

OWENS COMMUNITY COLLEGE  
REGULAR MEETING OF THE BOARD OF TRUSTEES  
MAY 1 2018 ~ MINUTES

A meeting of the Board of Trustees was held in the Board Room, Administration Hall, on the Owens Community College Toledo Campus.

**Call to Order** – Chair Diana Talmage called the meeting to order at 12:32 p.m., and directed the record to show the meeting was held in accordance with the Ohio Revised Code and the policies of the Board of Trustees.

**Roll Call** – Roll call was taken, and the following members were present: Charles Bills, Mary Beth Hammond, Srinivas Hejeebu, Deborah Knight, Ronald McMaster, Edwin Nagle, Rich Rowe, and Diana Talmage (8). (Mr. Johnson arrived after the roll call was taken. (9))

Chair Talmage welcomed and introduced Charles Bills, who was appointed for a term through September 2020, to the Board of Trustees by Governor Kasich.

**Approval of the Minutes of the Board of Trustees** – The minutes of the April 11, 2018 regular meeting were provided. The Chair declared the minutes approved as written.

**Student Life Committee Report** – The Student Life Committee met on April 11, 2018. Dr. Hejeebu presented the first of three student recognitions, as follows.

**RECOGNITION OF STUDENT**

**- Annalyse Dissinger**

RESOLUTION 2018-05-01-01

WHEREAS, the Board of Trustees Student Life Committee was chartered to recognize and celebrate students who demonstrate the College's core values through their achievements in academics, community engagement, volunteerism, and involvement in student leadership and student life; and

WHEREAS, Timothy Rice, Professor of English, nominated student Annalyse Dissinger for her extraordinary community engagement and volunteerism, including;

- Her December 2017 visit to Haiti, still recovering from the 2010 earthquake, where she sewed dresses for the young girls and brought outfits for the boys; and, led a sewing clinic, making repairs to a sewing machine, and visited schools to talk with students; and

WHEREAS, Ms. Dissinger, is a full-time student in the College Credit Plus program on the Findlay Campus, who plans to enter the Education profession due to her experience in Haiti where she met very friendly and kind people; and

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Owens Community College Board of Trustees presents Annalyse Dissinger with a Certificate of Recognition for Extraordinary Community Engagement and Volunteerism;

BE IT FURTHER RESOLVED that it is now appropriate for Ms. Dissinger to stand and be recognized.

Dr. Hejeebu read the recognition aloud, and he made a motion to approve the student recognition, which was seconded by Ms. Knight. Following a voice vote, the motion was adopted. Chair Talmage, and President Robinson presented a certificate to Ms. Dissinger.

## **RECOGNITION OF STUDENT**

### **- Rochelle Fletcher**

#### RESOLUTION 2018-05-01-02

WHEREAS, the Board of Trustees Student Life Committee was chartered to recognize and celebrate students who demonstrate the College's core values through their achievements in academics, community engagement, volunteerism, and involvement in student leadership and student life; and

WHEREAS, Erica Parish, Director, TRIO Student Support Services, nominated student Rochelle Fletcher for her extraordinary community engagement and volunteerism, including;

- Working as a volunteer with the Urban Minority Alcoholism and Drug Abuse Outreach Program of Lucas County to be a mentor to others in which whose shoes she has walked; and for
- Achieving her preliminary counseling certification to be a Chemical Dependency Counselor Assistant, who has become an industry expert in service delivery and code of ethics, and may facilitate group sessions; and

WHEREAS, Ms. Fletcher, a hard worker who is committed to serving the community, is progressing in her program at her own pace with TRIO student support services toward her goal of attaining an Associate of Arts, in the Social Work concentration, so that she may be eligible to complete her certification requirements to facilitate individual counseling; and

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Owens Community College Board of Trustees presents Rochelle Fletcher with a Certificate of Recognition for Extraordinary Community Engagement and Volunteerism;

BE IT FURTHER RESOLVED that it is now appropriate for Ms. Fletcher to stand and be recognized.

Dr. McMaster read the recognition aloud, and he made a motion to approve the student recognition, which was seconded by Dr. Hejeebu. Following a voice vote, the motion was adopted. Chair Talmage, and President Robinson presented a certificate to Ms. Fletcher.

## **RECOGNITION OF STUDENT**

### **- Stuart Puckett**

#### RESOLUTION 2018-05-01-03

WHEREAS, the Board of Trustees Student Life Committee was chartered to recognize and celebrate students who demonstrate the College's core values through their achievements in academics, community engagement, volunteerism, and involvement in student leadership and student life; and

WHEREAS, James Katzner, Manager of Student Life, and Krista Kiessling, Director of the Center for Experiential and Community Engaged Learning, nominated student Stuart Puckett for his exceptional student leadership and student life involvement, including;

- Joining Student Government in his first semester to serve as Secretary, and then as President of Student Government for two-terms, and for stabilizing the membership by recruiting new members through developing a college-wide network; and for
- Propelling Student Government's fundraising initiative to reach the goal of \$10,000 for student scholarships; and for
- Serving as an Owens Civic Ambassador since 2015, providing support, encouragement and mentorship to students transitioning into college life; and

WHEREAS, Mr. Puckett, a candidate to graduate, has modeled exemplary leadership and civic responsibility through his years of service in Student Government and as a Civic Ambassador supporting students through community service and resources; and

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Owens Community College Board of Trustees presents Stuart Puckett with a Certificate of Recognition for Exceptional Student Leadership and Student Life Involvement;

BE IT FURTHER RESOLVED that it is now appropriate for Mr. Puckett to stand and be recognized.

Dr. Hejeebu read the recognition aloud, and he made a motion to approve the student recognition, which was seconded by Ms. Hammond. Following a voice vote, the motion was adopted. Chair Talmage, and President Robinson presented a certificate to Mr. Puckett.

**Finance Committee Report** – Mr. Rowe reported the Board's Finance Committee met on April 27, 2018. He noted that the Treasurer reviewed a draft of the College budget for Fiscal Year 2019. He commented that the bottom line that the members of the Finance Committee were focused on was the projected operating gain or loss after depreciation, which has improved toward breaking even, but still projected as a loss. He commented that the members of the Finance Committee shared their long-term concerns that revenue continues to decline at a faster pace than the decreases in expenses. He reported that the College budget for Fiscal Year 2019 will have a second review at the Finance Committee meeting in May, and it is anticipated to be recommended for the regular meeting of the Board of Trustees, June 5, 2018.

**President's Report** – President Steve Robinson provided his activity report for April. He also commented that individual donor development meetings conducted with Jennifer Fehrich, Executive Director, Owens Community College Foundation will not be listed on the President's activity report, and he welcomed Trustee input on potential donor relationships. He commented that planning is underway to develop a 2019-2021 strategic plan for the College with the goal of recommending a proposed strategic plan to the Board of Trustees, anticipated for February 2019. He commented that the initiative will include a review of the College mission, vision and values statements, and will engage internal and external stakeholders for feedback on questions framed on the future of the College. In closing, President Robinson shared information on the graduates for the 52<sup>nd</sup> annual Spring Commencement Ceremony, which included a historical count, total graduates and graduates by academic school.

**Academic Affairs and Student Services Report** – Denise Smith, Interim Provost/Vice President of Academic Affairs, and Amy Giordano, Vice President of Enrollment Manager and Student Services, presented the recommendation of the strategic completion plan, which requires the divisions of Academic Affairs and Student Services to work together in tandem toward

implementation. They highlighted the purpose of the state-required completion plan, which was to develop a systemic improvement plan for institution-wide policy and practice on the five overarching goals of Connection (with direct from high school students), First Year Entry (developmental education completion rates), Progress (fall to fall retention and persistence) Completion (graduation rates), Other (partnerships), and Workforce (in-demand careers).

The members of the Board had questions, which included a conversion rate goal of students from College Credit Plus program to regular, degree-seeking students (12 percent for 2016-2018; to 14 percent for 2018-2020); linking career-tech high schools with career-tech programs; how might transfer or reverse-transfer be counted for students from Owens to a public university in Ohio.

**Financial Report** – Jeff Ganues, Vice President of Business Affairs, Chief Financial Officer and Treasurer, reviewed the financial statements for the period ending March 31, 2018. He commented that the Fiscal Year 2018 projections continued to indicate a year-end net gain of nearly \$3.7 million. He commented on changes due to adjustments in the revenue projections for tuition for spring semester. He noted improvements from prior fiscal year in both cash and investments. He commented that a principal payment was made on a loan, which was reflected in the balance sheet; the last debt payment (notes payable) will be due in March 2019. He also commented on a timing issue of unearned revenue and accounts receivable (assessment of summer and fall tuition and fees) on the balance sheet, as comparable between March 2017 and March 2018, which will be reflected in the next month balance sheet.

Mr. Ganues also commented on the facilities/capital recommendation for local administration authorization for capital facilities projects under \$4 million, appropriated by the General Assembly in House Bill 529, which also allows for a 1.5 percent local administration fee. Mr. Nagle asked about project management, which Mr. Ganues responded that the Directors of Facilities Services and Campus Planning/Services work with the architects and engineers on the individual capital projects.

The Board Chair accepted the financial statements, as submitted for the period ending, March 31, 2018.

## **RECOMMENDATIONS OF THE PRESIDENT TO THE BOARD OF TRUSTEES**

### **Employment of Personnel:**

RESOLUTIONS 2018-05-01-04 & 14

BE IT HEREBY RESOLVED that the recommendation of the President to employ the following person(s), be approved by the Board of Trustees:

NAME:	Leslie Bostick
ADDRESS:	Findlay, OH
EDUCATION:	Master of Science in Nursing, with a major in Nursing Education, from Chamberlain College of Nursing; Bachelor of Science, with a major in Nursing, from Chamberlain College of Nursing; Associate of Applied Science, with a major in Nursing, from Owens Community College
EXPERIENCE:	Eight year of registered nurse experience
ASSIGNMENT:	Clinical Teaching Faculty, Nursing

NAME: Jeanette Fulton-Arnsby  
 ADDRESS: Toledo, OH  
 EDUCATION: Juris Doctor, with a major in Law, from the University of Toledo; Bachelor of Science, with a major in Nursing, from Lourdes University; Bachelor of Arts, with a major in Psychology, from Albion College  
 EXPERIENCE: Eleven years of registered nurse experience  
 ASSIGNMENT: Clinical Teaching Faculty, Nursing

NAME: Kathleen Burnham  
 ADDRESS: Maumee, OH  
 EDUCATION: Associate of Applied Science, with a major in Medical Assisting, from Baker College  
 EXPERIENCE: Fifteen years of campus safety experience  
 ASSIGNMENT: Dispatcher

NAME: Kristen Forche  
 ADDRESS: Toledo, OH  
 EDUCATION: Bachelor of Science, with a major in Human Development and Family Studies: Case Management, from Kent State University  
 EXPERIENCE: One year of advising and teaching experience  
 ASSIGNMENT: Advisor

NAME: Louis Guilford  
 ADDRESS: Sylvania, OH  
 EDUCATION: Graduate of Raven High School  
 EXPERIENCE: Thirteen years of custodial experience  
 ASSIGNMENT: Custodian (Third Shift)

NAME: Travis Ricard  
 ADDRESS: Toledo, OH  
 EDUCATION: Graduate of Waite High School  
 EXPERIENCE: Six years of grounds and custodial experience.  
 ASSIGNMENT: Groundskeeper/Custodian

#### RESOLUTION 2018-05-01-05

BE IT HEREBY RESOLVED that the recommendation of the President to revise the assignment on the basis indicated below, be approved by the Board of Trustees:

<u>NAME</u>	<u>ASSIGNMENT</u>
Eileen Alexander	Instructor, Nursing

Dr. Hejeebu made a motion to approve the employment recommendations, which was seconded by Mr. Johnson. Following a voice vote, the motion was adopted.

#### **Individual Personnel Action ~ Owens Faculty Association:**

#### RESOLUTION 2018-05-01-06

BE IT HEREBY RESOLVED that the recommendation of the President to award tenure and the initial tenure contracts commencing on the first day of the academic year 2018-2019 to the members of the faculty listed in Appendix I, be approved by the Board of Trustees.

BE IT HEREBY RESOLVED that the recommendation of the President to award one-year contracts for the academic year 2018-2019 to the non-tenured members of the faculty listed in Appendix II, be approved by the Board of Trustees.

BE IT HEREBY RESOLVED that the recommendation of the President to award one-year contracts commencing either on July 1 or on the first day of the academic year 2018-2019 to the non-tenured bargaining unit members listed in Appendix III, be approved by the Board of Trustees.

Mr. Nagle made a motion to approve the recommendation, which was seconded by Ms. Hammond. Following a voice vote of 8 Ayes and 1 Nay, the motion was adopted.

**Report of Monthly Budget Transfers for Board Approval:**

RESOLUTION 2018-05-01-07

BE IT HEREBY RESOLVED that the report of monthly budget transfers, in accordance with the 3358:11-1-12 Financial Standards Policy, be approved by the Board of Trustees.

Mr. Bills made a motion to approve the report, which was seconded by Dr. McMaster. Following a voice vote, the motion was adopted.

**Report of Purchase Requisitions, Orders, Bids, Expenditures Requiring Board Approval:**

RESOLUTION 2018-05-01-08

BE IT HEREBY RESOLVED that the report(s) of purchase requisitions, orders, or expenditures, \$50,000 or more, in accordance with the 3358:11-1-12 Financial Standards Policy, be approved by the Board of Trustees.

Dr. McMaster made a motion to approve the report, which was seconded by Mr. Nagle. Following a voice vote, the motion was adopted.

**Facilities/Capital Improvements:**

**- Locally Administer Capital Projects per Ohio Revised Code 3345.50**

RESOLUTION 2018-05-01-09

BE IT HEREBY RESOLVED, as recommended by the President, the Owens State Community College Board of Trustees authorizes the Vice President/Chief Financial Officer/Treasurer to locally administer the capital facilities projects under \$4 million appropriated by the General Assembly in House Bill 529, as authorized by Section 3345.50 of the Revised Code;

BE IT FURTHER RESOLVED, the Owens State Community College Board of Trustees directs the President, Vice President/Chief Financial Officer/Treasurer and College administration to comply with the policies of the Board of Trustees, the guidelines established pursuant to Section 153.16 of the Revised Code and all laws that govern the selection of consultants, preparation and approval of contract documents, receipt of bids and award of contracts with respect to each project.

Ms. Knight made a motion to approve the recommendation, which was seconded by Mr. Rowe. Following a voice vote, the motion was adopted.

**Candidates for Graduation:**

RESOLUTION 2018-05-01-10

WHEREAS, pursuant to paragraph (G) of Ohio Revised Code 3358.08, the Owens Community College Board of Trustees has the power and duty to grant appropriate associate degrees and certificates of achievement to students successfully completing programs of the state community college; and

WHEREAS, pursuant to 3358:11-2-51 Graduation Requirements Policy, a student is eligible to become a candidate for an associate degree or a certificate when the student has completed all requirements; and

WHEREAS, the Board of Trustees has delegated and vested the President/Chief Executive Officer with the ability to confer associate degrees and certificates to candidates who meet all necessary requirements for graduation; and

WHEREAS, there are an estimated 626 candidates for associate degrees who may participate in the Commencement Ceremony on Friday, May 1, 2018;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Owens Community College Board of Trustees approves candidates who have completed the requirements for their respective degrees and certificates, effective Spring Semester 2018 and Summer Semester 2018.

Mr. Rowe made a motion to approve the resolution, which was seconded by Dr. McMaster. Following a voice vote, the motion was adopted.

**Conferral of Honorary Degree:**

RESOLUTION 2018-05-01-11

WHEREAS, Nick Komives, Council Member at Large, City of Toledo, has graciously agreed to be the keynote speaker of the 52<sup>nd</sup> Spring Commencement Ceremony of Owens Community College; and

WHEREAS, as an 2014 alumni of Owens Community College and a community organizer, Mr. Komives has fought for the rights of teachers, workers, women, LGBT people and other marginalized communities; and, as an elected at-large member of Toledo City Council, Mr. Komives continues to advocate for equality, non-discrimination and inclusion through education and awareness;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the recommendation of the President to confer an Honorary Associate of Arts – Political Science Concentration to Nick Komives at the May 4, 2018, Commencement Ceremony as an expression of the College's appreciation, be approved by the Board of Trustees.

Ms. Hammond made a motion to approve the recommendation, which was seconded by Dr. Hejeebu. Following a voice vote, the motion was adopted.

**Policy Recommendation:**

**- Rescission of 3358:11-3-31 Student Worker Policy**

RESOLUTION 2018-05-01-12

WHEREAS, General Counsel/Vice President, Administration with the Manager, Human Resources Information Systems and the Coordinator, Job Location and Development, provided a five-year review of the following student employment policy and recommended:

- Rescission of 3358:11-3-31 Student Worker Policy

WHEREAS, it was observed that the said policy was procedural in nature and student employees are subject to applicable employment policies (located in chapter 5, employment, of the board policy manual); therefore, procedures specific to student employment were developed; and

WHEREAS, the President concurs and recommends the action of said policy;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Board of Trustees rescinds the 3358:11-3-31 Student Worker Policy (Appendix IV);

BE IT FURTHER RESOLVED that the Board of Trustees authorizes the Secretary to the Board of Trustees implement the filing with the Ohio Legislative Service Commission.

Mr. Nagle made a motion to approve the recommendation, which was seconded by Ms. Knight. Following a voice vote, the motion was adopted.

**Completion Plan Recommendation (Ohio Revised Code 3345.81):**

RESOLUTION 2018-05-01-13

WHEREAS, the Ohio Revised Code 3345.81 requires that the Board of Trustees of each institution of higher education update its strategic completion plan at least once every two years and provide a copy of to the Chancellor of the Ohio Department of Higher Education upon adoption; and

WHEREAS, in accordance with the Revised Code, the plan shall be consistent with the mission and strategic priorities of the institution, include measureable student completion goals and align with the state's workforce development priorities; and

NOW, THEREFORE, BE IT HEREBY RESOLVED that the recommendation of the President to adopt the 2018-2020 Strategic Completion Plan for Owens Community College, be approved by the Board of Trustees.

Ms. Hammond made a motion to approve the recommendation, which was seconded by Mr. Rowe. Following a voice vote, the motion was adopted.

**Nomination for the 2018 Ohio Association of Community Colleges  
- Terry M. Thomas Friend of Community Colleges Award**

RESOLUTION 2018-05-01-15

WHEREAS, the Ohio Association of Community Colleges 2018 Excellence Awards program is accepting nominations for the Terry M. Thomas Friend of Community Colleges Award; and

WHEREAS, Ohio Senator Randy Gardner is a dedicated public servant and in November 2018, he will have served in the Ohio General Assembly for more than 33 years; and

WHEREAS, during his time in the Ohio General Assembly, Senator Gardner's passion and efforts have resulted in critical funding and important policy changes to help further the missions of Ohio's 23 community colleges; and

WHEREAS, Senator Gardner has not missed one voting session during his years of service; resulting in nearly 10,000 roll call votes on bills, amendments and policy resolutions; and

WHEREAS, Senator Gardner is currently serving as the Ohio Senate majority floor leader, being selected unanimously by members of the Ohio Senate Republican caucus, and it is his tenth time to be chosen for a House or Senate leadership post, which is more than any legislator in Ohio history; and



WHEREAS, in May 2015, the Board of Trustees conferred an Honorary Associate of Arts in the Political Science concentration to Senator Gardner when he was the keynote speaker at the 49<sup>th</sup> Commencement Ceremony of Owens Community College; and

WHEREAS, the Board of Trustees respectfully thanks Senator Gardner for his leadership and advocacy, which has advanced the educational collaborations of Owens State Community College, Northwest State Community College, Rhodes State Community College, Terra State Community College, Bowling Green State University, the University of Toledo, and numerous other public and private institutions;

NOW, THEREFORE, BE IT HEREBY RESOLVED that President Steve Robinson and the Owens Community College Board of Trustees proudly nominates Randy Gardner, a true friend of all Ohio's community colleges, for serving and leading in the best interest of advancing community college education, workforce training, and for perpetually advocating for the investment of the State's resources in the success of hundreds of thousands of students living and working in Ohio.

Mr. Rowe made a motion to approve the nomination, which was seconded by Ms. Hammond. Following a voice vote, the motion was adopted.

#### **EXECUTIVE SESSION**

Chair Talmage announced an executive session for the discussion of pending or imminent litigation and collective bargaining. Mr. Rowe made a motion to adjourn to executive session as specified. Mr. Nagle seconded the motion, and the Chair called for a roll call vote. Roll Call: Charles Bills, yea; Mary Beth Hammond, yea; Srinivas Hejeebu, yea; Jason Johnson, yea; Deborah Knight, yea; Ronald McMaster, yea; Edwin Nagle, yea; Rich Rowe, yea; and, Diana Talmage, yea (9).

Upon return from executive session, roll call was taken and the following members were present: Charles Bills, Mary Beth Hammond, Srinivas Hejeebu, Jason Johnson, Deborah Knight, Ronald McMaster, Edwin Nagle, Rich Rowe, and Diana Talmage (9).

#### **STATEMENTS AND COMMENTS**

Mr. Rowe commented on the Board being fully seated with the addition of Trustees Bills. President Robinson thanked all of the trustees for their service to the College. Ms. Hammond commented on the Treasurer's proactive reviews of the next College budget with the Finance Committee.

**Adjournment** – As there was no further business to come before the Board of Trustees, Chair Talmage declared the meeting adjourned.

**APPENDIX I**  
**Individual Personnel Action – Owens Faculty Association**

NAME	RANK	CONTRACT LENGTH	SPECIAL TERMS
Cheryl Paeth	Instructor	2018-2021	173 Days

**APPENDIX II**  
**Individual Personnel Action – Owens Faculty Association**

NAME	RANK	CONTRACT LENGTH	SPECIAL TERMS
Suellen Barnum	Instructor	2018-2019	173 Days
Debra Baumgartner	Instructor	2018-2019	173 Days
Sara Burke	Instructor	2018-2019	173 Days
Benjamin Frazier	Instructor	2018-2019	173 Days
Drew Grover	Instructor	2018-2019	173 Days
Kimberly Holman	Instructor	2018-2019	173 Days
Christopher Kinkade	Instructor	2018-2019	173 Days
Jennifer Mier	Instructor	2018-2019	173 Days
Julie Posey	Instructor	2018-2019	173 Days
Deborah Sullivan	Instructor	2018-2019	173 Days
Darlene Wise	Instructor	2018-2019	173 Days

**APPENDIX III - CORRECTED**  
**Individual Personnel Action – Owens Faculty Association**

NAME	TITLE	CONTRACT LENGTH	SPECIAL TERMS
Michael Aked	Librarian, Acquisitions	2017-2018	12 Month
April Andrews	Academic Lab Technician, Science	2017-2018	173 Day
Cheryl Busdeker	Teacher, Child Care Center (Findlay)	2017-2018	12 Month
Tara Carter	Academic Lab Technician, Science (Findlay)	2017-2018	173 Day
Lacey Davis	Clinical Teaching Faculty, Nursing (Findlay)	2017-2018	173 Day
Alissa Dix-Bame	Instructional Systems Support Coordinator	2017-2018	12 Month
Matthew Farthing	Librarian, Serials	2017-2018	12 Month
Robin Foster	Coordinator, Nursing Skills Lab (Findlay)	2017-2018	180 Day
Marcia Grizzard	Clinical Teaching Faculty, Nursing	2017-2018	173 Day
Daniel Gross	Lab Technician, Transportation Technologies Program	2017-2018	210 Day
Jeffrey Hansell	Lab Technician (Findlay)	2017-2018	210 Day
Peter Johns	Lab Technician, Advanced Computer Aided Machining	2017-2018	210 Day
Alice Johnston	Coordinator, Emergency Services Technology	2017-2018	12 Month
Lynn Kendall	Lab Technician, Electronics Lab	2017-2018	210 Day
Robert Klein	Coordinator, Science Lab	2017-2018	190 Day
Elizabeth Kutschbach	Teacher, Child Care Center (Findlay)	2017-2018	12 Month
Kathy Lauwers	Teacher, Child Care Center (Findlay)	2017-2018	12 Month
Tiffany Ludwig	Clinical Teaching Faculty, Nursing	2017-2018	173 Day
Margaret Ludwikoski	Laboratory Faculty, Skills and Human Patient Simulator (HPS)	2017-2018	180 Day
Julie Maier	Academic Lab Technician, Science	2017-2018	173 Day

Hailey McGough	Teacher, Child Care Center (Findlay)	2017-2018	12 Month
Shelley Pomerson	Teacher, Child Care Center (Findlay)	2017-2018	12 Month
Julie Shank	Clinical Teaching Faculty, Nursing (Findlay)	2017-2018	173 Day
Amber Sherick	Instructional Designer	2017-2018	12 Month
Taryn Slack	Clinical Coordinator, Nursing	2017-2018	180 Day
Lesa Swimmer	Academic Lab Technician, Science	2017-2018	173 Day
Julie Tinsman	Teacher, Child Care Center (Findlay)	2017-2018	12 Month
Louise Weller	Clinical Teaching Faculty, Nursing	2017-2018	173 Day
Lou Whitaker	Clinical Teaching Faculty, Nursing	2017-2018	173 Day
Beth Williams	Clinical Teaching Faculty, Dietetics	2017-2018	173 Day
Patricia Zenner	Coordinator, Nursing Skills Lab	2017-2018	180 Day

*Appendix III corrected by the Board Secretary, June 2018; removed the non-exempt position of Marketing Videographer/Photographer that was incorrectly included on the original appendix from Human Resources.*