

OWENS COMMUNITY COLLEGE
REGULAR MEETING OF THE BOARD OF TRUSTEES
JUNE 6, 2017 ~ 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 12:37 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: Jason Johnson, Deborah Knight, Ronald McMaster, Edwin Nagle, Rich Rowe, and Diana Talmage (6).

A moment of silence was held for Trustee Mike McAlear who passed away on May 15, 2017.

Approval of the Minutes of the Board of Trustees – The minutes of the May 3, 2017 regular meeting were provided. The Chair declared the minutes approved as written.

Student Life Committee Report – Dr. McMaster presented the student recognition from the Findlay Campus, as follows.

RECOGNITION OF STUDENT

- Raelynn Six

RESOLUTION 2017-06-06-01

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

WHEREAS, Ellen Sorg, Advisor, and Emilee Whetstone, Advisor, nominated student Raelynn Six for her exemplary academic achievement; and

WHEREAS, Ms. Six has demonstrated exemplary academic achievement while persevering in raising her cumulative grade point average for selective admission into the Dental Hygiene program and successfully balancing her student life, as a student worker in the Advising Office on the Findlay Campus and being active in the American Dental Hygienists' Association Student Chapter;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Owens Community College Board of Trustees awards Raelynn Six with a Certificate of Recognition for Exemplary Academic Achievement;

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

Dr. McMaster made a motion to approve the student recognition, which was seconded by Mr. Rowe. Following a voice vote, the motion was adopted. Chair Talmage and President Bower presented a certificate to Ms. Six.

Finance Committee Report – Mr. Rowe reported the Board’s Finance Committee met on May 30, 2017 and June 1, 2017. He commented that during the May meeting, Jeff Ganues, Vice President of Business Affairs, Chief Financial Officer and Treasurer, presented the financial report for the period ending April 30, 2017. Mr. Rowe reported the projected net gain for April was \$3.6 million, which reflected a lower depreciation level and that the end-of-term tuition and fees exceeded the budgeted targets for enrollment. Additionally, the Independent Auditors’ Report on Applying the Agreed Upon Procedures related to the revenue amounts presented in the Lab Fee Activity Report for Fiscal Year 2016 was presented and the findings were positive with no exceptions in the test done by the auditors. Mr. Rowe commented that the main focus of both meetings was the review of the Fiscal Year 2018 College Budget recommendation, which included the bottom line projection of a \$1.8 million net gain. He noted that during the budget review, the members of the Finance Committee shared their concerns of the importance of the operating gain or loss after depreciation, which must be improved should anything unforeseen occur in the future. He commented that the Fiscal Year 2018 College Budget recommendation reflects a projected (\$2.8 million) operating loss after depreciation. Mr. Rowe commented that the members of the Finance Committee will continue to review the College’s indicators for financial health, including the Senate Bill 6 score, Cash, Reserves and the Net Income. He emphasized that if the indicators are projected to decline in Fiscal Year 2018, then the College must promptly strategically plan to address Fiscal Year 2019 and beyond. He ended the report by noting that the Finance Committee is committed to the financial health of the College, and the Finance Committee concurs with the Budget Recommendation for Fiscal Year 2018.

President’s Report – President Mike Bower provided his farewell address to the College by extending his appreciation of those at the College who provided him support and well wishes during the recent month. He commented on his five-year tenure at the College, and his positive and productive experiences with faculty, staff, and the Board of Trustees and the Foundation Board of Directors who generously give of their time, expertise and resources. He commented on the friendships and the commitment of “Team Owens” to the mission and students of the College and the communities of northwest Ohio. He closed his address by commenting on the perseverance during the challenging times, and of his honor to serve as President of this great institution.

Provost/Vice President of Academic Affairs Report – Steve Robinson, Provost/Vice President of Academic Affairs, commented that the interim report on finances to the Higher Learning Commission was submitted on June 1, 2017, as the follow up to the September 2016 focused visit on the financial health of the institution. The report included the Fiscal Year 2017 monthly financials, the Ohio Department of Higher Education Directive 2017-033, Termination of Fiscal Watch for Owens State Community College, dated April 5, 2017; and, the Ohio Auditor of State Report on the Status of the Owens State Community College Financial Accounting Report, dated March 30, 2017.

Dr. Robinson recognized Michelle Younker, Chair, Mathematics, recipient of the Distinguished Service Award by the Ohio Mathematics Association of Two-Year Colleges, for her contributions to mathematics education at the local, state and/or national level.

Dr. Robinson thanked President Bower for his mentorship, guidance and leadership through the financial recovery and termination of fiscal watch, developing the administrative team, and for his experience and knowledge of industry and manufacturing. On behalf of the administrative team, well wishes for President Bower's retirement were extended.

Vice President of Student Services Report – Amy Giordano, Vice President of Enrollment Management and Student Services, provided an update on the implementation of DegreeWorks, a comprehensive web-based academic advising and degree audit tool that will assist with measuring students' progress toward completion. She recognized the collaboration among the Student Services' departments and Information Technology, which included the recognition of Dave Shaffer, Registrar and Jill Gentry, Manager of Graduation Services. Ms. Giordano also provided an update on the Ohio Attorney General's Student Loan Debt Advisory Group, which made 22 recommendations for collection practices, policies and certification practices and student financial literacy education to assist with reducing or collecting student loan debt in Ohio.

Financial Report – Jeff Ganues, Vice President of Business Affairs, Chief Financial Officer and Treasurer, presented the following elements from the budget recommendation:

Fiscal Year 2018 Budget:

- \$1.825 million, net gain in position
- \$3.125 million, operating income, before depreciation and capital appropriations
- (\$1.9 million) decrease in State Share of Instruction revenue
- (\$2.96 million) decrease in tuition revenue
- (\$290,000) decrease in salaries and benefits expenses
- 3.6 projected Senate Bill 6 ratio for Fiscal Year 2018

The Board Chair accepted the financial statements, as submitted for the period ending, April 30, 2017.

RECOMMENDATIONS OF THE PRESIDENT TO THE BOARD OF TRUSTEES

Employment of Personnel:

RESOLUTION 2017-06-06-02

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

NAME: John Hammer
 ADDRESS: Fostoria, OH
 EDUCATION: Graduate of St. Wendelin High School
 EXPERIENCE: Six years of maintenance experience
 ASSIGNMENT: Maintenance Specialist I (Findlay)

NAME: Jenny Horak
 ADDRESS: Holland, OH
 EDUCATION: Master of Business Administration, with a major in Administration, from the University of Toledo; Bachelor of Business Administration, with a major in Accounting, from the University of Toledo; Associate of Science, with a major in Business Administration, from Owens Community College
 EXPERIENCE: Twelve years of non-profit accounting experience
 ASSIGNMENT: Manager, Budget/Cash

NAME: Erin Kramer
 ADDRESS: Fostoria, OH
 EDUCATION: Master of Arts, with a major in English, from The University of Toledo;
 Bachelor of Arts, with a major in Communications, from The University of Toledo
 EXPERIENCE: Nine years of customer service experience and twelve years of higher education experience
 ASSIGNMENT: Representative, Admissions

NAME: Tammy Lewandowski
 ADDRESS: Northwood, OH
 EDUCATION: Graduate of Clay High School
 EXPERIENCE: Two years of secretarial experience
 ASSIGNMENT: Secretary, Transportation Technologies

NAME: Roxanne Quinn
 ADDRESS: Toledo, OH
 EDUCATION: Bachelor of Arts, with a major in Sociology and Social Work, from Lourdes University; Master of Organizational Leadership, with a major in Organizational Leadership, from Lourdes University
 EXPERIENCE: Seventeen years of experience in customer development
 ASSIGNMENT: Advisor, TRIO Educational Opportunity Centers (Grant-Funded)

NAME: James Schuller
 ADDRESS: Oregon, OH
 EDUCATION: Bachelor of Arts, with a major in Film and Video, from Columbia College Chicago
 EXPERIENCE: Three years of experience in videography
 ASSIGNMENT: Marketing Videographer/Photographer

NAME: Jennifer Sharpe
 ADDRESS: Maumee, OH
 EDUCATION: Bachelor of Science, with a major in Business Administration, from Franklin University; Associate of Science, with a major in Business Administration, from Franklin University
 EXPERIENCE: Seventeen years of customer representative experience
 ASSIGNMENT: Representative, Admissions

RESOLUTION 2017-06-06-03

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	Laboratory Faculty, Skills and Human Patient Simulator (HPS)
Stephanie Ashley	Database Administrator I
Ashley Foster	Director, Oserve
Robert Kraus	Executive Director, Workforce and Community Services
Julie McLaughlin	Instructor, Nursing: Medical/Surgical
Sweta Thakker	Director, Enterprise Application Systems
Jennifer Togrul	Coordinator, Student Activities and Career Engagement (Partially Grant-Funded)
Shannon Bolles	Loan Specialist, Financial Aid Office
Christine Tavernier	Secretary, School of Business, Information and Public Services

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

Individual Personnel Action – Non-Bargaining Unit Exempt Staff:

RESOLUTION 2017-06-06-04

BE IT HEREBY RESOLVED that the recommendation of the President to award one-year (or as specified) contracts commencing on July 1, 2017, to the members of the Non-Bargaining Unit Exempt Staff in Appendix I, be approved by the Board of Trustees.

BE IT HEREBY RESOLVED that the recommendation of the President to award 180-day contract(s) and 210-day contract(s) commencing on August 15, 2017, to the members of the Non-Bargaining Unit Exempt Staff in Appendix I, be approved by the Board of Trustees.

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

Faculty Rank Recommendations:

RESOLUTION 2017-06-06-05

WHEREAS in accordance with 3358:11-5-25 Faculty Rank Policy, the Rank Review Committee is recommending qualified candidates for rank promotion;

BE IT HEREBY RESOLVED that the recommendation of the President for the following persons for promotion to Assistant Professor effective with the 2017-2018 Academic Year, be approved by the Board of Trustees:

Jason Brouwer

BE IT HEREBY RESOLVED that the recommendation of the President for the following persons for promotion to Associate Professor effective with the 2017-2018 Academic Year, be approved by the Board of Trustees:

Brenda Ludwig
Janine Rosenthal
Jami Williamson

Dominic Wilson
Kelly Wolfe

BE IT HEREBY RESOLVED that the recommendation of the President for the following persons for promotion to Professor effective with the 2017-2018 Academic Year, be approved by the Board of Trustees:

Gretchen Fayerweather	William Powell
Jennifer Hazel	Laura Schuster
Jeremy Meier	Matt Seikel
Barbara Miller	

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

Budget Recommendation:

RESOLUTION 2017-06-06-06

NOW, THEREFORE, BE IT HEREBY RESOLVED in compliance with the 3358:11-1-02 Bylaws, with the 3358:11-1-12 Financial Standards Policy and as attested by the Treasurer and recommended by the President, the Board of Trustees accepts the fiscal year 2018 budget report and adopts the fiscal year 2018 budget.

Ms. Knight made a motion to approve the recommendation, which was seconded by Mr. Rowe. Mr. Nagle commented on monitoring the operating loss after depreciation, especially when State funding decreases. Following a voice vote, the motion was adopted.

Report of Monthly Budget Transfers for Board Approval:

RESOLUTION 2017-06-06-07

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

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

RESOLUTION 2017-06-06-08

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

Mr. Rowe made a motion to approve the report, which was seconded by Mr. Johnson. Following a voice vote, the motion was adopted.

Recognition of President Mike Bower:

RESOLUTION 2017-06-06-09

WHEREAS, President Mike Bower served as the sixth President and Chief Executive Officer of Owens Community College;

NOW, THEREFORE, BE IT HEREBY RESOLVED that upon the occasion of President Mike Bower's retirement from Owens Community College, the Board of Trustees honors his leadership, his dedication to the students and the successful financial recovery of the institution.

Chair Talmage read the recognition of President Mike Bower aloud. Ms. Knight made a motion to approve the recognition, which was seconded by Mr. Johnson. Following a voice vote, the motion was adopted.

Chair Talmage invited Dan Kimmet, immediate past chair of the Owens Foundation Board of Directors, to make remarks and present a gift on behalf of the Owens Foundation to President Mike Bower. Mr. Kimmet commented on President Bower's enthusiasm and dedication to the Foundation and the College, and of the Mike and Carol Bower Scholarship. Chair Talmage also recognized President Bower for his leadership with a glass piece from the Board of Trustees.

EXECUTIVE SESSION

Chair Talmage announced an executive session for the discussion of pending or imminent litigation, collective bargaining matters and to consider the employment of public employee(s). Dr. McMaster made a motion to adjourn to executive session as specified. Mr. Rowe seconded the motion, and the Chair called for a roll call vote. Roll Call: Jason Johnson, yea; Deborah Knight, yea; Ronald McMaster, yea; Edwin Nagle, yea; Rich Rowe, yea; and, Diana Talmage, yea (6).

Upon return from executive session, roll call was taken and the following members were present: Jason Johnson, Deborah Knight, Edwin Nagle, Rich Rowe, and Diana Talmage (5). Ronald McMaster returned later in the meeting.

STATEMENTS AND COMMENTS

President Search Ad Hoc Committee – Chair Talmage announced the appointment of the President Search Ad Hoc Committee, in accordance with 3358:11-1-02(E)(4) of the Bylaws, to begin the search process for a permanent President/Chief Executive Officer. She appointed Rich Rowe and herself, and she noted that other appointments are anticipated to be made to the ad hoc committee.

Chair Talmage presented the following addenda resolutions:

Request for Proposals

RESOLUTION 2017-06-06-10

NOW, THEREFORE, BE IT HEREBY RESOLVED the Board of Trustees requests the President Search Ad Hoc Committee with the Board Chair and Board Secretary to issue a request for proposals for professional executive search services.

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

Interim President/CEO

RESOLUTION 2017-06-06-11

BE IT HEREBY RESOLVED that the Board of Trustees appoints an Interim President/Chief Executive Officer on the basis indicated below.

<u>NAME</u>	<u>ASSIGNMENT</u>
Steve Robinson	Interim President/CEO, effective July 1, 2017

BE IT FURTHER RESOLVED that the Board of Trustees authorizes the Board Chair with outside legal counsel to finalize an employment agreement.

Mr. Nagle made a motion to approve the resolution, which was seconded by Mr. Johnson. Following a voice vote, the motion was adopted.

REGULAR REPORTS

Monthly Reports to the Board of Trustees – Members of the Board of Trustees were issued monthly reports from Academic Affairs, Business Affairs, Student Services and other reports to the President, including the Foundation, Alumni Relations, Findlay Campus and Marketing/Communications.

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 ~ Non-Bargaining Unit Exempt Staff

NAME	TITLE	DUTY DAYS AND CONTRACT LENGTH	
Delaine Adams	Academic Coach Representative, TRiO Student Support Services (Grant-Funded)	260 Days	2017-2018
Heidi Altomare	Director, Grants	260 Days	2017-2018
Ruth Ankele	Assistant Chair, Nursing	260 Days	2017-2018
Stephanie Ashley	Database Administrator I	260 Days	2017-2018
Yasmine Bachar	Advisor	260 Days	2017-2018
K.C. Bailey	Advisor, Post-Secondary Enrollment Options (PSEO)/Dual Enrollment Programs	260 Days	2017-2018
Julie Baker	Executive Director, Findlay Campus	260 Days	2017-2018
Adrian Baney	Director, Student Mental Health Services	260 Days	2017-2018
Dennis Blackwell	Manager, Truck Driving Program	260 Days	2017-2018
Brianne Blodgett	Advisor	260 Days	2017-2018
Elizabeth Boggia	Compliance Administrator	260 Days	2017-2018
Denise Brehmer	Advisor	260 Days	2017-2018
Terri Brown-Joyce	Advisor (Findlay)	260 Days	2017-2018
Veronica Burgert	Assistant Chair, Medical Assisting	210 Days	2017-2018
Cindy Charlton	Associate Registrar	260 Days	2017-2018
Richard Clever	Technical Director, Fine and Performing Arts	260 Days	2017-2018
Kimberly Cook	Manager, Labor Relations, Workers' Compensation and Immigration	260 Days	2017-2018
Amy Crofts	Chair, Medical Imaging	260 Days	2017-2018

Stacy Cupps-Alexander	Senior Representative, Upward Bound (Grant-Funded)	44 Days	07/01/17-08/31/17
Katherine Danko-McGhee	Chair, Teacher Education and Social Work	260 Days	2017-2018
Michael Deehr	Applications Systems Analyst	260 Days	2017-2018
Carl Dettmer	Business Development and Director, Program Development	260 Days	2017-2018
Susan Deutschman	Assistant Chair, Health Information Technologies	260 Days	2017-2018
Amy Dixon	Coordinator, Nursing Educational Enhancement and Development (NEED)	180 Days	2017-2018
Michelle Dockins	Coordinator, Marketing	260 Days	2017-2018
Rene Downour	ABLE Instructor, Staff Development and Curriculum (Grant-Funded)	260 Days	2017-2018
Brenna Dugan	Chair, Humanities	260 Days	2017-2018
Louise Estep	Manager, Events and Copy Center (Findlay)	260 Days	2017-2018
John-David Ettore	Director, Athletics	260 Days	2017-2018
Jennifer Fehrich	Executive Director, Owens Community College Foundation; Government & Community Relations	260 Days	2017-2018
Edward Fifer	Network Engineer, Senior	260 Days	2017-2018
Danielle Filipchuk	Director, Student Conduct and Student Life	260 Days	2017-2018
Steven Flowers	Systems Engineer, Senior	260 Days	2017-2018
Catherine Ford	Dean, School of Nursing and Health Professions	260 Days	2017-2018
Ashley Foster	Director, Oserve	260 Days	2017-2018
Anne Fulkerson	Data Analyst	260 Days	2017-2018
Jeffrey Ganues	Vice President, Business Affairs/Chief Financial Officer	260 Days	2017-2018
Jill Gentry	Manager, Graduation Services	260 Days	2017-2018
Amy Giordano	Vice President, Enrollment Management and Student Services	260 Days	2017-2018
Jason Griffin	Director, Marketing and Communications	260 Days	2017-2018

Joann Gruner	Chair, Food, Nutrition and Hospitality	260 Days	2017-2018
Denise Grupp-Verbon	Coordinator, Internship Fine and Performing Arts (Grant-Funded)	260 Days	2017-2018
Shawn Gurzynski	Applications Systems Analyst	260 Days	2017-2018
David Halsey	Director, Facilities Services	260 Days	2017-2018
Justin Hardman	Representative, Admissions (Findlay)	260 Days	2017-2018
Eric Haynes	Coordinator, STEM Teaching Effectiveness (Grant-Funded)	260 Days	2017-2018
Katharine Heilakka	Representative, Admissions	260 Days	2017-2018
Christopher Hendricks	Representative, Disability Services	260 Days	2017-2018
Lynn Hoehn	Coordinator, Job Location and Development (Grant-Funded)	260 Days	2017-2018
Kristine Holland	Executive Assistant to the President	260 Days	2017-2018
Jenny Horak	Manager, Budget/Cash	260 Days	2017-2018
Rodney Hough	Web Administrator	260 Days	2017-2018
Justin Huber	Director, Upward Bound (Grant-Funded)	44 Days	07/01/17-08/31/17
Leanne Huckaby	Advisor, Online	260 Days	2017-2018
Patricia Humbert	Representative, Disability Services	260 Days	2017-2018
Jennifer Irelan	Manager, Enrollment Communications and Events	260 Days	2017-2018
James Jackson	Director, Learning Center Downtown Toledo	260 Days	2017-2018
Patricia Jezak	Assistant to the President and Secretary to the Board of Trustees	260 Days	2017-2018
Irene Jones	Chair, Nursing	260 Days	2017-2018
Mark Karamol	Director, E-Learning	260 Days	2017-2018
Amy Karlovec	Manager, Creative Services	260 Days	2017-2018
Terrence Katschke	Chair, Applied Engineering and Industrial Technologies	130 Days	07/01/17-12/31/17
James Katzner	Manager, Career Services and Student Activities (Findlay)	260 Days	2017-2018

Andrea Kellermeyer	Advisor	260 Days	2017-2018
Amanda Ki	Database Administrator II	260 Days	2017-2018
Krista Kiessling	Director, Center for Experiential and Community Engaged Learning	260 Days	2017-2018
Scott Killy	Representative, Business Development and Skilled Trades Representative	260 Days	2017-2018
Ashley King	Representative, Admissions	260 Days	2017-2018
Elizabeth King	Advisor, Lead	260 Days	2017-2018
Mark King	Chair, Criminal Justice and Emergency Services	260 Days	2017-2018
Traci Kish	Manager, Benefits	260 Days	2017-2018
Kaye Koevenig	Senior Accountant	260 Days	2017-2018
Erin Kramer	Representative, Admissions	260 Days	2017-2018
Robert Kraus	Executive Director, Workforce and Community Services	260 Days	2017-2018
Misha Lamphere	Advisor	260 Days	2017-2018
Melissa Lentz	Office Manager, ABLE Program (Grant-Funded)	260 Days	2017-2018
Todd Lentz	ABLE Instructor, Transition and Special Needs Coordinator (Grant Funded)	260 Days	2017-2018
Daniel Litt	Specialist, College Coach Labor Youth Career Connect (Grant-Funded)	260 Days	2017-2018
Judy Loehrke	Advisor, Athletics Compliance	260 Days	2017-2018
Claudia Losek	Development Coordinator	260 Days	2017-2018
Eldred Marchal	Applications Systems Analyst, Senior	260 Days	2017-2018
Richard Marquardt	Manager, Facilities Services and Operations	260 Days	2017-2018
Terrence Marshall	Applications Systems Analyst	260 Days	2017-2018
Scott Massari	Director, Systems and Security	260 Days	2017-2018
Lori Maynard	Assistant Chair, Surgical Technology Program	260 Days	2017-2018
Sean McConnell	Manager, Veteran Services	260 Days	2017-2018

MaryBeth McCreery	Project Manager, OhioTech Net Consortium (Grant-Funded)	260 Days	2017-2018
Michael McDonald	Executive Director, Operations	260 Days	2017-2018
Angela McGinnis	Manager, Advising (Findlay)	260 Days	2017-2018
Jared Meade	Manager, Public and Media Relations	260 Days	2017-2018
Bradley Meyer	Advisor	260 Days	2017-2018
Timothy Miesse	Chair, Business Technologies	260 Days	2017-2018
Kaci Miller	Representative, Admissions (Findlay)	260 Days	2017-2018
Lindsey Minnig	Academic Coach Representative, TRIO Student Support Services (Grant-Funded)	260 Days	2017-2018
Martha Morrissey	Manager, Course Inventory and Registration	260 Days	2017-2018
Andrea Morrow	Director, Financial Aid	260 Days	2017-2018
Lisa Nagel	General Counsel/Vice President, Administration	260 Days	2017-2018
Dean Niederkohr	Administrator, Applications and Mobile Support	260 Days	2017-2018
Laurie Orzechowski	Chief Information Officer	260 Days	2017-2018
Peter Palko	Representative, Business Development	130 Days	07/01/17-12/31/17
Erica Parish	Director, TRIO Student Support Services (Grant-Funded)	260 Days	2017-2018
Christine Parks	Advisor, International Students	260 Days	2017-2018
Jacey Parks	Advisor, Lead	260 Days	2017-2018
Christopher Pejoro	Advisor, TRIO Educational Opportunity Centers (Grant Funded)	260 Days	2017-2018
Emily Penton	Manager, Child Care Center (Findlay)	260 Days	2017-2018
Carla Pinson	Web Developer	260 Days	2017-2018
Roxanne Quinn	Advisor, TRIO Educational Opportunity Centers (Grant Funded)	260 Days	2017-2018
Barbara Rardin	Manager, Human Resources Information Systems	260 Days	2017-2018
Debra Rathke	Director, Institutional Research	260 Days	2017-2018

Thomas Reed	Financial Analyst, Budget and Systems	260 Days	2017-2018
Glenn Rettig	Dean, School of Science, Technology, Engineering and Mathematics	260 Days	2017-2018
Karen Rettig	Retention Advisor, Ohio TechNet (Grant-Funded)	260 Days	2017-2018
Oriana Rife	Coordinator, College Credit Plus and Career Tech (Grant-Funded)	260 Days	2017-2018
Andreanna Rivera-Perez	Advisor	260 Days	2017-2018
Steve Robinson	Vice President, Academic Affairs/Provost	260 Days	2017-2018
Elisa Rodriguez	Administrative Coordinator, Advising	260 Days	2017-2018
Diane Routson	Assistant Chair, Humanities	260 Days	2017-2018
Jessica Ruffner	Manager, Testing Services	260 Days	2017-2018
Timothy Sams	Applications Systems Analyst	260 Days	2017-2018
Michael Sander	Chair, Fine and Performing Arts	260 Days	2017-2018
Majid Sawtarie	Chair, Life and Natural Sciences	260 Days	2017-2018
Elisabeth Scheffert	Advisor, Success	260 Days	2017-2018
Meghan Schmidbauer	Assistant Dean, Admissions, International Students and College Credit Plus	260 Days	2017-2018
Susanne Schwarck	Associate Director, Financial Aid	260 Days	2017-2018
Barbara Seguine	Chair, Therapeutic Services	260 Days	2017-2018
David Shaffer	Registrar	260 Days	2017-2018
Jennifer Sharpe	Representative, Admissions	260 Days	2017-2018
Bridget Shea	Manager, Alumni Relations	260 Days	2017-2018
Thomas Sink	Director, Library Services	260 Days	2017-2018
Janice Skaggs	Advisor	260 Days	2017-2018
Eric Slater	Advisor, Lead	260 Days	2017-2018

Jodie Smeltzer	Assistant Director, Compliance Quality, Financial Aid	260 Days	2017-2018
Denise Smith	Associate Vice President, Academic Affairs	260 Days	2017-2018
Patricia Smith	Senior Accountant	260 Days	2017-2018
Kurtis Soltman	Director, Disability Services	260 Days	2017-2018
Ian Soper	Adaptive Technology Specialist	260 Days	2017-2018
Ellen Sorg	Advisor	260 Days	2017-2018
James Specht	Director, Desktop Technology, Operations and Telecommunications	260 Days	2017-2018
Diana Stachowiak	Chair, Electrical Engineering and Computer Technologies	260 Days	2017-2018
Scott Steinke	Executive Director, Public Safety/Chief of Police	260 Days	2017-2018
Paula Steward	Advisor	260 Days	2017-2018
Charles Stockmaster	Manager, Telecommunications	260 Days	2017-2018
Annette Swanson	Manager, International Student Services	260 Days	2017-2018
Wayne Swartz	Coordinator, Selective Health	260 Days	2017-2018
Sweta Thakker	Director, Enterprise Application Systems	260 Days	2017-2018
Ann Theis	Dean, School of Business, Information and Public Service	260 Days	2017-2018
Ashley Thomas	Student Services Information Systems Administrator	260 Days	2017-2018
Jennifer Togrul	Coordinator, Student Activities and Career Engagement (Partially Grant-Funded)	260 Days	2017-2018
Danielle Tracy	Director, Auxiliary Services	260 Days	2017-2018
Elizabeth Tronolone	Chair, Dental Hygiene Programs	260 Days	2017-2018
Joan Waddle	Accountant	260 Days	2017-2018
David Wahr	Manager, Client Services	260 Days	2017-2018
Verne Walker	Assistant Dean, Advising, Career Initiatives and Student Mental Health Services	260 Days	2017-2018

Gary Walkowiak	Director, TRIO Educational Opportunity Centers (Grant-Funded)	260 Days	2017-2018
Kristina Watkins	Advisor, Career/Undecided Advising	260 Days	2017-2018
Emilee Whetstone	Advisor (Findlay)	260 Days	2017-2018
Bradley Wood	Assistant Chair, Physical Therapist Assistant Program	260 Days	2017-2018
Andrew Woodard	Manager, Marketing	260 Days	2017-2018
Rachelle Wunder	Advisor	260 Days	2017-2018
Jodi Wyman	Advisor	260 Days	2017-2018
Jennifer York	Institutional and Academic Support Data Coordinator	260 Days	2017-2018
Michelle Younker	Chair, Mathematics	260 Days	2017-2018
Gregory Zajac	Supervisor, Tool Room	260 Days	2017-2018
Suzanne Zampino	Advisor, Career/Undecided	260 Days	2017-2018