$69,708.88	\$73,378.00	07/04/20
Mohan Raj, Lokeshwar Raj	Research & Sponsored Programs MC	Technology Transfer	Staff	Change in Hours Vol Reduction	Licensing Assoc	Licensing Assoc	\$69,500.00	\$62,550.07	07/20/20
Molitor, Scott C.	College of Engineering	Dean-Engineering	Faculty	Salary or Rate	Prof & SR Assoc Acad Affairs	Prof & SR Assoc Acad Affairs	\$144,148.47	\$160,164.97	07/04/20
Molnar, James A.	College of Medicine	Dean Medical College	Staff	Degree Awarded Increase	Web & Digital Media Specialist	Web & Digital Media Specialist	\$49,946.24	\$50,946.24	06/21/20
Monsos, Holly D.	College of Arts & Letters	Dean - CAL	Faculty	Salary or Rate	Sr Associate Dean/Professor	Professor and Interim Chair	\$117,108.78	\$109,876.77	07/04/20
Moore, Pamela J.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Change in Hours Vol Reduction	Sr. Business Manager	Sr. Business Manager	\$78,035.85	\$70,232.29	07/20/20
Moukarbel, George V.	College of Medicine	Medicine	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$99,624.32	\$110,693.69	07/04/20
Moussa, Mohamad A.	College of Medicine	Emergency Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$127,890.00	\$142,100.00	07/04/20
Mowery, Patricia M.	College of Engineering	Dean-Engineering	Staff	Salary and Title	Executive Assistant II	Grad Education & Research Coord	\$66,300.00	\$59,000.00	07/01/20
Nagisetty, Rajesh	College of Arts & Letters	Foreign Languages	Staff	Change in Hours Vol Reduction	Foreign Lang Tec Lab Mgr	Foreign Lang Tec Lab Mgr	\$48,704.77	\$43,834.28	06/20/20
Nawras, Ali	College of Medicine	Medicine	Faculty	Salary or Rate	Professor	Professor	\$137,415.95	\$152,684.39	07/04/20
Nazzal, Munier M.	College of Medicine	Surgery	Faculty	Salary or Rate	Professor	Professor	\$169,046.10	\$187,829.00	07/04/20
Nedley, Michael P.	College of Medicine	Surgery	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$190,531.25	\$211,701.39	07/04/20

Nelson, Samuel P.	College of Arts & Letters	Political Science	Faculty	Salary or Rate	Chair and Assoc Prof	Chair and Assoc Prof	98,517.49	99,512.62	07/04/20
Neumann, Shannon M.	University College	Dean - Univ College	Staff	Salary or Rate	Sr Dir, Acad Affairs/OnIn Oper	Sr Dir, Acad Affairs/OnIn Oper	\$110,724.54	\$123,027.27	07/04/20
Newton, Jeff C.	Public Safety	University Police	Staff	Salary or Rate	Dir Public Safty/Chief Police	Dir Public Safty/Chief Police	\$135,785.51	\$150,872.79	07/04/20
Nielsen, Kim E.	College of Arts & Letters	Disability Studies Program	Faculty	Salary and Title	Chair	Professor and Chair	\$119,212.78	\$120,416.95	07/04/20
Nottke, David	Athletics	Athletics-Developmt	Staff	Salary or Rate	Dep Dir Ath/Campaign Dir	Dep Dir Ath/Campaign Dir	\$196,110.00	\$217,900.00	07/04/20
O'Brien, Michael E.	Athletics	Athletics Admin	Staff	Salary or Rate	VP/Dir Athletics-Campaign Director	VP/Dir Athletics-Campaign Dir	\$300,800.00	\$376,000.00	07/04/20
Offutt, Walter	Athletics	Basketball - Men	Staff	Salary or Rate	Asst Men's Basketball Coach	Asst Men's Basketball Coach	\$99,000.00	\$110,000.00	07/04/20
Ohlinger, Martin J.	College of Pharmacy	Pharmacy Practice	Faculty	Salary and Title	Clinical Assoc Lectr/Resid Dir	Chair/Clinical Assoc Lecturer	\$109,502.28	\$139,502.00	07/01/20
Overholser, Andrew	College of Medicine	Family Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$18,270.00	\$56,000.00	07/01/20
Pack, Brian E.	Human Resources	Human Resources	Staff	Salary or Rate	Director, Benefits & Wellness	Director, Benefits & Wellness	\$111,078.00	\$123,420.00	07/04/20
Padilla, Patricia A.	College of Natural Science & Math	Dean - NSM	Staff	FTE	Exec Secretary 2	Exec Secretary 2	\$66,880.29	\$50,160.22	07/01/20
Padilla, Roberto	College of Arts & Letters	History	Faculty	Job Title	Associate Prof/Interim Chair	Associate Professor	\$75,269.47	\$75,269.47	08/15/20
Padowski, Jeannie	College of Medicine	Medical Education	Faculty	Job Title	Lecturer - College of Pharmacy	Associate Professor - COM	\$105,000.00	\$105,000.00	07/01/20
Pan, Zhixing	College of Medicine	Medical Microhiology & Immunology	Faculty	Salary or Rate	Professor & Chair	Professor & Chair	\$223,300.00	\$230,000.00	07/01/20
Pannell, Stephanie M.	College of Medicine	Surgery	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$162,276.30	\$180,307.00	07/04/20
Pappula, Jyothi Sri	College of Medicine	Family Medicine	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$43,428.76	\$44,542.32	07/04/20
Paprocki, Angela	Provost-Academic Affairs	VP - Acad Program Development	Staff	Salary or Rate	Chief of Acad Operations	Chief of Acad Operations	\$122,400.00	\$136,000.00	07/04/20
Parsai, E Ishmael	College of Medicine	Radiation Oncology	Faculty	Salary or Rate	Professor	Professor	\$153,000.00	\$170,000.00	07/04/20
Pastorek, Jennifer L.	Facilities & Construction Management	Purchasing	Staff	Salary or Rate	Sr. Director, Supply Chain Mgmt	Sr. Director, Supply Chain Mgmt	\$107,480.70	\$119,423.00	07/04/20
Pearson, David	College of Medicine	Radiation Oncology	Faculty	Salary or Rate	Associate Prof/Asst Dean Admin	Associate Prof/Asst Dean Admin	\$169,496.50	\$188,329.44	07/04/20
Peres Cardoso Gouveia, Anari	College of Natural Science & Math	Environmental Sciences	Staff	Salary or Rate	Post Doctoral Researcher	Post Doctoral Researcher	\$47,000.00	\$48,410.00	06/09/20

Perry, LaNitra	Athletics	Basketball - Women	Staff	Salary or Rate	Assoc Head Coach Womens Basketball	Assoc Head Coach Womens Bsktba	\$99,000.00	\$110,000.00	07/04/20
Perry, Yvette V.	College of Medicine	Medical School Admission	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$109,737.90	\$121,931.00	07/04/20
Peterson, Patricia M.	AVP for Finance	Controller	Staff	Salary or Rate	Controller	Controller	\$109,382.40	\$121,536.00	07/04/20
Petkevich, Alexey	College of Business	Finance	Faculty	Salary or Rate	Professor & Chair	Professor & Chair	\$185,209.39	\$187,080.19	07/04/20
Pillai, Mahesh R.	Research & Sponsored Programs MC	Office of Research Compliance	Staff	Change in Hours Vol Reduction	Assoc Compliance Analyst IRB	Assoc Compliance Analyst IRB	\$49,000.00	\$44,100.11	07/20/20
Pirzada, Noor	College of Medicine	Neurology	Faculty	Salary or Rate	Prof/VChair/DirRes Prg/Dir EMG	Prof/VChair/DirRes Prg/Dir EMG	\$158,122.80	\$175,692.00	07/04/20
Plenefisch, John D.	College of Natural Science & Math	Dean - NSM	Faculty	Salary or Rate	Interim Dean NSM	Interim Dean NSM	\$148,000.00	\$185,000.00	07/04/20
Pollack, Gary M.	College of Pharmacy	Dean-Pharmacy	Faculty	Salary or Rate	Dean, College of Pharm & Prof	Dean, College of Pharm & Prof	\$256,000.00	\$320,000.00	07/04/20
Pollard, Katherine A.	Research & Sponsored Programs MC	Technology Transfer	Staff	Change in Hours Vol Reduction	Licensing Assoc	Licensing Assoc	\$73,016.70	\$65,714.92	07/20/20
Postel, Gregory C.	President	Office of President	Faculty	Job Title	Special Advisor to BOT	Interim President & Prof, Dept of Radiology, COMLS	\$500,000.00	\$500,000.00	07/01/20
Powers, Mary	College of Pharmacy	Pharm - Enrollment Management	Faculty	Job Title	Assoc Dean for Admiss & Enroll	Professor Emeritus	\$151,868.09	\$0.00	09/21/20
Presloid, John B.	College of Medicine	Medical Microhiology & Immunology	Staff	Reclassification	Research Assistant	Research Associate	\$39,971.10	\$41,929.68	06/21/20
Pryor, Ashley E.	Honors College	Honors	Faculty	Salary or Rate	Assoc Dean, Chair, Assoc Prof	Assoc Dean, Chair, Assoc Prof	\$93,726.02	\$104,140.02	07/04/20
Pyles, Bryan	College of Medicine	Dean Medical College	Staff	Salary or Rate	Sr Assoc Dean Admin & Finance	Sr Assoc Dean Admin & Finance	\$231,795.00	\$257,550.00	07/04/20
Quinonez, Juliette R.	Provost-Academic Affairs	Registrar	Staff	Salary or Rate	University Registrar	University Registrar	\$103,517.73	\$115,019.70	07/04/20
Rafe, Gary E.	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Change in Hours Vol Reduction	Compliance Analyst Export Ctr	Compliance Analyst Export Ctr	\$66,000.00	\$59,399.96	07/06/20
Raman, Dayanidhi	College of Medicine	Department of Cancer Biology	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$90,696.25	\$95,049.67	07/04/20
Ramsey-Williams, Vicki A.	College of Medicine	Neurology	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$99,766.80	\$110,852.00	07/04/20
Rapino, Norman	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Salary or Rate	Exe Dir, Center for Innovation	Exe Dir, Center for Innovation	\$101,989.80	\$113,322.00	07/04/20
Rapp, Geoffrey	College of Law	Dean-Law School	Faculty	Salary and Title	Assoc Dean, Academic Affairs	Sr Assoc Dean Academic Affairs	\$163,883.70	\$182,093.00	07/07/20
Rashid, Mehmood	College of Medicine	Neurology	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$49,669.80	\$52,284.00	07/04/20

Raxter, Dillon R.	University Medical Center	Radiation Therapy-Univ Med Ctr	Staff	Salary or Rate	Resident	Resident	\$38,636.00	\$39,409.00	07/01/20
Reddy, Krishna	College of Medicine	Radiation Oncology	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$64,602.07	\$68,002.18	07/04/20
Rees, Michael A.	College of Medicine	Urology	Faculty	Salary or Rate	Professor	Professor	\$173,937.60	\$193,264.00	07/04/20
Rega, Paul P.	College of Health & Human Services	School of Population Health	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$94,975.37	\$105,528.19	07/04/20
Relue, Patricia A.	College of Engineering	Dean-Engineering	Faculty	Salary or Rate	Prof & Asso Dean of GS & Resea	Prof & Asso Dean of GS & Resea	\$158,846.80	\$176,496.44	07/04/20
Rhoades, Sandra L.	Research & Sponsored Programs MC	Technology Transfer	Staff	Change in Hours Vol Reduction	IP Administrator	IP Administrator	\$50,031.67	\$37,523.85	07/06/20
Rice, Heather C.	College of Medicine	Medicine	Staff	Promotion	Medical Assistant	Clinical Assistant - Medicine	\$17.66	\$18.72	07/02/20
Riddick, Vicki L.	Human Resources	Human Resources	Staff	Salary or Rate	Dir Serv Excellence/Sr Wellnes	Dir Serv Excellence/Sr Wellnes	\$105,727.41	\$117,474.90	07/04/20
Riddick, Vicki L.	Human Resources	Human Resources	Staff	Job Abolishment	Dir Serv Excellence/Sr. Wellness	Manager, Employee Wellness	\$117,474.90	\$83,925.00	07/20/20
Riese, Amy	College of Medicine	Psychiatry	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$58,572.96	\$61,655.75	07/04/20
Roberts, Gina M.	VP Enrollment Mgmt	Financial Aid	Staff	Salary or Rate	Asst VP of Enrollment Mgmt	Asst VP of Enrollment Mgmt	\$135,000.00	\$150,000.00	07/04/20
Rogalski, Francis J.	College of Medicine	Pediatrics	Faculty	Salary or Rate	Prof/Assoc Dir Ped Residency	Prof/Assoc Dir Ped Residency	\$25,579.13	\$26,235.00	07/04/20
Romer, Terence G.	Budget and Planning	Office of Budget and Planning	Staff	Salary or Rate	Assist VP, Business Insights	Assist VP, Business Insights	\$122,850.00	\$136,500.00	07/04/20
Root, Lisa J.	Research & Sponsored Programs MC	Dept of Lab Animal Resources	Staff	Salary or Rate	Director/Attending Vet	Director/Attending Vet	\$149,650.03	\$166,277.81	07/04/20
Rufener-Woodley, Melodie	Div of Tech & Adv Solutions-DTAS	IT Personnel - Clinical Informatics	Staff	Salary or Rate	Sr Entpr HC Appl Admin	Sr Entpr HC Appl Admin	\$93,957.14	\$104,396.82	07/04/20
Ruta, Dominic D.	University Medical Center	Pharmacy Resident	Staff	Salary or Rate	Resident	Resident	\$47,000.00	\$47,940.00	07/01/20
Safi, Fadi A.	College of Medicine	Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$47,606.40	\$50,112.00	07/04/20
Salazar, Vera L.	College of Natural Science & Math	Plt Sci Res Facility	Staff	FTE	Greenhouse Manager	Greenhouse Manager	\$43,630.94	\$39,267.85	07/01/20
Saunders III, William P.	College of Medicine	Emergency Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$39,000.00	\$40,000.00	07/04/20
Schaefer, Paul L.	College of Medicine	Family Medicine	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$95,058.00	\$105,620.00	07/04/20
Schall, Constance A.	Research & Sponsored Programs MC	Research & Sponsored Programs	Faculty	Change in Hours Vol Reduction	Assoc VP for Research	Assoc VP for Research	\$148,246.98	\$133,422.35	07/20/20

Schall, Constance A.	Research & Sponsored Programs MC	Research & Sponsored Programs	Faculty	Salary or Rate	Assoc VP for Research	Assoc VP for Research	\$133,422.28	\$148,246.98	07/04/20
Schaller, Janelle M.	General Counsel & Legal Services	Office of Legal Affairs	Staff	Salary or Rate	Senior Assoc General Counsel	Senior Assoc General Counsel	\$128,700.00	\$143,000.00	07/04/20
Scheuermann, Barry W.	College of Health & Human Services	College of Health & Human Services	Faculty	Salary and Title	Interim Dean	Interim VPGrad AffairDeanCOGS	\$168,000.00	\$170,000.00	08/01/20
Schneider, Barbara J.	Provost-Academic Affairs	VP - Acad Program Development	Faculty	Salary or Rate	AssocVPrvst Fac Dev AssessAcrd	AssocVPrvst Fac Dev AssessAcrd	\$151,704.95	\$168,561.05	07/04/20
Schneider, Rebecca M.	Judith Herb College of Education	Dean-Education	Faculty	Salary or Rate	Assoc Dean Grad Studies	Assoc Dean Grad Studies	\$119,768.84	\$133,076.49	07/04/20
Schoviak, Stefanie A.	General Counsel & Legal Services	Office of Legal Affairs	Staff	Salary or Rate	Assistant General Counsel	Assistant General Counsel	\$98,226.00	\$109,140.00	07/04/20
Schroeder, Jason	College of Medicine	Surgery	Faculty	Salary and Title	Associate Professor, Interim Chair, Vice Chief of Staff &	Associate Professor, Interim Chair & Division Chief	\$105,581.67	\$94,239.20	07/01/20
Schroeder, Matthew J.	VP Finance and Administration	Finance and Administration	Staff	Salary or Rate	Exec VP Finance &Admin/CFO	Exec VP Finance &Admin/CFO	\$246,800.00	\$308,500.00	07/04/20
Schuh, Lori	College of Medicine	Resid Prgm-Administrative	Faculty	Salary or Rate	Prof/AssocDeanGME/Desg InsOff	Prof/AssocDeanGME/Desg InsOff	\$214,672.50	\$238,525.00	07/04/20
Schultz, Paul A.	College of Medicine	Family Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$178,132.50	\$197,925.00	07/04/20
Schultz, Robert	Honors College	Honors	Faculty	Salary or Rate	Professor/ACE Fellow	Professor & Interim Director of Ung Research	\$124,694.25	\$104,063.02	08/17/20
Serpen, Gursel	College of Engineering	Electrical Engineering	Faculty	Salary or Rate	Professor & Interim Chair	Professor & Interim Chair	\$128,874.60	\$143,194.00	07/04/20
Sexton, Martha	College of Nursing	Dean-College of Nursing	Faculty	Salary or Rate	AssocDean AcadAffairs/Chair	AssocDeanAcadAffairs/Professor	\$118,755.00	\$143,622.50	07/04/20
Simmons Walston, Valerie J.	Student Affairs MC	Student Affairs	Staff	Salary or Rate	Assoc VP for Student Services&	Assoc VP for Student Services&	\$92,160.00	\$102,400.00	07/04/20
Sindhwani, Puneet	College of Medicine	Urology	Faculty	Salary or Rate	Chair& Endowed Prof of Urology	Chair& Endowed Prof of Urology	\$184,527.00	\$205,030.00	07/04/20
Skeel, Roland	College of Medicine	Medicine	Faculty	Salary or Rate	Professor/ IRB Chair	Professor/ IRB Chair	\$82,835.65	\$89,552.05	07/04/20
Smaili, Sleiman	College Of Medicine	Obstetrics and Gynecology	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$28,398.00	\$40,000.00	07/27/20
Smotherman, Elizabeth A.	College of Medicine	Medicine	Staff	Salary or Rate	Sr Dept Administrator	Sr Dept Administrator	\$131,475.24	\$146,083.60	07/04/20
Snider, Stephen J.	Research & Sponsored Programs MC	Technology Transfer	Staff	Change in Hours Vol Reduction	AVP TechTran/Assoc Gen Counsel	AVP TechTran/Assoc Gen Counsel	\$162,368.41	\$146,131.59	07/20/20
Snyder, Hillary M.	Research & Sponsored Programs MC	Office of Research Compliance	Staff	Change in Hours Vol Reduction	Assoc Dir, Research Compliance	Assoc Dir, Research Compliance	\$71,500.00	\$64,350.00	08/03/20
Sodeman, Thomas C.	College of Medicine	Medicine	Faculty	Salary or Rate	Professor	Professor	\$138,920.56	\$154,356.18	07/04/20

Soliz, Michele C.	Student Affairs MC	Multclt Stdt Dev	Staff	Salary or Rate	Assoc VP, Student Success & Inclusion	AssocVP, Student Success & Inc	\$100,980.00	\$112,200.00	07/04/20
Sonchaiwanich, Alyssa	University Medical Center	Pharmacy Resident	Staff	Salary or Rate	Resident	Resident	\$47,000.00	\$47,940.00	07/01/20
Spann, Sammy	Student Affairs MC	Student Activities Admin	Staff	Salary or Rate	Assoc VP & Dean of Students	Assoc VP & Dean of Students	\$114,750.00	\$127,500.00	07/04/20
Speer, Linda M.	College of Medicine	Family Medicine	Faculty	Salary or Rate	Professor/Chair Family Med	Professor/Chair Family Med	\$176,361.30	\$195,957.00	07/04/20
Spino, Cherie A.	Marketing & Communications	University Marketing	Staff	FTE	Digital Content Manager	Digital Content Manager	\$55,080.00	\$41,310.00	07/01/20
Springman, Richard	College of Engineering	Engineering Tech	Faculty	Job Title	Assist Prof/Associate Chair	Professor Emeritus	\$113,358.36	\$0.00	09/21/20
Steiner, Victoria	College of Health & Human Services	School of Population Health	Faculty	Salary or Rate	Assoc Prof/Dir Cntr Suc Aging	Assoc Prof/Dir Cntr Suc Aging	\$98,123.14	\$109,025.71	07/04/20
Stesney-Ridenour, Christine	University Medical Center	Univ Medical Center Admin	Staff	Salary or Rate	Chief Operating Officer-UTMC	Chief Operating Officer-UTMC	\$202,500.00	\$225,000.00	07/04/20
Stevens, Sheryl	University Libraries	University Libraries	Faculty	Salary or Rate	Sr Lectrer Dir Collection Serv	Sr Lectrer Dir Collection Serv	\$75,708.76	\$81,847.31	07/04/20
Stewart, Melissa R.	College of Health & Human Services	Student Services	Staff	Change in Hours Vol Reduction	Coord Student Field Experience	Coord Student Field Experience	\$51,000.00	\$40,800.00	07/04/20
Stewart, Shelia K.	AVP for Finance	Treasurer's Office	Staff	Salary or Rate	Bursar	Bursar	\$112,500.00	\$125,000.00	07/04/20
Struffolino, Pamela S.	College of Natural Science & Math	Environmental Sciences	Staff	FTE	Research Operations Manager	Research Operations Manager	\$54,122.02	\$40,591.52	07/01/20
Suarez, William	College of Medicine	Pediatrics	Faculty	Salary or Rate	Professor	Professor	\$106,728.30	\$118,587.00	07/04/20
Subedi, Indra	College of Natural Science & Math	Physics	Staff	Salary or Rate	Post Doc FT MC	Post Doc FT MC	\$48,000.00	\$49,440.00	07/15/20
Suico, Sharleen A.	College of Medicine	Orthopedic Surgery	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$56,246.65	\$59,207.00	07/04/20
Swaine, Richard P.	University Medical Center	Univ Medical Center Admin	Staff	Salary or Rate	Chief Exec Officer of UTMC	Chief Exec Officer of UTMC	\$320,000.00	\$400,000.00	07/04/20
Tamirisa, Anita	College of Medicine	Obstetrics and Gynecology	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$39,585.00	\$40,600.00	07/04/20
Tawfik, Reem B.	College of Medicine	Family Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$80,367.70	\$86,884.00	07/04/20
Taylor, Sabrina J.	Budget and Planning	Office of Budget and Planning	Staff	Salary or Rate	Assistant VP Budget & Planning	Assistant VP Budget & Planning	\$136,350.00	\$151,500.00	07/04/20
Theis, Rodney J.	Public Safety	University Police	Staff	Salary or Rate	Deputy Chf/Asst Dir Pub Safety	Deputy Chf/Asst Dir Pub Safety	\$103,009.70	\$114,455.22	07/04/20
Thompson, Amy J.	Provost-Academic Affairs	Provost Office	Faculty	Salary and Title	Vice Provost Faculty Affairs	ViceProvost Acad Affairs/Prof	\$172,550.00	\$181,000.00	07/20/20

Toole, Thomas M.	College of Engineering	Dean-Engineering	Faculty	Salary or Rate	Dean, College of Engineering	Dean, College of Engineering	\$201,920.00	\$227,160.00	07/04/20
Toth, Jason J.	Facilities & Construction Management	Facilities Mgt Admin	Staff	Salary or Rate	Senior AVP, for Admin	Senior AVP, for Admin	\$180,000.00	\$200,000.00	07/04/20
Trumbly, Robert	College of Medicine	Department of Medical Education	Faculty	Salary or Rate	Professor	Professor	\$103,768.20	\$115,298.00	07/04/20
Tuschman, James M.	College of Health & Human Services	School of Social Justice	Faculty	Salary or Rate	Dir Outreach & Comm Engagemt	Dir Outreach & Comm Engagemt	\$106,455.83	\$118,284.26	07/04/20
Valdiviez, Jordan C.	Research & Sponsored Programs MC	Incubation	Staff	Change in Hours Vol Reduction	Operations Manager, Incubation	Operations Manager, Incubation	\$53,055.30	\$47,749.80	07/20/20
Van Hook, Catherine L.	College of Medicine	Obstetrics and Gynecology	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$102,933.00	\$114,370.00	07/04/20
Van Hook, James W.	College of Medicine	Obstetrics and Gynecology	Faculty	Salary or Rate	Professor & Chair	Professor & Chair	\$276,789.60	\$307,544.00	07/04/20
Vannatta, Jamie	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Change in Hours Vol Reduction	Research Systems Developer	Research Systems Developer	\$84,312.48	\$75,881.28	07/13/20
Vaughan, Bobbi	Div of Tech & Adv Solutions-DTAS	IT Personnel	Staff	Salary or Rate	Dir, Ctr Creative Instruction	Dir, Ctr Creative Instruction	\$94,588.25	\$105,098.05	07/04/20
Vazquez, Guillermo	College of Medicine	Physiology and Pharmacology	Faculty	Salary or Rate	Professor	Professor	\$123,086.70	\$136,763.00	07/04/20
Visser, Jessica E.	General Counsel & Legal Services	Office of Legal Affairs	Staff	Salary or Rate	Assoc General Counsel	Assoc General Counsel	\$114,156.00	\$126,840.00	07/04/20
Waddle, Robert M.	Facilities & Construction Management	Facilities Planning	Staff	Salary or Rate	Sr Dir, Planning, Design & Cap	Sr Dir, Planning, Design & Cap	\$117,000.00	\$130,000.00	07/04/20
Wall, Katherine A.	College of Pharmacy	Pharm-Med/Bio Chem	Faculty	Salary or Rate	Chair & Professor	Chair & Professor	\$130,502.97	\$145,003.30	07/04/20
Walsh, M. E.	College of Nursing	College of Nursing Instruction	Faculty	Salary or Rate	Interim AssocDean/Dir Honor/	Interim AssocDean/Dir Honor/	\$108,110.70	\$120,123.00	07/04/20
Weck-Schwarz, Sibylle	College of Natural Science & Math	Mathematics	Faculty	Job Title	Senior Lecturer	Professor Emeritus	\$60,685.40	\$0.00	09/21/20
Weiner, Robert J.	Athletics	Football	Staff	Salary or Rate	QB Coach/Passing Game Coord	QB Coach/Passing Game Coord	\$108,000.00	\$120,000.00	07/04/20
Weldy, David	College of Medicine	Family Medicine	Faculty	Job Title	Associate Professor	Professor Emeritus	\$80,362.17	\$0.00	09/21/20
Welsch, Richard	Judith Herb College of Education	Dean-Education	Faculty	Salary or Rate	Associate Dean, UG&G Educ	Associate Dean, UG&G Educ	\$111,281.27	\$123,645.85	07/04/20
Werner, Robert D.	Div of Tech & Adv Solutions-DTAS	IT Personnel - Clinical Informatics	Staff	Salary or Rate	Sr Enter Apps Interface Dev	Sr Enter Apps Interface Dev	\$92,751.89	\$103,057.66	07/04/20
West, Kevin D.	Provost-Academic Affairs	Faculty Labor Relations & Inclusion	Staff	Salary or Rate	SrDir Fac Rel/Inclusion Officr	Sr Dir Faculty Relations/Inclusion Officr	\$139,614.97	\$155,127.74	07/04/20
Wilburn, Denise L.	Research & Sponsored Programs MC	Office of Research Compliance	Staff	Change in Hours Vol Reduction	Assoc Compliance Analyst IRB	Assoc Compliance Analyst IRB	\$52,020.00	\$46,818.01	07/20/20

Willey, James	College of Medicine	Medicine	Faculty	Salary or Rate	Professor	Professor	\$186,733.13	\$207,481.25	07/04/20
Williams, Kandace J.	College of Medicine	Department of Cancer Biology	Faculty	Salary or Rate	Professor	Professor	\$139,548.60	\$155,054.00	07/04/20
Williamson, Celia	College of Health & Human Services	School of Social Justice	Faculty	Salary or Rate	Exec Dir of Human Trafficking	Exec Dir of Human Trafficking	\$117,034.32	\$130,038.13	07/04/20
Wishner, Carolina	College of Medicine	Physician Assistant Studies	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$113,355.90	\$125,951.00	07/04/20
Wisniewski, Sara L.	General Counsel & Legal Services	Office of Legal Affairs	Staff	Salary or Rate	Associate General Counsel	Associate General Counsel	\$117,739.01	\$130,821.12	07/04/20
Witte, Raymond	Judith Herb College of Education	Dean-Education	Faculty	Salary or Rate	Dean, JH College of Ed	Dean, JH College of Ed	\$162,400.00	\$203,000.00	07/04/20
Wooten, Ronald M.	College of Medicine	Medical Microbiology & Immunology	Faculty	Salary or Rate	Professor	Professor	\$141,906.60	\$157,674.00	07/04/20
Wroblewski, Mary E.	College of Medicine	Pediatrics	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$107,230.50	\$119,145.00	07/04/20
Wryobeck, John	College of Medicine	Psychiatry	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$82,063.23	\$88,717.00	07/04/20
Zhang, Jian-Ting	College of Medicine	Department of Cancer Biology	Faculty	Salary or Rate	Professor/Chairperson	Professor/Chairperson	\$274,050.00	\$304,500.00	07/04/20
Zhukivska, Svitlana M.	College of Medicine	Family Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$75,270.95	\$81,374.00	07/04/20
Zoorob, Dani G.	College of Medicine	Obstetrics and Gynecology	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$129,690.00	\$144,100.00	07/04/20

Separations of Employment

<u>Name - Last, First, MI</u>	<u>College or Administration</u>	<u>Department</u>	<u>Faculty or Staff</u>	<u>Description</u>	<u>Previous Position</u>		<u>Rate/Annual Salary</u>	<u>Effective Date</u>
Abrahams, Michael	College of Medicine	Emergency Medicine	Faculty	Resignation	Assistant Professor		\$1,778.40	06/12/20
Alshambari, Suha	College of Medicine	Resid Prgm-Emergency Medicine	Staff	Resigned Personal Reasons	Resident		\$59,530.00	06/30/20
Ariss, Sonny	College of Business	Management	Faculty	VSIP Ret w 10+yrs UT Service	Professor and Chairman		\$180,764.58	06/30/20
Bahhur, Nael	College of Medicine	Emergency Medicine	Faculty	Resignation	Assistant Professor		\$1,778.40	06/30/20
Bahouth-Kennedy, Mona	College of Arts & Letters	English	Faculty	End of Contract / Assignment	Visiting Assistant Professor		\$37,000.00	05/08/20
Baker, Eileen	College of Medicine	Department of Medical Education	Faculty	Resignation	Assistant Professor		\$15,000.00	06/30/20

Bare, Steven	College of Arts & Letters	History	Faculty	End of Contract / Assignment	Visiting Assistant Professor			\$37,000.00	05/08/20
Barger, Kelly	College of Business	Graduate Programs Office	Staff	90 Day Notice	Grad Programs Brand/Enllmt Mgr			\$50,402.54	08/27/20
Beavis, Andrew	College of Medicine	Physiology and Pharmacology	Faculty	Retirement w 10+yrs UT service	Professor			\$138,582.00	07/31/20
Berry, Kevin	College of Business	Accounting	Faculty	End of Contract / Assignment	Visiting Professor			\$110,000.00	05/08/20
Black, David	Provost-Academic Affairs	CISP	Staff	90 Day Notice	Int'l Education Program Mgr			\$48,960.00	10/12/20
Booz, Jennifer	Diversity & Inclusion	Diversity & Inclusion	Staff	Resignation	Dir, Diversity/Inclusion			\$79,443.98	06/19/20
Boyer, Teresa	College of Arts & Letters	English	Faculty	End of Contract / Assignment	Visiting Instructor			\$33,000.00	05/08/20
Bradley, C. Jane	College of Arts & Letters	English	Faculty	VSIP Ret w 10+yrs UT Service	Full Professor			\$94,280.53	07/01/20
Brown, Ryan	University Medical Center	Hospital Finance	Staff	Resigned Other Employment	Financial Analyst			\$43,000.00	07/24/20
Bryant-Friedrich, Amanda	Graduate School MC	Graduate Studies	Faculty	Resigned Other Employment	Vice Prvst Grad AffairDeanCOGS			\$178,166.50	07/31/20
Caswell, Kayla	University Medical Center	Nursing Pool	Staff	Resigned Other Employment	Nursing Assistant			\$15.06	07/19/20
Chen, Changhu	College of Medicine	Radiation Oncology	Faculty	Resignation	Chairperson			\$199,249.00	07/31/20
Conner, Paul	College of Arts & Letters	English	Faculty	VSIP Ret w 10+yrs UT Service	Senior Lecturer			\$60,529.51	06/30/20
Cooper, Joseph	College of Business	Management	Faculty	VSIP	Assoc Prof, Dept of Mgmt			\$134,920.61	06/30/20
Daugherty, Gary	College of Engineering	Engineering Tech	Faculty	VSIP Ret w 10+yrs UT Service	Associate Lecturer			\$62,865.33	06/30/20
Dean, Dustin	College of Medicine	Emergency Medicine	Faculty	Resignation	Assistant Professor			\$1,778.40	06/12/20
DeAngelis, Clare	University Medical Center	Nursing Pool	Staff	Resigned to Attend School	Nursing Assistant			\$15.06	05/30/20
Diehm, Emily	College of Health & Human Services	School of Intervention & Wellness	Faculty	Resignation	Assistant Professor			\$65,582.65	08/07/20
Dinnebeil, Laurie	College of Health & Human Services	Early Childhood Education	Faculty	VSIP Ret w 10+yrs UT Service	Distinguished Univ Professor			\$121,244.10	06/30/20
Duling, Edward	College of Arts & Sciences	Music	Faculty	End of Contract / Assignment	Visiting Assistant Professor			\$37,000.00	05/08/20
Edelman, Gerald	College of Medicine	Medicine	Faculty	Resignation	Assistant Professor			\$55,450.00	07/30/20

Edinger, John	College of Medicine	Psychiatry	Faculty	VSIP Ret w 10+yrs UT Service	Associate Professor			\$90,557.00	06/30/20
Elnagar, Noha	College of Medicine	Physician Assistant Studies	Faculty	Contract Not Renewed	Assistant Professor			\$10,317.00	06/30/20
Ervin, David	College of Medicine	Orthopedic	Faculty	End of Contract / Assignment	Assistant Professor			\$8,000.00	08/01/20
Faisal, Muhammad	College of Medicine	Medicine	Faculty	Resignation	Assistant Professor			\$30,450.00	07/31/20
Fenton, Paul	College of Medicine	Orthopedic	Faculty	End of Contract / Assignment	Assistant Professor			\$8,000.00	08/01/20
Fitzpatrick, Kathleen	College of Business	Business Technology	Faculty	VSIP Ret w 10+yrs UT Service	Associate Professor			\$83,709.60	05/08/20
Foley, Lawrence	Compliance Office	Risk Management	Staff	Resigned Other Employment	Admin for Risk Mgmt			\$127,500.00	06/23/20
Forte, Matthew	College of Arts & Sciences	Music	Faculty	Resigned Other Employment	Assistant Professor			\$56,732.40	08/07/20
Frank, Stephanie	College of Medicine	Medicine	Staff	Resigned Other Employment	Research Study Coordinator			\$63,246.46	08/13/20
Furlong, Brittani	College of Natural Science & Math	Environmental Sciences	Faculty	Grant \$ Ended	Seasonal Employee Hourly			\$0.00	07/03/20
Gaber, Sharon	President	Office of President	Faculty	Resigned Other Employment	President			\$510,000.00	07/05/20
George, Kathryn	Human Resources	Human Resources	Staff	Retirement w 10+yrs UT service	Coord., Hris			\$65,207.28	08/20/20
Gore, Rachel	University Medical Center	Nursing Pool	Staff	Resigned Other Employment	Nursing Assistant			\$15.06	06/27/20
Gotfried, Robert	College of Medicine	Family Medicine	Faculty	VSIP	Assistant Professor			\$60,950.00	06/30/20
Gray, Megan	College of Engineering	Engineering Career Development	Staff	90 Day Notice	Assoc Dir Career Development Center			\$51,266.22	08/31/20
Griffin, Claire	General Counsel & Legal Services	Office of Legal Affairs	Staff	Resigned to Attend School	Public Records Specialist			\$21,000.00	08/07/20
Guirguis, Mira	College of Medicine	Medical Microbiology & Immunology	Staff	Involuntary Termination	Research Assistant			\$12.29	09/10/20
Gupta, Anil	College of Medicine	Orthopedic	Faculty	End of Contract / Assignment	Assistant Professor			\$8,000.00	08/01/20
Hamdah, Shahrazad	College of Health & Human Services	School of Social Justice	Staff	Resignation	Domestic Violence Advocate			\$42,840.00	07/30/20
Hammersley, Jeffrey	College of Medicine	Medicine	Faculty	VSIP Ret w 10+yrs UT Service	Associate Professor			\$104,551.00	06/30/20
Hammersmith, Steven	College of Medicine	Medicine	Faculty	Resignation	Instructor			\$18,270.00	06/30/20

Hapuarachchi, Sujeewa	College of Natural Science & Math	Mathematics	Faculty	End of Contract / Assignment	Visiting Assistant Professor			\$39,000.00	05/08/20
Harmon, Sydni	Student Affairs MC	Multclt Stdt Dev	Staff	Resigned Other Employment	Program Coordinator			\$38,100.00	07/10/20
Hassoun, Ezdihar	College of Pharmacy	Pharmacology	Faculty	Retirement w 10+yrs UT service	Professor			\$158,406.62	07/31/20
Hawes, Jon	College of Business	Marketing	Faculty	End of Contract / Assignment	Visiting Assistant Professor			\$110,000.00	05/08/20
Hazelton, Andrew	Provost-Academic Affairs	Center for Success Coaching	Staff	90 Day Notice	Success Coach			\$40,413.42	09/14/20
Heffner, Rickye	College of Arts & Letters	Psychology	Faculty	VSIP Ret w 10+yrs UT Service	Professor			\$128,583.33	06/30/20
Hickey, Donald	College of Medicine	Family Medicine	Faculty	Contract Not Renewed	Assistant Professor			\$15,000.00	06/30/20
Hoak, Mary	College of Arts & Letters	Foreign Languages	Faculty	VSIP Ret w <10 yrs UT Service	Assoc Lecturer French & German			\$57,250.38	06/30/20
Hoehing, Susan	College of Arts & Letters	English	Faculty	Retirement w 10+yrs UT service	Senior Lecturer			\$64,120.42	05/08/20
Hood, Janice	University College	Online Recruitment & Stu. Serv.	Staff	90 Day Notice	Online Program Manager			\$27,164.80	08/17/20
Hutt, Lynnmarie L.	Internal Audit	Internal Audit	Staff	Retirement w 10+yrs UT service	Director, Compliance Privacy			\$104,946.76	06/26/20
Jankun, Jerzy	College of Medicine	Urology	Faculty	VSIP Ret w 10+yrs UT Service	Professor			\$96,518.44	06/30/20
Joldrichsen, Andrea	College of Engineering	Dean-Engineering	Staff	Retirement w 10+yrs UT service	GCD/Recruit/Industry Outr Mgr			\$62,469.65	08/17/20
Kakish, Edward	College of Medicine	Emergency Medicine	Faculty	Resignation	Instructor			\$10,000.00	06/30/20
Karim, Nurose	College of Medicine	Resid Prgm-Neurology	Staff	Completed Program	Resident			\$61,071.00	08/31/20
Khandekar, Sushant	Research & Sponsored Programs MC	Office of Research Compliance	Staff	90 Day Notice	Assoc Compliance Analyst, IACU			\$43,000.00	10/05/20
Kroll, Vicki	Marketing & Communications	University Communications	Staff	Retirement w 10+yrs UT service	Dir of Internal Communications			\$55,664.00	08/31/20
Kumarasamy, Sivarajan	College of Medicine	Physiology and Pharmacology	Faculty	Contract Not Renewed	Assistant Professor			\$88,009.00	06/30/20
Kunnathur, Anand	College of Business	Dean-Business College	Faculty	End of Contract / Assignment	Interim Assoc Dean Grad/Resarch & Assoc Dean			\$14,663.60	08/14/20
Lakia, Deloris	College of Nursing	College of Nursing Instruction	Faculty	VSIP Ret w 10+yrs UT Service	Assistant Professor			\$84,948.17	06/30/20
Lavender, Ericka	Provost-Academic Affairs	Academic Athletic Advising	Staff	Resignation	Assoc Ath Dir & Dir Student At			\$80,000.00	06/19/20

Lee, Aaron	University Medical Center	Senior Behavioral Health	Staff	Resignation	Nursing Assistant			\$15.06	07/04/20
Leppelmeier, Monica	College of Medicine	Orthopedic	Staff	Resigned Other Employment	Department Administrator 2			\$88,000.50	07/29/20
Li, Rosie	College of Medicine	Resid Prgm-OB/GYN	Staff	Completed Program	Resident			\$61,071.00	06/30/20
Lingeman, Thomas	College of Arts & Letters	Art	Faculty	VSIP Ret w 10+yrs UT Service	Professor			\$89,046.54	06/30/20
Liu, Phillip	College of Medicine	Resid Prgm-Pediatrics	Staff	Resignation	Resident			\$55,620.00	06/22/20
Lobar, Bruce	College of Medicine	Neurology	Faculty	Resignation	Assistant Professor			\$30,450.00	06/30/20
Lockett, Makayla	College of Arts & Letters	English	Faculty	End of Contract / Assignment	Visiting Assistant Professor			\$37,000.00	05/08/20
Long, Mychael	University Medical Center	Nursing Pool	Staff	Resigned Other Employment	Nursing Assistant			\$15.06	06/17/20
Longenecker, Clinton	College of Business	Management	Faculty	End of Contract / Assignment	Dir Ctr Lead & Org Exc/Profess			\$189,434.68	08/14/20
Lorenz, Abbey	University Medical Center	Vascular Lab	Staff	Resigned Other Employment	Nursing Assistant			\$15.06	07/15/20
Lymanstall, David	College of Nursing	Nursing - Student Services	Faculty	VSIP Ret w 10+yrs UT Service	Instructor			\$74,032.75	07/31/20
Ma, Marcus	College of Medicine	Emergency Medicine	Faculty	Contract Not Renewed	Assistant Professor			\$1,750.00	06/30/20
Martin, Renee	College of Health & Human Services	Social & Philosophical Foundations	Faculty	VSIP Ret w 10+yrs UT Service	Professor			\$102,858.07	06/30/20
McInerney, Marcia	College of Pharmacy	Pharm-Grad Studies	Faculty	VSIP Ret w 10+yrs UT Service	Executive Admin Dean			\$183,986.51	06/30/20
Medhkour, Azedine	College of Medicine	Surgery	Faculty	Retirement w 10+yrs UT service	Professor			\$97,652.98	06/30/20
Meeker, Randall	Div of Tech & Adv Solutions-DTAS	IT Personnel	Staff	Retirement w<10 yrs UT service	Sr IT Service Ctr Administratr			\$73,745.51	06/02/20
Merrick, Hollis	College of Medicine	Surgery	Faculty	Resignation	Professor Emeritus			\$10,100.00	06/30/20
Miller, Amy	University Medical Center	Heart and Vascular Center	Staff	Resigned Other Employment	Clinic Manager 2			\$76,286.12	07/17/20
Miller, Linda	College of Medicine	Human Organ Donation Program	Faculty	VSIP Ret w 10+yrs UT Service	Instructor			\$72,910.00	06/30/20
Mo, Liping	College of Natural Science & Math	Mathematics	Faculty	End of Contract / Assignment	Visiting Assistant Professor			\$39,000.00	05/08/20
Mok, King Fai	College of Natural Science & Math	Physics	Staff	Resignation	Post Doc			\$34,762.50	08/06/20

Molter, Donald	Div of Tech & Adv Solutions-DTAS	IT Personnel	Staff	Resigned Other Employment	Network Architect			\$89,591.55	08/07/20
Montri, Christina	College of Arts & Sciences	Music	Staff	90 Day Notice	Staff Accompanist			\$28,166.40	09/06/20
Moore, Gary	College of Business	Finance	Faculty	VSIP Ret w 10+yrs UT Service	Professor			\$152,535.37	06/30/20
Mravec, Madison	University Medical Center	Nursing Pool	Staff	Resigned Job Dissatisfaction	Nursing Assistant			\$15.06	06/13/20
Murray, Tiffany	Human Resources	Human Resources	Staff	Resignation	Director, Equal Opportunity/AA			\$97,410.00	07/27/20
Nabiyouni, Ehsan	College of Engineering	Engineering Tech	Faculty	End of Contract / Assignment	Visiting Assistant Professor			\$55,000.00	05/08/20
Nada, Shadia	College of Pharmacy	Pharm-Med/Bio Chem	Staff	Grant \$ Ended	Interim Research Associate			\$26,677.50	07/07/20
Nathan, Daniel	College of Law	Law-Instruction	Faculty	VSIP	Clinical Prof			\$76,488.84	07/01/20
Nims, Douglas	College of Engineering	Civil Engineering	Faculty	VSIP Ret w 10+yrs UT Service	Professor			\$125,254.62	06/01/20
Norman, Christina	University Medical Center	Pharmacy	Staff	Resigned Personal Reasons	Supevisor			\$0.00	07/07/20
Ocasio, Joseph	College of Medicine	Physician Assistant Studies	Faculty	Resignation	Assistant Professor			\$55,000.00	08/23/20
Oricko, Jacquelyn	College of Business	IOTM	Faculty	VSIP Ret w 10+yrs UT Service	Associate Lecturer			\$54,007.96	06/30/20
Ortiz, Jorge	College of Medicine	Surgery	Faculty	Resigned Other Employment	Assoc Prof/Chief Surg Transplt			\$53,328.20	06/25/20
Padanilam, Thomas	College of Medicine	Orthopedic	Faculty	End of Contract / Assignment	Assistant Professor			\$20,000.00	08/01/20
Paik, Amy	College of Natural Science & Math	Chemistry	Faculty	Resigned Other Employment	Visiting Assistant Professor			\$43,000.00	05/08/20
Papadimos, Peter	General Counsel & Legal Services	Office of Legal Affairs	Staff	Retirement w 10+yrs UT service	VP and General Counsel			\$240,399.66	06/30/20
Papadimos, Thomas	College of Medicine	Anesthesiology	Faculty	Resignation	Professor			\$138,390.00	06/30/20
Patel, Ishan	Div of Tech & Adv Solutions-DTAS	IT Personnel	Staff	Resigned Other Employment	Server & Storage Systems Admin			\$64,438.00	07/24/20
Patibandla, Anita	College of Medicine	Obstetrics and Gynecology	Faculty	Contract Not Renewed	Assistant Professor			\$25,000.00	06/30/20
Patton, Emily	Athletics	Athletic-Acad Support	Staff	Resigned Other Employment	Assist Dir Stdnt-Athlete AcdSv			\$55,000.00	06/03/20
Paudel, Guhanath	College of Natural Science & Math	Mathematics	Faculty	End of Contract / Assignment	Visiting Assistant Professor			\$37,000.00	05/08/20

Payne, Nicole	College of Medicine	Emergency Medicine	Faculty	Resignation	Assistant Professor			\$1,778.40	06/12/20
Pierson, Bradley	College of Arts & Sciences	Music	Faculty	Involuntary Termination	Assistant Professor			\$59,024.39	07/03/20
Piotrowski, Michael	College of Arts & Letters	English	Faculty	VSIP Ret w 10+yrs UT Service	Senior Lecturer			\$64,120.42	05/08/20
Powers, Mary	College of Pharmacy	Pharm - Enrollment Management	Faculty	Retirement w 10+yrs UT service	Assoc Dean for Admiss & Enroll			\$151,868.09	06/30/20
Ray, Mark	University College	Online Recruitment & Stu. Serv.	Staff	90 Day Notice	Dir, Online Student Services			\$67,743.65	08/17/20
Robertson, Barb	College of Business	Dean-Business College	Staff	Retirement w 10+yrs UT service	Dir Advis/Student Acad Success			\$76,993.78	08/31/20
Rodela, Ariana	College of Business	EMBA	Staff	90 Day Notice	Program Coordinator			\$40,800.00	08/27/20
Rolinc, Brian	Student Affairs MC	Res Hall Admin	Staff	Resignation	Housing Manager			\$48,811.00	07/02/20
Rose, Joseph	College of Medicine	Physician Assistant Studies	Faculty	Contract Not Renewed	Assistant Professor			\$55,825.00	06/30/20
Ryno, Joseph	College of Medicine	Emergency Medicine	Faculty	Retirement w 10+yrs UT service	Assistant Professor			\$1,700.00	07/05/20
Sackmann, Matthew	College of Arts & Letters	English	Faculty	End of Contract / Assignment	Visiting Instructor			\$33,000.00	05/08/20
Saddemi, Stephen	College of Medicine	Orthopedic	Faculty	End of Contract / Assignment	Associate Professor			\$8,000.00	08/01/20
Salahuddin, Hisham	College of Medicine	Neurology	Faculty	Resignation	Instructor			\$20,300.00	08/15/20
Salem, Nada	College of Arts & Letters	Foreign Languages	Faculty	End of Contract / Assignment	Visiting Assistant Professor			\$33,000.00	05/08/20
Samdani, Taufique	College of Business	Finance	Faculty	End of Contract / Assignment	Visiting Assistant Professor			\$100,000.00	05/08/20
Samuel, Karunakar	College of Medicine	Neurology	Staff	Resigned to Attend School	Research Assistant			\$16.00	08/21/20
Sarver, Jeffrey	College of Pharmacy	Pharmacology	Faculty	VSIP Ret w 10+yrs UT Service	Lecturer			\$65,826.72	06/30/20
Schalk, Emily	University Medical Center	Kobacker-I/P Nursing Unit	Staff	Resignation	Nursing Assistant			\$15.06	08/02/20
Sevкли, Mehmet	College of Business	IOTM	Faculty	End of Contract / Assignment	Visiting Professor-IOTM			\$105,000.00	05/08/20
Sharkey, Thomas	College of Business	Marketing	Faculty	End of Contract / Assignment	Assoc Prof Emeritus, Chair MIB			\$90,624.10	07/01/20
Sharma, Sachit	College of Medicine	Resid Prgm-Medicine	Staff	Completed Program	Resident			\$61,071.00	06/30/20

Sherry, Mark	College of Arts & Letters	Sociology	Faculty	VSIP	Professor			\$112,187.79	06/30/20
Siddiq, Ahmadiyah	College of Medicine	Resid Prgm-Surgery	Staff	Completed Program	Resident			\$55,620.00	06/30/20
Simpson, Lisa	Human Resources	Human Resources	Staff	Resignation	Sr. Labor Relations Specialist			\$69,384.29	08/14/20
Simpson, Victoria	Public Safety	Safety & Health - MC	Staff	90 Day Notice	Safety & Health Specialist			\$50,000.00	06/19/20
Smith, Julia	University Medical Center	Senior Behavioral Health	Staff	Resignation	Nursing Assistant			\$15.06	06/08/20
Spongberg, Alison	College of Natural Science & Math	Environmental Sciences	Faculty	Retirement w 10+yrs UT service	Professor			\$107,966.33	09/04/20
Springman, Richard	College of Engineering	Engineering Tech	Faculty	VSIP Ret w 10+yrs UT Service	Assist Prof/Associate Chair			\$113,358.36	08/07/20
Staub, Nancy	College of Health & Human Services	Educational Administration	Faculty	VSIP	Associate Professor			\$83,307.63	07/01/20
Stevens, Darlene	College of Business	UnderGrad Studies	Staff	90 Day Notice	Enrollment Management Speciali			\$56,563.06	08/27/20
Strauss, Alexis	University Medical Center	Nursing Pool	Staff	Resigned Salary Reasons	Nursing Assistant			\$15.06	06/24/20
Sugarman, Yerra	College of Arts & Letters	English	Faculty	End of Contract / Assignment	Visiting Assistant Professor			\$37,000.00	05/08/20
Sundararaghavan, P.	College of Business	IOTM	Faculty	End of Contract / Assignment	Professor Emeritus			\$11,025.92	08/14/20
Tamirisa, Anita	College of Medicine	Obstetrics and Gynecology	Faculty	Resignation	Assistant Professor			\$39,585.00	08/28/20
Telquist, Keely	College of Medicine	Resid Prgm-Family Practice	Staff	Completed Program	Resident			\$59,530.00	07/31/20
Tillekeratne, Manoranjani	College of Medicine	Medicine	Staff	Retirement w 10+yrs UT service	Biomedical Research Assistant			\$18,583.79	06/30/20
Trivedi, Rujuta	College of Medicine	Medicine	Faculty	Resignation	Assistant Professor			\$16,369.00	07/31/20
Tsai, Hua-Hsin	College of Business	Finance	Faculty	End of Contract / Assignment	Visiting Instructor Finance			\$65,000.00	05/08/20
Tucker, Taaja	College of Natural Science & Math	Environmental Sciences	Staff	Resignation	Laboratory & Field Technician			\$45,900.00	07/05/20
Walker, Jaymon	Student Affairs MC	Counseling Center	Staff	Resigned Personal Reasons	ClinicalCounselor/Psychologist			\$62,000.00	08/14/20
Wall, John	College of Medicine	Neurosciences	Faculty	Retirement w 10+yrs UT service	Professor			\$56,053.00	06/30/20
Watson, Nickole	Student Affairs MC	Ottawa House	Staff	Resignation	Hall Director			\$35,900.00	08/03/20

Way, Robert	College of Arts & Letters	History	Faculty	Retirement w 10+yrs UT service	Senior Lecturer			\$60,310.38	06/30/20
Weck-Schwarz, Sibylle	College of Natural Science & Math	Mathematics	Faculty	VSIP Ret w 10+yrs UT Service	Senior Lecturer			\$60,685.40	05/12/20
Weldy, David	College of Medicine	Family Medicine	Faculty	Retirement w 10+yrs UT service	Associate Professor			\$80,362.17	07/02/20
White, Donald	College of Natural Science & Math	Mathematics	Faculty	VSIP Ret w 10+yrs UT Service	Prof and Chair			\$128,517.52	06/30/20
Williams, Meghan	College of Medicine	Emergency Medicine	Faculty	Resignation	Assistant Professor			\$1,778.40	06/30/20
Winhoven-Kamm, Nicole	College of Engineering	Engineering Tech	Faculty	VSIP	Associate Lecturer & Program D			\$61,720.32	06/30/20
Xie, Yutong	College of Business	Finance	Faculty	End of Contract / Assignment	Visiting Professor			\$88,421.12	05/08/20
Young, James	College of Medicine	Emergency Medicine	Faculty	Resignation	Assistant Professor			\$1,778.40	06/30/20
Yousif, Kathryn	University Medical Center	Pharmacy	Staff	Resigned Job Dissatisfaction	Pharmacy Intern			\$15.06	06/16/20
Zaidi, Syed	College of Natural Science & Math	Mathematics	Faculty	VSIP Ret w 10+yrs UT Service	Senior Lecturer			\$60,685.40	05/12/20

Community-Based / ProMedica Practitioners

<u>Name - Last, First, MI</u>	<u>College or Administration</u>	<u>Department</u>	<u>HSC</u>	<u>Description</u>	<u>Previous Position</u>	<u>Position</u>	<u>Effective Date</u>
Afreen, Ehad, M.D.	College of Medicine	Neurology		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	09/01/20
Day, Carolyn, M.D.	College of Medicine	Family Medicine		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	08/01/20
Doyle, James, D.O.	College of Medicine	Family Medicine		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Evanoff, John, M.D.	College of Medicine	Family Medicine		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Grima, Laura, M.D.	College of Medicine	Family Medicine		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Hulsemann, Susan, M.D.	College of Medicine	Family Medicine		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Schenk, Nicholas, M.D.	College of Medicine	Family Medicine		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20

Sthapit, Bonisha, M.D., M.P.H.	College of Medicine	Pediatrics		ProMedica Practitioner Appointment		Clinical Assistant Professor without medical staff privileges	08/01/20
Bahhur, Nael, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/01/20
Bommarito, Elisabeth, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Broderick, Stephan, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Dean, Dustin, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/01/20
DeMund, Marjorie, M.D.	College of Medicine	OB/GYN		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Elnagar, Noha, PA-C	College of Medicine	Medicine		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/01/20
Ervin, David, M.D.	College of Medicine	Orthopedic		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	08/01/20
Fenton, Paul, M.D.	College of Medicine	Orthopedic		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	08/01/20
Griffith, Ryan, M.D.	College of Medicine	Medicine		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/01/20
Gupta, Anil, M.D.	College of Medicine	Orthopedic		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	08/01/20
Hapner, Chris, D.O.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Johnston, Ryan, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Kakish, Edward, D.O.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/01/20
Keeley, Brenton, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Lindstrom, Bret, D.O.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Mayhew, Colleen, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
McBride, Jaime, D.O.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Meenakshisundaram, Chandramohan, M.D.	College of Medicine	Medicine		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/13/20
Migliore, Marcello, D.O.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Miri, Khalid, D.O.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20

Nguyen, Kevin, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Oumeddour, Razik, D.O.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Padanilam, Thomas, M.D.	College of Medicine	Orthopedic		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	08/01/20
Papale, Nino, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Payne, Nicole, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/01/20
Rolston, Brice, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Ryno, Joseph, D.O.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/06/20
Saddemi, Stephen, M.D.	College of Medicine	Orthopedic		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	08/01/20
Salahuddin, Hisham, M.D.	College of Medicine	Neurology		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	08/15/20
Sharma, Monish, D.O.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Sheth, Osama, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Tamirisa, Anita, M.D.	College of Medicine	OB/GYN		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	08/29/20
Trager, Jeff, D.O.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Vohra, Ashima, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Walker, Joy, M.D.	College of Medicine	Surgery		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Wall, John, Ph.D.	College of Medicine	Neurosciences		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Weaver, Kent, D.O.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor without medical staff privileges	07/01/20
Young, James, M.D.	College of Medicine	Emergency Medicine		Community-Based Appointment		Clinical Assistant Professor with medical staff privileges	07/01/20