

OWENS COMMUNITY COLLEGE  
REGULAR MEETING OF THE BOARD OF TRUSTEES  
JUNE 17, 2015 ~ 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 Rich Rowe called the meeting to order at 12:30 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: Mary Beth Hammond, Srinivas Hejeebu, Ronald McMaster, Edwin Nagle, Rich Rowe, Diana Talmage and Thomas Uhler (7).

**Approval of the Minutes of the Board of Trustees** – The minutes of the May 5, 2015, regular meeting were provided. The Chair declared the minutes approved as circulated.

**Finance Committee Report** – Mr. Nagle reported the Finance Committee met on May 14, 2015 and June 16, 2015. He commented that President Bower provided a report on the projected preliminary distribution of the State Share of Instruction formula allocation at the May meeting, and President Bower provided a brief update from the Ohio Association of Community Colleges of the State’s operating budget process, which was in the Ohio Senate. Mr. Nagle noted that there was a spirited discussion of the preliminary fiscal year 2016 budget, and the Finance Committee recommends the preliminary budget to start the fiscal year on July 1; however, more work needs to be done to make an impact on the net position. Mr. Nagle commented on the Finance Committee’s expectation of an adjusted fiscal year 2016 budget to be recommended when the financial recovery plan is recommended to the Board of Trustees in a July 15 special meeting.

**President’s Report** – President Mike Bower presented his activity report for May and June. He commented on awards received on behalf of Marketing/Communications, which included a bronze “Telly Award” for the College’s “The Story” commercial with Hart Inc., and the “Best Continuing Education Program” for Adams Street Publishing Company’s inaugural MLiving Reader’s Choice Awards. He commented on attending the Ohio Association of Community Colleges annual conference, June 11-12 in Cleveland with Trustee Talmage and Dr. Steve Robinson, Vice President of Academic Affairs. He thanked Dr. Melissa Green, Associate Vice President, Findlay Campus, for attending the June 11 Ohio Board of Regents meeting for the presentation of the Northern Ohio Community College District – Council of Government for Northwest State Community College and Terra Community College. He presented on the topic from his May 21 retreat with the Vice Presidents on a student pipeline model, which notes that 14 days is a critical point for student retention.

**Vice President of Academic Affairs Report** – Steve Robinson, Vice President of Academic Affairs, provided an update on developing partnerships, which included the University of Toledo on alignment of communicating health professional programs to students; Bowling Green State University on alignment of culinary/hospitality and accounting programs and concurrent enrollment; and, local K-12 school districts. He commented on an invitation from Jinsong

Vocational High School, Beijing, China, for a potential partnership for an associate of technical studies, and an opportunity with Fengtai District, Beijing, China, for a potential partnership for a non-credit program. He also commented on organizational adjustments and planning due to retirements or transfers. He closed with an announcement of the College launching its 4-week truck driving program.

**Personnel and Financial Reports** – Jack Witt, Vice President of Human Resources and Administration, presented the financial statements for the period ending April 30, 2015. He commented on bookstore revenue and expenses. At the conclusion of his report, Chair Rowe accepted the submitted financial statements.

**Owens Support Staff Union President Report** – Michael Schmitz, Bus Driver/Custodian, President, Owens Support Staff Union requested to address the Board for the purpose of the Owens Support Staff Union tentative agreement. He commended the negotiating teams and expressed the continuance of the cordial relationship in conducting business.

### **EXECUTIVE SESSION**

Chair Rowe announced an executive session for discussion of personnel issues pursuant to the employment of public employee(s), pending or imminent litigation, collective bargaining and for a status report for the sale of property. Dr. McMaster made a motion to adjourn to executive session as specified. Ms. Talmage seconded the motion, and the Chair called for a roll call vote. Roll Call: Mary Beth Hammond, yea; Srinivas Hejeebu, yea; Ronald McMaster, yea; Edwin Nagle, yea; Rich Rowe, yea; Diana Talmage, yea; and, Thomas Uhler, yea (7).

Upon return from executive session, roll call was taken and the following members were present: Mary Beth Hammond, Srinivas Hejeebu, Ronald McMaster, Edwin Nagle, Rich Rowe, Diana Talmage and Thomas Uhler (7).

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

#### **Employment of Personnel:**

RESOLUTION 2015-06-17-01

BE IT HEREBY RESOLVED that the recommendation of the President to employ the following persons, in compliance with Affirmative Action Guidelines established by the College, be approved by the Board of Trustees:

NAME: Julie Easterday  
ADDRESS: McComb, OH  
EDUCATION: Associate Degree with a major in Legal Secretarial Science, from Terra State Community College  
EXPERIENCE: Two years of experience working in Human Resources.  
ASSIGNMENT: Specialist, Human Resources (Findlay)

NAME: Elizabeth King  
ADDRESS: Sylvania, OH  
EDUCATION: Master of Arts, with a major in Organizational Leadership, from Lourdes University; Bachelor of Arts, with a major in Art, from The University of Toledo  
EXPERIENCE: Seven years of experience as an academic advisor.  
ASSIGNMENT: Advisor

NAME: Melissa Lentz  
ADDRESS: Bowling Green, OH  
EDUCATION: Bachelor of Science in Education, with a major in Early Childhood Education, from Bowling Green State University  
EXPERIENCE: One year of office experience.  
ASSIGNMENT: Office Manager, ABLE\* Program (Grant-Funded)  
\*ABLE – Adult Basic and Literacy Education

NAME: Paula Steward  
ADDRESS: Sylvania, OH  
EDUCATION: Master of Arts, with a major in Education, from Defiance College; Bachelor of Science in Education, with a major in Mathematics, from Bowling Green State University  
EXPERIENCE: One year of office experience.  
ASSIGNMENT: Administrative Assistant, Vice President, Enrollment Management, Student Services and Marketing

NAME: Ashley Miklovic-Inbody  
ADDRESS: North Baltimore, OH  
EDUCATION: Bachelor of Arts, with a major in Sociology, from Bowling Green State University  
EXPERIENCE: Two years of experience working in student development.  
ASSIGNMENT: Representative, Admissions (Findlay)

RESOLUTION 2015-06-17-02

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>
Jodie Birch	Director, Student Accounts
Abby Sominski	Administrative Assistant, Vice President of Academic Affairs
Amy Crofts	Instructor, Radiography
Justin Hardman	Representative, Admissions
Linda Wirick	Legal Services Coordinator

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

**Individual Personnel Action – Non-Bargaining Unit Exempt Staff:**

RESOLUTION 2015-06-17-03

BE IT HEREBY RESOLVED that the recommendation of the President to award one-year (or as specified) contracts commencing on July 1, 2015, to 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 a 180-day contract(s) commencing on August 15, 2015, to member(s) of the Non-Bargaining Unit Exempt Staff in Appendix I be approved by the Board of Trustees

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

**Faculty Rank:**

RESOLUTION 2015-06-17-04

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 2015-2016 Academic Year be approved by the Board of Trustees:

Michelle Aman	Thomas Perin
Joann Gruner	Melanie Scherdt
Sarah Long	Joanna Smithback

BE IT HEREBY RESOLVED that the recommendation of the President for the following persons for promotion to Associate Professor effective with the 2015-2016 Academic Year be approved by the Board of Trustees:

L. Scott Deaner	Kristin Price
Ramadevi Kannan	Steven Ross
Marian Moore	Jennifer Sanders
Margaret Parker	

BE IT HEREBY RESOLVED that the recommendation of the President for the following persons for promotion to Professor effective with the 2015-2016 Academic Year be approved by the Board of Trustees:

Cecelia (Kathleen) Geckeis	Teri Pratt
Tatiana Gorbunova	Nancy Rupp
Diane McDougle	Eric Wallack

Dr. McMaster made a motion to approve the resolution, which was seconded by Ms. Talmage. Mr. Uhler asked about the application for faculty rank of administrative members, which Dr. Robinson referred to faculty rank applications meeting the eligibility requirements set forth in 3358:11-5-25 Faculty Rank Policy. Following a voice vote of 6 Ayes and 1 Nay, the motion was adopted.

**Trustees Academic Excellence Scholarship Awards (Supplemental):**

**RESOLUTION 2015-06-17-05**

BE IT HEREBY RESOLVED that the recommendation of the President to award a Trustees Academic Excellence Scholarship a first-year student(s) for the 2015-2016 academic year be approved by the Board of Trustees.

Legal District High School

Waite High School

Notre Dame Academy

Recommended Recipient

Jasmine Friend

Michaela Krueger

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

**Facilities/Capital Improvements:**

**RESOLUTION 2015-06-17-13**

WHEREAS, the President recommends entering into a partnership with Follett Higher Education Group, a leading national provider of campus store services and supplier of course materials, that responded to a request for proposals to create new and improved products and services to address the needs of students and which also support the institution; and

NOW, THEREFORE, BE IT HEREBY RESOLVED that Owens Community College Board of Trustees authorizes a bookstore operating agreement with Follett Higher Education Group for a two-year term through June 30, 2017 with options to renew for three additional two-year terms.

**RESOLUTION 2015-06-17-06**

BE IT HEREBY RESOLVED that the recommendation of the Treasurer and the President to award, pending Controlling Board approval, a contract to the following firms for the Heritage Hall Classroom Renovation, HB 497 capital-appropriated funds, be approved by the Board of Trustees.

Heritage Hall Classroom Renovation Furniture, Fixtures and Equipment		
Technology Equipment	CDW Government Inc. 230 N Milwaukee Ave Vernon Hills, IL 60061	\$107,628.20
Furnishings	American Interiors Inc. 302 S Byrne Road Toledo, Ohio 43615	\$223,230.10

**RESOLUTION 2015-06-17-07**

BE IT HEREBY RESOLVED that the recommendation of the Treasurer and the President to award, pending Controlling Board approval, a contract to the following firm for the Kingsley Hall Renovation, HB 497 capital-appropriated funds, be approved by the Board of Trustees.

Kingsley Hall Renovation		
Architect & Engineering Services	Stough and Stough Architects, LLC 6377 River Crossing, Suite 1 Sylvania, Ohio 43560	\$121,000.00

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

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

RESOLUTION 2015-06-17-08

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

**Tuition Guarantee Program:**

RESOLUTION 2015-06-17-09

SYNOPSIS: Contingent upon the approval of the Chancellor of the Ohio Board of Regents and the Owens Community College Board of Trustees, the College President recommends the establishment of a Tuition Guarantee program in accordance with Section 3333.33 of the Ohio Revised Code for associate degree seeking students (new, continuing or returning) who are Ohio residents and reciprocity students that enroll at least 15 credit hours in Fall Semester or in Spring Semester. The cohort of participating eligible students must continuously comply with the enrollment and program criteria and the participating students will be charged the current tuition rate of the first term of participation in the Tuition Guarantee program and such tuition rates will be guaranteed for three consecutive years of full-time enrollment or until the student's degree completion, whichever comes first.

The eligibility requirement for a student to participate in the Tuition Guarantee program includes:

- (A) Compliance with the Enrollment Criteria:
  - (1) maintain enrollment in at least fifteen credit hours per semester,
  - (2) continue enrollment for consecutive fall and spring semesters (summer semester is optional) resulting in the completion of an associate degree or up to three consecutive years, whichever comes first; and,
- (B) Compliance with the Program Criteria:
  - (1) sign a pledge commitment form,
  - (2) complete an academic plan by the end of the second semester as a cohort participant,

At the time of registration for the initial and any consecutive semester, the student will be charged the current tuition rate in effect for that semester. Should the College subsequently increase tuition after an eligible student begins participation in the Tuition Guarantee program, the College shall, at the end

of each term, confirm the student's full-time enrollment/eligibility and calculate a refund to the student to maintain the student's guaranteed tuition rate.

The purpose of a Tuition Guarantee program is to encourage students to complete an associate degree, to incentivize new and continuing students to enroll full-time and to enable students with a guaranteed tuition rate to financially plan for their college education.

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Owens Community College Board of Trustees authorizes:

- (A) the establishment of a Tuition Guarantee program, subject to the approval of the Chancellor of the Ohio Board of Regents; and,
- (B) the College President to implement the Tuition Guarantee program.

Dr. McMaster made a motion to approve the resolution, which was seconded by Ms. Talmage. President Bower commented on students taking at least 15 credit hours for the Tuition Guarantee program, which also supports the Take 15 campaign to encourage completion and graduation. Following a voice vote, the motion was adopted.

**Budget Recommendations:**

RESOLUTION 2015-06-17-11

BE IT HEREBY RESOLVED as recommended by the President, the Board of Trustees adopts the preliminary fiscal year 2016 budget and the revised fiscal year 2015 budget.

Ms. Talmage made a motion to approve the resolution, which was seconded by Dr. McMaster. Mr. Nagle commented on the expectations of the Board's Finance Committee for an adjusted budget to be recommended with a financial recovery plan at a special meeting on July 15, 2015. Following a voice vote, the motion was adopted.

**Owens Support Staff Union Tentative Agreement:**

RESOLUTION 2015-06-17-10

WHEREAS, the collective bargaining agreement between the Owens Support Staff Union (Local 6325) and Owens Community College was for the term of January 1, 2012 through December 31, 2014; and

WHEREAS, Owens Community College administration and the Owens Support Staff Union (Union) have negotiated a tentative labor agreement, which was ratified by the Union membership; and

WHEREAS, the Vice President of Human Resources/Administration and the President recommend the terms of the tentative labor agreement subject to the approval of the Owens Community College Board of Trustees;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Board of Trustees approves the summary of the provisions, and the agreed-upon changes of the terms of the tentative labor agreement shall be incorporated as part of the new collective bargaining agreement, effective from January 1, 2015 through December 31, 2017.

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

**Educational Collaboration(s):**

RESOLUTION 2015-06-17-12

WHEREAS, the College has the physical plant and capacity to leverage resources through cultivating partnerships;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Board of Trustees authorizes the President/Chief Executive Officer to execute collaborative agreements, contingent upon the review of General Counsel, which meet the educational needs of students.

Dr. McMaster made a motion to approve the resolution, which was seconded by Mr. Uhler. President Bower commented on the Board's authorization to provide the College with opportunities for a successful collaborative partnership with any educational entity. Following a voice vote, the motion was adopted.

**Statements and Comments by Members of the Board of Trustees** – Vice Chair Talmage commented on transitioning from the Ohio Association of Community Colleges (OACC) executive committee chair to past-chair and of the accomplishments, which included the hiring of the OACC president and improved communication among the institutions. Chair Rowe commented on supporting the vision of the OACC.

**REGULAR REPORTS**

**Monthly Reports to the Board of Trustees** – Members of the Board of Trustees were issued monthly reports from the Vice President of Academic Affairs; Treasurer; Interim Executive Director of College Development; and, Vice President, Enrollment Management, Student Services and Marketing.

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



APPENDIX I  
**Individual Personnel Action ~ Non-Bargaining Unit Exempt Staff**

NAME	TITLE	DUTY DAYS	CONTRACT LENGTH
Heidi Altomare	Project Manager, OhioTech Net Consortium (Grant-Funded)	260 Days	2015-2016
Ruth Ankele	Assistant Chair, Nursing	260 Days	2015-2016
Stephanie Ashley	Applications Systems Analyst	260 Days	2015-2016
Michelle Atkinson	Specialist, College Coach Labor Youth Career Connect (Grant-Funded)	260 Days	2015-2016
K.C. Bailey	Advisor, Post-Secondary Enrollment Options (PSEO)/Dual Enrollment Programs	260 Days	2015-2016
Pamela Beck	Controller	260 Days	2015-2016
William Belkofer	Manager, Culinary Operations and Labs	260 Days	2015-2016
Jacquelyn Berger	Coordinator, Student Activities (Partially Grant-Funded)	260 Days	2015-2016
John Betori	Director, Public Safety/Chief of Police	260 Days	2015-2016
Colin Binkley	Manager, Corporate Programs	260 Days	2015-2016
Jodie Birch	Director, Student Accounts	260 Days	2015-2016
Dennis Blackwell	Manager, Truck Driving Program	260 Days	2015-2016
Ciera Blodgett-Thomas	Advisor	260 Days	2015-2016
Elizabeth Boggia	Articulation Information Systems Administrator	260 Days	2015-2016
Denise Brehmer	Advisor	260 Days	2015-2016
Gregory Brown	Institutional Data Coordinator	260 Days	2015-2016
Terri Brown-Joyce	Advisor (Findlay)	260 Days	2015-2016
David Cantor	Manager, Photography Darkroom	180 Days	2015-2016
Neal Carter	Webmaster	260 Days	2015-2016
Richard Clever	Technical Director, Fine and Performing Arts	260 Days	2015-2016
Kimberly Cook	Manager, Labor Relations, Workers' Compensation and Immigration	260 Days	2015-2016
Lawrence Cser	Manager, Workplace Safety and Health Services	260 Days	2015-2016
Stacy Cupps-Alexander	Representative, Upward Bound (Grant-Funded)	260 Days	2015-2016
Michael Deehr	Applications Systems Analyst	260 Days	2015-2016
Carl Dettmer	Business Development and Director, Program Development	260 Days	2015-2016
Susan Deutschman	Program Manager, Health Information Technology	260 Days	2015-2016
Amy Dixon	Coordinator, Nursing Educational Enhancement and Development (NEED)	260 Days	2015-2016
Michelle Dockins	Coordinator, Marketing	260 Days	2015-2016
Rene Downour	ABLE* Instructor, Staff Development and Curriculum (Grant-Funded)	260 Days	2015-2016
Lisa Dubose	Chief Diversity Officer	260 Days	2015-2016
Brenna Dugan	Manager, Communications, Humanities and English	260 Days	2015-2016
Vicki Dupke	Executive Assistant to the President	260 Days	2015-2016
Carolyn Eaton	Representative, Admissions	260 Days	2015-2016
Cindy Eschedor	Assistant Registrar, Information Processing	260 Days	2015-2016
Louise Estep	Manager, Events and Copy Center (Findlay)	260 Days	2015-2016
Jennifer Fehnrich	Executive Director, Government and Community Relations	260 Days	2015-2016
Danielle Filipchuk	Manager, Student Conduct	260 Days	2015-2016
Catherine Ford	Chair, Medical Imaging Technologies	260 Days	2015-2016

Ashley Foster	Manager, Training and Communications	260 Days	2015-2016
Jill Gentry	Articulation Information Systems Administrator	260 Days	2015-2016
Amy Giordano	Director, Student Center	260 Days	2015-2016
Eileen Goodman	Advisor, Success (Findlay)	260 Days	2015-2016
Debra Green	Senior Administrative Coordinator	260 Days	2015-2016
Melissa Green	Associate Vice President, Findlay Campus	260 Days	2015-2016
Lynn Grimley	Advisor, Career/Undecided Advising	260 Days	2015-2016
Joann Gruner	Chair, Food, Nutrition and Hospitality	260 Days	2015-2016
Alexandria Harris	Lead Resource Specialist, Gateway	260 Days	2015-2016
Annie Hawley	Representative, Disability Services	260 Days	2015-2016
Lynn Hoehn	Coordinator, Job Location and Development (Grant-Funded)	260 Days	2015-2016
Thomas Horrall	Director, Capital Planning and Sustainability	260 Days	2015-2016
Rodney Hough	Webmaster	260 Days	2015-2016
Justin Huber	Director, Upward Bound (Grant-Funded)	260 Days	2015-2016
Leanne Huckaby	Advisor, Online	260 Days	2015-2016
Jennifer Irelan	Manager, Enrollment Communications and Events	260 Days	2015-2016
James Jackson	Job Coach/Advisor, Ohio Tech Net (Grant-Funded)	260 Days	2015-2016
Natalie Jackson	General Counsel	260 Days	2015-2016
Maureen Jacoby	Manager, Cash/Investments	260 Days	2015-2016
Stacy Jenkins	Advisor, Lead	260 Days	2015-2016
Patricia Jezak	Assistant to the President and Secretary to the Board of Trustees	260 Days	2015-2016
Betsy Johnson	Vice President, Enrollment Management, Student Services and Marketing	260 Days	2015-2016
Michele Johnson	Dean, School of Liberal Arts	260 Days	2015-2016
Irene Jones	Chair, Nursing	260 Days	2015-2016
Jacquelyn Jones	Director, Learning Center Downtown Toledo	260 Days	2015-2016
Mark Karamol	Director, E-Learning	260 Days	2015-2016
Amy Karlovec	Manager, Creative Services	260 Days	2015-2016
Terrence Katschke	Chair, Applied Engineering and Industrial Technologies	260 Days	2015-2016
James Katzner	Manager, Career Services and Student Activities (Findlay)	260 Days	2015-2016
Andrea Kellermeyer	Advisor	260 Days	2015-2016
Amanda Ki	Applications Systems Analyst	260 Days	2015-2016
Krista Kiessling	Director, Service Learning and Civic Engagement	260 Days	2015-2016
Scott Killy	Representative, Business Development and Skilled Trades Representative	260 Days	2015-2016
Ashley King	Representative, Admissions	260 Days	2015-2016
Barbara King	Director, Human Resources Operations	260 Days	2015-2016
Traci Kish	Administrator, Benefits	260 Days	2015-2016
Kaye Koevenig	Senior Accountant	260 Days	2015-2016
Jacqueline Kosier	Advisor	260 Days	2015-2016
Lori Lamb	Advisor	260 Days	2015-2016
Michael Lampasone	Financial Aid Information Systems Administrator	260 Days	2015-2016
Kimberly Lawson- Miesmer	Advisor, Transfer	260 Days	2015-2016
Judy Loehrke	Assistant Director, Athletics, Academics	260 Days	2015-2016
Eldred Marchal	Applications Systems Analyst	260 Days	2015-2016
Richard Marquardt	Specialist, Room and Asset Management	260 Days	2015-2016

Terrence Marshall	Applications Systems Analyst	260 Days	2015-2016
Scott Massari	Systems Administrator, Senior	260 Days	2015-2016
Lori Maynard	Program Manager, Surgical Technology Program	260 Days	2015-2016
MaryBeth McCreery	Project Director, Health Profession Pathways Consortium (H2P, Grant-Funded)	66 Days	07/01/15-09/30/15
Angela McCutcheon	Chair, Office and Information Support Services	260 Days	2015-2016
Michael McDonald	Executive Director, Operations	260 Days	2015-2016
Angela McGinnis	Manager, Advising (Findlay)	260 Days	2015-2016
Jared Meade	Manager, Public and Media Relations	260 Days	2015-2016
Bradley Meyer	Advisor	260 Days	2015-2016
Timothy Miesse	Chair, Business Technologies	260 Days	2015-2016
Laura Moore	Director, Alumni Relations	260 Days	2015-2016
Andrea Morrow	Director, Financial Aid	260 Days	2015-2016
Heather Mullins	Advisor	260 Days	2015-2016
Dean Niederkohr	Administrator, Applications and Mobile Support	260 Days	2015-2016
Emily Nix	Representative, Admissions	260 Days	2015-2016
Peter Palko	Representative, Business Development	260 Days	2015-2016
Erica Parish	Manager, Adult Basic and Literacy Education Program (Grant-Funded)	260 Days	2015-2016
Christine Parks	Advisor, International Students	260 Days	2015-2016
Jacey Parks	Advisor, Lead	260 Days	2015-2016
Melissa Partin-Harding	Advisor, Non-traditional Student Transition Programs	260 Days	2015-2016
Brian Paskvan	Executive Director, Workforce and Training	260 Days	2015-2016
Carla Pinson	Webmaster	260 Days	2015-2016
Jane Pozniak	Advisor, Career/Undecided Advising	260 Days	2015-2016
SMZiaur Rahman	Director, Enterprise Application Systems/Database Administrator Senior	260 Days	2015-2016
Carolyn Ramsdell	Advisor, Lead	260 Days	2015-2016
Barbara Rardin	Manager, Human Resources Information Systems	260 Days	2015-2016
Debra Rathke	Institutional Research Associate	260 Days	2015-2016
Thomas Reed	Financial Analyst, Budget and Systems	260 Days	2015-2016
Glenn Rettig	Dean, School of Science, Technology, Engineering and Mathematics	260 Days	2015-2016
Andreanna Rivera-Perez	Advisor	260 Days	2015-2016
Steve Robinson	Vice President, Academic Affairs	260 Days	2015-2016
Elisa Rodriguez	Administrative Coordinator, Advising	260 Days	2015-2016
Jessica Ruffner	Manager, Testing Services	260 Days	2015-2016
Laurie Sabin	Treasurer	130 Days	07/01/15-12/31/15
Timothy Sams	Applications Systems Analyst	260 Days	2015-2016
Lisa Sancrant	Director, Student Mental Health Services	260 Days	2015-2016
Majid Sawtarie	Chair, Life and Natural Sciences	260 Days	2015-2016
Connie Schaffer	Associate Vice President, Technology/Chief Information Officer	260 Days	2015-2016
Elisabeth Scheffert	Advisor, Success	260 Days	2015-2016
Meghan Schmidbauer	Director, Admissions	260 Days	2015-2016
Carrie Schonter-Cherry	Specialist, Upward Bound (Grant-Funded)	260 Days	2015-2016
Susanne Schwarck	Associate Director, Financial Aid	260 Days	2015-2016
Barbara Seguine	Chair, Occupational Therapy and Emergency Services Technology	260 Days	2015-2016
David Shaffer	Manager, Graduation Services	260 Days	2015-2016

Yasmine Shasteen	Advisor	260 Days	2015-2016
Thomas Sink	Director, Library Services	260 Days	2015-2016
David Siravo	Business Development and Director, Skilled Trades	260 Days	2015-2016
Janice Skaggs	Advisor	260 Days	2015-2016
Eric Slater	Advisor, Lead	260 Days	2015-2016
Jodie Smeltzer	Assistant Director, Compliance Quality, Financial Aid	260 Days	2015-2016
Denise Smith	Associate Vice President, Academic Affairs	260 Days	2015-2016
DeVona Smith	Advisor	260 Days	2015-2016
Patricia Smith	Senior Accountant	260 Days	2015-2016
Kurtis Soltman	Representative, Disability Services	260 Days	2015-2016
Ian Soper	Adaptive Technology Specialist	260 Days	2015-2016
Ellen Sorg	Chair, Humanities	260 Days	2015-2016
James Specht	Manager, Computer Technicians/Manager, Systems Architect	260 Days	2015-2016
Diana Stachowiak	Chair, Electrical Electronics and Computer Technologies	260 Days	2015-2016
Amber Stark	Coordinator, Communications	260 Days	2015-2016
Jackson Starr	Course Materials Expert	260 Days	2015-2016
Charles Stockmaster	Manager, Telecommunications	260 Days	2015-2016
Martin Stroud	Director, Infrastructure and Networking	260 Days	2015-2016
Annette Swanson	Manager, International Student Services	260 Days	2015-2016
Wayne Swartz	Coordinator, Selective Health	260 Days	2015-2016
Sweta Thakker	Applications Systems Analyst	260 Days	2015-2016
Ann Theis	Dean, School of Business, Information and Public Service	260 Days	2015-2016
Danielle Tracy	Director, Auxiliary Services	260 Days	2015-2016
Elizabeth Tronolone	Chair, Dental Hygiene Programs	260 Days	2015-2016
Joan Waddle	Accountant	260 Days	2015-2016
Verne Walker	Director, Advising	260 Days	2015-2016
Gary Walkowiak	Representative, Admissions	260 Days	2015-2016
Rosalie Weber	Manager, Nurses Aide Training Program	260 Days	2015-2016
Dawn Wetmore	Dean, School of Nursing and Health Professions	130 Days	07/01/15-12/31/15
Emilee Whetstone	Advisor (Findlay)	260 Days	2015-2016
Joyce Winters	Advisor	260 Days	2015-2016
FJ Witt	Vice President, Human Resources and Administration	260 Days	2015-2016
Andrew Woodard	Manager, Marketing	260 Days	2015-2016
Jennifer York	Manager, Academic Support Services	260 Days	2015-2016
Gregory Zajac	Supervisor, Tool Room	260 Days	2015-2016