

**The Association of The University of Akron Retirees (AUAR)  
Executive Board Meeting December 5, 2024 Minutes  
Held in person and Zoom**

**I. Call to order.** The Board meeting was called to order on December 5, 2024 by President Harvey Sterns at 10:00 am.

**II. Welcome & Announcements:**

Members attending: Harvey Sterns, Mary Verstraete, Linda Sugarman (Zoom), Robert Gandee, Mel Vye, Martha Vye, Tom Vukovich, Rita Klein (Zoom), Dan Sheffer (Zoom), Diane Vukovich, Kathy DuBose, Richard Steiner (Zoom), Ali Hajjafar (Zoom), Bob Huff, Tom Nichols (Zoom), George Haritos (Zoom)

Absent: Doug Hausknecht, Carl Leiberman, Richard Milford

Harvey reminded the Board that President Nemer will be presenting the State of the University at the next luncheon.

**III. Approval of Minutes:** Three sets of Minutes were presented for approval: Board Meeting Minutes from September 26, 2025 and October 24, 2025, and the General Member Meeting Minutes from October 16, 2025. Only one correction was noted – Ali Hajjafar attended the September 26<sup>th</sup> meeting. All Minutes were approved as corrected.

**IV. Treasurer’s Report:**

**October 2024**

UA Account income:	Membership dues	\$330.00
	Luncheon proceeds	\$388.00
UA Account expenses:	Aramark Catering	\$399.93

	UA Account	Petty Cash	Totals
Initial Balance	\$13217.36	\$316.68	\$13534.04
Income	\$718.00	\$0.00	\$718.00
Expenses	\$399.93	\$0.00	\$399.93
Final Balance	\$13535.43	\$316.68	\$13852.11*
Final Balance			
October 2023	\$12246.82	\$160.38	\$12407.20*

\* These include dues payments for future years.

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**V. Corresponding Secretary.** Linda Sugarman had no report

**VI. Committee Reports.**

**A. Programs:** Tom & Diane Vukovich reported that 27 people attended the Soup and Chili dinner on November 11, 2024 at the Goodyear Metropark Lodge. The only expenses were the lodge and a couple table covers. They thanked everyone who brought soup and chili.

Tom reported that President Nemer will be the next speaker on December 18, 2025. All three scholarship awardees were invited, only one is able to attend.

Tom reported that that Mel Vye will be our next speaker and he will be handling the AV needs for this one as Tom & Diane will be out of town. He has received positive input from members who cannot attend that they like that the speakers are recorded.

Harvey thanked Tom and Diane for their continued work setting up the excellent programming for the AUAR Luncheons.

**B. Membership:** Mel Vye reported we have 145 paid members. He mentioned again that his feedback from Emily has been limited. Harvey will speak to Kim Cole about this.

The Board discussed keeping people who haven't paid on the communication list as a way to encourage them to participate/pay. We need to keep reaching out to retirees and to encourage HR to keep us apprised of who is retiring throughout the year, especially those included in the Founder's Day reception.

**C. Political Action:** Bob Gandee reported on the November 19<sup>th</sup> OCHER meeting. At the state level, there are 28 new members and 26 first time members for the General Assembly. At the Federal level, the Social Security windfall has passed in the House but it is not expected to pass the Senate and will be introduced to the new Congress in January.

He also reported that there was a discussion of quality control of the chemical ingredients used in medications that are manufactured overseas and that the Federal government and the FDA needs to monitor this.

Bob stated that a 13<sup>th</sup> check is still expected for the month of December, not a COLA, just a single check.

There are three open Board positions and the deadline for nominations is February 28, 2025.

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Dan reported that he will forward Newsome's report. He also mentioned that the Board is starting to realize that the COLA many of the candidates promised cannot occur as is would break the budget and this would not be fiduciarily responsible.

**D. Benefits:** Linda Sugarman reported that the university is eliminating all of the @1870 e-mails in July. The question was raised on how we get new e-mails for all those members who have that extension.

Dan mentioned that we have only had 3 bounce backs in recent e-mails.

The Board again discussed the reduction of benefits that were promised to retirees. Perhaps if can be show how retiree donate money to the University, this might be changed. Are there fewer retirees donating money due to these reduced benefits. Development needs to look into this and perhaps we need Kim Cole to attend the next Board meeting. It was suggested that perhaps when our parking privileges expire, we could at least get a reduced rate.

**E. Faculty Senate:** The full report from the November 7, 2024 meeting is attached.

**F. University & Community Service/Website:** Dan Sheffer reported that the website was up to date.

**G. Scholarship:** Interim Chair Rita Klein reported that she received on thank-you from our 2024-2025 scholarship recipients.

She reported that there have been gifts totaling \$4500 to the scholarship and \$2000 in interest. There is \$5700 in the award account and it is projected that we should have \$8000 to distribute for the next academic year.

**H. Newsletter:** Martha reported that she submitted the report to Tony. George Haritos will be interviewed for the next issue and the deadline for submissions is February 1, 2025.

**VII. Old Business.**

Ad Hoc Reference Committee on By-Laws: Harvey Sterns, Dan Sheffer, Rita Klein, Linda Sugarman and Carl Leiberman.

Discussion of possible new activities such as participation of members in Age Friendly Akron/Summit County, Age Friendly University Initiatives and other suggestions.

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**VIII. New Business.**

Harvey mentioned that the Kick-off for the City of Akron Bicentennial is next week.


**IX. Adjournment.** The meeting was adjourned at 11:37 am.

**Respectfully Submitted: Mary C. Verstraete, Recording Secretary**

**The next meeting of the 2023-2024 year is scheduled for January 23, 2025 at 10:00 am in the Infocision Board Room.**

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the university of akron  
**Chronicle**

a report to the faculty of  
the university of akron 

November 7, 2024

15 pages

**SENATE ACTIONS**

1. Approved the list of courses and programs brought by the Curriculum Review Committee (Appendix A).

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**MINUTES OF THE FACULTY SENATE MEETING OF**

November 7, 2024

The meeting of the Faculty Senate took place Thursday, October 3, 2024, in Law 180 and in Teams. Senate Chair Kathryn Budd called the meeting to order at 3:33 pm.

Of the current roster of 45 senators, 34 attended the meeting. Senators DeWitt, Frey, Hamdani, Szalay and Yun were absent with notice. Senators Dhinojwala and Lyuksyutov were absent without notice.

*I. Adoption of Agenda*

The agenda was adopted by unanimous consent.

*II. Adoption of minutes of October 3, 2024, meeting*

The minutes were adopted by unanimous consent.

*III. Remarks of the Chair*

Welcome to the November meeting of the Faculty Senate. Senators who wish to be recognized should hold up their name card. Remember to use the mics on the tables when you speak, you will need to press the button to turn on the mic and then press the button again to shut the mic off when you are finished speaking. Those attending virtually should type “request” into the chat window and wait to be recognized. When we vote, I’ll ask those present to say “aye” and those online to raise their “hands” to be counted. Don’t forget to sign in on one of the attendance sheets circulating the room before you leave.

Please be aware that both senate meetings and minutes are part of the public record, and members of the media are in attendance.

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I have an update for you on the status of the proposal to introduce 3-6 hours of flexibility and a first-year seminar to the current General Education program structure. The taskforce led by Dr. Katie Cerrone has made a recommendation on the proposal which is now under consideration by GEAC.

Dr. Cerrone will be making presentations on the recommendations to each of the colleges in the next few weeks. Once GEAC has finished its review of the proposal, it will pass to the CRC. At this point, a survey will go out to all faculty regarding their support (or lack thereof) for the recommendation. CRC will consider the results of the survey and make their own recommendation to the senate.

As this is a complex matter that deserves serious consideration, I'm asking Dr. Cerrone to make an initial presentation of the recommendation to senate at the February meeting. You'll receive all of the related materials, including the survey results prior to that meeting. You'll then have a month to consult with your constituents before coming back to vote on the recommendation at the March meeting.

Whatever you think of the recommendation itself, I hope you appreciate Dr. Cerrone's efforts to make sure all voices and perspectives are heard on this matter. I don't know how the process could have been any more transparent or thorough, and I am deeply grateful to Dr. Cerrone.

It's been brought to my attention that senators often have questions for committee chairs and representatives, but don't necessarily want to bring them up during the Good of the Order.

Going forward, after the official business from the committee or representative has concluded, I will invite questions.

This has been a difficult time for all of us at the university due to our ongoing budgetary concerns. Much is unknown and won't be known for some time. Uncertainty is, in many ways, the hardest thing to endure. The results of Tuesday's general election have introduced another layer of uncertainty, to put it mildly. With you, I'm struggling to keep my bearings. But being in class with my students yesterday helped ground me. Our students need us to provide a safe, stable learning environment and to model strength and compassion. Many of our students are



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feeling especially vulnerable because of the color of their skin, sexual orientation, gender or immigration status. Whatever happens at the university, state, or national level, it is our duty to be their ally, and to support them to the best of our ability. We must also prepare them for the years ahead with all the skills and knowledge we can provide.

To be strong for our students, we need some support ourselves. I don't know about you, but I could use a stronger sense of community. I'm headed to the Lockview on Main Street directly after this meeting, a few others are, too. If any of you would like to join us, you are more than welcome.

This concludes the remarks of the chair.

*IV. Special Announcements*

Dr. Kenneth Aupperle, age 77, of Akron, OH, passed away on October 1, 2024.

Dr. Aupperle received his undergraduate degree from Western Michigan, his MBA from Kansas State, and Ph.D. from the University of Georgia. He continued his path in education as a professor of Business Administration, both at Kent State University and the University of Akron.

In the early 1980s, Dr. Aupperle was one of the first scholars to examine the consequences of "Corporate Social Responsibility" or CSR. Relatedly, his co-authored paper, "An empirical examination of the relationship between corporate social responsibility and profitability," published in the Academy of Management Journal, has been cited 4925 times, according to Google Scholar. In 2010, the Academy of Management History division awarded Dr. Aupperle and his co-authors the John F. Mee Outstanding Contribution to Management History award.

Colleagues in the College of Business speak of how important Ken's mentorship was to them as junior faculty and remember him as a dear friend, exceptional colleague and fine human being.

*V. Report of the Executive Committee*

This is a summary of the executive committee business for October 2024.

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In committee, the following business was conducted:

- Reviewed changes to Section C of the MOU on shared governance
- Discussed initiatives being explored in the part-time faculty workgroup
- Discussed and reviewed data on faculty numbers and student credit hour generation

In a meeting with the provost and senior vice provost, the following topics were discussed:

- The opportunity to leverage credential stacking for optimizing SSI, the provost does not consider this an impactful strategy
- Strategic investment in high demand programs, this is challenged by past budget allocation practices
- The impact of the financial aid optimization on the opportunity for “full-ride” tuition, this will still be possible through academic merit scholarships
- The need for stronger branding in comparison to competitors
- Potential to boost enrollment through high school outreach, there is a high school recruiting team being put together with representatives from each college
- Access to and use of Drop/Fail/Withdrawal data in Stellic to improve retention
- Upcoming strategic reductions and early retirement incentives

For more information on these discussions, please contact Angela Hartsock.

VII. Remarks of the President

President Nemer noted that Chair Budd’s remarks were poignant and extended his appreciation for her commitment.

The president encouraged senators to keep up with communications from his office for updates on the vision process and the budget process as it is relevant to everyone on campus. He then addressed questions that were submitted. In response to a question about the operational teams for housing and academics, the president clarified that these are two separate groups. One group is working on a housing contract and a separate group is working on academic area

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assessments and data collection. These groups are separate from the strategic analysis teams. The facilities and academics groups are running in parallel with work to be completed soon. The work of the strategic analysis teams will continue into spring semester. The second question asked about the visioning group and the alignment with OAA and academic area assessment. Findings from OAA will inform the overall visioning process. The vision team will coordinate efforts with OAA to ensure the vision and expenditure assessment are not contradictory and are hopefully complementary. The recommendations of the vision group are expected to be broader and address immediate areas for growth, our institutional identity, and our ability to thrive in the future. President Nemer encouraged senators to reach out to his office or Chief Strategy Officer Juravich with questions and for more information about timeline and process.

The president referenced four discussion meetings with mixed groups of colleagues on campus. He considered them well attended with productive conversations. He acknowledged the concern on campus and the need to work diligently, quickly, and thoughtfully. He is also meeting with units that have reached out for individual meetings.

The president has also held student meetings in Bierce Library that were well attended with students from a variety of colleges. The students were thoughtful and asked great questions. President Nemer feels that students understand the need for change, but the overwhelming sentiment was that students feel the commitment of the faculty and staff.

There were no questions for the president.

#### VII. Remarks of the Provost

**Enrollment:** The provost reminded senators that we are in the application season. The goal is to admit students as quickly as possible. Applications are up almost 4% and admits are up over 8% year over year. The provost anticipates a more normal application cycle without the disruption of larger state institutions significantly increasing admissions. He does anticipate the FAFSA to be late; the admissions office is planning accordingly.

**Scholarships:** There is an assessment being done of donor-based scholarships to optimize financial aid packages. This was implemented last year in an uneven way across units and

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colleges, yet it had a substantial impact. In the past cycle, \$2 million in donor-based scholarships were distributed to the first-year class which relieved the general fund by approximately the same. This year, they are anticipating another \$4 million to \$5 million can be deployed with the goal to relieve stress on the general fund. This process will honor donor intent. The provost will have conversations with departments and colleges about scholarships in their units.

**Shared Governance:** The provost has been spending time with shared governance and faculty groups to discuss the financial situation, both the challenges but also ideas. He emphasized the intent to collaborate and find solutions that respect and honor our people, students, and community. He acknowledged this will be a difficult process.

The provost ended by congratulating Wendy Lampner, Online Learning Services, and involved faculty for organizing this year's NEXT Conference.

Chair Budd invited questions for the provost.

Senator Triece referenced the retrenchment article in the CBA and the stipulations for invoking the article, specifically enrollment. She asked if the data included degrees conferred and when the provost would be notifying the deans.

Provost Wiencek stated there are many ways to define enrollment. The state and the SSI formula put an emphasis on the number of degrees granted and allocating resources, which is an enrollment-based model. This also reflects how we collect revenue; a revenue shortfall is what is currently being addressed. When students graduate, they can be counted by the degree awarded. The provost then referenced the Delaware Cost Study which incorporates student credit hours; UA is also including student credit hours indirectly. All these metrics will be provided to compare programs and assess relative performance.

Senator Triece followed up to clarify that the provost is stating that degrees conferred is the same as enrollment.

Provost Wiencek confirmed we are using degrees awarded as a proxy for enrollment.

Senator Klein asked how dual majors are counted.

Provost Wiencek stated both degrees are counted in enrollment data, likewise for student credit hours, hours taken in multiple programs are counted in those programs.

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Senator Bisconti asked if there are equivalent metrics for how much we spend on athletics, specifically benchmarking for comparable institutions.

Provost Wiencek has seen comparative data sets but doesn't know about benchmarking data.

Chair Budd pointed out the Knight-Newhouse College Athletics Database which reports expenses and revenues relative to academics.

Senator Triece asked about the retrenchment timeline, specifically, when the provost will notify deans about retrenchment.

Provost Wiencek shared that he has been meeting with faculty and intends to enter a more formal process in the next two weeks. He stated if budget targets are met then the process can be suspended but due to the long timeline for retrenchment, it will need to be started now. Retrenchment will not target all programs; OAA will attempt to communicate as much as possible in collaboration with the Akron-AAUP.

Senator Pachnowski asked about the distinction between "major" and "degree" in the provost's previous answers.

The provost clarified that OAA is not looking at majors but is looking at degrees. Enrollment should be related to the revenue.

In response to Senator Triece, Senator Bisconti noted that the Akron-AAUP communication has some information on the timeline, but Senator Bisconti welcomes conversations and questions.

Senator Schulze pointed out that there are no current degree bulletins on the website.

Provost Wiencek will follow up.

Dr. Saliga pointed out that the curriculum system is not synchronized with Workday, resulting in delays to bulletins being posted. Bulletins are updated in Stellic.

*VII. Committee Reports*

Curriculum Review Committee – Linda Saliga

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The CRC Committee brought forward six program proposals and 32 course proposals (Appendix A).

With no debate, the motion passed unanimously.

*VIII. Akron AAUP report – Senator Bisconti*

The union has been meeting with the provost, president, and shared governance leaders.

She referred senators to the communication from November 7, 2024 which includes the retrenchment article, data, and Q&A with the provost.

The union will continue to collect questions and share responses with faculty. Faculty should stay alert for communications. The contract allows the union to form a three-person retrenchment committee; that committee has been formed. The union is focused on ways to save money without retrenchment.

Senator Triece referenced the shared spreadsheet and sought clarification on the percentage in the DCS column.

Senator Bisconti noted that a higher number is worse. A value of 100% means a department costs the same as a benchmark peer on average; above 100% indicates greater cost to deliver the program than benchmark average. Union leadership and the AIC has seen the paywalled data that underlies the benchmarks. Instructional cost and student credit hours are measured at over 100 research schools and the average is computed. Our numbers are being compared to those averages. Below 100% indicates possible under-investment, over 100% indicates possible over-investment.

Senator Triece asked for clarification of where we are in the retrenchment timeline.

Senator Bisconti pointed out that the retrenchment “clock” has not been triggered; we are not in the timeline yet. She pointed out that typically there is no pre-warning at other universities, but we are having open conversations leading up to activation of the timeline. She also noted that “days” is working days which makes the timeline longer than it might appear. The goal is to

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work in concert to avoid retrenchment through cost-cutting measures. When the provost notifies the Akron-AAUP to invoke retrenchment, an email will be sent that day to signify the start of process.

*IX. GSG report – Senator Frey*

Report given by Vice President Aimee Trunko.

- GSG held our second meeting of the year
- We also held a survey to gauge graduate student interest in events
- GSG is posting more to social media to promote ourselves and get information out to graduate students
- USG/GSG Art Museum event is happening Nov. 13th
- GSG has a tour scheduled for graduate students at the Cummings Art Museum
- With the help of the survey, we hope to hold more events of interest to graduate students
- We also helped inform graduate students of the mental health survey from the Dean of Student's Office

*XI. USG report – Senator Kozma*

Senator Kozma shared the following update for USG:

- USG had a representative from the UA Bookstore in a past senate meeting, and held a focus group with the students in attendance regarding the Akron All in Book Bundle
  - Some students had some concerns about lapses in communication
  - Idea that was raised was the possibility of encouraging faculty to be informed about the All in Book Bundle to help students
- Upcoming events and initiatives:
  - Akron Art Museum Wednesday the 13th from 4-6pm
    - Giveaways for students

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- Glow Exhibit
- Starship Food Robot survey
  - Tabling to advertise the survey as well as advertising on social media
- USG Rethinking Race event: Feeding Futures
  - Thursday the 21st, starting at 11am
- Our directional leadership team is wrapping up the semester by:
  - Conducting semester reviews with our members
  - Planning for our mid-year awards and holiday party

*XII. Report of University Council Representatives – Senator Evans*

The UC received a report from Chief Strategy Officer Juravich and a review of the university budget by CFO Villers. RooFit will kick off in spring.

*XIII. New Business*

None

*XIV. Good of the Order*

Senator Triage asked about the timeline for the Gen Ed proposal with a concern that counterarguments won't be captured early enough in the process. She asked if counterarguments can be made sooner.

Chair Budd noted that anyone can communicate with the chairs of GEAC (Katie Cerrone) and CRC (Linda Saliga, Kris Kraft) to share input.

Senator Bisconti, as a representative of GEAC, noted that a counterargument document is being forwarded with the proposal information to the next committee.

Senator Duff asked if the Gen Ed flexibility proposal and the first-year experience proposal are being voted on separately or packaged.



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Senator Bisconti indicated they have been discussed separately.

Chair Budd will check with Dr. Cerrone; there is some confusion about the first-year seminar as it is not the previously approved seminar but a new proposal.

Senator Rochester encouraged senators to participate in the military servicing center food drive.

*XV. Adjournment*

The meeting was adjourned at 4:25pm.

—Angela Hartsock, Secretary.

Questions and comments about the minutes can be emailed to [ahartsock1@uakron.edu](mailto:ahartsock1@uakron.edu).

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**APPENDIX A**

CRC Report  
November 2024

CRC brings forth six program proposals and 32 course proposals for the Senate's approval.

***New Programs***

Health and Wellness Coaching, Certificate

***Edited Programs***

244305BS      Computer Information Systems, Cybersecurity Option  
H40112BST      Food and Nutrition Sciences

***Inactivated Program***

299110C      Construction Estimation  
680000C      International Business  
820007GC      Acute Care Nurse Practitioner

***New Courses***

BAHA495      Senior Honors Project: Health Care Administration  
BMEN394      Biomedical Engineering Regulatory Process II  
BMEN395      Biomedical Engineering Regulatory Process III  
BMEN493      Introduction to Project Management for Engineers  
BMEN494      Quality Systems  
CISS340      Virtualization and Cloud Computing  
CISS350      Python Programming  
CISS410      Software Security  
CISS440      Security and Management and Incident Response  
EXER411      Health and Wellness Coaching  
NUTR252      Introduction to French Cuisine  
NUTR253      Women and Food

***Edited Courses***

BAHA120      Medical Terminology  
BAHA121      Study of Disease Process  
BAHA220      Introduction to Health Care Analytics  
BAAH227      Basic Diagnostic Coding  
BAHA229      Basic Procedural Coding  
BAHA230      Basic Pharmacology  
BAHA302      Clinical Information Systems  
BAHA303      Health Care Coding Capstone

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BAHA304	Health Care Management Foundations
BAHA331	Advanced Health Care Coding Topics
BAHA336	Legal Concepts of Health Care
BAHA401	Management Information Systems
BAHA411	Health Care Finance
BMEN391	Biomedical Engineering Regulatory Process
HRM241	Human Resource Management
HRM471	Management Consulting Project
MGMT201	Management: Principles and Concepts
SCM230	Principles of Supply Chain and Operations Management
SLPA335	Principles of Audiology

***Inactivated Courses***

SPRT524	Sports Leadership
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<b>Faculty Senate Chair (33)</b>				
<b>Code</b>	<b>Title</b>	<b>Status</b>	<b>Initiator</b>	<b>Received</b>
<a href="#">BAHA 220</a>	<a href="#">BAHA 220: Introduction to Health Care Analytics</a>	Edited	knk	10/23/2024
<a href="#">NUTR 252</a>	<a href="#">NUTR 252: An Introduction to French Cuisine</a>	Added	liu4	10/23/2024
<a href="#">NUTR 253</a>	<a href="#">NUTR 253: Women &amp; Food</a>	Added	liu4	10/23/2024
<a href="#">BMEN 394</a>	<a href="#">BMEN 394: Biomedical Engineering Regulatory Process II</a>	Added	tavana	10/23/2024
<a href="#">BMEN 395</a>	<a href="#">BMEN 395: Biomedical Engineering Regulatory Process III</a>	Added	tavana	10/23/2024
<a href="#">BMEN 494</a>	<a href="#">BMEN 494: Quality Systems</a>	Added	tavana	10/23/2024
<a href="#">BMEN 493</a>	<a href="#">BMEN 493: Introduction to Project Management for Engineers</a>	Added	tavana	10/23/2024
<a href="#">CISS 340</a>	<a href="#">CISS 340: Virtualization and Cloud Computing</a>	Added	toneil	10/23/2024
<a href="#">CISS 440</a>	<a href="#">CISS 440: Security Management and Incident Response</a>	Added	toneil	10/23/2024
<a href="#">CISS 350</a>	<a href="#">CISS 350: Python Programming</a>	Added	toneil	10/23/2024
<a href="#">CISS 410</a>	<a href="#">CISS 410: Software Security</a>	Added	toneil	10/23/2024
<a href="#">EXER 411</a>	<a href="#">EXER 411: Health &amp; Wellness Coaching</a>	Added	mgsmith	10/23/2024
<a href="#">BAHA 495</a>	<a href="#">BAHA 495: Senior Honors Project: Health Care Administration</a>	Added	knk	10/23/2024
<a href="#">BMEN 325</a>	<a href="#">BMEN 325: Design of Medical Devices</a>	Edited	tavana	10/23/2024
<a href="#">BAHA 120</a>	<a href="#">BAHA 120: Medical Terminology</a>	Edited	knk	10/23/2024
<a href="#">BAHA 121</a>	<a href="#">BAHA 121: Study of Disease Processes</a>	Edited	knk	10/23/2024
<a href="#">BAHA 230</a>	<a href="#">BAHA 230: Basic Pharmacology</a>	Edited	knk	10/23/2024
<a href="#">MGMT 201</a>	<a href="#">MGMT 201: Management: Principles &amp; Concepts</a>	Edited	makarius	10/23/2024

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<b>Code</b>	<b>Title</b>	<b>Status</b>	<b>Initiator</b>	<b>Received</b>
<a href="#">SCM 230</a>	<a href="#">SCM 230: Principles of Supply Chain and Operations Management</a>	Edited	makarius	10/23/2024
<a href="#">HRM 241</a>	<a href="#">HRM 241: Human Resource Management</a>	Edited	makarius	10/23/2024
<a href="#">HRM 471</a>	<a href="#">HRM 471: Management Consulting Project</a>	Edited	makarius	10/25/2024
<a href="#">SPRT 524</a>	<a href="#">SPRT 524: Sports Leadership</a>	Deleted	mdk24	10/25/2024
<a href="#">SLPA 335</a>	<a href="#">SLPA 335: Principles of Audiology</a>	Edited	carlin	10/23/2024
<a href="#">BAHA 227</a>	<a href="#">BAHA 227: Basic Procedural Coding</a>	Edited	knk	10/23/2024
<a href="#">BAHA 229</a>	<a href="#">BAHA 229: Basic Diagnostic Coding</a>	Edited	knk	10/23/2024
<a href="#">BAHA 411</a>	<a href="#">BAHA 411: Health Care Finance</a>	Edited	knk	10/23/2024
<a href="#">BAHA 302</a>	<a href="#">BAHA 302: Clinical Information Systems</a>	Edited	knk	10/23/2024
<a href="#">BAHA 331</a>	<a href="#">BAHA 331: Advanced Health Care Coding Topics</a>	Edited	knk	10/23/2024
<a href="#">BAHA 336</a>	<a href="#">BAHA 336: Legal Concepts of Health Care</a>	Edited	knk	10/23/2024
<a href="#">BAHA 303</a>	<a href="#">BAHA 303: Health Care Coding Capstone</a>	Edited	knk	10/23/2024
<a href="#">BAHA 304</a>	<a href="#">BAHA 304: Health Care Management Foundations</a>	Edited	knk	10/23/2024
<a href="#">BAHA 401</a>	<a href="#">BAHA 401: Management Information Systems</a>	Edited	knk	10/23/2024
<a href="#">BMEN 391</a>	<a href="#">BMEN 391: Biomedical Engineering Regulatory Process</a>	Edited	tavana	10/23/2024