



# UToledo Board of Trustees Meeting

September 25, 2024

CADE/Webex

Chair, Patrick Kenney / Vice Chair, Eleanore Awadalla

Trustees: Lidia Ebersole, Zac Isaac, Al Baker, Steve Ciucci, Mike Miller, Adam Levine

Student Trustees: Kevin Bishop, Nate Boley

National Trustee: Tom Wakefield



## UToledo Board of Trustees Meeting

### Agenda

September 25, 2024

1. Call to Order
2. Roll Call
3. Executive Session  
Executive session to discuss trade secrets under Ohio Uniform Trade Secret Act.
4. Meeting Minutes
  - A. Board Meeting Minutes
    - Board Meeting Minutes - 6.26.24
    - Special Board Meeting Minutes - 9.10.24
  - B. Committee Meeting Minutes
    - Nominating Committee Minutes - 6.20.24
    - Finance and Audit Committee Minutes - 6.21.24
    - Trusteeship and Governance Committee Minutes - 6.24.24
    - Nominating Committee Minutes - 6.25.24
    - Academic and Student Affairs Committee Minutes - 6.25.24
5. Committee Reports
  - a) UToledo Health Board Report
  - b) Academic and Student Affairs Committee Report
  - c) Finance and Audit Committee Report
  - d) Trusteeship and Governance Committee Report
6. Consent Agenda
  - A. Resolution No. 24-09-30: Eaton Trust Disbursement
  - B. Resolution No. 24-09-31: Approval of Candidates for Degrees
  - C. Posthumous Degree Recommendation
  - D. Expedited Tenure Recommendation
  - E. Resolution No. 24-09-32: Self Administration of

State-Funded Construction Projects

F. Resolution No. 24-09-33: Large Purchase -  
FinThrive

G. Resolution No. 24-09-34: Fairlawn Property

H. Personnel Action Report

7. President's Report

8. Chair's Report

9. Informational Items

Code of Ethics Document

Conflict of Interest

10. Executive Session

- - Executive session to discuss the employment and  
compensation of a public employee.

11. Other Business, if any

12. Adjournment

**Minutes**  
**The University of Toledo**  
**180th Meeting of the Board of Trustees**  
**Wednesday, June 26, 2024**  
**WebEx/CADE**  
**9:00 a.m.**

The one-hundred eightieth meeting of The University of Toledo Board of Trustees was held on Wednesday, June 26, 2024, in the Center for Alumni and Donor Engagement Fredrick Wolfe Board Room and virtually, via WebEx. Chair Will Lucas called the meeting to order at 9:06 a.m. and read the mission statement of The University of Toledo. Secretary to the Board, Ms. Katie DeBenedictis, recorded the minutes.

**CALL TO  
ORDER**

The following Board of Trustees members were in attendance:

Eleanore Awadalla (in-person)  
Alfred A. Baker (virtual)  
Stephen P. Ciucci (in-person)  
Lidia Ebersole, (in-person)  
Zac Isaac (in-person)  
Will Lucas, Chair (in-person)  
Patrick Kenney, Vice-Chair (in-person)  
Madeline Vining, Student Trustee (in-person)  
Kevin Bishop, Student Trustee (in-person)  
Thomas Wakefield, National Trustee (in-person)

**ATTENDANCE**

The following Board of Trustees members were not in attendance:

Michael Miller

A quorum of the Board was constituted.

The following individuals were also in attendance:

Floyd Akins, VP for Advancement  
Melissa Burden, Toledo Blade  
Frank Calzonetti, VP for Innovation

Meghan Cunningham, Director University Communications  
Dave Cutri, Executive Director of Internal Audit and Chief Compliance Officer  
Katie DeBenedictis, Secretary to the Board of Trustees  
Mike Dennis, Sr. Assoc. VP for Finance & Auxiliaries and Treasurer  
Susan Edinger, Manager, Internal Auditor  
Beth Gerasimiak, Director of Academic Personnel Administration  
Brenda Grant, Associate Vice President for Academic Finance and Planning  
Troy Holmes, UTMC CFO

John Huber, Chief Administrative and Financial Officer, UTP  
Mary Humphrys, Associate Professor  
Charles Jake, VP for Legal Affairs and General Counsel  
Sherri Kaspar, Park UToledo  
John Lautzenheiser, UTPD  
Brenda Lee, President UToledo Foundation  
William McCreary, VP for Information Technology and CIO  
Traci McDaniel, Executive Assistant  
Scott Molitor, Interim EVP for Academic Affairs and Provost  
Patricia Mowery, Graduate Education and Research Coordinator  
Megan Newcomer, Executive Assistant  
Shannon Neumann, AVProvost for Student Success and Engagement  
Angela Paprocki, COA/AVP of Institutional Effectiveness  
April Ramsey, Executive Assistant  
Terence Romer, AVP of Business Insights  
Janelle Schaller, Deputy General Counsel  
Connie Schall, Interim VP for Research  
Matthew Schroeder, Interim President  
Breanne Simkin, Huron Consulting  
Sammy Spann, Vice President for Student Affairs  
Rick Swaine, UTMC CEO  
Sabrina Taylor, Assoc. VP of Budget and Planning  
Rod Theis. Director of UTPD  
Don Wedding, UTAAUP  
Alex Zernechel, Associate Director for Involvement

Board Chair Lucas presented Proclamation No. 24-06-26: In Recognition of the 2023-24 Rockets Student Athletes and Coaches. Following the reading of the Proclamation, Trustee Lucas and all members of the board congratulated Bryan Blair on his successful year. Mr. Blair thanked the board for their support.

Board Chair Lucas requested a motion to enter executive session to discuss trade secrets under Ohio Uniform Trade Secret Act and to have a conference with an attorney for the university concerning disputes that are the subject of pending or imminent court action. Trustee Ciucci made the motion and it was seconded by Trustee Isaac. Ms. DeBenedictis conducted a roll call vote: Lucas, yes; Kenney, yes; Awadalla, yes; Baker, yes; Ciucci, yes; Ebersole, yes; and Isaac, yes.

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

Board Chair Lucas requested a motion to waive the reading of the April and May Board and Committee meeting minutes and approve them as written. A motion was received from Trustee Ebersole, seconded by Trustee Awadalla and approved by the board.

**PROCLMATION  
NO. 24-06-26**

**EXECUTIVE  
SESSION**

**APPROVAL OF  
MEETING  
MINUTES**

Board Chair Lucas asked each committee chair to share their committee report.

Trustee Isaac read the Academic and Student Affairs Committee report: The Academic and Student Affairs Committee met on Tuesday, June 25 at 4pm via Webex. A stakeholder report was received from graduate council for review in the board packet. Dr. Jerry Van Hoy, president of faculty senate, provided a brief report during the meeting.

Following the stakeholder report, several action items were approved by the committee. These items can all be found on today's consent agenda and include:

- Approval of the meeting minutes from the April meeting.
- Resolution No. 24-06-25 endorsing the updated University Completion Plan. This plan will be reviewed and updated at least once every two years and a copy will be provided to the Chancellor of the Ohio Department of Higher Education.
- Approval of the recommended faculty for emeritus status.
- Approval of the tenure appointment for Dr. Zhang in the College of Medicine and Life Sciences.
- Approval of the recommendation to rename the Department of Communication to the Department of Communication and Media.
- And, approval to merge the Department of Neurosciences and the Department of Psychiatry into one department called the Department of Neurosciences and Psychiatry.

Trustee Ebersole read the Finance and Audit Committee Report: The Finance and Audit Committee met on Friday, June 21 at 9am via Webex.

Under discussion items, Mr. Todd Deindoerfer, Mr. Michael Johns and Mr. Tim Loeffler from CLA provided the 2024 UToledo Audit Planning Presentation.

Additionally, Mr. Michael Dennis, Sr. Associate Vice President for Finance, gave a presentation on the FY24 financial performance through May. He highlighted the consolidated income statement, balance sheet, and statement of cash flows.

Following an executive session discussion, the committee moved to the action items portion of the agenda. Several action items were approved by the committee. These items can all be found on today's consent agenda and include:

- The meeting minutes from the April Finance and Audit Committee meeting.
- Resolution No. 24-06-15 authorizing approval of the FY25 operating budgets and tuition and fees.

## **COMMITTEE REPORTS**

### **ACADEMIC AND STUDENT AFFAIRS COMMITTEE**

### **FINANCE AND AUDIT COMMITTEE MEETING**

- Resolution No. 24-06-16 approving the use of FY24 net surplus after all obligations have been satisfied to be directed to capital equipment and infrastructure needs for the University.
- Resolution No. 24-06-17 authorizing UToledo to enter into a contract with Digital Resources Inc. to upgrade the digital assets in John F. Savage Arena and to fund the contract by modifying the Rocket Sports Properties multimedia rights agreement.
- Resolution No. 24-06-18 approving the construction of a pedestrian bridge over Douglas Road near the east side of Savage Arena.
- Resolution No. 24-06-19 authorizing UToledo to enter a service agreement for the use of 715 Dell AIO computers for the next 4 years.
- Resolution No. 24-06-20 approving transactions with BVK to lead production of a new advertising campaign and to manage media strategy and campaign implementation.
- And, Resolution No. 24-06-21 approving a professional service agreement with WittKieffer for executive position searches.

The committee was encouraged to review informational items in their packets including the CLA Governance Communication, Moody’s Ratings information and a review of a BVK timeline.

Trustee Ciucci read the Trusteeship and Governance report: The Trusteeship and Governance Committee met on Monday, June 24 at 9:00am via Webex.

The committee approved several action items that can be found on today’s consent agenda. These items include:

- The meeting minutes from the April trusteeship and governance committee meeting
- The Personnel Action Report for June.
- Resolution No. 24-06-22 which details revisions to university appointing authorities.
- Resolution No. 24-06-23 ratifying the agreement between The University of Toledo and CWA for a collective bargaining agreement for a term commencing January 1, 2024 and expiring December 31, 2025.
- Recommended changes to OAC Bylaw 3364-1-07.
- Resolution No. 24-06-24 appointing the following public members to the UToledo Health Board: Neema Bell, Cleves Delp, Jeannie Hylant,

**TRUSTEESHIP  
AND  
GOVERNANCE  
COMMITTEE**

Jodi Miehls and Gerald Zelenock.

- And, the committee voted to approve a recommendation to confer the “emeritus trustee” title to Will Lucas.

Mr. Schroeder provided the UToledo Health Board report: The UToledo Health Board last met on May 1, 2024. During that meeting former President and Chair of the UToledo Health Board, Greg Postel, announced that May 1 would be his final UToledo Health Board meeting and the Chair of the Board of Trustees would be appointing the next chair of the UToledo Health Board. Additionally, he recognized the resignation of Rebecca Ramirez and thanked Mr. John Huber for leading UTP during a time of transition.

There was a lengthy discussion in executive session. Following the discussion, the meeting was adjourned.

In addition, the privileging/credentialing and safety/quality committee continues to meet monthly to approve the medical chief of staff report.

UToledo Health looks to become a stronger enterprise in the next year.

As Trustee Ciucci mentioned, 5 public members will be added to the board following the approval of today’s consent agenda.

Additionally, within UToledo Health leadership, Dr. Ryan Sadeghian began his role as Chief Medical Information Officer on June 10, Dr. Jason Schroeder, a neurosurgeon at UTMC, was appointed interim Chief Physician Executive, and, we welcome Dr. Imran Ali, professor and Clair Martig Endowed Chair in the department of neurology, as interim dean of the college of medicine and life sciences. He will replace Dr. Cooper, who has served as Dean for the past 10 years.

I would like to take this opportunity to thank Dr. Cooper for his years of service on behalf of the University of Toledo.

We will spend time in orientation with our new board members over the next couple weeks and the next meeting of the UToledo Health Board will take place in early August.

Trustee Ebersole provided the Nominating Committee report: The committee met on Tuesday, June 25 to discuss board officers for the next fiscal year...

The Committee believes that Patrick Kenney, who has served as board vice chair this past year should be nominated to serve as Board Chair. Patrick has served as a trustee since 2017. His knowledge of UToledo and thoughtful ideas on how to work through many of the University’s priorities will make him a strong chair of the Board.

**UTOLEDO  
HEALTH**

**NOMINATING  
COMMITTEE**

The Committee also believes that Eleanore Awadalla should be nominated as vice chair. Eleanore has served on the Board of Trustees since September of 2019. She has served on all board committees and served as chair of the trusteeship and governance committee and vice chair of the academic and student affairs committee. Notably, trustee Awadalla was an initial appointment to the UToledo Health Board in the fall of 2023. We feel Trustee Awadalla's clinical experience and involvement with all board committees will make her a strong vice chair for the upcoming year.

Finally, the Committee would like to recommend that Katie DeBenedictis continue to serve in the role of Board Secretary for FY25. Katie has worked with the board since 2019 and runs all board operations efficiently and in a professional manner. We look forward to working with Katie again in the next year.

Following comments from the new officers, Board Chair Lucas asked for any additional nominations. Hearing none, he asked for a motion to approve the FY25 Board Officers. A motion was made by Trustee, Baker, seconded by Trustee Isaac and approved by the board.

Board Chair Lucas requested a motion for approval of the Consent Agenda for this meeting. A motion was received from Trustee Ciucci, seconded by Trustee Awadalla and approved by the board

There was an item of other business to discuss. Resolution No. 24-06-27: Appointment of UTH Board Members and Chair of UTH Board. Board Chair Lucas presented the resolution which confirms the appointment of up to 4 members of the UToledo Board on the UToledo Health Board. The term of service is one year. As chair of the board of trustees and in consultation with the president and chair of the trusteeship and governance committee, I would like to appoint Eleanore Awadalla, Steve Ciucci and Zac Isaac to the UToledo Health Board. Additionally, I would like to appoint Steve Ciucci as chair of the board for FY25. Board Chair Lucas requested a motion to approve Resolution No. 24-06-27. A motion was provided by Trustee Baker, seconded by Trustee Kenney and approved.

Mr. Schroeder thanked the board for approval of the capital spending which will enhance the multiple campus master plan. Additionally, he thanked Jason Toth for his work with the Pedestrian Bridge. He also highlighted the effort of the budget team and academic affairs for completing the FY25 budget.

Mr. Schroeder stated that we are a people organization and 80% of our spend is on people. He is proud of the relationship with CWA and optimistic about future agreements.

Mr. Schroeder looks forward to working with the new members of the UTH Board and feels they each will bring significant value to the enterprise.

## **FY25 BOARD OFFICERS**

## **APPROVAL OF CONSENT AGENDA**

## **OTHER BUSINESS RESOLUTION NO. 24-06-27**

## **PRESIDENT'S REPORT**

Additionally, he congratulated the emeritus faculty award winners and Chair Lucas on the emeritus trustee title. All well deserved honors.

Chair Lucas made comments about outgoing student trustee, Madeline Vining and congratulated her on her success. He honored her by reading Proclamation No. 24-06-28 and highlighting her honors. Madeline thanked Chair Lucas and the board for her experience.

Vice-Chair Patrick Kenney made congratulatory remarks about outgoing Chair Lucas. He honored Mr. Lucas by reading Proclamation No. 24-06-29 highlighting his many accomplishments. Following the reading of the proclamation, many members of the board offered their congratulatory remarks. Chair Lucas thanked all the members of the board for their service and said he was grateful and appreciative of his time on UToledo's board.

Chair Lucas stated that there was a need to enter executive session. He requested a motion to enter executive session to discuss the employment and compensation of a public employee. A motion was provided by Trustee Ebersole and seconded by Trustee Awadalla. Ms. DeBenedictis took a roll call vote: Lucas, yes; Kenney, yes; Awadalla, yes; Baker, yes; Ciucci, yes; Ebersole, yes; and Isaac, yes. Following discussions, the board exited executive session with no action taken.

With no further business to discuss, Chair Lucas adjourned the meeting at 2:12 p.m.

**CHAIR'S REPORT  
PROCLAMATION  
NO. 24-06-28 AND  
NO, 24-06-29**

**EXECUTIVE  
SESSION**

**ADJOURNMENT**

**Minutes**  
**The University of Toledo**  
**181st Meeting of the Board of Trustees**  
**Tuesday, September 10, 2024**  
**CADE**  
**5:30 p.m.**

The one-hundred eighty first meeting of The University of Toledo Board of Trustees was held on Tuesday, September 10, 2024, at the Center for Alumni and Donor Engagement Schmakel Room. Chair Patrick Kenney called the meeting to order at 5:37 p.m. and read the mission statement of The University of Toledo. Secretary to the Board, Ms. Katie DeBenedictis, recorded the minutes.

**CALL TO  
ORDER**

The following Board of Trustees members were in attendance:

Alfred A. Baker  
Stephen P. Ciucci  
Lidia Ebersole  
Zac Isaac  
Patrick Kenney, Chair  
Michael Miller  
Eleanore Awadalla, Vice Chair  
Adam Levine  
Nathan Boley, Student Trustee  
Kevin Bishop, Student Trustee  
Thomas Wakefield, National Trustee

**ATTENDANCE**

A quorum of the Board was constituted.

The following individuals were also in attendance:

Katie DeBenedictis, Secretary to the Board of Trustees  
Matthew Schroeder, Interim President  
Terence Romer, Chief of Strategy and Business Insights

Board Chair Kenney requested a motion to enter executive session to discuss trade secrets under Ohio Uniform Trade Secret Act and the employment and compensation of a public employee. A motion was made by Trustee Isaac and seconded by Trustee Baker. Ms. DeBenedictis took a roll call vote of the board: Awadalla, yes; Kenney, yes; Baker, yes; Ciucci, yes; Ebersole, yes; Miller, yes; Isaac, yes; and Levine, yes. Following the discussion, the board exited executive session with no action taken.

**EXECUTIVE  
SESSION**

With no further business to discuss, Chair Kenney adjourned the meeting at 8:45 p.m.

**ADJOURNMENT**

**Minutes**  
**The University of Toledo Board of Trustees**  
**Nominating Committee Meeting**  
**June 20, 2024**

The meeting was via Webex. Committee members Mr. Michael Miller, Ms. Eleanore Awadalla and Ms. Lidia Ebersole were present. Others in attendance were Ms. Katie DeBenedictis, Ms. Meghan Cunningham, Ms. April Ramsey and Mr. Don Wedding.

**ATTENDANCE**

The meeting was called to order at 8:31 a.m. by Trustee Awadalla. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

**CALL TO ORDER**

Trustee Awadalla requested a motion to enter executive session to discuss the appointment of public officials. A motion was made by Trustee Ebersole and seconded by Trustee Miller. A roll call vote was performed: Awadalla, yes; Ebersole, yes; and Miller, yes.

**EXECUTIVE  
SESSION**

Following the discussion, the committee exited executive session with no action taken. With no further business to discuss, Trustee Awadalla adjourned the meeting at 8:46 a.m.

**ADJOURNMENT**

**Minutes**  
**The University of Toledo Board of Trustees**  
**Finance and Audit Committee Meeting**  
**June 21, 2024**

The meeting was conducted via WebEx. Committee members Mr. Mike Miller, Mr. Steve Ciucci, Mr. Patrick Kenney, Mr. Al Baker and Ms. Lidia Ebersole were present. Mr. Zac Isaac was absent. Trustee Eleanore Awadalla was present. National Trustee Mr. Thomas Wakefield was present. Others in attendance were Mr. Bryan Blair, Mr. Philip Bryant, Dr. Frank Calzonetti, Ms. Lena Carroll, Mr. Gordie Chauvin, Ms. Meghan Cunningham, Mr. Dave Cutri, Ms. Katie DeBenedictis, Mr. Todd Deindoerfer, Mr. Michael Dennis, Ms. Susan Edinger, Ms. Teru Garcia, Ms. Brenda Grant, Mr. Troy Holmes, Mr. John Huber, Mr. Charles Jake, Mr. Mike Johns, Mr. Lawrence Kelley, Mr. Tim Loeffler, Dr. Mark Merrick, Dr. Scott Molitor, Ms. Angela Paprocki, Ms. April Ramsey, Mr. Terence Romer, Dr. Constance Schall, Dr. Rebecca Schneider, Mr. Matthew Schroeder, Ms. Christine Stesney-Ridenour, Mr. Rick Swaine Ms. Sabrina Taylor, Mr. Rod Theis, Mr. Al Tomlinson, Mr. Jason Toth, UT-AAUP, Ms. Mindy Ward, Ms. Alexa York, and Mr. Alex Zernehel.

The meeting was called to order at 9:02 a.m. by Trustee Miller. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

Mr. Matt Schroeder introduced the team from CLA to present the UToledo Audit Planning document provided in the board materials.

Mr. Mike Dennis presented an update on the financial performance through May. He highlighted the consolidated income statement, balance sheet and cash flows. Additionally, an income statement for UToledo Health was presented.

Trustee Miller requested a motion to enter executive session to discuss trade secrets under Ohio Uniform Trade Secret Act, the purchase or sale of property, and to consult with an attorney for the university concerning disputes that are the subject of pending or imminent court action. A motion was made by Trustee Ciucci and seconded by Trustee Baker. Ms. DeBenedictis took a roll call vote of the committee: Miller, yes; Ebersole,; Ciucci, yes; Kenney, yes; and Baker, yes. Following discussions, the committee exited executive discussion with no action taken.

Trustee Miller requested a motion to waive the reading of the minutes from the April 19, 2024 Finance and Audit Committee meeting and accept them as written. A motion for approval was provided by Trustee Ciucci, seconded by Trustee Kenney, and approved by the committee.

Ms. Sabrina Taylor presented Resolution No. 24-06-15: FY25 Budget. This resolution approves the FY25 operating budget and tuition and fees. Trustee Miller had to leave the meeting. Trustee Ebersole requested a motion to approve Resolution No. 24-06-15 and forward to the consent agenda at the next board meeting. A motion for approval was provided by Trustee Baker, seconded by Trustee Kenney, and approved by the committee.

Mr. Schroeder presented Resolution No. 24-06-16: Large Purchase – Capital Spending Authorization. This resolution authorizes UToledo to utilize net surplus from FY24 for capital and infrastructure. Trustee Ebersole requested a motion to approve Resolution No. 24-06-16 and forward to the consent agenda at the next board meeting. A motion for approval was provided by Trustee Baker, seconded by Trustee Kenney, and approved by the committee.

**ATTENDANCE**

**CALL TO ORDER**

**CLA AUDIT**

**FINANCIALS**

**EXECUTIVE SESSION**

**APPROVAL OF MINUTES**

**RESOLUTION NO. 24-06-15**

**RESOLUTION NO. 24-06-16**

Mr. Bryan Blair presented Resolution No. 24-06-17: Large Purchase – Athletics which allows UToledo to enter a contract with Digital Resources Inc. Funding for this agreement will come from modifying the Rockets Sports Properties media rights agreement. Trustee Ebersole requested a motion to approve Resolution No. 24-06-17 and forward to the consent agenda at the next board meeting. A motion for approval was provided by Trustee Baker, seconded by Trustee Kenney, and approved by the committee.

**RESOLUTION  
NO. 24-06-17**

Mr. Jason Toth presented Resolution No. 24-06-18: Large Purchase –Pedestrian Bridge which allows for a safe pathway for students, faculty, staff and visitors between the Main and Engineering campuses. Funding for the bridge is from both State biennium capital budget and local capital. Trustee Ebersole requested a motion to approve Resolution No. 24-06-18 and forward to the consent agenda at the next board meeting. A motion for approval was provided by Trustee Ciucci, seconded by Trustee Baker, and approved by the committee.

**RESOLUTION  
NO. 24-06-18**

Mr. Schroeder presented Resolution No. 24-06-19: Large Purchase – Dell which authorizes a service agreement for the use of 715 Dell AIO computers for 4 years. Trustee Ebersole requested a motion to approve Resolution No. 24-06-19 and forward to the consent agenda at the next board meeting. A motion for approval was provided by Trustee Ciucci, seconded by Trustee Baker, and approved by the committee.

**RESOLUTION  
NO. 24-06-19**

Mr. Schroeder presented Resolution No. 24-06-20: Large Purchase – BVK which authorizes UToledo to partner with BVK to lead production of new advertising campaign materials and to activate the brand in market by managing media strategy and campaign implementation. Trustee Ebersole requested a motion to approve Resolution No. 24-06-20 and forward to the consent agenda at the next board meeting. A motion for approval was provided by Trustee Baker, seconded by Trustee Kenney, and approved by the committee.

**RESOLUTION  
NO. 24-06-20**

Mr. Schroeder presented Resolution No. 24-06-21: Large Purchase – Executive Search which authorizes UToledo to partner with WittKieffer, a leading search firm and advisory services company, for a three year term. Trustee Ebersole requested a motion to approve Resolution No. 24-06-21 and forward to the consent agenda at the next board meeting. A motion for approval was provided by Trustee Ciucci, seconded by Trustee Baker, and approved by the committee.

**RESOLUTION  
NO. 24-06-21**

With no further business to discuss, Trustee Ebersole reminded the committee to review the informational materials provided in their board packets. The meeting was adjourned at 10:59 a.m.

**INFORMATION  
ITEMS/  
ADJOURNMENT**

**Minutes**  
**The University of Toledo Board of Trustees**  
**Trusteeship and Governance Committee Meeting**  
**June 24, 2024**

The meeting was conducted via WebEx. Committee members Mr. Steve Ciucci, Ms. Eleanore Awadalla, Mr. Al Baker, Mr. Mr. Zac Isaac, Ms. Eleanore Awadalla and Ms. Lidia Ebersole were present. Mr. Mike Miller was absent. Other Trustees who attended included Mr. Patrick Kenney, Mr. Tom Wakefield and Mr. Kevin Bishop. Others in attendance were Dr. Frank Calzonetti, Ms. Meghan Cunningham, Mr. Dave Cutri, Ms. Katie DeBenedictis, Ms. Brenda Grant, Mr. Charles Jake, Dr. Scott Molitor, Ms. Angela Paprocki, Ms. April Ramsey, Mr. Terence Romer, Dr. Connie Schall, Mr. Matthew Schroeder, and Ms. Bethany Ziviski.

**ATTENDANCE**

The meeting was called to order at 9:03 a.m. by Trustee Ciucci. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

**CALL TO ORDER**

Trustee Ciucci requested a motion to waive the reading of the minutes from the April 22, 2024, committee meeting and approve them as written. A motion for approval was provided by Trustee Ebersole, seconded by Trustee Baker, and approved by the committee.

**APPROVAL OF MINUTES**

Trustee Ciucci 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 for approval was provided by Trustee Baker, seconded by Trustee Kenney, and approved by the committee.

**PERSONNEL ACTION REPORT**

Mr. Matthew Schroeder presented Resolution No. 24-06-22: Administrative Officials as an Appointing Authority which delegates certain administrative officials to act as "appointing authority" for the University. Trustee Ciucci requested a motion to approve Resolution No. 24-06-22 and forward to the Consent Agenda at the next Board meeting. A motion for approval was provided by Trustee Baker, seconded by Trustee Ebersole, and approved by the committee.

**RESOLUTION NO. 24-06-22**

Ms. Bethany Ziviski presented Resolution No. 24-06-23: Ratification Agreement between UToledo and CWA. This agreement authorizes UToledo to enter into an agreement with CWA for a term commencing January 1, 2024 and expiring December 31, 2025. Trustee Ciucci requested a motion to approve Resolution No. 24-06-23 and forward to the Consent Agenda at the next Board meeting. A motion for approval was provided by Trustee Isaac, seconded by Trustee Kenney, and approved by the committee.

**RESOLUTION NO. 24-06-23**

Ms. Katie DeBenedictis presented recommended changes to OAC Bylaw 3364-2-07(A). The changes include revised language to reflect the title of executive vice president for health affairs and to indicate that there will be a dean for each college with full tie faculty. Trustee Ciucci requested a motion to approve the commended changes to OAC Bylaw 3364-2-07 (A) and forward to the Consent Agenda at the next Board meeting. A motion for approval was provided by Trustee Ebersole, seconded by Trustee Awadalla, and approved by the committee. Trustee Ciucci presented Resolution No. 24-06-24: UTH Board Appointments. Per the board bylaws, members of the UToledo Health board will be appointed by the

**OAC BYLAW 3364-2-07 (A)**

chair of the board, with consultation from the president of UToledo, chair of the UTH Board and through a recommendation from the trusteeship and governance committee. Resolution No. 24-06-24 is being presented today to forward the name of 5 candidates for consideration to be added as public members to the UToledo Health Board...

**UTH BOARD  
APPOINTMENTS  
RESOLUTION  
NO. 24-06-24**

- Selection and criteria for appointed members shall ensure that the UTH board membership will include persons with a broad array of skill sets, perspectives, and backgrounds, including knowledge in health care delivery, sophisticated business expertise, prior board service, and/or persons who can assist the health system in its outreach to and relationships with the public, communities, and patients served, and governmental entities to ensure optimal operations and advancement of the UTH's strategic mission, vision and goals.
- Information on nominees was shared with members of the committee over the last several weeks and both former President and UTH chair, Greg Postel, and interim president Matt Schroeder met with all candidates.
- Following this meeting, the resolution, including the names of the candidates, will be sent to the consent agenda at Wednesday's board meeting for approval of appointments by the university board of trustees.
- I'd like to thank the committee for their participation in this process. The candidates are all very accomplished and will bring immense value to the UTH Board. I will take a moment to recognize each nominee:
  - **Neema Bell** – Ms. Bell is a retired partner from Shumaker, Loop & Kendrick. Her career focused on federal statutory litigation, media law, employment law and commercial litigation. She is serving or has served on numerous boards throughout her career including Mental Health and Recovery Services Board of Lucas County, Mercy Health Partners Northern Region, Mercy College of Ohio, and the University of Toledo Foundation. She is a graduate of the University of Toledo College of Law.
  - **Cleves Delp** – Mr. Delp has over 35 years of experience in the financial services industry with notable impact in wealth management and advisory services. Additionally, through the Delp Family Foundation and Luminous Foundation, he has significant experience in the philanthropic endeavors. He is a graduate of Hillsdale College and serves as a member of their board.
  - **Jeannie Hylant** – Ms. Hylant is the executive vice president and the leader of the Hospitality & Franchise practice at Hylant, in Toledo, OH. She has over 25 years of experience and expertise in developing franchise, hospitality and program business. She is serving or has served on numerous boards throughout her career including the Toledo Zoo Foundation, The Victory Center, Make-A-Wish, and the Alliance for Paired

Donation.

- **Jodi Miehl** – Ms. Miehl is the President and COO of Block Communications, Inc. Throughout her 26 year career with the company she has also served as CFO, Director and held a variety of strategic management leadership and support roles. In the community, she serves as chairman of the finance committee for electronic systems software solutions and as treasurer for St. Ursula Academy’s board of trustees.
- **Gerald Zelenock** – Dr. Zelenock completed his surgical residency and research fellowship at the University of Michigan. His distinguished career includes serving as Director of Surgical Education and Chair of Graduate Education at UofM, Chairman of the Dept. of Surgery and Chief of Surgical Services at Beaumont Hospital in Royal Oak, and Professor and notably, Professor and Chairman of the Dept. of Surgery at UToledo from 2006-2015. He most recently served on the National Advisory Board of the UofM Frankel Cardiovascular Center.

Trustee Ciucci requested a motion to approve Resolution No. 24-06-24 and forward to the Consent Agenda at the next Board meeting. A motion for approval was provided by Trustee Baker, seconded by Trustee Awadalla, and approved by the committee.

Trustee Ciucci recommended approval for an emeritus trustee title. Pursuant to section 3365-1-04.2 of Ohio Administrative Code, the title of emeritus trustee may be conferred on outgoing and former trustees who have provided distinguished and meritorious service, outstanding leadership, or significant philanthropic support to The University of Toledo, its mission and vision, during their term as a trustee.

- Emeritus trustee status is honorary in nature and remains in effect for the lifetime of the individual.
- Today, I would like to nominate our outgoing trustee and chairman, Will Lucas, to obtain the emeritus trustee title. Trustee Lucas has served on the board since February of 2016. His service to the board includes roles as chair of the trusteeship and governance committee, chair of the finance and audit committee, vice chair of the board and most recently, chair of the board.

Trustee Ciucci requested a motion to approve the emeritus trustee title for Will Lucas and forward to the Consent Agenda at the next Board meeting. A motion for approval was provided by Trustee Kenney, seconded by Trustee Baker, and approved by the committee.

With no further business to discuss, the meeting was adjourned at 9:26 a.m.

**EMERITUS  
TRUSTEE**

**ADJOURNMENT**

**Minutes**  
**The University of Toledo Board of Trustees**  
**Nominating Committee Meeting**  
**June 25, 2024**

The meeting was via Webex. Committee members Mr. Michael Miller, Mr. Steve Ciucci and Ms. Lidia Ebersole were present. Others in attendance were Ms. Katie DeBenedictis, Ms. Meghan Cunningham, and UT-AAUP.

**ATTENDANCE**

The meeting was called to order at 10:00 a.m. by Trustee Ebersole. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

**CALL TO ORDER**

Trustee Ebersole requested a motion to enter executive session to discuss the appointment of public officials. A motion was made by Trustee Miller and seconded by Trustee Ciucci. A roll call vote was performed: Ciucci, yes; Ebersole, yes; and Miller, yes.

**EXECUTIVE  
SESSION**

Following the discussion, the committee exited executive session with no action taken. Trustee Ebersole made several comments about the selection of officers for FY25.

The Committee believes that Patrick Kenney, who has served as board vice chair this past year should be nominated to serve as Board Chair. Patrick has served as a trustee since 2017. His knowledge of UToledo and thoughtful ideas on how to work through many of the University's priorities will make him a strong chair of the Board.

**FY25 BOARD  
OFFICERS**

The Committee also believes that Eleanore Awadalla should be nominated as vice chair. Eleanore has served on the Board of Trustees since September of 2019. She has served on all board committees and served as chair of the trusteeship and governance committee and vice chair of the academic and student affairs committee. Notably, trustee Awadalla was an initial appointment to the UToledo Health Board in the fall of 2023. We feel Trustee Awadalla's clinical experience and involvement with all board committees will make her a strong vice chair for the upcoming year.

Finally, the Committee would like to recommend that Katie DeBenedictis continue to serve in the role of Board Secretary for FY25. Katie has worked with the board since 2019 and runs all board operations efficiently and in a professional manner. We look forward to working with Katie again in the next year.

Following the comments, Trustee Ebersole requested a motion to approve the FY25 board officers with Patrick Kenney serving as chair, Eleanore Awadalla serving as vice chair and Katie DeBenedictis serving as secretary and forwarding the recommendation to the next board meeting. A motion was made by Trustee Miller and seconded by Trustee Ciucci.

With no further business to discuss, Trustee Ebersole adjourned the meeting at 10:16 a.m.

**ADJOURNMENT**

**Minutes**  
**The University of Toledo Board of Trustees**  
**Academic and Student Affairs Committee Meeting**  
**June 25, 2024**

The meeting was conducted via WebEx. Committee members Mr. Zac Issac, Ms. Eleanore Awadalla, Mr. Steve Ciucci, Mr. Alfred Baker, and Ms. Lidia Ebersole were present. Mr. Michael Miller was absent. Student Trustees Mr. Kevin Bishop and Ms. Madeline Vining were present. National Trustee Mr. Thomas Wakefield was present. Others in attendance were Ms. Meghan Cunningham, Mr. Dave Cutri, Ms. Katie DeBenedictis, Ms. Julie Fischer-Kinney, Ms. Brenda Grant, Dr. Melissa Gregory, Ms. Mary Humphrys, Mr. Charles Jake, Mr. Lawrence Kelley, Dr. Scott Molitor, Ms. Angela Paprocki, Mr. Demond Pryor, Ms. April Ramsey, Dr. Connie Schall, Mr. Matthew Schroeder, Dr. Sammy Spann, Ms. Sabrina Taylor, Mr. Jerry Van Hoy and Mr. Alex Zernehel.

**ATTENDANCE**

The meeting was called to order at 4:00 p.m. by Committee Chair Isaac. Ms. Katie DeBenedictis, Secretary to the Board, recorded the minutes.

**CALL TO ORDER**

Trustee Isaac mentioned that all stakeholder reports were shared in the board packet and reviewed by trustees prior to this committee meeting. He invited representatives from each group who submitted a report to present highlights. The full reports are included with the minutes. Additionally, Trustee Isaac mentioned that faculty senate sent a letter to the board for review requesting a presidential search be initiated in the near future due to the departure of Dr. Postel.

**STAKEHOLDER REPORTS**

Dr. Jerry Van Hoy, Faculty Senate President, presented the Faculty Senate report - Attachment 1.

**FACULTY SENATE**

Trustee Isaac requested a motion to waive the reading of the minutes from the April 17, 2024 committee meeting and approve them as written. A motion for approval was provided by Trustee Ebersole, seconded by Trustee Awadalla, and approved by the committee.

**MEETING MINUTES**

Dr. Molitor presented the university completion plan and answered questions related to the plan and the strategies UToledo will be implementing to achieve its goals. Following the discussion, Trustee Isaac requested a motion to approve Resolution No. 24-06-25: University Completion Plan and forward to the consent agenda of the next board meeting. A motion for approval was provided by Trustee Ciucci, seconded by Trustee Awadalla, and approved by the committee.

**RESOLUTION NO. 24-06-25**

Dr. Molitor presented a list of faculty recommended for emeritus status. This list includes 8 deserving faculty. Trustee Isaac requested a motion to approve the recommendation for emeritus faculty and forward to the consent agenda at the next board meeting. Trustee Ebersole made the motion, a second was made by Trustee Baker and the committee approved.

**EMERITUS  
FACULTY**

Dr. Molitor presented a recommendation of tenure for new college of medicine and life sciences faculty member, Jianmin Zhang. Trustee Isaac requested a motion to approve the recommendation for tenure and forward to the consent agenda of the next board meeting. A motion for approval was provided by Trustee Awadalla, seconded by Trustee Ciucci, and approved by the committee.

**TENURE  
RECOMMENDATION**

Dr. Molitor presented a name change recommendation for the college of arts and letters. The request is to change the department of communication to the department of communication and media. Trustee Isaac requested a motion to approve the name change and forward to the consent agenda of the next board meeting. A motion for approval was provided by Trustee Ebersole, seconded by Trustee Baker, and approved by the committee.

**DEPARTMENT  
NAME CHANGE:  
COLLEGE OF ARTS  
& LETTERS**

Dr. Molitor presented a proposal to merge departments in the college of medicine and life sciences. The recommendation is to merge the department of neurosciences and psychiatry and create the department of neurosciences and psychiatry. Trustee Isaac requested a motion to approve the department merger recommendation and forward to the consent agenda of the next board meeting. A motion for approval was provided by Trustee Ciucci, seconded by Trustee Ebersole, and approved by the committee.

**MERGING OF  
DEPARTMENTS:  
COLLEGE OF  
MEDICINE & LIFE  
SCIENCES**

There was no need for an executive session and no informational items for review. With no further topics to discuss, the meeting was adjourned at 4:31pm.

**ADJOURNMENT**

Faculty Senate Report  
Board of Trustees Meeting  
June 25, 2024

Jerry Van Hoy was elected president of Faculty Senate on April 23 (our first meeting of the 2024-25 academic year). I am an associate professor of Sociology in the College of Arts and Letters. I have been a faculty member at The University of Toledo since 2000.

At the April 23 meeting, Faculty Senate elected the following faculty to the executive committee:

Tomer Avidor-Reiss, president-elect (College of Natural Sciences and Mathematics)  
Tim Brakel (College of Arts and Letters)  
Deborah Coulter-Harris, secretary (College of Arts and Letters)  
David Giovannucci (College of Medicine and Life Sciences)  
Renee Heberle, Ohio faculty council representative (College of Arts and Letters)  
Andrea Kalinoski (College of Medicine and Life Sciences)  
Yakov Lapitsky (College of Engineering)  
Linda Rouillard, past president (College of Arts and Letters)

I am happy to have this experienced and well-rounded group of faculty to help guide the work of Faculty Senate.

Although Faculty Senate does not meet during the summer months, the executive committee has been busy preparing for the new academic year.

In May we sent a letter to you asking for a national search when a permanent University president being selected. We believe that a national search that includes many stakeholders is the best path forward for the University.

Dr. Avidor-Reiss and I have begun monthly meetings with interim president Schroeder, interim provost Molitor, and Diane Miller, vice president for government relations. These meetings help us keep the executive committee and faculty apprised of the ongoing administrative reorganization, program prioritization, the strategic enrollment plan and enrollment numbers, actions of the state legislature, and other issues of importance to the University. These meetings also provide us with the opportunity to provide feedback and advice to our leaders.

The committee on committees, chaired by Dr. Avidor-Reiss, is working diligently to seat our standing and ad hoc committees. We expect the committees will be ready to work early in the Fall semester.

Submitted on behalf of Faculty Senate

Jerry Van Hoy  
Faculty Senate President

**THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES**

**RESOLUTION NO. 24-09-30**

**AUTHORIZATION TO DISTRIBUTE THE BEQUEST FROM THE EATON TRUST**

WHEREAS, The Eaton Trust made a bequest to The Medical College of Ohio for such purposes as the Board of Trustees shall direct; and

WHEREAS, The University of Toledo Board of Trustees is the successor in interest to the Medical University of Ohio (formerly known as the Medical College of Ohio) Board of Trustees following the merger of the two institutions in 2006; and

WHEREAS, The Administration of the University seeks the authority of The University of Toledo Board of Trustees to distribute the bequest to support the academic and clinical missions of the University;

NOW, THEREFORE, BE IT RESOLVED,

That the Board of Trustees authorizes the Dean of the College of Medicine and Life Sciences to distribute the bequest from the Eaton Trust for academic and clinical purposes consistent with the mission of the University.

**THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES**

**RESOLUTION NO. 24-09-31**

**APPROVAL OF CANDIDATES FOR DEGREES  
FALL 2024 AND SPRING 2025**

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.

Saturday, December 14, 2024	Fall Commencement (graduate & undergraduate)
Friday, May 2, 2025	Spring Commencement (graduate)
Saturday, May 3, 2025	Spring Commencement (undergraduate)
Saturday, May 3, 2025	College of Pharmacy and Pharmaceutical Sciences
Sunday, May 11, 2025	College of Law
Friday, May 16, 2025	College of Medicine and Life Sciences



Office of the Provost

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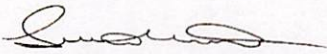
MEMORANDUM

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DATE: August 8, 2024

TO: Matthew J. Schroeder, MBA   
Interim President

FROM: Scott C. Molitor, Ph.D.   
Interim Provost and Executive Vice President for Academic Affairs

RE: Support of Awarding a Posthumous Doctoral Degree in Biomedical Science in the Neuroscience and Neurological Disorders Track for Ms. Daniella Gamboa Pabon (R01406142)

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After reviewing the materials submitted by Dr. Imran Ali, Interim Dean, College of Medicine and Life Sciences, and after reviewing the academic records of Ms. Gamboa Pabon, I concur with the recommendation that we should award a posthumous degree to this student.

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

- Ms. Gamboa Pabon completed over 90% of the degree program coursework and was on track to graduate in Spring 2024. She also received her bachelor's degree from UToledo in 2020.
- Ms. Gamboa Pabon was in good academic standing and had no financial and/or disciplinary holds on her account.
- Ms. Gamboa Pabon was a beloved member of our UToledo community and will be greatly missed by all who knew her.

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.



## **Recommendation for Tenure Appointment Effective Sept 25, 2024**

**College of Law**

Dr. Kevin Vallier

Institute of American Constitutional Thought and Leadership

Professor with Tenure

**THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES**

**RESOLUTION NO. 24-09-32**

**SELF-ADMINISTRATION OF STATE-FUNDED CONSTRUCTION PROJECTS**

WHEREAS, Per ORC 3345.51 a state university may administer capital facilities projects and The University of Toledo must apply for self-administration certification each biennium; and

WHEREAS, The University of Toledo was originally authorized by OFCC under the local administration competency certification (ORC 123.24) on February 26, 2007 to self-administer state funded capital construction projects in accordance with ORC 3345.51; and

WHEREAS, The University of Toledo's self-administration of projects will result in financial savings up to 3% of the total project costs; and

WHEREAS, The University of Toledo has qualified individuals capable of obtaining the certification in performing said self-administration and is to conduct biennial audits of the University of Toledo's administration of capital facilities projects in accordance with ORC 3345.51(C).

NOW, THEREFORE, BE IT RESOLVED,

That the Board of Trustees endorses the University's self-administration of state funded projects, directs the Administration to select employees to participate in the certification program as necessary from time to time and to conduct biennial audits of the University of Toledo's administration of capital facilities projects in accordance with ORC 3345.51(C).

BE IT FURTHER RESOLVED,

That the Board of Trustees intends to comply with ORC 153.13 and the guidelines established pursuant to Section 153.16 and all the laws that govern the selection of consultants, preparation, and approval of contract documents, receipt of bids, and award of contracts with respect to self-administered state funded capital construction projects; and

BE IT FINALLY RESOLVED,

That the University of Toledo will indemnify and hold harmless the State and the Department of Higher Education for any claim of injury, loss or damage that result from the University's administration of a capital facilities project.

**THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES**

**RESOLUTION NO. 24-09-33**

**APPROVAL OF LARGE PURCHASE**

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

WHEREAS, the following large purchase is offered for consideration by the Board;

A service agreement for clearinghouse services by FinThrive Revenue Systems, LLC for 5 years with an annual payment of \$204,480. This service will replace the current Change Healthcare clearinghouse service. FinThrive is preferred as a more reliable clearinghouse provider than Change Healthcare. The total commitment paid over 5 years will be \$1,022,400.

WHEREAS, the annual payment to FinThrive will be \$552,000 less that the current expense for this service.

WHEREAS, the selection of FinThrive is a result of comparing product, services, pricing, and reputation from four companies and FinThrive compared favorably in each area as well as having strong references.

WHEREAS, funding for these agreements will come from local operating funds associated with the current Change Healthcare services, and no additional funding is required for this new service provider.

NOW, THEREFORE, BE IT RESOLVED,

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

**THE UNIVERSITY OF TOLEDO BOARD OF TRUSTEES**

**RESOLUTION NO. 24-09-34**

**PURCHASE OF REAL PROPERTY: 1502/1504 Fairlawn Avenue**

WHEREAS, The Lucas County Land Reutilization Corporation previously acquired the parcels of property (hereafter the “Property” - further depicted on “Exhibit A”) located at:

1502 and 1504 Fairlawn Avenue, Toledo, Ohio (Parcel No. 15-65874 and 15-65877); and

WHEREAS, the Property, totaling 0.1286 acres, was deemed by The University of Toledo to be of strategic importance as it would facilitate providing services and opportunities in accordance with the multiple campus master plan; and

WHEREAS, the purchase price for the Property is Six Hundred Dollars and No Cents (\$600.00); and

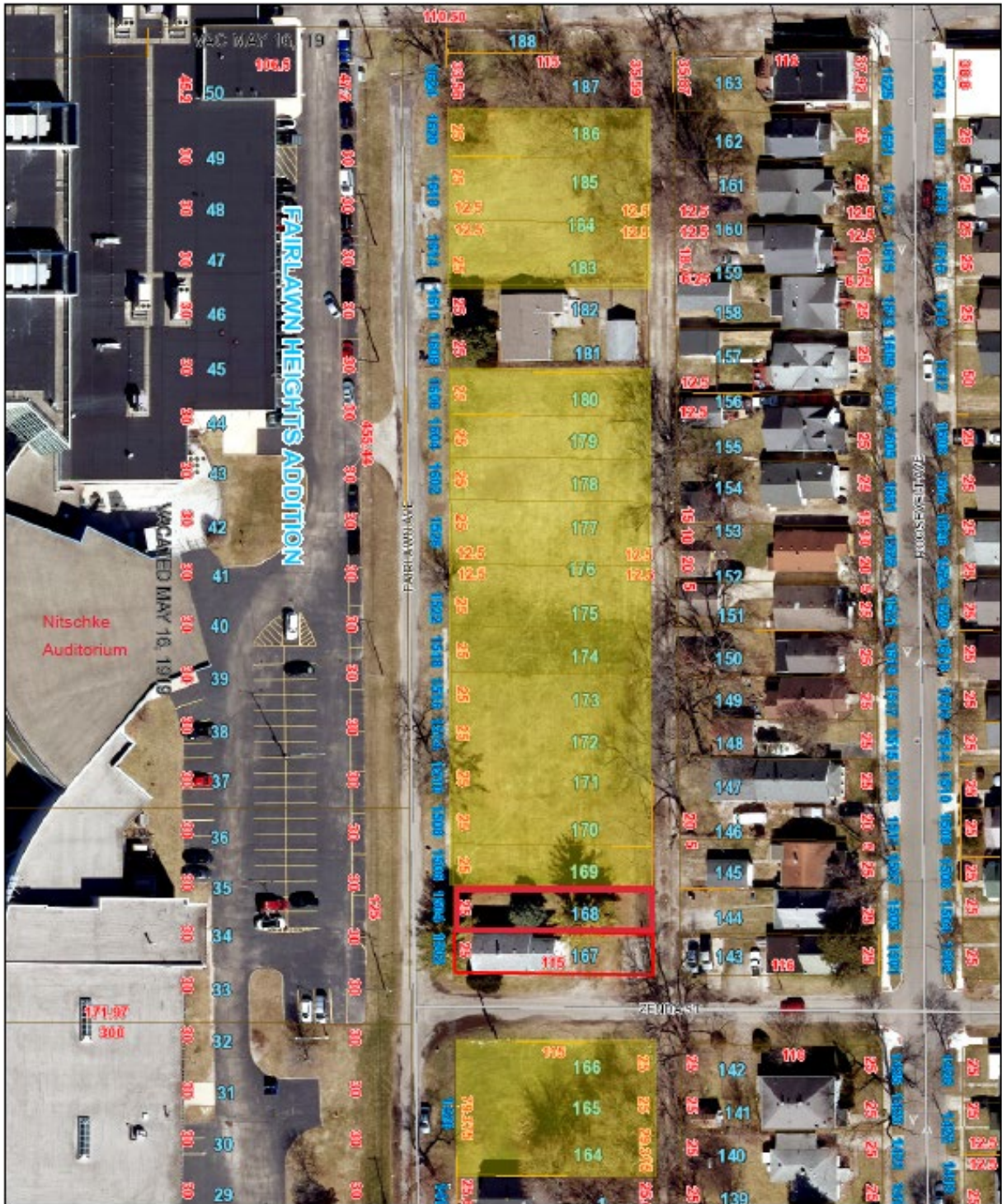
WHEREAS, purchase of the Property by the Board of Trustees of The University of Toledo will ultimately create the potential for expansion or other improvements benefitting The University of Toledo; and

WHEREAS, Section 3364.04 of the Ohio Revised Code provides that the Board of Trustees of The University of Toledo may receive and hold in trust, for the use and benefit of the University, any grant or devise of land, and may make and enter in to all contracts and agreements necessary or incidental to the acquisition of property for the operation of The University of Toledo.

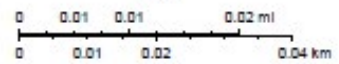
NOW, THEREFORE, BE IT RESOLVED

that Board of Trustees of The University of Toledo authorizes the President, or her designee, in accordance with Section 3364.04 of the Ohio Revised Code, to conduct due diligence, to negotiate, and make and enter in to all agreements necessary or incidental to the conveyance of the Property from the Lucas County Land Reutilization Corporation to Board of Trustees of The University of Toledo.

Exhibit A



1:638



Lucas County Auditor's Office, GIS Dept.; US Census Bureau, Lucas County EMA, Lucas County Auditor's Office, ESRI, Lucas County Auditor's 2021

# Personnel Action Report

6/21/2024 to 8/31/2024



## New Hires/Rehires 6/21/2024 to 8/31/2024

<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>
Abdulhussain, Hassan	Engineering College	Chem/Envior Engr	Faculty	New Hire	Visiting Assistant Professor	\$70,000.00	8/19/2024
Atindama, Emmanuel A.	Natural Sci & Math College	Dean - NSM	Faculty	New Hire	Visiting Assistant Professor	\$55,000.00	8/19/2024
Bai, Zehao	College of Arts & Letters	Music	Faculty	New Hire	Visiting Assistant Professor	\$50,000.00	8/19/2024
Buback, Clayton	College of Medicine	Neurology	Faculty	New Hire	Assistant Professor	\$30,000.00	8/12/2024
DeRiso, Anthony J.	College of Medicine	Surgery	Faculty	New Hire	Assistant Professor	\$22,000.00	8/1/2024
Downour, Rene M.	Business College	Management	Faculty	New Hire	Assistant Lecturer 9 Month	\$50,000.00	8/19/2024
El-Assaad, Atlal M.	Engineering College	Electrical Engineering	Faculty	New Hire	Assistant Lecturer 9 Month	\$92,000.00	8/19/2024
Eloff, Jeffrey J.	College of Arts & Letters	Economics	Faculty	New Hire	Visiting Assistant Professor	\$48,000.00	8/19/2024
Jodeh, Wade S.	College of Medicine	Medicine	Faculty	New Hire	Assistant Professor	\$25,000.00	8/1/2024
Oconnor, Shannon M.	College of Arts & Letters	Psychology	Faculty	New Hire	Assistant Professor	\$77,000.00	8/19/2024
Okine, Richard N.	Natural Sci & Math College	Mathematics	Faculty	New Hire	Assistant Lecturer	\$48,000.00	8/19/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



O'Malley, Deborah	Law College	Dean-Law School	Faculty	New Hire	Assistant Professor	\$80,000.00	8/19/2024
Pedasanaganti, Vamsi Chaitanya	College of Arts & Letters	Communication	Faculty	New Hire	Visiting Assistant Professor	\$48,000.00	8/19/2024
Raihen, Md Nurul Islam	Natural Sci & Math College	Mathematics	Faculty	New Hire	Associate Lecturer 9 Month	\$49,500.00	8/19/2024
Reau, Jennifer L.	Health & Human Serv College	Dept of Exercise & Rehab Sciences	Faculty	Rehire	Visiting Assistant Professor	\$47,139.00	8/19/2024
Shalaby, Hossam M.	Engineering College	LCCC Agreement	Faculty	New Hire	Professor	\$85,000.00	8/19/2024
Vallier, Kevin D.	Law College	Dean-Law School	Faculty	New Hire	Professor	\$117,000.00	8/19/2024
Abdulkareem, Yazan	University Medical Center	Intermediate Care Unit	Staff	New Hire	Staff Nurse	\$74,018.88	8/19/2024
Aizebeokhai, Ahzgebogbor P.	Natural Sci & Math College	Environmental Sciences	Staff	New Hire	Research Associate	\$52,500.00	7/29/2024
Albright, Michael J.	Facilities & Construc Mgmt.	HVAC-Campus Env & Phy Plnt	Staff	New Hire	Building Operator	\$43,638.40	7/29/2024
Alom, Md Zulfikar	Engineering College	Electrical Engineering	Staff	New Hire	Post Doctoral Associate	\$63,000.00	8/26/2024
Alspach, Bailey A.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	New Hire	Staff Nurse	\$57,039.84	7/15/2024
Alvarado, Danielle N.	University Medical Center	Environmental Services	Staff	New Hire	Custodial Worker	\$32,468.80	8/12/2024
Andin, Nuyit-Nwana P.	University Medical Center	4AB GU/Nephrology/ Med-Surg	Staff	New Hire	Patient Care Technician	\$35,713.60	7/22/2024
Baker, Carrie L.	University Medical Center	Renal Transplant Admin	Staff	New Hire	Renal Transplant Coordinator	\$78,000.00	7/22/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Ball, Joslyn R.	University Medical Center	Intermediate Care Unit	Staff	New Hire	Patient Care Technician	\$17,856.80	6/24/2024
Barbee, Daniel L.	Facilities & Construc Mgmt.	Care Of Grounds - MC	Staff	Rehire	Groundskeeper 2	\$39,187.20	7/22/2024
Barker, Mary L.	University Medical Center	Surgical Intensive Care	Staff	New Hire	Staff Nurse	\$74,018.88	7/15/2024
Beene, Jaimylyn	University Medical Center	Environmental Services	Staff	New Hire	Custodial Worker	\$32,468.80	8/12/2024
Bell, Ashlyn R.	University Medical Center	Nursing Pool	Staff	Rehire	L P N w/Meds/Hospital	\$44,890.56	7/22/2024
Bensch, Desiree M.	University Medical Center	Pharmacy	Staff	New Hire	Certified Pharmacy Tech II	\$23,524.80	7/15/2024
Bensch, Patrick J.	Facilities & Construc Mgmt.	Mainten- Campus Env & Phy Plnt	Staff	New Hire	Building Operator	\$43,638.40	7/15/2024
Bernath, Nicole L.	University Medical Center	6AB Surgery - Orthopedics	Staff	New Hire	Staff Nurse	\$40,684.80	6/24/2024
Blanchard, Caitlin M.	Facilities & Construc Mgmt.	Maintenance/Mechanic	Staff	New Hire	Air Quality Tech Apprentice	\$37,232.00	7/29/2024
Bodis, Kylie N.	University Medical Center	Surgical Intensive Care	Staff	New Hire	Staff Nurse	\$57,039.84	8/5/2024
Brady, Kyle	Athletics	Softball	Staff	New Hire	Asst. Softball Coach	\$45,000.00	7/1/2024
Breedlove, Theresa E.	University Medical Center	Respiratory Care	Staff	New Hire	Resp Care Practitioner Adv	\$47,099.52	8/12/2024
Brown, Nicholas A.	University Medical Center	OP-Clinic-Psychiatry	Staff	New Hire	Psychometrist	\$33,596.16	8/19/2024
Brown, Tynazha S.	University Medical Center	Senior Behavioral Health	Staff	New Hire	Mental Health Aide	\$21,428.16	8/26/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Buczko, Austin M.	Facilities & Construc Mgmt.	Maintenance/Me chanic	Staff	New Hire	Air Quality Tech. Apprentice	\$36,504.00	7/29/2024
Caldwell, Carmen B.	Provost-Academic Affairs	Graduate Studies	Staff	New Hire	Admissions Analyst 2	\$37,585.60	8/12/2024
Castaneda, Calvin J.	University Medical Center	Environmental Services	Staff	New Hire	Custodial Worker	\$32,468.80	8/12/2024
Chapman, Dylan R.	University Medical Center	Senior Behavioral Health	Staff	New Hire	Mental Health Aide	\$17,856.80	7/22/2024
Conboy, Grace A.	University Medical Center	Intermediate Care Unit	Staff	New Hire	Staff Nurse	\$57,039.84	8/19/2024
Coston-Maddox, Seanique L.	University Medical Center	Intermediate Care Unit	Staff	New Hire	Staff Nurse	\$61,027.20	8/19/2024
Cruz, Brandon Dylan E.	University Medical Center	Anticoagulation Clinic	Staff	New Hire	Outpatient Clinical Pharmacist	\$117,000.00	8/5/2024
Davies, Curtis R.	University Medical Center	Surgical Intensive Care	Staff	New Hire	Staff Nurse	\$74,018.88	6/24/2024
Davis, Najae M.	University Medical Center	Senior Behavioral Health	Staff	New Hire	Mental Health Aide	\$35,713.60	7/22/2024
De Bortoli, Mia	University Medical Center	Registration	Staff	New Hire	Registration Liaison	\$11,481.60	7/22/2024
De Novaes Nascimento, Majoi	Natural Sci & Math College	Environmental Sciences	Staff	New Hire	Post Doctoral Associate	\$53,000.00	8/12/2024
Dean, David B.	Natural Sci & Math College	Environmental Sciences	Staff	New Hire	Remote Sensing & GIS Field Tech	\$54,000.00	8/19/2024
Deria, Nimco	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	New Hire	Patient Care Technician	\$35,713.60	8/12/2024
Dillon, Shannon L.	University Medical Center	OP-Clinic-Psychiatry	Staff	Rehire	Clinical Therapist	\$79,242.78	8/26/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Dissanayake Mudiyansele, Ravindika H.	Research & Sponsored Programs MC	Office of Research Compliance	Staff	New Hire	Associate Compliance Analyst IACUC	\$44,397.00	7/31/2024
Doray, Marie-Sophie	University Medical Center	6AB Surgery - Orthopedics	Staff	New Hire	Staff Nurse	\$40,684.80	7/29/2024
Eischen, Haleigh E.	University Medical Center	Telemetry	Staff	New Hire	Monitor Technician	\$19,864.00	8/12/2024
Eliano, Perry	Athletics	Football	Staff	New Hire	Asst FB Coach, Defensive Backs	\$90,780.00	6/28/2024
Erickson, Samuel S.	Natural Sci & Math College	Physics	Staff	New Hire	Post Doctoral Associate	\$65,000.00	8/26/2024
Escalera, Hope V.	University Medical Center	Lab-Central Office	Staff	New Hire	Lab Tech I	\$22,828.00	8/26/2024
Evans, Tiffany S.	University Medical Center	Nursing Pool	Staff	New Hire	Patient Care Technician	\$35,713.60	6/24/2024
Everage, September A.	University Medical Center	Emergency Dept.	Staff	New Hire	Staff Nurse	\$61,027.20	8/12/2024
Flores, Tanner S.	University Medical Center	Environmental Services	Staff	New Hire	Custodial Worker	\$32,468.80	7/1/2024
Friess, Samantha I.	University Medical Center	CCC Family Medicine	Staff	New Hire	Medical Assistant	\$42,016.00	8/5/2024
Gardner, Marvin	University Medical Center	Hospital Safety	Staff	New Hire	Security Officer 1	\$32,468.80	7/29/2024
Glambin, Crystal E.	College of Medicine	Resid Prgm-Administrative	Staff	Rehire	Residency & Curriculum Coordinator	\$41,995.20	6/24/2024
Gomer, Chassidy	University Medical Center	Environmental Services	Staff	New Hire	Custodial Worker	\$32,468.80	6/24/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Hamilton, Delaney E.	University Medical Center	CT Scanner	Staff	New Hire	Staff Technologist - CT	\$55,203.20	6/24/2024
Harris, Erika M.	University Medical Center	OP-Clinic-Orthopedic	Staff	New Hire	Advanced Outpatient Presvc Spe	\$36,795.20	7/29/2024
Harris, Michelle	University Medical Center	OP-Clinic-Psychiatry	Staff	New Hire	Medical Assistant	\$43,721.60	7/8/2024
Herrera, Cammie	University Medical Center	Surgical Intensive Care	Staff	New Hire	Staff Nurse	\$57,039.84	8/5/2024
Hill, Chelsea M.	University Medical Center	Outpatient Pharmacy	Staff	New Hire	Outpatient Clinical Pharmacist	\$123,000.00	7/8/2024
Holmes, Hunter C.	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.44	8/26/2024
Hubbard, Kiara	University Medical Center	CCC Multi Specialty	Staff	Rehire	Medical Assistant	\$40,456.00	7/29/2024
Hwang, Yongsoon	University Medical Center	Radiology-Orthopaedics	Staff	New Hire	Staff Technologist-Diagnostic	\$69,950.40	8/19/2024
Jackson, Owen	Facilities & Construc Mgmt.	Purchasing	Staff	New Hire	Purchasing Agent 1	\$43,638.40	8/26/2024
Jagers, Thomas E.	University Medical Center	Food And Nutritional Svcs	Staff	New Hire	Food Service Worker	\$16,234.40	6/24/2024
Jakeway-Jones, Caprice A.	University Medical Center	OP-Clinic-OB/GYN	Staff	New Hire	Medical Assistant	\$38,313.60	6/24/2024
Jan-Knab, Rachel L.	University Medical Center	Senior Behavioral Health	Staff	New Hire	Mental Health Aide	\$35,713.60	6/24/2024
Johnson, Emma E.	Athletics	Training Room	Staff	New Hire	Assistant Athletic Trainer	\$43,888.00	7/22/2024
Jolliff, Sarah	University Medical Center	UTMC Compliance	Staff	New Hire	Institutional Compliance Specialist	\$55,000.00	7/22/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Joshi, Niranjala	University Medical Center	4AB GU/Nephrology/ Med-Surg	Staff	New Hire	Staff Nurse	\$74,018.88	8/19/2024
Keane, Takima A.	Athletics	Basketball - Women	Staff	New Hire	Assoc Head Coach Women's Basketball	\$106,000.00	6/29/2024
Keller, Regina	University Medical Center	Emergency Dept.	Staff	Rehire	Temp RN	\$131,040.00	8/12/2024
Kershner, Megan E.	University Medical Center	Nursing Pool	Staff	New Hire	Staff Nurse	\$74,018.88	8/5/2024
Klopfenstein, Timna A.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	New Hire	Staff Nurse	\$49,345.92	7/29/2024
Knabbs, Ladonna	University Medical Center	Outcome Management	Staff	New Hire	Social Worker	\$21.44	7/8/2024
Kolesnikova, Maryna A.	University Medical Center	4AB GU/Nephrology/ Med-Surg	Staff	New Hire	Staff Nurse	\$57,039.84	6/30/2024
Konoff, Kenneth J.	University Medical Center	Distribution Services	Staff	New Hire	Delivery Worker I	\$16,234.40	7/22/2024
Kuney, Colten	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	New Hire	Temp RN	\$131,040.00	8/5/2024
Ladd, Madison N.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	New Hire	Staff Nurse	\$57,039.84	6/24/2024
Landon, Ethan R.	Athletics	Baseball	Staff	New Hire	Asst Baseball Coach-2nd	\$45,000.00	8/5/2024
Layson, Courtney P.	University Medical Center	6AB Surgery - Orthopedics	Staff	New Hire	Staff Nurse	\$61,027.20	7/15/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Lee, Charles T.	Engineering College	Chem/Envior Engr	Staff	Rehire	Project Manager	\$55,760.00	7/29/2024
Lindley, Latisha	University Medical Center	Intermediate Care Unit	Staff	New Hire	Temp RN	\$131,040.00	8/26/2024
Lindley, Tiana J.	University Medical Center	Surgical Intensive Care	Staff	New Hire	Staff Nurse	\$74,018.88	8/5/2024
Linnen, Madison G.	University Medical Center	Clinical Dieticians	Staff	New Hire	Clinical Dietician 1	\$51,043.20	8/5/2024
Loyd, Tres R.	University Medical Center	Emergency Dept.	Staff	New Hire	Staff Nurse	\$74,018.88	6/24/2024
Mack, Tyler R.	University Medical Center	Lab-Central Office	Staff	New Hire	Lab Tech I	\$22,204.00	7/22/2024
Martin, Shantel	University Medical Center	Registration	Staff	New Hire	Telephone Operator 2	\$16,234.40	8/26/2024
Maynard, Regina	University Medical Center	Renal Transplant Admin	Staff	New Hire	Renal Transplant Coordinator	\$79,000.00	7/15/2024
Mays, Bobbie J.	University Medical Center	Food And Nutritional Svcs	Staff	New Hire	Food Service Worker	\$19,481.28	7/22/2024
Mcbroom, Hannah	University Medical Center	Intermediate Care Unit	Staff	New Hire	Patient Care Technician	\$21,428.16	6/24/2024
Mccraney, Kayla R.	University Medical Center	Rehab Svcs Admin	Staff	New Hire	Basic Outpatient Presvc Spec	\$33,009.60	8/19/2024
McGrain, Kelly	University Medical Center	Dana Cancer Center-Maumee	Staff	Rehire	Clinical Oncology Pharmacist	\$129,000.00	7/8/2024
McGuff, Penny J.	College of Medicine	Resid Prgm- Dentistry	Staff	New Hire	Dental Assistant 2	\$33,009.60	8/12/2024
McIntosh, Caitlin	University Medical Center	Nursing Pool	Staff	New Hire	Patient Care Technician	\$35,713.60	8/19/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Mcneal, Airianna C.	University Medical Center	Intermediate Care Unit	Staff	New Hire	Patient Care Technician	\$35,713.60	8/5/2024
Mcneely, Mackenzie N.	Research & Sponsored Programs MC	Office of Research Compliance	Staff	New Hire	Associate Compliance Analyst	\$44,000.00	7/22/2024
Meqdad, Mahmood A.	College of Medicine	Medicine	Staff	New Hire	Research Associate	\$43,888.00	7/15/2024
Meyer, Justin R.	Natural Sci & Math College	Environmental Sciences	Staff	New Hire	Laboratory & Field Technician	\$43,888.00	7/15/2024
Milburn, Leslie A.	Facilities & Construc Mgmt.	MC Building Services	Staff	New Hire	Building Services Worker	\$31,761.60	7/8/2024
Mitchell, Kenyonna	University Medical Center	Intermediate Care Unit	Staff	New Hire	Temp RN	\$131,040.00	8/26/2024
Mitchell, Ravyn N.	University Medical Center	Acute Physical Therapy	Staff	New Hire	Phys Ther Asst Lic I	\$21.00	8/19/2024
Moll, Elissa	University Medical Center	3D Medical Intensive Care	Staff	New Hire	Staff Nurse	\$61,027.20	6/24/2024
Moreno, Jenna	Athletics	Training Room	Staff	New Hire	Assistant Athletic Trainer	\$43,888.00	8/19/2024
Moss, Tamia	University Medical Center	Environmental Services	Staff	New Hire	Custodial Worker	\$32,468.80	7/22/2024
Napierala, Daniel	University Medical Center	4AB GU/Nephrology/ Med-Surg	Staff	New Hire	Patient Care Technician	\$21,428.16	8/12/2024
Naqvi, Saiyid Ahmad Ali	College of Medicine	Neurology	Staff	New Hire	Research Assistant	\$18,400.00	7/1/2024
Newis, Jacob M.	University Medical Center	Senior Behavioral Health	Staff	New Hire	Mental Health Aide	\$35,713.60	6/24/2024
Oakley, Richard D.	Facilities & Construc Mgmt.	Receiving	Staff	New Hire	Delivery Worker I	\$16,234.40	7/29/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Ousley, Shanise A.	University Medical Center	Intermediate Care Unit	Staff	New Hire	Staff Nurse	\$61,027.20	6/24/2024
Padilla, Heather L.	University Medical Center	Dana Cancer Center-Maumee	Staff	Rehire	Medical Assistant	\$19,604.00	8/12/2024
Peterson, Kierra J.	University Medical Center	Registration	Staff	New Hire	Patient Registration Spec	\$16,504.80	8/19/2024
Philmalee, Denise R.	University Medical Center	CCC Nephrology Clinic	Staff	Additional Position	Medical Assistant	\$21,860.80	7/28/2024
Prok, Jordyn A.	Athletics	Athletic-Sports Informatn	Staff	New Hire	Asst Ath Communications Dir	\$43,888.00	8/26/2024
Prothero, Katherine A.	University Medical Center	Renal Transplant Admin	Staff	New Hire	Renal Transplant Coordinator	\$77,000.00	7/8/2024
Qiao, Yingjin	College of Medicine	Medicine	Staff	New Hire	Research Associate	\$40,000.00	7/22/2024
Rankin, Lewanna R.	University Medical Center	Environmental Services	Staff	New Hire	Custodial Worker	\$32,468.80	7/22/2024
Richardson, David	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	New Hire	Program Coordinator	\$59,219.00	8/5/2024
Robbins, Anna S.	University Medical Center	Lab-Admin	Staff	New Hire	Account Clerk 3	\$34,694.40	8/12/2024
Rodriquez, Emily	University Medical Center	Food And Nutritional Svcs	Staff	New Hire	Cook 1	\$16,234.40	7/15/2024
Roper, Noah T.	University Medical Center	Emergency Dept.	Staff	New Hire	Staff Nurse	\$69,863.04	8/19/2024
Rose, Alyssa M.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	Rehire	Staff Nurse	\$57,039.84	8/26/2024
Savage, Ashley	University Medical Center	OP-Clinic-Recovery Services	Staff	New Hire	Mental Health Tech	\$40,934.40	7/22/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Schroeder, Kaley	University Medical Center	Sports Medicine	Staff	New Hire	Licensed Athletic Trainer	\$65,000.00	7/1/2024
Scott, Shyeann	University Medical Center	Food And Nutritional Svcs	Staff	New Hire	Food Service Worker	\$16,234.40	7/15/2024
Seger, Deanna R.	Provost-Academic Affairs	Univ College Degree Programs	Staff	New Hire	Academic Advisor	\$43,888.00	6/24/2024
Seiple, Brittany M.	University Medical Center	Surgical Intensive Care	Staff	New Hire	Staff Nurse	\$49,345.92	8/12/2024
Sifuentes, Christopher M.	Facilities & Construc Mgmt.	Life Safety Systems	Staff	New Hire	Building Life Safety Tech 3	\$61,006.40	8/5/2024
Smidi, Tammy	University Medical Center	Intermediate Care Unit	Staff	New Hire	Staff Nurse	\$61,027.20	7/29/2024
Smith, Briana N.	University Medical Center	Lab-Central Office	Staff	Rehire	Lab Tech I	\$28,541.76	7/29/2024
Smith, Emma G.	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.44	8/26/2024
Spence, Glenys P.	Law College	Law-Instruction	Staff	New Hire	Fac Fellowship Summer	\$4,250.00	7/1/2024
Speweik, Elizabeth L.	University Medical Center	Hospital Support Human Resources	Staff	New Hire	HR Specialist	\$47,000.00	6/24/2024
Speyer, Sharon S.	President	Office of President	Staff	New Hire	Special Advisor to the President	\$225,000.00	7/15/2024
Starr, Richard J.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	New Hire	Staff Nurse	\$49,345.92	8/26/2024
Steinmetz, Kelli A.	University Medical Center	Food And Nutritional Svcs	Staff	New Hire	Services Supervisor	\$57,000.00	7/22/2024
Stepp, Nicole A.	University Medical Center	Emergency Dept.	Staff	New Hire	Patient Care Technician	\$35,713.60	8/12/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Stultz, Brody S.	University Medical Center	Acute Physical Therapy, OP-Physical Therapy	Staff	New Hire	Student Technician	\$15.99	6/24/2024
Suter, Alex B.	University Medical Center	OP-Occupational Therapy	Staff	New Hire	Occupat Therapist	\$68,265.60	7/29/2024
Tabb, Ashley E.	University Medical Center	Outcome Management	Staff	New Hire	Social Worker	\$23,181.60	7/8/2024
Tezak, Carrie E.	University Medical Center	3D Medical Intensive Care	Staff	New Hire	Staff Nurse	\$65,276.64	8/12/2024
Tillman, Nichole E.	University Medical Center	Intermediate Care Unit	Staff	New Hire	Patient Care Technician	\$35,713.60	6/24/2024
Trish, Tushayla M.	University Medical Center	CCC Pulmonology Clinic	Staff	Rehire	Medical Assistant	\$40,456.00	6/24/2024
Wade, Lindsey A.	University Medical Center	4AB GU/Nephrology/ Med-Surg	Staff	New Hire	Staff Nurse	\$57,039.84	7/15/2024
Waisanen, Adriann A.	University Medical Center	Nursing Pool	Staff	New Hire	Nursing Assistant	\$18.44	8/26/2024
Walker, Ladana G.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	New Hire	Temp RN	\$131,040.00	8/12/2024
Watson, Destinee M.	University Medical Center	Sleep Disorders Center	Staff	New Hire	Polysomnographic Technician	\$21.49	7/29/2024
Watson, Trinity M.	University Medical Center	Radiology-Diagnostic	Staff	New Hire	Staff Technologist - Diagnostic	\$55,203.20	6/24/2024
Wells, Heaven S.	University Medical Center	Nursing Pool	Staff	New Hire	Patient Care Technician	\$35,713.60	6/24/2024
White, Andrew R.	Athletics	Equipment Room	Staff	New Hire	Equipment Operations Coordinator	\$43,888.00	7/29/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



White, Leslie A.	University Medical Center	Intermediate Care Unit	Staff	New Hire	Staff Nurse	\$61,027.20	7/8/2024
Wott, Mandy	University Medical Center	Heart Station	Staff	Rehire	Staff Nurse	\$82,243.20	7/15/2024
Zhang, Mingzhuo	College of Medicine	Medicine	Staff	New Hire	Research Assistant HSC	\$36,104.00	7/22/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



## Salary and Title Changes 6/21/2024 to 8/31/2024

<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>Prev Rate/Salary</u>	<u>New Rate/Salary</u>	<u>Effective Date</u>
Al Hariri, Bashar	College of Arts & Letters	English	Faculty	Faculty Promotion	Associate Lecturer 9 Month	Associate Lecturer 9 Month	\$47,858.40	\$49,358.40	8/19/2024
Ali, Imran I.	College of Medicine	Dean Medical College, Neurology	Faculty	Salary and Title	Professor and Interim Dean	Professor and Interim Dean	\$297,138.24	\$686,750.00	7/15/2024
Austin, Joely R.	Nursing College	College of Nursing Instruction	Faculty	FTE	Clinical Associate summer	Clinical Associate summer	\$45.52	\$57.14	7/13/2024
Barrett, John A.	Law College	Law- Instruction	Faculty	Reclassification	Associate Professor	Associate Professor	\$117,292.50	\$117,292.50	8/14/2024
Barry, Robin A.	College of Medicine	Family Medicine, Medicine	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$31,212.00	\$100,000.00	7/14/2024
Bell, Caylie A.	College of Medicine	Psychiatry	Faculty	Lateral Transfer	Assistant Professor	Assistant Professor	\$66,500.00	\$24,000.00	7/1/2024
Boggs, Thomas R.	College of Medicine	Resid Prgm- Emergency Medicine	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$46,818.00	\$31,214.04	8/1/2024
Chang, Kyu Chul	College of Medicine	Medicine	Faculty	Change Period of Appointment	Assistant Professor	Assistant Professor	\$61,973.00	\$22,000.00	7/1/2024
Collier, Annette	College of Medicine	Department of Medical Education, Medicine	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$44.15	\$22.59	8/12/2024
Federman, Douglas	College of Medicine	Medicine	Faculty	Salary and Title	Professor	Professor	\$101,190.34	\$126,190.34	6/30/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Goicoechea, Silvia M.	Natural Sci & Math College	Biological Sciences	Faculty	Salary or Rate	Research Associate Professor	Research Associate Professor	\$75,000.00	\$57,963.51	8/24/2024
Hagopian, Ellen	College of Medicine	Surgery	Faculty	Salary and Title	Associate Professor	Associate Professor	\$112,200.00	\$60,795.92	7/14/2024
Hall, Frank	Pharmacy College	Pharm-Med/Bio Chem, Pharmacology	Faculty	Promotion	Associate Professor	Associate Professor	\$117,493.11	\$129,242.41	8/10/2024
Horani, Omar	College of Medicine	Medicine	Faculty	Salary and Title	Assistant Professor	Assistant Professor	\$32,960.06	\$52,313.78	7/28/2024
Iqbal, Amna	College of Medicine	Medicine	Faculty	Lateral Transfer	Assistant Professor	Assistant Professor	\$64,250.00	\$22,000.00	7/15/2024
Katich, Madison	College of Medicine	Physician Assistant Studies	Faculty	FTE	Assistant Professor	Assistant Professor	\$65,025.00	\$76,500.00	8/25/2024
Kleshinski, James F.	College of Medicine	Dean Medical College, Medicine	Faculty	Salary or Rate	Prof Senior Assoc Dean ClinAff	Prof Senior Assoc Dean ClinAff	\$231,460.07	\$196,818.00	7/1/2024
Kline, Candy L.	Law College	Law-Instruction	Faculty	Change Period of Appointment	Assistant Professor of Law	Assistant Professor of Law	\$4,250.00	\$110,000.00	8/19/2024
Kopp Miller, Barbara	Provost-Academic Affairs	UToledo Online	Faculty	Job Title	Vice Provost, UT Online & Workforce Development	Vice Provost, UT Online & Workforce Development	\$226,358.32	\$226,358.32	7/1/2024
Lawrence, Patrick L.	College of Arts & Letters	Geography	Faculty	Salary or Rate	Professor and Chair	Professor and Chair	\$103,151.26	\$105,214.29	8/19/2024
Lecka-Czernik, Beata	College of Medicine	Orthopedic	Faculty	Salary or Rate	Professor	Professor	\$188,555.05	\$205,525.00	8/25/2024
Liu, JingYuan	College of Medicine	Medicine	Faculty	Promotion	Associate Professor	Associate Professor	\$132,651.00	\$145,916.00	7/1/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Ojha, Mamta	Health & Human Serv College	Department of Human Services	Faculty	Change Period of Appointment	Associate Professor	Associate Professor	\$70,506.59	\$80,507.00	8/19/2024
Okoro, Bonaventure	College of Medicine	Medicine	Faculty	Change Period of Appointment	Assistant Professor	Assistant Professor	\$0.00	\$22,000.00	7/1/2024
Papadimos, Thomas J.	College of Medicine	Anesthesiology	Faculty	FTE	Professor	Professor	\$31,212.00	\$31,212.00	8/11/2024
Papadimos, Thomas J.	College of Medicine	Anesthesiology, Resid Prgm-Anesthesiology	Faculty	Salary or Rate	Professor	Professor	\$31,212.00	\$96,212.00	8/25/2024
Pirzada, Noor	College of Medicine	Neurology, Resid Prgm-Neurology	Faculty	Salary and Title	Prof/VChair/DirRes Prg/DirEMG	Prof/VChair/DirRes Prg/DirEMG	\$190,174.68	\$284,996.00	8/1/2024
Ratnam, Shobha	College of Medicine	Medicine	Faculty	Salary and Title	Professor	Professor	\$87,507.06	\$98,291.24	7/28/2024
Ritchey, Adam M.	Natural Sci & Math College	Physics	Faculty	Change Period of Appointment	Visiting Assistant Professor	Visiting Assistant Professor	\$49.60	\$45,000.00	8/19/2024
Sakowski, Stephen W.	College of Arts & Letters	Theatre	Faculty	Faculty Promotion	Professor and Chair	Professor and Chair	\$74,714.22	\$84,714.22	8/19/2024
Salahaldeen, Aya	College of Medicine	Medicine	Faculty	Change Period of Appointment	Assistant Professor	Assistant Professor	\$61,973.00	\$22,000.00	7/15/2024
Schneider, Rebecca M.	Judith Herb College of Educ	Dean-Education	Faculty	Salary and Title	Acting Dean	Acting Dean	\$143,262.06	\$205,000.00	8/10/2024
Servick, Janice E.	Nursing College	College of Nursing Instruction	Faculty	Faculty Promotion	Assistant Professor	Assistant Professor	\$88,740.00	\$76,605.45	8/19/2024
Sheikh, Ajaz A.	College of Medicine	Neurology	Faculty	Salary or Rate	Associate Professor	Associate Professor	\$44,567.98	\$57,067.98	8/25/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Smirnov, Oleg A.	College of Arts & Letters	Economics	Faculty	Salary and Title	Chair and Professor	Chair and Professor	\$126,584.44	\$126,844.44	8/19/2024
Song, Zhaoning	Natural Sci & Math College	Physics	Faculty	Salary and Title	Assistant Professor	Assistant Professor	\$83,492.10	\$105,000.00	8/19/2024
Spanbauer, Trisha	Natural Sci & Math College	Environmental Sciences	Faculty	Salary or Rate	Assistant Professor	Assistant Professor	\$76,852.69	\$86,852.69	8/19/2024
Spencer, Caleb T.	College of Medicine	Medicine	Faculty	Change Period of Appointment	Assistant Professor	Assistant Professor	\$61,973.00	\$22,000.00	7/15/2024
Tan, Cin Cin	College of Arts & Letters	Psychology	Faculty	Faculty Tenure/Promotion	Associate Professor	Associate Professor	\$80,099.98	\$90,099.98	8/24/2024
Van Hook, Catherine L.	College of Medicine	Department of Medical Education, Obstetrics and Gynecology	Faculty	Salary and Title	Professor	Professor	\$131,773.94	\$205,696.24	8/4/2024
White, Benjamin A.	College of Medicine	Obstetrics and Gynecology	Faculty	Salary and Title	Assistant Professor	Assistant Professor	\$31,212.00	\$83,100.00	8/4/2024
Wishner, Carolina	College of Medicine	Inter-Prof Ed & Improv Human Cond, Physician Assistant Studies, Student Diversity Programs	Faculty	Salary and Title	Associate Professor	Associate Professor	\$162,457.74	\$184,457.74	8/12/2024
Alalawneh, Fatmeh W.	Provost-Academic Affairs	Provost Office	Staff	Salary or Rate	Faculty Affairs Specialist	Faculty Affairs Specialist	\$42,656.40	\$43,888.00	7/15/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Ausmus, Anthony D.	University Medical Center	Emergency Dept.	Staff	Promotion	Staff Nurse	Staff Nurse	\$25.00	\$57,039.84	7/14/2024
Avery, William G.	Provost-Academic Affairs	UToledo Online	Staff	Salary or Rate	Academic Advisor	Academic Advisor	\$42,330.00	\$43,888.00	7/15/2024
Babcock, Mary E.	Nursing College	College of Nursing Instruction	Staff	Lateral Transfer	Secretary 2	Secretary 2	\$35,984.00	\$35,984.00	7/28/2024
Barber, Caitlyn R.	Div of Tech & Adv Solutions-DTAS	IT Personnel	Staff	Salary or Rate	Assoc Technology Support Admin	Assoc Technology Support Admin	\$43,696.80	\$43,888.00	7/15/2024
Barker, Caitlyn	VP Finance and Administration	Financial Aid	Staff	Additional Position	FWS Exempt Grad Student	FWS Exempt Grad Student	\$19.01	\$13.50	8/28/2024
Barshel, Kelsey M.	VP Finance and Administration	Financial Aid	Staff	Additional Position	FWS Exempt Grad Student	FWS Exempt Grad Student	\$19.01	\$13.50	8/28/2024
Barto, Kelli J.	University Medical Center	Vascular Lab	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$81,600.48	\$90,667.20	7/28/2024
Betts, Ahsiekal	University Medical Center	Registration	Staff	FTE	Patient Registration Spec	Patient Registration Spec	\$34,091.20	\$16.39	8/11/2024
Bhaskaran, Mahendran	Pharmacy College	Pharmacy Practice	Staff	Lateral Transfer	Post Doctoral Associate	Post Doctoral Associate	\$49,000.00	\$49,000.00	7/1/2024
Bingham, David B.	College of Medicine	Medicine	Staff	Change Period of Appointment	Psych Clinical Nurse Specialist	Psych Clinical Nurse Specialist	\$126,942.33	\$126,942.33	8/1/2024
Blessing, Jordan	Division of Marketing	University Marketing	Staff	Salary or Rate	Web Support Coordinator	Web Support Coordinator	\$39,780.00	\$43,888.00	7/15/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Bobb, Mariah	College of Medicine	Medicine	Staff	Promotion	Administrative Assistant 1	Administrative Assistant 1	\$42,016.00	\$45,115.20	6/30/2024
Bodi, Michelle R.	University Medical Center	Renal Transplant Admin	Staff	Promotion	Organ Transplant Coordinator	Organ Transplant Coordinator	\$82,243.20	\$82,243.20	7/14/2024
Boss, Daniel	Provost-Academic Affairs	Registrar	Staff	Salary or Rate	Curriculum Systems Analyst	Curriculum Systems Analyst	\$43,265.45	\$46,353.00	7/15/2024
Bower, Dana E.	Student Affairs MC	Student Affairs	Staff	Salary or Rate	Coord, Military Service Center	Coord, Military Service Center	\$40,750.39	\$43,888.00	7/15/2024
Boykin, Sheherah N.	University Medical Center	Nursing Svcs Admin	Staff	Promotion	Enterostomal & Wound Therapy Nurse	Enterostomal & Wound Therapy Nurse	\$77,706.72	\$85,500.00	7/14/2024
Britton, Mary E.	University Medical Center	Nursing Svcs Admin	Staff	Salary or Rate	Stroke Program Manager	Stroke Program Manager	\$145,600.00	\$104,124.00	7/28/2024
Brooks, Brenda	University Medical Center	OP-Clinic-Orthopedic	Staff	Demotion	Basic Outpatient Presvc Spec	Basic Outpatient Presvc Spec	\$42,390.40	\$42,390.40	7/14/2024
Brown, Kathleen C.	University Medical Center	Psychiatry Float Pool	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$49,345.92	\$49,345.92	8/25/2024
Brown, Michella D.	Provost-Academic Affairs	UToledo Online	Staff	Salary or Rate	Academic Advisor	Academic Advisor	\$43,350.00	\$44,908.00	7/15/2024
Burns, Amy Y.	VP Finance and Administration	Financial Aid	Staff	Promotion	Records Management Officer 1	Records Management Officer 1	\$42,390.40	\$42,016.00	8/17/2024
Calmes, Stephanie A.	University Medical Center	Nursing Svcs Admin	Staff	Equity Increase	Administrative Director	Administrative Director	\$120,000.00	\$140,000.00	6/30/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Cark, Matthew J.	Provost-Academic Affairs	Univ College Degree Programs	Staff	Salary or Rate	Academic Advisor	Academic Advisor	\$42,656.40	\$45,044.00	7/15/2024
Carr, Alexa C.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	Promotion	Staff Nurse	Staff Nurse	\$17.77	\$57,039.84	7/14/2024
Carr, Jeffrey A.	University Medical Center	Epic Operations and Maintenance	Staff	Promotion	SR Enterprise Applications Analyst	SR Enterprise Applications Analyst	\$80.00	\$95,000.00	8/24/2024
Casiano, Danielle S.	Student Affairs MC	International Student Orientation	Staff	Salary or Rate	Immigration Advisor	Immigration Advisor	\$43,297.29	\$43,888.00	7/15/2024
Cassity, Devin L.	Athletics	Training Room	Staff	Salary or Rate	Assistant Athletic Trainer	Assistant Athletic Trainer	\$43,297.29	\$43,888.00	7/15/2024
Chapman, Lorri A.	Provost-Academic Affairs	Univ College Degree Programs	Staff	Promotion	Student Services Coord 2	Student Services Coord 2	\$52,665.60	\$52,832.00	8/12/2024
Chen, Haoran	Natural Sci & Math College	Physics	Staff	Salary or Rate	Post Doc	Post Doc	\$50,000.00	\$65,000.00	7/13/2024
Clemons, Marilee D.	University Medical Center	Anticoagulation Clinic	Staff	Promotion	Manager Ambulatory Pharmacy	Manager Ambulatory Pharmacy	\$118,050.72	\$135,000.00	8/25/2024
Collier, Zane	Athletics	Athletics-Developmt	Staff	Salary or Rate	Athletic Development Op.Assoc	Athletic Development Op.Assoc	\$42,840.00	\$43,888.00	7/15/2024
Compura, Maureen K.	Provost-Academic Affairs	Registrar	Staff	Salary or Rate	Advisor/Analyst	Advisor/Analyst	\$42,999.09	\$46,087.00	7/15/2024
Cvjetkovic, Jovana	Provost-Academic Affairs	Main Campus Pharmacy	Staff	Equity Increase	Outpatient Clinical Pharmacist	Outpatient Clinical Pharmacist	\$119,646.00	\$123,000.00	6/30/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Czerniawski, David I.	University Medical Center	Psychiatry Float Pool	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$74,018.88	\$74,018.88	8/25/2024
Deria, Nimco	University Medical Center	Emergency Dept.	Staff	Demotion	Technical Typist	Technical Typist	\$35,713.60	\$16,504.80	8/19/2024
Deters, Amanda K.	University Medical Center	Intermediate Care Unit	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$46,575.36	\$46,575.36	7/28/2024
Dong, Zhiping	College of Medicine	Dept. of Cell and Cancer Biology	Staff	Salary or Rate	Lab Manager	Lab Manager	\$38,501.69	\$43,888.00	7/27/2024
Douglass, Kara E.	University Medical Center	UTCare Pharmacy	Staff	Lateral Transfer	Clinical Pharmacist	Clinical Pharmacist	\$50,000.00	\$117,000.00	7/1/2024
Dueber, David	Judith Herb College of Educ	Dean-Education	Staff	Salary or Rate	Post Doctoral Associate	Post Doctoral Associate	\$43,605.00	\$43,888.00	7/27/2024
Ehinger, Sean A.	College of Medicine	Dept. of Cell and Cancer Biology	Staff	Salary or Rate	Research Assistant HSC	Research Assistant HSC	\$39,013.19	\$43,888.00	7/15/2024
Fahey, Kimberly R.	Human Resources, University Medical Center	Hospital Support Human Resources, Human Resources	Staff	Promotion	Dir, Training/Org Development	Dir, Training/Org Development	\$63,863.50	\$105,000.00	8/10/2024
Fan, Xiuzhen	College of Medicine	Medicine	Staff	Salary or Rate	Research Assistant	Research Assistant	\$43,793.70	\$43,888.00	7/15/2024
Ferguson, Michael L.	University Medical Center	Pharmacy	Staff	Equity Increase	Clinical IT Pharmacist	Clinical IT Pharmacist	\$122,000.00	\$128,000.00	6/30/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Flanigan, Kristina	Natural Sci & Math College	Environmental Sciences	Staff	Salary or Rate	Laboratory & Field Technician	Laboratory & Field Technician	\$43,860.00	\$43,888.00	7/15/2024
Ford, Dylan P.	University Medical Center	OP-Clinic-Orthopedic	Staff	FTE	Medical Assistant	Medical Assistant	\$21,860.80	\$43,721.60	7/29/2024
Foster, Jovonne	University Medical Center	Quality Management	Staff	Salary or Rate	Senior Quality Analyst	Senior Quality Analyst	\$37,360.89	\$43,888.00	7/15/2024
Fry, Jenifer N.	Provost-Academic Affairs	Registrar	Staff	Salary or Rate	Curriculum Systems Analyst	Curriculum Systems Analyst	\$41,616.00	\$44,704.00	7/15/2024
Gagnet, Catherine M.	University Medical Center	Surgical Intensive Care	Staff	FTE	Staff Nurse	Staff Nurse	\$74,018.88	\$39.54	7/28/2024
Gaillard, Megan N.	University Medical Center	OP-Clinic-OB/GYN	Staff	FTE	Medical Assistant	Medical Assistant	\$42,016.00	\$25,209.60	7/14/2024
Galish, Dustin R.	Athletics	Athletic-Market & Promotn	Staff	Salary or Rate	Program Coordinator, Athletic Video Production	Program Coordinator, Athletic Video Production	\$43,500.00	\$43,888.00	7/15/2024
Ganji, Tahereh	University Medical Center	Radiation Therapy-Univ Med Ctr	Staff	Lateral Transfer	Resident	Resident	\$57,246.00	\$55,000.00	7/1/2024
Garcia, Maggie A.	University Medical Center	Environmental Services, MC Building Services	Staff	Equity Increase	Director Central Services	Director Central Services	\$98,838.00	\$115,000.00	8/10/2024
Gass, Gina M.	Pharmacy College	Pharm - Enrollment Management	Staff	Salary or Rate	Mktg, Comm & Enroll Mgmt Spec	Mktg, Comm & Enroll Mgmt Spec	\$43,669.77	\$43,888.00	7/15/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Goldberg, Jennifer L.	University Medical Center	Radiology-Diagnostic	Staff	Lateral Transfer	Staff Technologist - Diagnostic	Staff Technologist - Diagnostic	\$61,505.60	\$61,505.60	8/11/2024
Gonzalez, Rocio S.	University Medical Center	Emergency Dept.	Staff	Lateral Transfer	Patient Care Technician	Patient Care Technician	\$35,713.60	\$35,713.60	6/30/2024
Grabarczyk, Jennifer L.	University Medical Center	Dana Cancer Center-Holland Sylvania	Staff	Equity Increase	Clinical Oncology Pharmacist	Clinical Oncology Pharmacist	\$126,000.00	\$130,000.00	6/30/2024
Grace, Latasha M.	University Medical Center	Registration	Staff	Lateral Transfer	Telephone Operator 2	Telephone Operator 2	\$34,091.20	\$34,091.20	7/14/2024
Guasso, Giselle	Athletics	Training Room	Staff	Salary or Rate	Assistant Athletic Trainer	Assistant Athletic Trainer	\$40,800.00	\$43,888.00	7/15/2024
Gunalan, Karren S.	AVP for Finance	Res Hall Admin	Staff	Salary or Rate	Program Coordinator, Res Life	Program Coordinator, Res Life	\$43,860.00	\$43,888.00	7/15/2024
Halsey, Jonathan	Athletics	Training Room	Staff	Salary or Rate	Assistant Athletic Trainer MC	Assistant Athletic Trainer MC	\$40,800.00	\$43,888.00	7/15/2024
Hammye, Christina M.	Division of Marketing	University Marketing	Staff	Salary or Rate	Web Development Specialist	Web Development Specialist	\$40,575.60	\$43,888.00	7/15/2024
Herrera, Katelin D.	University Medical Center	Emergency Dept.	Staff	FTE	Staff Nurse	Staff Nurse	\$69,863.04	\$37.32	7/28/2024
Hill, Charleston H.	University Medical Center	Laundry & Linen	Staff	Lateral Transfer	Delivery Worker I	Delivery Worker I	\$33,612.80	\$33,612.80	8/25/2024
Hoffman, Jackson P.	College of Medicine	Psychiatry	Staff	Salary or Rate	Research Assistant	Research Assistant	\$40,055.40	\$43,888.00	7/27/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Hogan, Mackenzie E.	Provost-Academic Affairs	Testing Services - MFH	Staff	Change Period of Appointment	Test Monitor	Test Monitor	\$35,692.80	\$27,300.00	8/17/2024
Hollar, Sara A.	Judith Herb College of Educ	Student Services	Staff	Change Period of Appointment	Program Coordinator MC	Program Coordinator MC	\$49,000.00	\$49,000.00	8/1/2024
Hopkins, Nakeya L.	University Medical Center	OP-Clinic-Orthopedic	Staff	Promotion	Lead Medical Assistant	Lead Medical Assistant	\$43,721.60	\$43,721.60	7/28/2024
Huner, Candace S.	Facilities & Construc Mgmt.	MC Building Services	Staff	Promotion	Manager Campus Custodial Services	Manager Campus Custodial Services	\$58,262.40	\$74,000.00	8/10/2024
Hussain, Ashaq	College of Medicine	Medicine	Staff	Demotion	Lab Research Tech	Lab Research Tech	\$45,000.00	\$16,806.40	7/1/2024
Ianiro, Pietro	University Medical Center	Registration	Staff	Promotion	Lead Patient Registration Spec	Lead Patient Registration Spec	\$34,091.20	\$34,091.20	7/28/2024
January, Richelle T.	University Medical Center	Registration	Staff	FTE	Patient Registration Spec	Patient Registration Spec	\$34,091.20	\$16.39	7/14/2024
Johnson, Eric J.	Facilities & Construc Mgmt.	Care Of Grounds - MC	Staff	Promotion	Groundskeeper 2	Groundskeeper 2	\$42,078.40	\$44,948.80	7/20/2024
Johnston, Lisa	College of Medicine	Medicine	Staff	Promotion	Assistant to the Chair	Assistant to the Chair	\$36,791.04	\$65,000.00	7/14/2024
Jones, Brandi L.	University Medical Center	4AB GU/Nephrology/Med-Surg	Staff	Return to Prior Position	Staff Nurse	Staff Nurse	\$61,027.20	\$61,027.20	7/9/2024
Kaba, Isaac E.	Pharmacy College	Ctr For Drug Design	Staff	Salary or Rate	Research Lab Technician	Research Lab Technician	\$40,800.00	\$43,888.00	7/15/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Kamann, Donna M.	University Medical Center	Psychiatry Float Pool	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$74,018.88	\$74,018.88	8/25/2024
Kantner, Michael W.	Provost-Academic Affairs	TRIO Student Support Services	Staff	Salary or Rate	Program Coordinator, TRIO SSS	Program Coordinator, TRIO SSS	\$43,478.52	\$43,888.00	7/15/2024
Keefe, Teresa A.	Div of Tech & Adv Solutions-DTAS	Community College Support, IT Personnel	Staff	Reclassification	SR IT Project Manager	SR IT Project Manager	\$82,499.08	\$61,445.00	7/1/2024
Khan, Samiya U.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	FTE	Staff Nurse	Staff Nurse	\$46,575.36	\$34.87	7/28/2024
Kine, Danica N.	University Medical Center	CCC Multi Specialty	Staff	Lateral Transfer	Medical Assistant	Medical Assistant	\$43,721.60	\$43,721.60	7/28/2024
Kine, Danica N.	University Medical Center	OP-Clinic-OB/GYN	Staff	Return to Prior Position	Medical Assistant	Medical Assistant	\$43,721.60	\$43,721.60	8/5/2024
Kirschbaum, Kristin	Natural Sci & Math College	Dean - NSM, NSM Instrumentation Center	Staff	FTE	Director, Instrumentation Center	Director, Instrumentation Center	\$87,253.77	\$109,067.07	8/26/2024
Kurth, Ashley M.	Research & Sponsored Programs MC	Dept of Lab Animal Resources	Staff	Promotion	Assistant Director, DLAR	Assistant Director, DLAR	\$62,424.00	\$84,760.00	8/10/2024
Lefevre, Jamie L.	Provost-Academic Affairs	Honors	Staff	Salary or Rate	Coordinator	Coordinator	\$40,575.60	\$43,888.00	7/15/2024
Lewandowski, Alyssa M.	University Medical Center	OP-Clinic-Infectious Disease	Staff	Demotion	Staff Nurse	Staff Nurse	\$46,575.36	\$35,120.80	7/28/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Lightner, Vashawn	University Medical Center	Surgery Anesthesiology	Staff	Promotion	Perioperative Technician	Perioperative Technician	\$32,947.20	\$34,964.80	8/11/2024
Longoria, Breana L.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	Promotion	Staff Nurse	Staff Nurse	\$25.00	\$57,039.84	7/1/2024
Luettker, Maura E.	University Medical Center	Nursing Svcs Admin	Staff	Reclassification	Executive Assistant II	Executive Assistant II	\$61,506.37	\$70,000.00	7/14/2024
Maldonado, Priscilla	University Medical Center	4CD Oncology/Hemoc/Med-Surg	Staff	FTE	Patient Care Technician	Patient Care Technician	\$36,233.60	\$17.42	8/25/2024
Malohn, Angela M.	College of Medicine	Medicine	Staff	Promotion	Quality & Data Assistant	Quality & Data Assistant	\$41,614.34	\$44,512.00	8/25/2024
Mangold, Angela	University Medical Center	Senior Behavioral Health	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$74,018.88	\$74,018.88	8/25/2024
Martinez, Marisol	University Medical Center	4AB GU/Nephrology/Med-Surg	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$74,018.88	\$74,018.88	8/25/2024
Mathur, Jahnvi	University Medical Center	Emergency Dept.	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$61,027.20	\$61,027.20	8/25/2024
McGowan, Jenna E.	College of Medicine	Physiology and Pharmacology	Staff	Salary or Rate	Research Assistant HSC	Research Assistant HSC	\$41,115.57	\$43,888.00	7/15/2024
McMunn, Gabrielle R.	Research & Sponsored Programs MC	Office of Research Compliance	Staff	Demotion	Seasonal Employee Hourly	Seasonal Employee Hourly	\$46,818.00	\$22.51	8/17/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Mendoza, Agnes	University Medical Center	OP-Clinic-Wound Care	Staff	Demotion	Staff Nurse	Staff Nurse	\$74,782.27	\$70,241.60	7/28/2024
Miller, Sydnee R.	Athletics	Training Room	Staff	Salary or Rate	Assistant Athletic Trainer	Assistant Athletic Trainer	\$40,800.00	\$43,888.00	7/15/2024
Mohammad Taufik, Munira B.	Student Affairs MC	Study Abroad-Administration	Staff	Salary or Rate	Study Abroad Advisor	Study Abroad Advisor	\$39,639.24	\$43,888.00	7/15/2024
Monahan, Nichole A.	College of Medicine	Medicine	Staff	Job Title	Clinical Therapist	Clinical Therapist	\$87,579.65	\$87,579.65	8/2/2024
Monhollen, Shari N.	University Medical Center	Intermediate Care Unit	Staff	FTE	Staff Nurse	Staff Nurse	\$61,027.20	\$40,684.80	8/25/2024
Morgan, Desiree B.	University Medical Center	Registration	Staff	Promotion	Lead Patient Registration Spec	Lead Patient Registration Spec	\$34,091.20	\$34,091.20	8/11/2024
Morgillo, Tiffany A.	College of Medicine	Medicine	Staff	Change Period of Appointment	Quality and Outcome Supervisor	Quality and Outcome Supervisor	\$68,978.52	\$68,978.52	8/1/2024
Morris, Jessica	University Medical Center	Intermediate Care Unit	Staff	Promotion	Staff Nurse	Staff Nurse	\$25.00	\$57,039.84	6/24/2024
Myers, Alissa C.	University Medical Center	OP-Physical Therapy	Staff	FTE	Physical Therapist	Physical Therapist	\$91,000.00	\$45,500.00	8/25/2024
Newcomer, Megan L.	AVP for Finance	VP for Finance	Staff	Salary or Rate	Executive Assistant, Finance and Administration	Executive Assistant, Finance and Administration	\$67,626.00	\$78,000.00	7/27/2024
Nino, Tomas L.	University Medical Center	Emergency Dept.	Staff	FTE	Patient Care Technician	Patient Care Technician	\$35,713.60	\$17,856.80	7/28/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Njabon, Henriette E.	Provost-Academic Affairs	Graduate Studies, UToledo Online	Staff	Promotion	CRM Manager	CRM Manager	\$49,325.36	\$55,061.00	8/10/2024
Oddo, Melissa L.	Judith Herb College of Educ	Student Services	Staff	Lateral Transfer	Accreditation & Assessment Mgr	Accreditation & Assessment Mgr	\$64,240.00	\$65,000.00	8/24/2024
Oetjens, Chessica B.	Provost-Academic Affairs	Competitive Awards	Staff	Promotion	Program Manager Competitive Awards & UG Research	Program Manager Competitive Awards & UG Research	\$53,060.40	\$61,019.00	6/29/2024
Ortiz, Dana M.	University Medical Center	Specialty Pharmacy	Staff	Equity Increase	Outpatient Clinical Pharmacist	Outpatient Clinical Pharmacist	\$124,479.70	\$128,000.00	8/25/2024
Owais, Syed Muhammad	College of Medicine	Resid Prgm-Neurology	Staff	Lateral Transfer	Resident	Resident	\$36,104.00	\$59,468.00	7/1/2024
Pakulski, Tracy L.	Facilities & Construc Mgmt.	Distribution Services, Purchasing	Staff	Equity Increase	Manager, Procurement	Manager, Procurement	\$89,978.77	\$106,242.00	7/28/2024
Pappagallo, Roseanne	University Medical Center	Epic Operations and Maintenance	Staff	Promotion	SR Enterprise Applications Analyst	SR Enterprise Applications Analyst	\$80.00	\$95,000.00	8/10/2024
Parker, Tara E.	University Medical Center	Service Excellence	Staff	Equity Increase	Director Customer Service	Director Customer Service	\$91,677.60	\$100,841.77	7/28/2024
Pearson, Sharon E.	University Medical Center	Sterile Processing	Staff	FTE	Hospital Aide	Hospital Aide	\$16,806.40	\$33,612.80	6/30/2024
Philmalee, Denise R.	University Medical Center	CCC Nephrology Clinic	Staff	Additional Position	Medical Assistant	Medical Assistant	\$21,860.80	\$21,860.80	7/28/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Provenzale, Emily M.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	Promotion	Lead Nurse	Lead Nurse	\$69,863.04	\$69,863.04	6/30/2024
Rabee, Sabreen	University Medical Center	4CD Oncology/Hemoc/Med-Surg	Staff	FTE	Patient Care Technician	Patient Care Technician	\$36,233.60	\$21,740.16	8/25/2024
Ramm, Alexa V.	Provost-Academic Affairs	Registrar	Staff	Salary or Rate	Curriculum Systems Analyst	Curriculum Systems Analyst	\$40,800.00	\$43,888.00	7/15/2024
Razzaque, Joyeta	College of Medicine	Resid Prgm-Neurology	Staff	Lateral Transfer	Resident	Resident	\$40,290.00	\$59,468.00	7/1/2024
Reichert, Abigail R.	Provost-Academic Affairs	Univ College Degree Programs	Staff	Salary or Rate	Academic Advisor	Academic Advisor	\$41,500.00	\$43,888.00	7/15/2024
Reynolds, Crystal M.	University Medical Center	Emergency Dept.	Staff	Lateral Transfer	Patient Care Technician	Patient Care Technician	\$19,229.60	\$23,075.52	7/28/2024
Reynolds, Toriana	University Medical Center	6AB Surgery - Orthopedics	Staff	Lateral Transfer	Patient Care Technician	Patient Care Technician	\$18,116.80	\$18,116.80	8/11/2024
Rhoads, Lauren	University Medical Center	Emergency Dept.	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$74,018.88	\$74,018.88	7/28/2024
Rico, Matthew R.	University Medical Center	Pharmacy	Staff	Equity Increase	Antibiotic Steward	Antibiotic Steward	\$122,767.20	\$129,000.00	6/30/2024
Rikard, Lindsey A.	University Medical Center	Registration	Staff	Lateral Transfer	ED Registration Specialist	ED Registration Specialist	\$35,235.20	\$35,235.20	7/28/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Robinson, Sherri L.	University Medical Center	Lab-Central Office	Staff	FTE	Lab Tech I	Lab Tech I	\$51,147.20	\$25,573.60	8/25/2024
Rodeheaver, Emma J.	University Medical Center	Radiology-Diagnostic	Staff	Lateral Transfer	Staff Technologist - Diagnostic	Staff Technologist - Diagnostic	\$58,697.60	\$58,697.60	8/11/2024
Romer, Terence G.	Business Insights	Business Insights	Staff	Promotion	Chief of Strategy & Business Insights	Chief of Strategy & Business Insights	\$165,423.60	\$225,000.00	7/27/2024
Ryan, Alexis A.	University Medical Center	Anticoagulation Clinic	Staff	Equity Increase	Outpatient Clinical Pharmacist	Outpatient Clinical Pharmacist	\$119,340.00	\$124,000.00	6/30/2024
Rychener, Korben	University Medical Center	Emergency Dept.	Staff	FTE	Staff Nurse	Staff Nurse	\$74,018.88	\$39.54	6/30/2024
Sandridge, Jason L.	University Medical Center	Food And Nutritional Svcs	Staff	Promotion	Food Services Manager	Food Services Manager	\$47,940.00	\$55,061.00	7/28/2024
Sanford, Ken	University Medical Center	Environmental Services	Staff	Promotion	Custodial Worker	Custodial Worker	\$36,254.40	\$37,668.80	6/30/2024
Scheich, Kennedy C.	University Medical Center	3D Medical Intensive Care	Staff	Lateral Transfer	Staff Nurse	Staff Nurse	\$69,863.04	\$69,863.04	7/28/2024
Schreiber, Kellie B.	AVP for Finance	Res Hall Admin	Staff	Salary or Rate	Program Coordinator, Res Life	Program Coordinator, Res Life	\$43,860.00	\$43,888.00	7/15/2024
Schroeder, Matthew J.	President	Office of President	Staff	Promotion	Interim President	Interim President	\$410,958.00	\$525,000.00	8/24/2024
Schumaker, Meghan M.	Pharmacy College	Pharm - Enrollment Management	Staff	Salary or Rate	Coord of PharmD Admissions	Coord of PharmD Admissions	\$42,978.92	\$43,888.00	7/15/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Scurles, Lyric P.	University Medical Center	Emergency Dept.	Staff	Lateral Transfer	Technical Typist	Technical Typist	\$17,045.60	\$17,045.60	8/25/2024
Shaffer, Madeline J.	University Medical Center	Emergency Dept.	Staff	Promotion	Staff Nurse	Staff Nurse	\$25.00	\$57,039.84	7/14/2024
Shehjar, Faheem	Pharmacy College	Pharm-Med/Bio Chem	Staff	Salary or Rate	Post Doctoral Associate	Post Doctoral Associate	\$43,696.80	\$43,888.00	7/15/2024
Sherman, Teaira L.	University Medical Center	Registration	Staff	Lateral Transfer	Patient Registration Spec	Patient Registration Spec	\$39,395.20	\$39,395.20	7/14/2024
Skidmore, Shannon C.	University Medical Center	OP-Physical Therapy	Staff	PEN/PAIR Program Increase	Physical Therapist	Physical Therapist	\$40.90	\$42.12	7/1/2024
Smith, Michael	University Medical Center	Emergency Dept.	Staff	FTE	Technical Typist	Technical Typist	\$16,504.80	\$33,009.60	8/11/2024
SRIVASTAVA, SHOBHIT	College of Medicine	Dept. of Cell and Cancer Biology	Staff	Change Period of Appointment	Postdoctoral Fellow	Postdoctoral Fellow	\$46,818.00	\$46,818.00	8/1/2024
Stoops, Megan	Student Affairs MC	Student Activities Admin	Staff	Promotion	Program Coordinator MC	Program Coordinator MC	\$43,000.00	\$44,000.00	7/13/2024
Strausbaugh, Mercedes	University Medical Center	Renal Post Trans Admin, Renal Transplant Admin	Staff	Equity Increase	Clin Pharm-Solid Organ Transpl	Clin Pharm-Solid Organ Transpl	\$119,340.00	\$123,000.00	6/30/2024
Strickland, Vitira L.	University Medical Center	OP-Clinic-Rheumatology	Staff	Lateral Transfer	Medical Assistant	Medical Assistant	\$42,016.00	\$42,016.00	8/25/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Sutter, Mallorie	University Libraries	University Libraries	Staff	Promotion	Library Associate 1, Lead	Library Associate 1, Lead	\$39,436.80	\$41,704.00	7/20/2024
Szczepanski, Jennifer L.	University Medical Center	Intermediate Care Unit	Staff	Promotion	Staff Nurse	Staff Nurse	\$131,040.00	\$74,018.88	7/28/2024
Szymanski, Margaret S.	Provost-Academic Affairs	Academic Personnel Admin	Staff	Promotion	Admin. Assistant 1	Admin. Assistant 1	\$46,820.80	\$48,152.00	6/24/2024
Takats, Kenneth M.	University Medical Center	Sterile Processing	Staff	FTE	Hospital Aide	Hospital Aide	\$17,971.20	\$35,942.40	8/11/2024
Thomas, Sheila L.	University Medical Center	CCC Family Medicine	Staff	Lateral Transfer	Medical Assistant	Medical Assistant	\$43,721.60	\$43,721.60	6/30/2024
Thompson, Eric	Natural Sci & Math College	Environmental Sciences	Staff	Salary or Rate	Laboratory & Field Technician	Laboratory & Field Technician	\$42,840.00	\$43,888.00	7/15/2024
Thourot, Jennifer	University Medical Center	PAT	Staff	Promotion	Lead Nurse	Lead Nurse	\$77,625.60	\$77,625.60	7/28/2024
Tracy, Jacob S.	Athletics	Athletic-Market & Promotn	Staff	Salary or Rate	Program Coordinator, Athletic Creative Design	Program Coordinator, Athletic Creative Design	\$41,820.00	\$43,888.00	7/15/2024
Tran, Nhu Phuong	University Medical Center	Pharmacy	Staff	Lateral Transfer	Pharmacist	Pharmacist	\$50,000.00	\$114,337.60	7/1/2024
Trish, Tushayla M.	University Medical Center	CCC Multi Specialty	Staff	Lateral Transfer	Medical Assistant	Medical Assistant	\$40,456.00	\$40,456.00	8/11/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Trott Mckind, Kim D.	College of Medicine	Medicine	Staff	Change Period of Appointment	Psych Nurse Specialist	Psych Nurse Specialist	\$126,480.00	\$126,480.00	8/1/2024
Tullis, Erica A.	University Medical Center	Staff Development	Staff	Promotion	Staff Development Specialist	Staff Development Specialist	\$65,276.64	\$70,000.00	7/28/2024
Twardos, Alyssa M.	University Medical Center	Environmental Services	Staff	Salary or Rate	Housekeeping Mgr	Housekeeping Mgr	\$41,115.57	\$43,888.00	7/15/2024
Valentine, Victoria	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	FTE	Staff Nurse	Staff Nurse	\$43,517.76	\$34.87	8/25/2024
Vaughn, Cretia	Human Resources	Human Resources	Staff	Salary or Rate	HR Assistant	HR Assistant	\$43,500.00	\$43,888.00	7/15/2024
Vazquez, Tyara K.	Research & Sponsored Programs MC	Office of Research Compliance	Staff	Demotion	Seasonal Employee Hourly	Seasonal Employee Hourly	\$48,815.57	\$23.47	8/31/2024
Vicari, Linnea G.	Natural Sci & Math College	Environmental Sciences	Staff	Additional Position	Seasonal Employee Hourly	Seasonal Employee Hourly	\$20,000.00	\$22.00	8/8/2024
Waldron, Genesis L.	AVP for Finance	Controller	Staff	Equity Increase	AP Financial Analyst	AP Financial Analyst	\$50,592.03	\$55,592.03	7/27/2024
Walker, Alexis D.	University Medical Center	CCC Family Medicine	Staff	FTE	Medical Assistant	Medical Assistant	\$43,721.60	\$21,860.80	7/15/2024
Wang, Tiffany R.	Provost-Academic Affairs	Writing Center	Staff	FTE	Writing Center Coordinator	Writing Center Coordinator	\$34,960.50	\$46,614.00	7/27/2024
Weik, Dillon A.	Natural Sci & Math College	Environmental Sciences	Staff	Salary or Rate	Laboratory & Field Technician	Laboratory & Field Technician	\$43,000.00	\$44,500.00	7/15/2024
Welch, Duane L.	Athletics	Athletic-Acad Support	Staff	Promotion	Program Manager MC	Program Manager MC	\$46,920.00	\$50,000.00	7/27/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Whatmore, Savannah J.	University Medical Center	Heart and Vascular Center	Staff	Promotion	Lead Medical Assistant	Lead Medical Assistant	\$39,208.00	\$39,208.00	8/11/2024
Wietrzykowski, Maegan A.	University Medical Center	Food And Nutritional Svcs	Staff	Promotion	Services Supervisor	Services Supervisor	\$37,731.20	\$44,500.00	8/25/2024
Wiggins Hancock, Mary P.	College of Medicine	Medicine	Staff	Change Period of Appointment	Assistance Coordinator	Assistance Coordinator	\$53,220.00	\$53,220.00	8/1/2024
Wilkinson, Amanda M.	AVP for Finance	Controller	Staff	Equity Increase	Financial Analyst	Financial Analyst	\$41,820.00	\$45,320.00	7/27/2024
Wilkinson, Jacquelyn M.	Research & Sponsored Programs MC	Technology Transfer	Staff	Promotion	SR IP Administrator	SR IP Administrator	\$62,605.03	\$70,000.00	8/24/2024
Winger, Jennifer C.	VP Finance and Administration	Rocket Solution Central	Staff	Promotion	Direct Service Provider	Direct Service Provider	\$19,562.40	\$29,624.40	8/19/2024
Yeung, Miranda S.	College of Medicine	Dept. of Cell and Cancer Biology	Staff	Salary or Rate	Research Assistant	Research Assistant	\$38,252.45	\$43,888.00	7/27/2024
York, Virginia D.	College of Medicine	Medicine	Staff	Change Period of Appointment	Manager, Behavioral Health	Manager, Behavioral Health	\$91,800.00	\$91,800.00	8/1/2024
Young, Kiana M.	Athletics	Training Room	Staff	Salary or Rate	Assistant Athletic Trainer	Assistant Athletic Trainer	\$41,616.00	\$43,888.00	7/15/2024
Yusuf, Abdel Ruhman	Athletics	Training Room	Staff	Salary or Rate	Assistant Athletic Trainer	Assistant Athletic Trainer	\$40,800.00	\$43,888.00	7/15/2024
Zhu, Tingting	Natural Sci & Math College	Physics	Staff	Salary or Rate	Post Doc	Post Doc	\$50,000.00	\$65,000.00	7/13/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Zona, Joseph	University Medical Center	Environmental Services	Staff	Lateral Transfer	Custodial Worker	Custodial Worker	\$32,947.20	\$32,947.20	8/11/2024
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# Personnel Action Report

6/21/2024 to 8/31/2024



## Separations of Employment 6/21/2024 to 8/31/2024

<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>
Anderson, James D.	Natural Sci & Math College	Mathematics	Faculty	Retirement w10+ yrs UT service	Assistant Professor	\$78,921.76	8/9/2024
Bjorkman, Jon E.	Natural Sci & Math College	Astronomy	Faculty	Retirement w10+ yrs UT service	Professor	\$106,911.29	7/26/2024
Bjorkman, Karen S.	Natural Sci & Math College	Astronomy	Faculty	Retirement w10+ yrs UT service	Distinguished University Professor	\$170,000.00	7/26/2024
Cicila, George T.	College of Medicine	Physiology and Pharmacology	Faculty	Retirement w10+ yrs UT service	Associate Professor	\$54,950.41	8/10/2024
Feucht, Florian C.	Judith Herb College of Educ	Educational Psychology	Faculty	Resignation	Professor	\$106,532.67	8/9/2024
Gandy, Robyn A.	College of Medicine	College of Med Grad Programs	Faculty	Resignation	Assistant Professor	\$81,600.00	7/27/2024
Gangwani, Manesh Kumar	College of Medicine	Medicine	Faculty	Resignation	Assistant Professor	\$26,010.00	8/10/2024
Grabowski, Timothy S.	College of Medicine	Transplantation & Donation Sciences	Faculty	Resignation	Assistant Professor	\$72,828.00	8/10/2024
Gross, Aarion	College of Medicine	Family Medicine	Faculty	Resignation	Assistant Professor	\$20,808.00	8/10/2024
Jordan, Timothy R.	Health & Human Serv College	Dept. of Population Health	Faculty	Retirement w10+ yrs UT service	Professor	\$111,432.20	6/28/2024
Kang, Weng L.	Engineering College	LCCC Agreement	Faculty	Resignation	Associate Professor	\$85,238.35	8/23/2024
Karpov, Victor G.	Natural Sci & Math College	Physics	Faculty	Retirement w10+ yrs UT service	Professor	\$134,284.88	7/26/2024
Kujawa, David J.	Health & Human Serv College	Health & Human Services College	Faculty	Retirement w10+ yrs UT service	Assist Dean for Clinic Affairs	\$111,167.18	6/29/2024
Lammon, Bryan D.	Law College	Law-Instruction	Faculty	Resignation	Professor	\$141,031.88	7/26/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Lewandowski, Linda A.	Nursing College	College of Nursing Instruction	Faculty	Resignation	Professor	\$143,000.00	8/9/2024
Malaiyandi, Deepa P.	College of Medicine	Department of Medical Education, Neurology	Faculty	Resignation	Assistant Professor	\$53,537.94	8/10/2024
Masood, Komal	College of Medicine	Medicine	Faculty	Resignation	Assistant Professor	\$25,500.00	7/13/2024
Merugu, Ganesh	College of Medicine	Family Medicine	Faculty	Resignation	Associate Professor	\$69,826.34	8/10/2024
Mike, Laura A.	College of Medicine	Med Microbio & Immunology	Faculty	Resignation	Assistant Professor	\$98,838.00	8/24/2024
O'Donovan, Sinead M.	College of Medicine	Neurosciences	Faculty	Resignation	Assistant Professor	\$81,156.50	7/27/2024
Ogbo, Chiamaka N.	College of Medicine	Medicine	Faculty	Resignation	Associate Professor	\$45,934.30	7/27/2024
Pace Jr., Frank L.	College of Medicine	Dentistry	Faculty	Resignation	Assistant Professor	\$61.22	8/10/2024
Roach, Thomas	College of Medicine	Psychiatry	Faculty	Resignation	Assistant Professor	\$61,200.00	8/10/2024
Salari, Ezzatollah	Engineering College	Electrical Engineering	Faculty	Retirement w10+ yrs UT service	Professor	\$140,394.18	6/28/2024
Thompson, Amy J.	Health & Human Serv College	Dept. of Population Health	Faculty	Resigned Other Employment	Professor	\$0.00	7/12/2024
Williams, Courtney E.	Business College	Management	Faculty	Resignation	Assistant Professor	\$130,528.58	7/26/2024
Witte, Raymond	Judith Herb College of Educ	Dean-Education	Faculty	Retirement w<10yrs UT service	Dean, JH College of Ed	\$221,201.20	7/26/2024
Adams, Tayshuan	University Medical Center	Lab-Central Office	Staff	Involuntary Termination	Lab Tech I	\$51,147.20	7/27/2024
Aldrich, Judith L.	Provost-Academic Affairs	Graduate Studies	Staff	Retirement w10+ yrs UT service	Admissions Analyst 2	\$54,870.40	8/30/2024
Aldrich, Sarah A.	University Medical Center	4AB GU/Nephrology/ Med-Surg	Staff	Resignation	Staff Nurse	\$74,018.88	8/10/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Anello, Carly	University Medical Center	Patient Financial Svcs	Staff	Resigned Personal Reasons	Account Clerk 3	\$43,201.60	8/24/2024
Bailey, Destiny Y.	College of Medicine	Neurology	Staff	Resignation	Lab Assistant	\$20.90	7/27/2024
Beattie-Smith, Bridget E.	Law College	Admissions-Law	Staff	Resigned Other Employment	Asst. Dir. Financial Aid (Law)	\$36,673.00	8/16/2024
Beccavin, Margaret A.	Law College	Dean-Law School	Staff	Resigned Other Employment	Director of Communications	\$58,140.00	7/26/2024
Bhanoo, Harison M.	Athletics	Athletic-Market & Promotn	Staff	Resigned Other Employment	Coord Mrkg Sales/FanExperience	\$40,800.00	8/23/2024
Brubaker, Carl	University Medical Center	Emergency Dept.	Staff	Resignation	Staff Nurse	\$39.54	7/27/2024
Busch, Cody A.	Facilities & Construc Mgmt.	MC Building Services	Staff	Invol Term-Job Perf/Code Condu	Custodial Worker	\$36,129.60	7/5/2024
Butler, Tara E.	Health & Human Serv College	Department of Human Services	Staff	Grant Funding ended	Prgm Coord for Comp Awards & Undergrad Rsrch	\$26,010.00	8/9/2024
Campos, Valerie R.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	Job Abandonment	Patient Care Technician	\$38,209.60	7/13/2024
Canestraro, Caitlyn M.	University Medical Center	Surgical Intensive Care	Staff	Resignation	Staff Nurse	\$39.54	6/29/2024
Casey, Elian	Pharmacy College	Ctr For Drug Design	Staff	Resigned Other Employment	Research Lab Technician	\$40,000.00	8/23/2024
Chandler, Christopher	University Medical Center	Hospital Safety	Staff	Resigned Personal Reasons	Security Officer 1	\$33,550.40	7/13/2024
Cherry, Jennifer E.	University Medical Center	Hospital Support Human Resources	Staff	90 Day Notice	Dir HR Clinical Operations	\$111,079.35	8/9/2024
Deeter, Samantha N.	University Medical Center	Emergency Dept.	Staff	Resigned Other Employment	Staff Nurse	\$39.54	7/13/2024
Dibling, Scott L.	University Medical Center	4AB GU/Nephrology/ Med-Surg	Staff	Retirement w10+ yrs UT service	Staff Nurse	\$81,600.48	6/29/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Dokurno, Mona M.	Provost-Academic Affairs	Univ College Degree Programs	Staff	Retirement w10+ yrs UT service	Student Services Coord 2	\$63,440.00	7/5/2024
Evarts-Benner, Nora	University Medical Center	OP-Clinic-Recovery Services	Staff	Retirement w10+ yrs UT service	Mental Health Tech	\$23,004.80	7/13/2024
Faber, Jessica	College of Medicine	Student Tutoring Program	Staff	Resigned Other Employment	Dir Academic Enrichment Center	\$62,424.00	7/13/2024
Fell, Arlene	University Medical Center	Environmental Services	Staff	Retirement w10+ yrs UT service	Director Environmental Serv	\$87,196.64	7/27/2024
Gadient, Jennifer N.	Natural Sci & Math College	Dean - NSM, NSM Instrumentation Center	Staff	Resigned Other Employment	Instrumentation Scientist	\$63,972.45	8/23/2024
Gedeon, Joel E.	University Medical Center	Patient Financial Svcs	Staff	90 Day Notice Job Abolishment	Manager, PFS	\$58,690.27	7/27/2024
Gibson, TreNeil	AVP for Finance	Res Hall Admin	Staff	Resigned in Lieu of Discharge	Program Coordinator, Res Life	\$43,860.00	8/9/2024
Gilmore, Maureen	College of Medicine	Medicine	Staff	Retirement w10+ yrs UT service	Assistant to the Chair	\$59,150.90	8/10/2024
Globig, Brianne R.	Athletics	Swimming-Women	Staff	90 Day Notice	Head Coach Women Swim & Diving	\$72,162.14	7/12/2024
Goodwin, Kylie R.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	Resigned to Attend School	Patient Care Technician	\$21,740.16	8/24/2024
Graham, Laura	Research & Sponsored Programs MC	Research & Sponsored Programs	Staff	Resignation	Grants Coordinator 2	\$28.44	8/10/2024
Harris, Alexandria N.	College of Arts & Letters	Dean - CAL	Staff	Resigned Other Employment	Academic Advisor	\$49,388.83	8/9/2024
Hiles, Melony L.	University Medical Center	Environmental Services	Staff	Vol Disability Separation	Custodial Worker	\$39,145.60	8/24/2024
Hillard, Howard L.	Facilities & Construc Mgmt.	Purchasing	Staff	Retirement w10+ yrs UT service	Contract Manager	\$73,222.31	7/26/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Hoffman, Hillary	Engineering College	Bio-Engineering, Engineering Tech	Staff	Resigned to Attend School	Secretary 1	\$37,918.40	8/16/2024
Hudson, Stephanie A.	University Medical Center	Nursing Pool	Staff	New Hire/Probationary Removal	Patient Care Technician	\$35,713.60	8/24/2024
Huffaker, David	University Medical Center	Nursing Svcs Admin	Staff	Resignation	Nurse Assistant Director	\$104,000.00	8/10/2024
Jaynes, Terrica S.	University Medical Center	Registration	Staff	Resignation	Patient Registration Spec	\$17.88	6/29/2024
Jeffery, Michael R.	Public Safety	Safety & Health - MC	Staff	Resigned Salary Reasons	Health & Safety Specialist	\$49,939.20	7/12/2024
Jordan, Roberta	University Medical Center	Quality Management	Staff	Retirement w10+ yrs UT service	Medical Accred Compliance Off	\$98,373.98	6/29/2024
Joseph, Trudi	University Medical Center	PAT	Staff	Retirement w10+ yrs UT service	Lead Nurse	\$86,340.80	7/27/2024
Karr, Elizabeth	University Medical Center	OP-Physical Therapy	Staff	Resigned Other Employment	Physical Therapist	\$85,072.00	7/13/2024
Keegan, Ann M.	University Medical Center	Infection Prevention & Control	Staff	Resigned Other Employment	Director Infection Prevention	\$119,652.90	8/24/2024
Kujawa, David J.	Health & Human Serv College	OP-Physical Therapy	Staff	Retirement w10+ yrs UT service	Physical Therapist	\$40.90	6/29/2024
Kuron, Debra A.	College of Medicine	Emergency Medicine	Staff	Retirement w10+ yrs UT service	Administrative Assistant 1	\$48,630.40	8/10/2024
Lay, Maria M.	University Medical Center	Food And Nutritional Svcs	Staff	Discharge for Cause	Food Services Manager	\$62,000.00	7/27/2024
Lowry, Christina L.	Law College	Law Library	Staff	Resigned Other Employment	Assistant Director, LawLibrary	\$65,673.72	7/26/2024
Martin, Jacobi	University Medical Center	Sterile Processing	Staff	Resigned in Lieu of Discharge	Hospital Aide	\$34,964.80	7/13/2024
Mattimoe, Robert L.	Facilities & Construc Mgmt.	Mainten- Campus Env & Phy Plnt	Staff	Resignation	Maint Repair Wkr 2	\$25,958.40	6/29/2024
McCann, Marissa N.	University Medical Center	Surgical Intensive Care	Staff	Resigned Other Employment	Lead Nurse	\$74,018.88	8/10/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



McKee, Amber L.	University Medical Center	Intermediate Care Unit	Staff	Resignation	Staff Nurse	\$69,863.04	7/13/2024
Meserve, Carl K.	University Medical Center	Hospital Finance	Staff	90 Day Notice Job Abolishment	Decision Support Analyst	\$73,868.40	8/10/2024
Mroz, Sandra	University Medical Center	Heart and Vascular Center	Staff	Retirement w10+ yrs UT service	Medical Assistant	\$43,721.60	6/29/2024
Murray, Steven J.	Athletics	Athletics Admin	Staff	Resigned Other Employment	Strength Coach	\$66,096.61	8/9/2024
Nagy, Karin E.	Facilities & Construc Mgmt.	MC Building Services	Staff	Retirement w10+ yrs UT service	Custodial Worker	\$43,243.20	8/2/2024
Odom, Valerie E.	University Medical Center	3D Medical Intensive Care	Staff	Resigned Other Employment	Staff Nurse	\$39.54	6/29/2024
Pauken, Anthony J.	University Medical Center	Operating Room	Staff	Resignation	Lead Nurse	\$82,243.20	7/13/2024
Pettee, Krista M.	College of Medicine	Med Microbio & Immunology	Staff	Grant Funding ended	Research Associate	\$47,000.00	7/13/2024
Pier, Morgan	University Medical Center	Emergency Dept.	Staff	Resigned Other Employment	EMT Paramedic	\$22.57	7/13/2024
Pokornik, Kayla	University Medical Center	6AB Surgery - Orthopedics	Staff	Resignation	Nursing Assistant	\$19.95	6/29/2024
Rais, Alexandra	College of Medicine	Psychiatry	Staff	Grant Funding ended	Research Assistant HSC	\$37,747.79	7/27/2024
Ribas, Maria R.	University Medical Center	Lab-Central Office	Staff	Retirement w10+ yrs UT service	Lab Tech I	\$30,688.32	6/29/2024
Richardson, Ellen L.	Facilities & Construc Mgmt.	Facilities Oper Admin	Staff	Retirement w10+ yrs UT service	Public Inquiries Asst. 1	\$53,788.80	8/30/2024
Robinson, Justin R.	University Medical Center	Senior Behavioral Health	Staff	Resigned Other Employment	Mental Health Aide	\$36,961.60	6/29/2024
Roth, Timothy A.	University Medical Center	Food And Nutritional Svcs	Staff	Resignation	Cook 1	\$19,021.60	8/24/2024
Rusnak, Rachel	Athletics	Athletic-Sports Informatn	Staff	Resigned Other Employment	Asst Ath Communications Dir	\$41,616.00	8/9/2024
Schoviak, Stefanie A.	General Coun & Legal Servic	Office Of Legal Affairs	Staff	Resigned Other Employment	Associate General Counsel	\$134,603.83	8/24/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Sevier, Jonathan	College of Medicine	Dept. of Cell and Cancer Biology	Staff	Resigned Personal Reasons	Research Associate	\$45,900.00	7/27/2024
Stone, Ericka M.	University Medical Center	CCC Multi Specialty	Staff	Resigned Other Employment	Medical Assistant	\$42,016.00	7/13/2024
Sugg, Alexis S.	University Medical Center	Surgical Intensive Care	Staff	Resigned Other Employment	Staff Nurse	\$65,276.64	7/27/2024
Sutton, Margaret P.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	Resigned Other Employment	Staff Nurse	\$39.54	8/24/2024
Szenderski, Cole	Facilities & Construc Mgmt.	Care Of Grounds - MC	Staff	Resigned Salary Reasons	Groundskeeper 2	\$40,289.60	6/21/2024
Tansel, Bradley R.	Facilities & Construc Mgmt.	Maintenance/Mechanic	Staff	Retirement w10+ yrs UT service	Plumber Journeyman 2 w/Cert	\$80,392.00	7/5/2024
Tapper, William J.	Facilities & Construc Mgmt.	Life Safety Systems	Staff	Retirement w10+ yrs UT service	Building Life Safety Tech 3	\$72,446.40	7/5/2024
Thompson, Jacquelyn A.	Judith Herb College of Educ	Student Services	Staff	Resignation	Accreditation & Assessment Mgr	\$62,424.00	7/12/2024
Turner, Deveny D.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	Resigned Personal Reasons	Staff Nurse	\$39.54	7/13/2024
Walker, Angela	University Medical Center	Surgery Anesthesiology	Staff	Retirement w10+ yrs UT service	Perioperative Technician	\$38,625.60	7/27/2024
Wallace, Allison M.	University Medical Center	Heart and Vascular Care Unit (HVCU)	Staff	Resignation	Staff Nurse	\$61,027.20	8/10/2024
Wallace, Peyton L.	University Medical Center	4CD Oncology/Hemoc/ Med-Surg	Staff	Resignation	Staff Nurse	\$61,027.20	8/10/2024
Warren, Kenneth L.	University Medical Center	Kobacker-I/P Nursing Unit	Staff	Resigned Moved to New Location	Mental Health Tech	\$27,605.76	8/24/2024
Wilhelm, Jessica L.	University Medical Center	OP-Clinic-Rheumatology	Staff	Resigned Job Dissatisfaction	Medical Assistant	\$43,721.60	7/13/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



Woody, Jordan	Engineering College	LCCC Agreement	Staff	Resigned Other Employment	Career Counselor, Shah Ctr for Eng Career Dev	\$43,860.00	7/12/2024
Zamora, Cassandra M.	Natural Sci & Math College	Biological Sciences, Chemistry, Dean - NSM	Staff	Resigned Other Employment	Program Coordinator	\$44,553.60	8/23/2024
Zwolensky, Lauren M.	University Medical Center	6AB Surgery - Orthopedics	Staff	Resigned Personal Reasons	Staff Nurse	\$61,027.20	8/24/2024

# Personnel Action Report

6/21/2024 to 8/31/2024



## Report Notes

- The following categories are excluded from the personnel action report
  - Student Employees and Graduate Assistants/Graduate Teaching Assistants
  - Residents and Fellows engaged in Graduate Medical Education training programs
  - Community Doctors
  - UTP providers and staff
  - Intermittent labor positions
  - Temporary positions and FTE changes associated with EPIC
  - Appointments or changes with an effective date after 8/31/2024
- Appointments < .5 FTE are reported at an hourly rate
- Appointments >= 0.5 FTE have their annual salary listed

# Community-Based and ProMedica Practitioners

6/21/2024 to 8/31/2024



## Community-Based and ProMedica Practitioner Appointments 6/21/2024 to 8/31/2024

<u>Name- Last, First, MI</u>	<u>College</u>	<u>Appointment Type</u>	<u>Department</u>	<u>Effective Date</u>
Ariss, Steven M. Jr	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Urology	6/30/2024
Baer, Michael K. DO	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Emergency Medicine	7/1/2024
Barbee, Emily C. M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Emergency Medicine	7/1/2024
Bobrov, Alexander D.O.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Emergency Medicine	7/1/2024
Chan, James M.D.	College of Medicine and Life Sciences	Unknown	Clinical Assistant Professor Emergency Medicine	7/1/2024
Griffin, Gregory D. D.O.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Emergency Medicine	7/1/2024
Heckman, Carol A. Ph.D.	College of Medicine and Life Sciences	Clinical Professor In The Community-Based Track	Department of Pathology	7/1/2024
Lessor, Lauren M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Emergency Medicine	7/1/2024
Malaiyandi, Deepa P. M.D.	College of Medicine and Life Sciences	Clinical Associate Professor In The Community-Based Track	Neurology	7/1/2024
McMillan, Edwin C. D.O.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Emergency Medicine	7/1/2024
Radomski, Michal M.D., M.S.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Department of Surgery	7/1/2024
Roach, Thomas D.O.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Psychiatry	7/1/2024

# Community-Based and ProMedica Practitioners

6/21/2024 to 8/31/2024



Stone, James A. D.O.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Emergency Medicine	7/1/2024
Toro, David F. M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Emergency Medicine	7/1/2024
Wahl, Heather N. M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Department of OB/GYN	7/24/2024
Braniecki, Matthew D.O.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Family Medicine	8/1/2024
Bruner, Paul D.O.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Family Medicine	8/1/2024
Durst, Matthew MD	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Department of Pediatrics	8/1/2024
Hankin, Mark Ph.D.	College of Medicine and Life Sciences	Assistant Professor In The Community-Based Track	Department of Medical Education	8/1/2024
Ketvertis, Kari M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Family Medicine	8/1/2024
Mike, Laura A. Ph.D.	College of Medicine and Life Sciences	Instructor In The Community-Based Track	MMI	8/1/2024
Moawad, Sherif M. M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Radiology	8/1/2024
Saevig, Danielle L.	College of Medicine and Life Sciences	Clinical Assistant Professor In The ProMedica Practitioner Track	Family Medicine	8/2/2024
Su, Shang Ph.D.	College of Medicine and Life Sciences	Adjunct Assistant Professor In The Community-Based Track	Cancer Biology	8/16/2024
Jordan, Miguel M.D.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	OB/GYN	8/22/2024
Elsamaloty, Lina H.	College of Medicine and Life Sciences	Clinical Assistant Professor In The Community-Based Track	Radiology	8/29/2024

# Community-Based and ProMedica Practitioners

6/21/2024 to 8/31/2024



Huntley, Jason F. Ph.D.	College of Medicine and Life Sciences	Adjunct Professor In The Community-Based Track	MMI	8/29/2024
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## Board of Trustees

### *Code of Ethics*

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The Board of Trustees accepts and commits itself to the responsibility for governing The University of Toledo and to determine The University's mission and its strategic direction.

The Board of Trustees shall do all things necessary to promote the financial health of the University and to administer the fiscal and managerial affairs of the University in accordance with accepted business standards.

The Board of Trustees shall consider the interests of all its constituents in its decision making; including the students, administration, faculty, staff, as well as external constituent groups.

The Board of Trustees shall ensure that what is taught in its classrooms and laboratories meet the generally accepted standards for truth as established by peer review.

The Board of Trustees shall conduct its affairs in a manner exemplifying the values of The University of Toledo. Individual Trustees shall subordinate their personal interests to the interests of the whole Board and the institution and conform always to the highest ethical standards.

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*I agree to uphold and promote the above Code of Ethics  
as Trustee for The University of Toledo.*

\_\_\_\_\_  
*Name*

\_\_\_\_\_  
*Date*

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### **3364-1-06 Avoidance of conflict of interest.**

(A) Policy statement.

It is policy of the University Board of Trustees of Toledo to carry out its mission in accordance with the strictest ethical guidelines and to ensure that trustees and employees conduct themselves in a manner that fosters public confidence in the integrity of the University Board of Trustees, its processes, and its accomplishments.

(B) General standards of ethical conduct.

Trustees and employees of the University of Toledo, and members of advisory boards to the university, including, but not limited to members of the UTH Board, as provided in section 3364-1-12 of the Administrative Code, must, at all times, abide by protections to the public embodied in Ohio's ethics laws, as found in Chapters 102<sub>2</sub> and 2921<sub>2</sub> of the Ohio Revised Code, and as interpreted by the Ohio ethics commission and Ohio courts. (A copy of these laws is provided by the University Board of Trustees, and receipt acknowledged, as required in division (D) of section 102.09 of the Revised Code.) Trustees and employees must conduct themselves, at all times, in a manner that avoids favoritism, bias, and the appearance of impropriety. While restrictions or obligations set forth in Chapter 102. of the Ohio Revised Code, section 2921.42. of the Ohio Revised Code and section 2921.43. of the Ohio Revised Code may only apply to the university trustees and ex-officio members of the UTH Board who are employees of the university, all members of the UTH Board, including public members and the appointed members of any and all UTH Board committees, have a duty of loyalty and fidelity to the university, and they must govern their affairs honestly, exercising their best care, skill and judgment for the benefit of the university so as to avoid conflicts of interest and the appearance of impropriety.

While the terms of the statutes and interpretations of the Ohio ethics commission are the binding standard, a general summary of the restraints upon the conduct of all trustees and employees of the University includes, but is not limited to, those listed below. No university trustee or employee, nor any member of an advisory board to the university, including, but not limited to, the UTH Board, will:

- (1) Solicit or accept anything of value from anyone doing business with the university;
- (2) Solicit or accept employment from anyone doing business with the university, unless the official or employee completely withdraws from university activity regarding the party offering employment, and the university approves the withdrawal;
- (3) Use his or her public position to obtain benefits for the official or employee, a family member, or anyone with whom the official or employee has a business or employment relationship;
- (4) Unless a statutory exception applies, be paid or accept any form of compensation for personal services rendered on a matter before, or sells goods or services to, the university;

- (5) Be paid or accept any form of compensation for personal services rendered on a matter before, or sell (except by competitive bid) goods or services to, any state agency other than the university, unless the trustee or employee first discloses the services or sales and withdraws from matters before the university that directly affect officials and employees of the other state agency, as directed in section 102.04 of the Revised Code;
- (6) Hold or benefit from a contract with, authorized by, or approved by, the university, (the ethics law does except some limited stockholdings, and some contracts objectively shown as the lowest cost services, where all criteria under section 2921.42 of the Revised Code are met);
- (7) Vote, authorize, recommend, or in any other way use his or her position to secure approval of a university contract (including employment or personal services) in which the official or employee, a family member, or anyone with whom the official or employee has a business or employment relationship, has an interest;
- (8) Solicit or accept honoraria (see division (H) of section 102.01 and division (H) of section 102.03 of the Revised Code);
- (9) During public service, and for one year after leaving public service, represent any person, in any fashion, before any public agency, with respect to a matter in which the official or employee personally participated while serving with the university;
- (10) Use or disclose confidential information protected by law, unless appropriately authorized; or
- (11) Use, or authorize the use of, his or her title, the name “The University of Toledo,” “University of Toledo Medical Center”, or “UToledo Health”, or the University Board of Trustees' or the university's logo in a manner that suggests impropriety, favoritism, or bias by the University Board of Trustees or the official, employee, or advisory board member.

(C) For purposes of this rule:

- (1) “Anything of value” includes anything of monetary value, including, but not limited to, money, gifts, food or beverages, social event tickets and expenses, travel expenses, golf outings, consulting fees, compensation, or employment. “Value” means worth greater than de minimis or nominal.
- (2) “Anyone doing business with the University Board of Trustees” includes, but is not limited to, any person, corporation, or other party that is doing or seeking to do business with, regulated by, or has interests before the University Board of Trustees.

(D) Compensation and financial disclosure

Members of the University Board of Trustees are to receive no compensation for their services but will be paid their reasonable necessary expenses while engaged in the discharge of their official duties.

Every University Board of Trustees' member or employee required to file a financial disclosure statement must file a complete and accurate statement with the ethics commission by April fifteenth of each year, which is then in turn provided in summary to the university. Any trustees or employee appointed, or employed to a filing position after February fifteenth and required to file a financial disclosure statement must file a statement within ninety days of appointment or employment.

(E) Assistance

The ethics commission is available to provide advice and assistance regarding the application of the ethics law and related statutes. The commission may be contacted by phone or via the internet.

(F) Penalties

Failure of any trustee or employee to abide by this ethics bylaw, or to comply with the ethics law and related statutes, may result in reporting as well as any resulting potential civil or criminal sanctions under the law, or for employees sanctioning or discipline, which may include dismissal.

(G) University policies.

Employees, where applicable, are also subject to other university conflict of interest policies, as well as other university policies with conflict of interest provisions contained therein.

(H) Changes

This bylaw may be amended per rule 3364-1-02 of the Administrative Code.

*Date approved by Board of Trustees: February 8, 2023*

*Certification: Secretary, Board of Trustees*

*Promulgated under: RC section 111.15; Statutory authority: RC section 3364; Rule amplifies: RC section 3364*

*Prior effective dates: 7/24/2006, 8/1/2012*