



BSoM Dean's Office Performance Evaluation Form

Review Period:

From January 1, 2017 to March 31, 2018

Type of Appraisal: Annual

Personal Information

Employee Name: Jerome Yaklic, M.D., M.B.A.
Should be employee's legal name as it appears on the employee's official record

UID: [REDACTED]

Position Title: Chair & Associate Professor

Department: Obstetrics & Gynecology

Evaluator's Name: Margaret M. Dunn, Dean, WSU Boonshoft School of Medicine

Section 1 – Goals and Objectives for this Review Period

This section should include the top five goals and objectives developed jointly by the employee and supervisor at the beginning of this review period. If there were circumstances outside the employee's control that caused a goal to not be achievable, please note what those mitigating circumstances were.

Goals and Objectives for This Review Period		Results	
1.	Continued faculty recruitment.	<input checked="" type="checkbox"/>	Achieved
		<input type="checkbox"/>	Exceeded
		<input type="checkbox"/>	Not Achieved
	If not achieved, list any mitigating circumstances outside the employee's control:		
2.	Continued refinement of clinical practice operations.	<input checked="" type="checkbox"/>	Achieved
		<input type="checkbox"/>	Exceeded
		<input type="checkbox"/>	Not Achieved
	If not achieved, list any mitigating circumstances outside the employee's control:		

3.	Continued improvement with non-WSU employed faculty.	<input checked="checked" type="checkbox"/>	Achieved
		<input type="checkbox"/>	Exceeded
		<input type="checkbox"/>	Not Achieved
If not achieved, list any mitigating circumstances outside the employee's control:			
4.		<input type="checkbox"/>	Achieved
		<input type="checkbox"/>	Exceeded
		<input type="checkbox"/>	Not Achieved
If not achieved, list any mitigating circumstances outside the employee's control:			
5.		<input type="checkbox"/>	Achieved
		<input type="checkbox"/>	Exceeded
		<input type="checkbox"/>	Not Achieved
If not achieved, list any mitigating circumstances outside the employee's control:			

Section 2 – Achievements and Areas for Improvement/Growth

In the space below, employees and supervisors can provide feedback on ratings above, acknowledge significant strengths and achievements seen during the review period, note plans for further development of those strengths and/or document plans to improve any behaviors identified as "Does Not Meet Expectation" (Development needed).

Achievements: *Briefly describe the employee's most significant strengths and accomplishments during this review period:*

- Successful recruitment of graduating chief resident and retention of all current faculty.
- Successful move to new clinical office location.
- Improvement in medical student feedback after addressing concerns regarding student mistreatment.
- Improved in-service and board performance with academic support program led by Dr. Nancy Lo.
- Ongoing growth in academic productivity with every civilian faculty member involved in at least one clinical trial, and in published scholarship. You received the AJOG 2018 Research Excellence Award for a co-authored paper.

Areas for Improvement/Growth: *Indicate areas in which an employee should expand competencies and/or address professional shortcomings. Additionally, provide a brief description of a development plan to support achievement (supervisor's role, resources, etc.):*

Section 3- Goals and Objectives for Next Review Period

This section should list those goals and objectives developed jointly by the employee and supervisor at the end of this review period to be achieved during the next review period. These goals and objectives should have FOCUS (i.e. be feasible, observable, communicated, unambiguous and suitable).

Goals and Objectives for the Next Review Period	
1.	Address impact of GSH closure on educational programs at MVH with additional learners from EM and FM to be absorbed.
2.	Support transition of new Residency Program Director.
3.	Continue to monitor culture of department and learning environment for medical students.
4.	Capitalize on additional opportunities afforded by the new clinical practice site.
5.	Maintain increased research productivity of department.

Section 4- Professional Development Plan

Identify any experience or learning opportunities that will support the employee's professional development and high-level performance. Include training, competency development and other efforts. These should be suggestions for things that might be beneficial but not things that the employee will be required to complete. Be as specific as possible. For instance, if available, list course titles/dates, position titles for cross-training efforts or committees to consider.

For example:

- Take a credit or non-credit course (list course and provider if possible)
- Attend a seminar in the community (list title and location if possible)
- Use research to develop process improvements (specify sources and methods)
- Attend meetings to become more familiar with community partners (specify dates, times, etc.)
- Cross train with others to gain increased knowledge in technical areas within the unit (specify persons/positions and knowledge to be obtained)

Please enter any detailed professional development plan information here:

Section 5 - Final Comments and Signatures

Supervisor: *Please enter any summative and/or final comments here:*

Your leadership of the department is notably strong, particularly given the additional demands of your role in the leadership of the Office of Clinical Affairs and WSP.

Annual Pay Increase Eligibility

Across-the-Board Increase

☒

Employee IS eligible for part/all of the total available across-the-board increase

☐

Employee IS NOT eligible for any of the total available across-the-board increase

If NOT eligible for any portion of the **across-the-board** increase, please state the reason:

Merit Increase

☒

Employee IS eligible for part/all of the total available merit increase

☐

Employee IS NOT eligible for any of the total available merit increase

If NOT eligible for any portion of the **merit** increase, please state the reason:



Supervisor Signature
Margaret M. Dunn, M.D.
Dean, Boonshoft School of Medicine

6/26/2018

Date

Employee: *Please enter any summative and/or final comments here:*

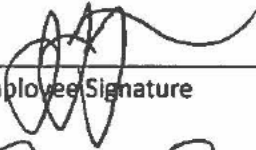
☒

I agree with the contents of this appraisal

☐

I do NOT agree with the contents of this appraisal (*Explain why in the space above or attach additional records*)

I understand that my signature only acknowledges discussion and receipt of this appraisal and does not necessarily imply my agreement.


Employee Signature

6/27/2018
Date


Second Level Supervisor Signature

27 July 2018
Date



BSoM Dean's Office Performance Evaluation Form

Review Period:

From January 1, 2016 to December 31, 2016

Type of Appraisal: Annual

Personal Information

Employee Name: Jerome Yaklic, M.D., M.B.A.
Should be employee's legal name as it appears on the employee's official record

UID: [REDACTED]

Position Title: Chair & Associate Professor

Department: Obstetrics & Gynecology

Evaluator's Name: Margaret M. Dunn, Dean, WSU Boonshoft School of Medicine

Section 1 – Goals and Objectives for this Review Period

This section should include the top five goals and objectives developed jointly by the employee and supervisor at the beginning of this review period. If there were circumstances outside the employee's control that caused a goal to not be achievable, please note what those mitigating circumstances were.

Goals and Objectives for This Review Period		Results	
1.	Recruitment of additional generalist faculty.	<input checked="" type="checkbox"/>	Achieved
		<input type="checkbox"/>	Exceeded
		<input type="checkbox"/>	Not Achieved
	If not achieved, list any mitigating circumstances outside the employee's control:		
2.	Improvement in the clerkship experience.	<input checked="" type="checkbox"/>	Achieved
		<input type="checkbox"/>	Exceeded
		<input type="checkbox"/>	Not Achieved
	If not achieved, list any mitigating circumstances outside the employee's control:		

3.	Continued growth in funded research.	<input checked="" type="checkbox"/>	Achieved
		<input type="checkbox"/>	Exceeded
		<input type="checkbox"/>	Not Achieved
If not achieved, list any mitigating circumstances outside the employee's control:			
4.	Stabilization of departmental practice.	<input checked="" type="checkbox"/>	Achieved
		<input type="checkbox"/>	Exceeded
		<input type="checkbox"/>	Not Achieved
If not achieved, list any mitigating circumstances outside the employee's control:			

Section 2 – Achievements and Areas for Improvement/Growth

In the space below, employees and supervisors can provide feedback on ratings above, acknowledge significant strengths and achievements seen during the review period, note plans for further development of those strengths and/or document plans to improve any behaviors identified as “Does Not Meet Expectation” (Development needed).

Achievements: *Briefly describe the employee's most significant strengths and accomplishments during this review period:*

- Recruited two additional faculty – one specialist and one generalist, despite a challenging landscape.
- Supported faculty morale despite short staffing.
- Corrected budget issues.
- Restructured clerkship experience with increased recruitment of students into Obstetrics.
- Built research enterprise from scratch and increased personal and departmental research activity and scholarship.
- Rebuilt relationship with Premier Health-employed specialty divisions.

Areas for Improvement/Growth: *Indicate areas in which an employee should expand competencies and/or address professional shortcomings. Additionally, provide a brief description of a development plan to support achievement (supervisor's role, resources, etc.):*

Section 3- Goals and Objectives for Next Review Period

This section should list those goals and objectives developed jointly by the employee and supervisor at the end of this review period to be achieved during the next review period. These goals and objectives should have FOCUS (i.e. be feasible, observable, communicated, unambiguous and suitable).

Goals and Objectives for the Next Review Period	
1.	Continued faculty recruitment.
2.	Continued refinement of clinical practice operations.
3.	Continued improvement with non-WSU employed faculty.
4.	
5.	

Section 4- Professional Development Plan

Identify any experience or learning opportunities that will support the employee's professional development and high-level performance. Include training, competency development and other efforts. These should be suggestions for things that might be beneficial but not things that the employee will be required to complete. Be as specific as possible. For instance, if available, list course titles/dates, position titles for cross-training efforts or committees to consider.

Please enter any detailed professional development plan information here: Work towards promotion to Professorial rank.

Section 5 - Final Comments and Signatures

Supervisor: Your success in leading the faculty of your department in this challenging time is remarkable. You have maintained morale and established yourself as a responsible and credible advocate for the faculty. Your willingness to assume leadership for the overall clinical enterprise is much appreciated.

Annual Pay Increase Eligibility	
<u>Across-the-Board Increase</u>	
<input checked="checked" type="checkbox"/>	Employee IS eligible for part/all of the total available across-the-board increase
<input type="checkbox"/>	Employee IS NOT eligible for any of the total available across-the-board increase
If NOT eligible for any portion of the across-the-board increase, please state the reason:	

Merit Increase

☒

Employee IS eligible for part/all of the total available merit increase

☐

Employee IS NOT eligible for any of the total available merit increase

If NOT eligible for any portion of the merit increase, please state the reason:



Supervisor Signature
Margaret M. Dunn, M.D.
Dean, Boonshoft School of Medicine

6.30.2017

Date

Employee: Please enter any summative and/or final comments here:


☒

I agree with the contents of this appraisal

☐

I do NOT agree with the contents of this appraisal (*Explain why in the space above or attach additional records*)

I understand that my signature only acknowledges discussion and receipt of this appraisal and does not necessarily imply my agreement.


Employee Signature

7/25/2017
Date

Second Level Supervisor Signature

Date



FORMAL PERFORMANCE EVALUATION FORM
For all staff and non-bargaining unit faculty

Review Period:

From January 1, 2015 to December 31, 2015

Type of Appraisal: Annual

Personal Information

Employee Name: Jerome Yaklic, M.D., M.B.A.
Should be employee's legal name as it appears on the employee's official record

UID: [REDACTED]

Position Title: Chair & Associate Professor

Department: Obstetrics & Gynecology

Evaluator's Name: Margaret M. Dunn, Dean, WSU Boonshoft School of Medicine

Purpose of Position

The role of Department Chair in the School of Medicine is to lead the department in the implementation of University and School goals. Specifically, the chair is responsible for directing the research activities of the department. The chair leads the development of innovative and effective teaching programs for students and residents and ensures their efficacy. Finally, the chair supports, directs, and participates in the community service activities of the department. The chair acts as a bridge between the Dean and the faculty of the department.

Achievements and Areas for Improvement/Growth

Achievements: Briefly describe the employee's most significant strengths and accomplishments during this review period.

Dr. Yaklic has done a remarkable job of developing a personal and a departmental research initiative. Dr. Rose Maxwell, as a research catalyst, has been an outstanding addition to the department. The department is currently functioning with 5 as opposed to 9 generalists and Dr. Duke's retirement has been a source of added strain. The

department has absorbed the ambulatory practice of Dr. Andarsio and subsequently doubled the number of patients seen in the practice office. However the strain on the faculty is evident in the lowered rating of the clerkship by medical students over the past 2 reported GQs. Dr. Yaklic has replaced the departmental administrative team with excellent individuals over the past year. His leadership is valued by the department's principal clinical partner, Premier Health. A new adolescent clinic at Dayton Children's has been very successful.

Areas for Improvement/Growth: Indicate areas in which an employee should expand competencies and/or address professional shortcomings. Additionally, provide a brief description of a development plan to support achievement (supervisor's role, resources, etc.):

Goals and Objectives for Next Review Period

List those goals and objectives developed jointly by the employee and supervisor at the end of this review period to be achieved during the next review period. These goals and objectives should have FOCUS (i.e. be feasible, observable, communicated, unambiguous and suitable).

The critical goals that I see for Dr. Yaklic in his leadership of the department in 2016 include:

- Recruitment of an additional generalist faculty.
- Improvement in the clerkship experience.
- Continued growth in funded research.
- Stabilization of the departmental practice.

Professional Development Plan

Identify any experience or learning opportunities that will support the employee's professional development and high-level performance. Include training, competency development and other efforts. These should be suggestions for things that might be beneficial but not things that the employee will be required to complete. Be as specific as possible. For instance, if available, list course titles/dates position titles for cross-training efforts or committees to consider.

Final Comments and Signatures

Supervisor: enter any summative and/or final comments here

I want to acknowledge your achievements for the past year and look forward to working with you to achieve the stated goals for the upcoming year.

Annual Pay Increase Eligibility

Across-the-Board Increase

☒ Employee IS eligible for part/all of the total available across-the-board increase

☐ Employee IS NOT eligible for any of the total available across-the-board increase

If NOT eligible for any portion of the **across-the-board** increase, please state the reason:

Merit Increase

☒ Employee IS eligible for part/all of the total available merit increase

☐ Employee IS NOT eligible for any of the total available merit increase

If NOT eligible for any portion of the **merit** increase, please state the reason:



April 14, 2016

Supervisor Signature
Margaret M. Dunn, M.D.
Dean, Boonshoft School of Medicine

Date

Employee: enter any summative and/or final comments here

☒ I agree with the contents of this appraisal

☐ I do NOT agree with the contents of this appraisal (*Explain why in the space above or attach additional records*)

I understand that my signature only acknowledges discussion and receipt of this appraisal and does not necessarily imply my agreement.

Employee Signature

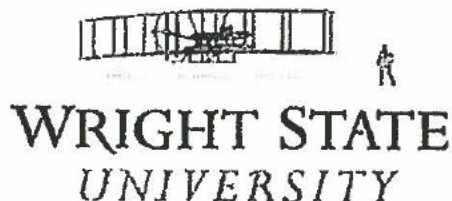
April 20, 2016

Date

Second Level Supervisor Signature

Date

5-31-16



FORMAL PERFORMANCE EVALUATION FORM
For all staff and non-bargaining unit faculty

Review Period:

From January 1, 2014 to December 31, 2014

Type of Appraisal: Annual

Personal Information

Employee Name: Jerome L. Yaklic, M.D.
Should be employee's legal name as it appears on the employee's official record

UID: [REDACTED]

Position Title: Associate Professor and Chair

Department: Obstetrics/Gynecology, Boonshoft School of Medicine

Evaluator's Name: Margaret M. Dunn, Dean, WSU Boonshoft School of Medicine

Purpose of Position

The role of Department Chair in the School of Medicine is to lead the department in the implementation of University and School goals. Specifically, the chair is responsible for directing the research activities of the department. The chair leads the development of innovative and effective teaching programs for students and residents and ensures their efficacy. Finally, the chair supports, directs, and participates in the community service activities of the department. The chair acts as a bridge between the Dean and the faculty of the department.

Achievements and Areas for Improvement/Growth

Achievements: Briefly describe the employee's most significant strengths and accomplishments during this review period.

See sections 2 and 3 entitled 'Your accomplishments in 2014' and 'Your unit's accomplishments in 2014' on the attached Performance Appraisal.



Areas for Improvement/Growth: Indicate areas in which an employee should expand competencies and/or address professional shortcomings. Additionally, provide a brief description of a development plan to support achievement (supervisor's role, resources, etc.):

See next section on Goals.

Goals and Objectives for Next Review Period

List those goals and objectives developed jointly by the employee and supervisor at the end of this review period to be achieved during the next review period. These goals and objectives should have FOCUS (i.e. be feasible, observable, communicated, unambiguous and suitable).

See section 4 entitled 'Goals for 2015-2016 on the attached Performance Appraisal.

Professional Development Plan

Identify any experience or learning opportunities that will support the employee's professional development and high-level performance. Include training, competency development and other efforts. These should be suggestions for things that might be beneficial but not things that the employee will be required to complete. Be as specific as possible. For instance, if available, list course titles/dates, position titles for cross-training efforts or committees to consider.

Final Comments and Signatures

Supervisor: enter any summative and/or final comments here

I want to acknowledge your achievements for the past year and look forward to working with you to achieve your stated goals for the upcoming year.

Annual Pay Increase Eligibility

Across-the-Board Increase

☒

Employee IS eligible for part/all of the total available across-the-board increase

☐

Employee IS NOT eligible for any of the total available across-the-board increase

If NOT eligible for any portion of the across-the-board increase, please state the reason:

Merit Increase

X

Employee IS eligible for part/all of the total available merit increase

Employee IS NOT eligible for any of the total available merit increase

If NOT eligible for any portion of the merit increase, please state the reason:



June 11, 2015

Supervisor Signature

Date

Margaret M. Dunn, M.D.

Dean, Boonshoft School of Medicine

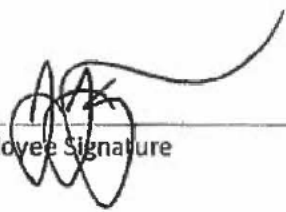
Employee: enter any summative and/or final comments here

X

I agree with the contents of this appraisal

I do NOT agree with the contents of this appraisal (Explain why in the space above or attach additional records)

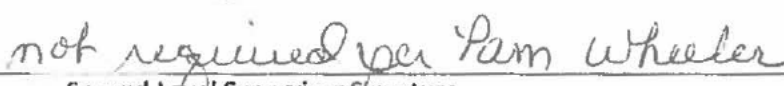
I understand that my signature only acknowledges discussion and receipt of this appraisal and does not necessarily imply my agreement.



Employee Signature



Date



Second Level Supervisor Signature

Date



Boonshoft
School of Medicine
WRIGHT STATE UNIVERSITY

Performance Appraisal

2014

Jerome L. Yaklic, M.D., MBA
Associate Professor & Chair, Department of Obstetrics & Gynecology

For the period including
January 1, 2014 — December 31, 2014

1

Major administrative challenges in 2014

Describe the major administrative challenges you faced in 2014 and how you dealt with them (maximum 2 pages)

- Revenue decline due to falling clinical volumes
- Instability/Dissatisfaction among staff

2

Your accomplishments in 2014

Provide an outline that describes your accomplishments in 2014. (Maximum 2 pages)

- 1) Completed Cycle Year 6 American Board of Obstetrics and Gynecology (ABOG) recertifications in General Obstetrics and Gynecology including passing the written recertification exam.

- 2) Successfully completed requirements for board certification in Female Pelvic Medicine and Reconstructive Surgery (Urogynecology) through the American Board of Obstetrics and Gynecology.
- 3) Further network and improve peer support among academic OB/Gyn Chairs by attending CUSOG/SASGOG/ACOG-Annual Clinical Meetings in April and the ACOG *Essentials for OB/Gyn Chairs* course in July.
- 4) Presentations / Publications
- 5) Selection for the American Urogynecologic Society Quality Outcomes & Improvement Research Network (attended associated meeting)

3

Your unit's accomplishments in 2014

Provide an outline that describes your units' accomplishments in 2014: (Maximum 3 pages).

- Resolved Maternal Fetal Medicine Fellowship issues and secured spots for all current fellows to complete training in top rated programs
- Increased department's Publications / presentations / grants
- Successfully on boarded new Reproductive Endocrinology & Infertility (REI) Director and three additional general OB/Gyn faculty physicians
- Initiated the department's first Strategic plan – on track to complete in 2015
- Negotiated agreement for REI Director to perform Invitro Fertilization (IVF) procedures at Bethesda IVF lab
- Reopened and certified Andrology lab
- Recruited and on boarded department's 1st full-time Research Director/ PhD
 - Significantly increased research opportunities for medical students and residents in the department
 - Significant increase in grant applications, funded research and clinical trials

4

Your goals for 2015-2016

List your Goals for 2015-2016. Please refer to the attached BSoM Strategic Plan goals as you prepare your departmental goals.

- Resolve staff morale and teamwork issues
- Continue to increase academic productivity, to include at least one NIH or other government grant application
- Successfully recruit replacement faculty member in light of Dr. Duke's retirement; transition Dr. Duke to PT FTE
- Work with Premier Health to stabilize department teaching needs in Maternal Fetal Medicine and Gyn Oncology
- Form Department Executive Committee
- Develop department succession plan
- Complete design and back testing of new faculty compensation plan



Performance Appraisal Form

For all staff and non-bargaining unit faculty

Review Period:

From January 1, 2013
To December 31, 2013

Essential Information

Employee Name: Jerome L Yaklic, MD MBA

UID: [REDACTED]

Position Title: Associate Professor and Chair

Department: Obstetrics & Gynecology

Evaluator's Name: Marjorie Bowman, MD

Type of Appraisal:

- ☒ Annual
- ☐ Probationary (midpoint)
- ☐ Probationary (final)
- ☐ Special

Purpose of WSU Performance Appraisal

The intent of the Wright State University Performance Appraisal is to give our employees purpose in their work. Although performance management is a continual communication effort, the process of completing a performance appraisal form should specifically accomplish the following:

- Employees should have a clear understanding of their current job duties and should understand how the work they perform relates to both university goals and those of their college, division or department
- Supervisors should acknowledge employee contributions for the previous appraisal year and should establish their expectations for the upcoming appraisal year
- Employees should know what is critical to improve their performance and/or develop their abilities in preparation for future opportunities

The Performance Appraisal form includes elements that further open, honest communication between employees and their supervisors about the employees' strengths and areas for improvement as well as employee initiated development opportunities. It also features elements to encourage specific goals to be cooperatively set for the upcoming evaluation period.

The Performance Appraisal form functions as a record to reinforce and/or summarize the informal discussions that an employee and supervisor have had over the evaluation period. Nothing on the form should be a surprise to the employee. Any action to improve unacceptable performance should be taken at the time the issue became apparent.

Providing employees, both faculty and staff, with feedback and direction is essential to the growth and development of Wright State University. All employees should be acquainted with the WSU Strategic Plan and understand how their role supports and contributes to the University's Mission, Vision, Values and Goals.

<p>department. Look for opportunities for research collaboration with other departments.</p> <p>b. Personally increase participation in academic/research activities and provide the necessary financial support.</p>			
<p>4. a. Work to support the restructuring of the clerkship to improve opportunities for active/team-based learning.</p> <p>b. Work to support the reaccreditation of the Ob/Gyn Residency during its 2013 RRC visit.</p> <p>c. Work to resolve concerns related to the quality/operation of the Maternal Fetal Medicine Fellowship.</p>	<input checked="" type="checkbox"/> Achieved	<input type="checkbox"/> Exceeded	<input type="checkbox"/> Not Achieved
<p>5. Work to improve the department's relationship/image with critical partners/stakeholders including: PH/MVH, the department's volunteer faculty/private Ob/Gyn Physicians, WPAFB and the department's military faculty.</p>	<input checked="" type="checkbox"/> Achieved	<input type="checkbox"/> Exceeded	<input type="checkbox"/> Not Achieved

Section 3 – Core Competencies/Expected Behaviors

Wright State University expects certain competencies and behaviors from all employees. These competencies/behaviors are listed below. At the end of the review period, the supervisor will indicate whether or not the employee demonstrated these behaviors. If any of the expected behaviors are identified as "Development Needed", the supervisor and employee must identify a plan to improve the behavior.

Transparency and Trust		
Exceeds Expectations (Role Model)	1	Communicates in a direct, professional and honest manner
Exceeds Expectations (Role Model)	2	Is open to constructive feedback and asks appropriate questions
Meets Expectations (Demonstrated)	3	Is respectful of guidelines, policies, procedures and confidentiality

Meets Expectations (Demonstrated)	16	Meets established deadlines and effectively uses work time to achieve goals and objectives
Team-Based Effort		
Meets Expectations (Demonstrated)	17	Commits to team objectives and respects decision-making structures, even while holding a dissenting viewpoint
Meets Expectations (Demonstrated)	18	Participates in achieving unit goals and objectives and works effectively with other colleagues at the University
Meets Expectations (Demonstrated)	19	Demonstrates sufficient competency and understanding of all aspects of the position to perform the functions effectively and safely and is able to disseminate that knowledge as appropriate
Meets Expectations (Demonstrated)	20	Establishes and develops collaborative relationships with others in the University community
Innovation/Entrepreneurial Spirit		
Meets Expectations (Demonstrated)	21	Anticipates and makes necessary changes to meet department and University goals
Meets Expectations (Demonstrated)	22	Identifies new and/or creative techniques, technologies or processes to improve institutional effectiveness
Exceeds Expectations (Role Model)	23	Accepts and carries out current and new responsibilities through resourcefulness and self-reliance
Meets Expectations (Demonstrated)	24	Demonstrates a commitment to self-development and continuous learning

Section 4 – Achievements and Areas for Improvement

In the space below, employees and supervisors can provide feedback on scores above, acknowledge significant strengths and achievements seen during the review period, note plans for further development of those strengths and/or document plans to improve any behaviors identified as “Does Not Meet Expectations (Development Needed).”

Achievements: Briefly describe the employee’s most significant strengths and accomplishments during this review period.

Personal Achievements:

- 1) Improved department relationships with stakeholders including, WPAFB Ob/Gyn Flight, PH/MVH, and

to start in January 2014.

- 5) Successfully negotiated revised contract with Premier Health to provide call coverage for Gyn Onc Physician(s); contract will generate approximately \$70,000 in additional revenue for the department.
- 6) Created Department Clinical "Dashboards" for physicians to track performance/clinical productivity – needed to increase physician awareness of personal/department clinical productivity needed for planned changes to physician compensation plan.

Areas for Improvement: Indicate areas in which an employee should expand competencies and/or address professional shortcomings. Provide a brief description of a development plan to support achievement (supervisor's role, resources, etc.)

1. More actively seek input and constructive feedback from superiors, subordinates and peers.
2. Provide more consistent and timely performance feedback to department faculty and staff.
3. Work on personal time-management and prioritization so important tasks (like research/publications, long-term projects) do not get delayed by "urgent" but less important daily tasks.
4. Broaden academic-peer support network and improve the department's visibility outside the university.

Section 5 – Goals and Objectives for Next Review Period

This section should list those goals and objectives developed jointly by the employee and supervisor at the end of this review period to be achieved during the next review period. These goals and objectives should be specific, measurable, realistic, relevant and time-limited.

5. Cross train with others to gain increased knowledge in technical areas within the unit (specify persons/positions and knowledge to be obtained)

Be as specific as possible. For instance, if available, list course titles/dates, position titles for cross-training efforts or committees to consider.

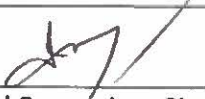


- 1) Complete Cycle Year 6 American Board of Obstetrics and Gynecology (ABOG) recertification process.
- 2) Pursue board certification in Female Pelvic Medicine and Reconstructive Surgery (Urogynecology); participated in AUGS Comprehensive/Board Review Course in March and take certification exam in June 2014.
- 3) Further network and improve peer support among academic Ob/Gyn Chairs by attending CUCOG/SASGOG/ACOG-ACM Meetings in April and the ACOG Essentials for Ob/Gyn Chairs Course in July.

Section 7 – Final Comments and Signatures

Supervisor: Please enter any summative and/or final comments here:

Dr. Yaklic moved from interim to named chair of the Department in 2013, based on his excellent performance, which continues. He has successfully negotiated an on-call contract for his faculty, a much delayed, highly needed and financially important contract. This should be used to strengthen and grow the department. He participates well in various chair meetings, volunteers to undertake group tasks, is thoughtful in his remarks, and has good awareness of the overall internal and external environment of the department. He responds quickly, analyzes situations well, and proceeds to work with the appropriate people to deal with problems. He tackles difficulties with residents, staff, or programs logically and thoughtfully. He communicates well and gains good faculty support. He identifies potential coverage and partnership opportunities and follows through with negotiations. He is respected by others outside the department for his leadership. He is widely sought out to contribute to committees and task forces. We greatly appreciate his service at multiple levels.

I agree with the above goals for the year. This year should include academic advancement in the department, and completion of hiring a PhD faculty to support research. His excited manner, including the raised voice and increased rapidity of speech that occur sometimes when he feels strongly on a topic, can intimidate those around him, potentially stifling input; he appears to recognize this and will work to remain calmer in these circumstances.

	6-19-14
Second Level Supervisor Signature	Date
FOR HUMAN RESOURCES USE ONLY	
 6/20/14	 6/19/14
Reviewed by/Date	Updated in system by/Date



Boonshoft
School of Medicine
WRIGHT STATE UNIVERSITY

May 1, 2013

TO: Jerome Yaklic, M.D.
Acting Chair, Obstetrics/Gynecology

FROM: Marjorie A. Bowman, M.D., M.P.A.
Dean

Marjorie A. Bowman

RE: 2012 Performance Appraisal

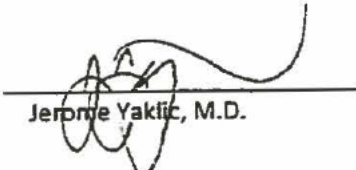
Your Department has had a year of challenges, and you have met them admirably, all the more so because you are doing so as an acting chair. You respond quickly, analyze situations well, and proceed to work with the appropriate people to deal with the problems. You communicate well and gain good faculty support. You identify potential coverage and partnership opportunities and follow through with good negotiations. You are respected by others outside the department for your leadership, and you are widely sought out to contribute to committees and task forces. We greatly appreciate your service at multiple levels.

The departmental budget issue was resolved, although it remains a challenge, at least partially because the rented office space is larger than needed. As the rental agreement is coming up for renewal, there is an opportunity to resolve this issue. The previous chair left relatively unexpectedly, and the department also lost Dr. Swenson, and another faculty was placed on administrative leave during 2012. These faculty departures left challenges, and you have found ways to consolidate and redirect duties, as well as to recruit, such that the current faculty are sufficient for current duties, although not abundantly so! I feel there is a potential lack of sufficient faculty should other demands or faculty issues arise unexpectedly. We discussed a couple of faculty in particular for mentorship and development.

You completed your MBA and your newfound confidence and knowledge enhance your abilities.

In order to be promoted in rank, you will need to publish more; your teaching evaluations and leadership are otherwise sufficient.

Please acknowledge receipt of this evaluation and return it to my office by May 10, 2013, and retain a copy for your records. Should you have any comments, please list them as well.


Jerome Yaklic, M.D.

5/1/2013
Date



• Welcome **Connie Bajek**. You are logged in with University View.

Tuesday, December 1, 2009

View/Edit Posting - Instructor/Assistant/Associate Professor

Reports

Posting Preview

Applicants **Posting Details** Salary Distribution Documents Posting Specific Questions Disqualifying Guest User Hiring Request Comments Notes / History

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CONTINUE TO NEXT PAGE >>

To edit a Posting, modify the information on this screen, then click **Continue to Next Page>>**. Proceed through all sections completing all necessary information. To submit the Posting to human resources, you must click on the **Continue to Next Page>>** button from the last section. Once a summary page appears, select the **Submit** button and click **Continue**. Your Posting will not be saved, or moved to the next status, until you see the confirmation page and click the **Confirm** button.

*Required information is denoted with an asterisk.

Posting Number: 0600239

POSITION INFORMATION

Faculty Rank or Job Title: Instructor/Assistant/Associate Professor

Job Category: Faculty/Instructional

* HR Assigned Classification: Instructor/Assistant/Associate Professor

Position Class: LF003/0:

Position FTE: 100

Minimum Annual or Hourly Rate: Negotiable

Salary Band: FA NA

Type of Appointment: Faculty - Non-tenure Track - Fiscal

* Is this an internal posting? No



If yes, select one of the following options: No Response

DEPARTMENT INFORMATION

Department:

* Obstetrics & Gynecology

[Configure](#)

	Not Selected		Selected
* Departmental Users with Access:	Abrahamowicz, Dan Adams, Robln Alger, Ann Baker, Karen Bantle, John barton, chris Batson, Bob Baumhauer, Carol	  > < >> <<	Abrams, Monica Bajek, Connie Bale, John Mangan-Boles, Joan Porter, Denise Ventolini, Gary
Organization name:	Obstetrics & Gynecology		
Organization phone no.:	937-208-2301		
Contact Email:	joan.mangan-boles@wright.edu		
Affirmative Action No.:	09Y165		
Funding Source:			
* Enter FOAP. If not known, enter department/college name.	100% MVH		
* New/Replacement:	<input type="radio"/> New position <input checked="" type="radio"/> Replacement <input type="radio"/> No Response		
* Incumbent's name (If new, please enter "New"):	William PO, MD		
Position reports to:	Department Chairman		
NBAPOSN Number:	997169 / 995895		
Date position to be filled:	MM/DD/YYYY -or- MM-DD-YYYY		
* Length of appointment:	Continuous		
If special contract, indicate how many years?			

POSTING TEXT

Job Purposes:

To serve as an additional physician in a very busy OB/Gyn Generalist Division seeing patients and training both Residents and Medical Students.

Essential Functions and percent of time:

Participation in clinical care activities: 40%

Night and weekend in-house coverage of Residency Program: 20%

Participation in teaching activities with Medical Students and Residents: 20%

Development and/or participation in clinical research activities: 20%

Non-Essential Functions and percent of time:

Required Qualifications:

Completed 4-year Residency program in OB/Gyn. Instructor: 1-2 years of experience in an academic environment. Assistant Professor: 2-4 years of experience in an academic environment. DEA Registration Number. Able to obtain an unrestricted Ohio Medical License. Clinical experience: 2-4 years. Associate Professor: 5-7 years of experience in an academic environment. Required Professional License or certificates: M.D. or D.O. degree. Instructor: Board eligible in Obstetrics/Gynecology. Assistant/ Associate Professor:

Candidate possesses interest and ability in clinical and classroom education.

Preferred Qualifications:

Working Conditions:

LOCATION:
Miami Valley Hospital - Labor & Delivery, Center for Women's Health care; Wright State Physicians Women's Health Care - Private Office located.

Posting Date:

08-28-2009 MM/DD/YYYY -or- MM-DD-YYYY

First Consideration Date:

10-15-2009 MM/DD/YYYY -or- MM-DD-YYYY

Closing Date:

MM/DD/YYYY -or- MM-DD-YYYY

☒ Open Until Filled

[Check All](#) [Clear All](#)

Optional Applicant Documents:

☐ Resume/CV

☐ Cover Letter

☐ References

☒ Other Document

☒ Other Document 2

☒ Other Document 3

Required Applicant Documents:

[Check All](#) [Clear All](#)

☒ Resume/CV

☒ Cover Letter

☒ References

☐ Other Document

- ☐ Other Document 2
☐ Other Document 3

Special Instructions to Applicants:

Pass Message:

Thank you for your interest in this position. The screening and selection process is currently underway and will continue until a successful candidate is chosen. Should review of your qualifications result in a decision to pursue

Fail Message:

Thank you for your interest in this position. Based on your responses to the questions on the employment application, you do not meet the minimum qualifications for this position. Please do not let this discourage you from

* Application Types Accepted:

- ☐ Classified Support Application
☐ Unclassified Administrative Application
☒ Faculty Application

If you plan to advertise externally, indicate the advertising sources:

- ☒ WSU Post
☒ Ohio Dept. of Jobs and Families
☐ Other

Please list all the advertising sources for HR to place:

HigherEdJobs.com
National Minority Faculty ID program

Please list all the advertising sources for the department to place:

Obstetrics & Gynecology, American Journal of Obstetrics & Gynecology

Quicklink for Posting:

jobs.wright.edu/applicants/Central?quickFind=51025

*Required information is denoted with an asterisk.

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SAVE AND STAY ON THIS PAGE

CANCEL

VIEW POSTING SUMMARY >>

• Welcome **Connie Bajek**. You are logged in with University View.

Tuesday, December 1, 2009

View/Edit Posting - Instructor/Assistant/Associate Professor

Reports

Posting Preview

Applicants Posting Details **Salary Distribution** Documents Posting Specific Questions Disqualifying Guest User Hiring Request Comments Notes / History

To add a new Entry, click the **Add New Entry** Button Below. To view more details about an existing entry, click the **View** link for the entry. To edit an existing entry, click the **Edit** link for that entry. To delete an existing entry, click the **Delete** link for that entry.

Existing Entries

1 Record

☐ Index ☐ Fund ☐ Orgn ☐ Account ☐ Program ☐ Activity ☐ Percent

View || Edit

Delete

100

ADD NEW ENTRY

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Reports

Posting Preview

Applicants

Posting
DetailsSalary
Distribution

Documents

Posting
Specific
Questions

Disqualifying

Guest
UserHiring
Request**Comments**Notes /
History

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The comments on this page are only intended to assist with the posting approval process and should not be used in regards to applicants.

*Required information is denoted with an asterisk.

Originator Comments:

This posting will replace Position #08Y293 (2 positions) which is outdated. Nothing other than the position number will change for this posting. Please do not close Position #08Y293 until the new posting is approved and advertised; the Department has interested candidates who have been referred to the old quicklink to apply. Updated 7/30: Salary range: Instructor \$70,000-\$80,000; Assistant \$80,000-\$90,000; first consideration date not in ad as it is on the electronic posting. 7/30 jbm

Business Manager Comments:

Need contact email, posting date, min salary (negotiable) in comments put ranges for each rank, position reports to. Put in ad first consideration date & remains open until filled.
I added 2 advertising sources for HR to place. 7/30/09 mea

Executive Level Comments:

HR Compensation Comments:

Provost Comments:

Non-union.

Affirmative Action Comments:

Foundation Comments:

RSP Comments:

Budget Comments:

HR Employment Comments:

attached revised ad. MK

*Required information is denoted with an asterisk.

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[Documents](#)
[Posting Specific Questions](#)
[Disqualifying](#)
[Guest User](#)
[Hiring Request](#)
[Comments](#)
Notes / History

This page lists the notes of the posting. You can see at what date and time the note was added to the posting as well as by whom.

Once you enter a note and save it (by clicking **Add Note**, then confirming), that note will be permanently added to this posting, even if you cancel out of the posting without saving.

History

Modified By

07-29-2009 4:06 PM

Joan Mangan-Boles

Saved Without Submitting

07-29-2009 4:11 PM

Joan Mangan-Boles

Saved Without Submitting

07-29-2009 4:15 PM

Joan Mangan-Boles

Saved Without Submitting

07-30-2009 8:24 AM

Phil Parrill

Save

07-30-2009 8:24 AM

Phil Parrill

Save

07-30-2009 8:46 AM

Joan Mangan-Boles

Save

07-30-2009 8:47 AM

Joan Mangan-Boles

Submitted to Business Manager

07-30-2009 9:57 AM

Monica Abrams

Save

07-30-2009 9:57 AM

Monica Abrams

Returned to Submitter

07-30-2009 10:28 AM**Joan Mangan-Boles***Save***07-30-2009 10:45 AM****Joan Mangan-Boles***Save***07-30-2009 10:47 AM****Joan Mangan-Boles***Save***07-30-2009 10:48 AM****Joan Mangan-Boles***Save***07-30-2009 10:48 AM****Joan Mangan-Boles***Submitted to Business Manager***07-30-2009 10:53 AM****Monica Abrams***Save***07-30-2009 10:56 AM****Monica Abrams***Submitted to Executive Level***07-30-2009 12:21 PM****Margaret Dunn***Submitted to HR Compensation***08-03-2009 3:20 PM****Sharon Shaw***Save***08-03-2009 3:20 PM****Sharon Shaw***Submitted to Provost***08-04-2009 9:56 AM****Connie Bajek***Save***08-05-2009 11:14 AM****Bill Rickert***Submitted to Affirmative Action***08-05-2009 11:46 AM****Hazel Rountree***Save***08-05-2009 11:50 AM****Hazel Rountree***Save*

08-05-2009 11:51 AM <i>Submitted to HR Employment</i>	Hazel Rountree
08-05-2009 11:57 AM <i>Submitted to Budget</i>	Connie Bajek
08-19-2009 12:57 PM <i>Save</i>	Sheri Coyle
08-19-2009 12:57 PM <i>Submitted to HR Employment</i>	Sheri Coyle
08-20-2009 2:09 PM <i>Posted</i>	Phil Parrill
08-20-2009 2:14 PM <i>Save</i>	Phil Parrill
08-27-2009 12:19 PM <i>Closed/Removed from Web</i>	Connie Bajek
08-27-2009 12:19 PM <i>Submitted to HR Employment</i>	Connie Bajek
08-27-2009 12:25 PM <i>Returned to Submitter</i>	Connie Bajek
08-27-2009 12:25 PM <i>Submitted to HR Compensation</i>	Connie Bajek
08-27-2009 1:11 PM <i>Submitted to Provost</i>	Sharon Shaw
08-27-2009 3:34 PM <i>Submitted to Affirmative Action</i>	Bill Rickert
08-27-2009 3:55 PM <i>Submitted to HR Employment</i>	Edward Depp
08-28-2009 9:41 AM <i>Submitted to Budget</i>	Phil Parrill

08-28-2009 12:21 PM**Sheri Coyle***Submitted to HR Employment***08-28-2009 12:44 PM****Phil Parrill***Save***08-28-2009 2:23 PM****Phil Parrill***Posted***08-28-2009 2:44 PM****Meltem Kokaly***Save***08-28-2009 2:48 PM****Meltem Kokaly***Save*

Add Notes

Notes:

**ADD NOTES**

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SAVE AND STAY ON THIS PAGE

CANCEL

VIEW POSTING SUMMARY >>

Jerome L. Yaklic, MD FACOG



July 31, 2009

Dr. Gary Ventolini, Chairman
Department of Obstetrics and Gynecology
Boonshoft School of Medicine, Wright State University

Dear Doctor Ventolini:

As per our previous conversation, please accept this letter and the attached application/CV as my formal submission for the faculty generalist position in your department. I believe my skills and background make me uniquely qualified for this position.

I attended medical school and completed my residency in Obstetrics and Gynecology at Wayne State University/Hutzel Hospital in Detroit, Michigan. During my training I served as the Executive Chief Resident and was responsible for coordinating the rotation and call schedule for over 50 residents and countless medical students.

After residency I entered into active duty in the United States Air Force and was assigned to the USAF Medical Center at Wright-Patterson Air Force Base. During this time I was very active in resident and medical student education through the combined Ob/Gyn residency program. The majority of my day was spent supervising residents in the clinic and operating room. I also served as both Chief of Gynecology and the Chief of Outpatient Services on base.

Upon separation from the Air Force I decided to move to a rural community in Michigan where I founded my current practice and grew it into a very profitable, full service two-physician group. I currently offer low and high risk obstetrics (~400 deliveries/year) as well as a full-service gynecology practice including: pediatric to geriatric office practice, infertility treatment (including IUI), genetic counseling/amniocentesis, in-office hysteroscopy/Essure/endometrial ablation procedures, urodynamic testing and cystoscopy. I particularly enjoy vaginal surgery and incontinence/pelvic reconstructive procedures but perform a wide variety of surgery including Interstim (sacral neuromodulation), several types of sling procedures, operative laparoscopy and operative hysteroscopy. In addition to running my private practice, I have been very active on my hospital medical staff and I am currently Chief of Staff and a member of the Hospital Board of Directors.

While I still find my current practice both professionally and financially rewarding, I miss the academic stimulation of working with residents and medical students. I love to teach and especially enjoy working with residents in the operating room. My current practice is roughly two-thirds gynecology; however, I am finding it increasingly difficult to perform the gynecology I enjoy due to the high need for obstetrics in our relatively isolated community.

I greatly appreciate your taking time from your busy schedule to speak with me last evening. I look forward to reconnecting with some of my former colleagues as well as having an opportunity to discuss this position further and how my skills can have a positive impact on your Department. Thank you in advance for your consideration.

Sincerely,

Jerome L. Yaklic, MD FACOG

JEROME L. YAKLIC, MD FACOG

Curriculum vitae

July 2009

Address:

Home Address



Business Address

Lake Huron Ob/Gyn, PLLC
1005 South Van Dyke
Bad Axe, Michigan 48413
Office: 989/269-3923
Fax: 989/269-3983

Academic and Professional Appointments:

Huron Medical Center, Bad Axe, Michigan
Department of Surgery, Division of Obstetrics and Gynecology
HMC Board of Directors, October 2008 - present
Chief of Staff, October 2008 - present
Vice-Chief Of Staff, October 2006 – September 2008
Secretary/Treasurer Medical Staff, October 2004 – September 2006
Medical Staff Executive Committee October 2004 – Present
Chief, Division of Gynecology, December 2005 - present
Active Medical Staff, June 2000 – present

Deckerville Community Hospital, Deckerville, Michigan
Consulting Medical Staff, December 2001 – present

Scheurer Hospital, Pigeon Michigan
Courtesy Medical Staff, October 2004 – present

Hills & Dales General Hospital, Cass City, Michigan
Courtesy Medical Staff, October 2004 – present

Harbor Beach Community Hospital, Harbor Beach, Michigan
Consulting Staff, September 2005 – present

USAF Medical Center Wright-Patterson, WPAFB, Ohio
Department of Obstetrics and Gynecology
Chief, Gynecology, May 1999 – June 2000
Chief, Outpatient Services, June 1997 – June 2000
Staff Physician, July 1996 – June 2000

Wright State University School of Medicine, Dayton, Ohio
Department of Obstetrics and Gynecology
Assistant Professor of Obstetrics and Gynecology, July 1996 – June 2000
Fully Affiliated Faculty Member, July 1996 – June 2000.
Recipient *Chief Resident Appreciation Award for Mentoring/ Teaching*, 1998

Miami Valley Hospital, Dayton, Ohio
Department of Obstetrics and Gynecology
Medical Staff, March 1999 – June 2000

Franciscan Medical Center, Dayton Ohio
Department of Obstetrics and Gynecology
Medical Staff, November 1998 – June 2000

Education:

**Wayne State University / Detroit Medical Center / Hutzel Hospital,
Detroit, Michigan, Department of Obstetrics and Gynecology**
Executive Chief Resident, June 1995 - June 1996
Resident in Obstetrics and Gynecology, July 1992 - June 1996

Wayne State University School of Medicine, Detroit, Michigan
Doctor of Medicine, August 1988 - June 1992

Albion College, Albion, Michigan
Bachelor of Arts in Chemistry, August 1984 - May 1988
Graduated Magna Cum Laude from Honors College

Current License & Certification:

American Board of Obstetrics and Gynecology
Diplomate, November 1998 - Present

State of Michigan, Board of Medicine
License # 4301059625, July 1992 - Present

Military Service:

Major, US Air Force, Medical Corps, 1996 - 2000
74th Medical Group / SGOG, Wright-Patterson AFB
Chief of Gynecology and Chief of Outpatient Services 1997 - 2000

US Air Force Reserve, Medical Corps, 1992 - 1996
Obstetrics and Gynecology Resident

US Air Force Reserve, Medical Service Corps, 1988 - 1992
Medical Student, Health Professions Scholarship Program

Professional Organizations:

American College of Obstetricians and Gynecologists
Fellow, 1992 - Present

American Medical Association
Member, 1988 - Present
AMA Council on Constitution and Bylaws, 1991/92

Michigan State Medical Society
Member, 1988 - Present

Huron County Medical Society
Member 2000 - Present
Secretary/Treasurer July 2001-June 2002
Vice-President July 2002 - June 2003

Wayne County Medical Society
Member, 1988 - 2000
WCMS Council 1989 - 1990

Phi Beta Pi Theta Kappa Psi Medical Fraternity
Kappa Chapter Executive Council, 1989 - 1992

References and Publications:

Available upon request



October 30, 2009

Dr. Jerome L. Yaklic
[REDACTED]

Dear Dr. Yaklic:

We greatly appreciate the time and energy you have invested in considering the faculty position at Wright State University Boonshoft School of Medicine in the Department of Obstetrics & Gynecology and the Wright State Physicians, Inc. (WSP), and we are delighted to invite you to join us as a faculty member. As a follow-up to our previous discussion, this letter of intent outlines the terms and conditions of the appointment we propose.

1. We are proposing your university appointment as Associate Professor. Your faculty rank is subject to review and approval by the Boonshoft School of Medicine.
2. We propose employment with Wright State Physicians, Inc. (WSP), the practice plan for School of Medicine faculty. Through employment with WSP, you will have the opportunity for clinical practice. A separate employment agreement will define your relationship with WSP. Since clinical activity is involved in this university position, this faculty appointment is contingent upon your ability to obtain and maintain (1) a license to practice medicine in Ohio, (2) the hospital staff privileges necessary for your faculty role, and (3) the professional liability insurance at the amount, in the manner, and at the rate conventional for this institution. After your agreement to accept this position, officials of WSP will send you a letter with the necessary information and steps to provide coverage.

Your appointment is effective January 1, 2010 ending December 31, 2012. This non-tenure track faculty appointment is subsequently annually renewable, contingent upon the availability of continued funding, as well as mutual approval from the department chair and BSOM. This appointment is not subject to continuance as specified in the Bylaws of the Faculty of Medicine (<http://www.med.wright.edu/fca/policy/bylaws.html>).

Responsibility and Time Allocation

Your primary location will be Miami Valley Hospital where you will engage in teaching and medical practice activities. You will be responsible for a teaching role in medical student and resident education relative to the activities of your department under the auspices of the department and the School. You will perform these and other duties as mutually agreed upon by your chair.

Since you agree to render full time service to Wright State University, you will advise me of any activities in which you may engage which will or may result in the rendering of less than full time service to the University. You may not accept employment outside the University and Wright State Physicians (WSP), the practice plan for School of Medicine faculty, without the prior consent of the department chair. You will not retain any net income from professional services with the exception of nominal honoraria, prizes, or income from federal employment and consultantships.

Compensation and Benefits

Your initial university annual base salary will be at the rate of \$100,000.

New faculty members who are appointed to work full time for the academic year or the equivalent of at least 75 percent of full time for a 12-month period (100 percent of full time for a 9-month period) are required to enroll in one of three plans of the State Teachers Retirement System of Ohio (STRS) or the Wright State University Alternative Retirement Plan (ARP). A faculty member whose appointment is less than full time for the academic year or less than the equivalent of 75% of full time on a 12-month basis is enrolled in STRS. The plans are:

- (1) the STRS Defined Benefit Plan where retirement, disability, and survivor benefits are determined by formulas using the employee's age, service credit, and final average salary;
- (2) the STRS Defined Contribution Plan where retirement benefits are determined by the amount of money, including investment earnings, which the employee's account accumulates; and
- (3) the STRS Ohio Combined Plan which has some elements of the other two STRS Ohio plans.

The employee contribution to any of the three STRS Ohio plans is currently 10.0 percent of the employee's earnings and is deducted on a pre-tax basis and is deposited in the employee's personal account at STRS Ohio.

When a faculty member enrolls in STRS, the university contributes an amount equal to 14.0 percent of the faculty member's earnings. The amount of the 14.0 percent of earnings employer contribution deposited in the faculty member's STRS account depends on which STRS plan the faculty member elects.

STRS Ohio Defined Contribution Plan: Currently an amount equal to 10.5 percent of the employee's earnings is deposited in the employee's account. The remaining 3.50% of earnings employer contribution is used to fund the STRS Ohio unfunded liability and does not provide a benefits for the Defined Contribution Plan participant.

STRS Defined Benefit and STRS Ohio Combined Plans: The 14.0 percent of earnings employer contribution funds survivor, disability, and health care benefits and is not deposited in the employee's account .

The Alternative Retirement Plan is a defined contribution plan where the retirement benefit is determined by the amount of money, including investment earnings, which the employee accumulates in an annuity account. The employee contribution to the ARP, currently 10% of pay, is deducted on a pre-tax basis from the employee's earnings and is deposited in the employee's account with an approved annuity carrier that the employee selects. The employer contribution to the ARP, currently an amount equal to 10.5% of the employee's pay, is also deposited in the employee's ARP account. For an employee electing the ARP, a portion of the employer contribution, currently 3.5% of earnings, is deposited in the STRS Ohio unfunded liability.

All faculty members are exempt from Social Security contributions on earnings from the University. However, faculty members are required to pay a Medicare contribution of 1.45% of their earnings. The University must make certain deductions from your salary for federal, state, and local income taxes. You will be paid in approximately equal monthly installments on the last working day of the month.

Eligible members also receive the customary faculty benefits. These currently include group life, medical, dental, vision, and long-term disability coverage to eligible faculty members. The employee

pays a portion of the costs for some of these programs. Certain educational benefits are also available to employees and their qualifying dependents. Full time employees will earn 22 working days of vacation for each year of service, to be accrued and used in compliance with the Wright State University Vacation Policy.

Relocation

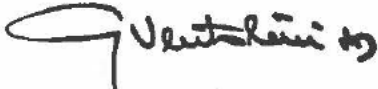
You will be compensated for moving expenses in an amount up to one month's annual salary.

The pertinent provisions of the Ohio Revised Code are expressly incorporated in this contract, and such employment is also subject to the School of Medicine policies and procedures including the Bylaws and other actions of the Wright State University Board of Trustees currently in effect, or as they may be amended hereafter.

In order to start your employment, you must schedule an appointment with a Human Resources representative (937) 775-2120 to submit a completed copy of the I-9 Form and other forms associate with your employment. Your meeting must occur prior to your first day of employment.

We are confident that you will be a valuable addition to Wright State University and sincerely hope you will accept this offer. This electronic letter is for informational purposes only; please sign the original and copy of this offer letter once you receive them (under separate cover) which will constitute our agreement. Please return the original to me by November 13, 2009, and keep the copy for your files. The Department of Obstetrics & Gynecology is located on the campus of Miami Valley Hospital, 128 E. Apple Street, Suite 3800 CHE; the phone number is (937) 208-2301.


Sincerely,



Gary Ventolini, MD, F.A.C.O.G.
Nicholas J. Thompson Chair and Professor

Enclosures

I accept the offer contained herein as indicated by my signature below.

Jerome L. Yaklic 
Name Social Security Number


Signature

11/4/2009
Date

Personnel Action Form

Human Resources
(937) 775-2120

Yaklic, Jerome
Name (Last, First, MI)

UID Number/SSN (New Only)

P89720
NBAPOSN

1/1/2014
Job Start Date

6/30/2014
Job Stop Date

Ob/Gyn

Organization Name

Dayton

City Work Loc. (other than main campus)

Affirmative Action Number

Chair

Job Title

\$
Annual Base Salary

Campus Address/Campus Phone Number

LF039 FA STAND
Position Class Number Salary Band

\$
Base Monthly/Hourly Rate

☐ Essential Employee

Position FTE ☐ Emergency Responder

\$9,537.00

Monthly Stipend Rate (If Applicable)

Employment Type

- ☒ Faculty
 - ☒ Fiscal (12 month)
 - Academic (9 month)
 - Tenure Track
 - ☒ Non-Tenure Track
 - AAUP
- Unclassified
- Unclassified Hourly
- Classified
 - Certified
 - Provisional
- Classified PTOC
- Retiree
- Bargaining Unit

Contract Type

- Continuing Employment
- ☒ Special Contract
 - Interim Appointment (6 month)
 - Visiting Scholar / Faculty
 - Visiting NTT
 - Auxiliary
 - One-Time Payment (bonus/award)
- Gross

Employment Status

- ☒ Superseding Appointment
- New Hire / Re-hire
- Leave
 - with pay
 - without pay
 - returning from leave
- Termination / Separation
- Retirement
- Promotion
- Demotion
- Job Reclassification (Title/Pay Grade)
- Transfer
- Job Audit
- Job Audit with grade change
- Special Salary Adjustment- Market
- Special Salary Adjustment- Other
- ☒ Other Data Change

RECEIVED
JAN 15 2014
RESEARCH AND
SPONSORED PROGRAMS

Salary Distribution	Distribution 1	Distribution 2	Distribution 3	Distribution 4	Distribution 5	Distribution 6
Index						
Fund						
Org						
Acct						
Program						
Activity						
Funding Source						
Academic salary (2 sem)	\$	\$	\$	\$	\$	\$
Academic stipend (2 sem)	\$	\$	\$	\$	\$	\$
Fiscal year salary	\$	\$	\$	\$	\$	\$
Fiscal year stipend	\$57,222.00	\$57,222.00	\$	\$	\$	\$
Special contract salary	\$	\$	\$	\$	\$	\$
Percent of Salary	50%	50%				

none required

Reallocation ☐

Funding JV or Position Number

Position Incumbent Name (if applicable)

Comments/Additional Information: attached is signed offer letter changing administrative title from Acting Chair to Chair, effective Jan. 1, 2014. No change in salary. Will renew chair stipend annually based upon pay increase process.

LF028 for job classification (Salary)

Timesheet / Leave Report Approver (Name, UID):

Action Code COO12	Chair/Dir. Approval/Date 1/11/14
ECLS 14	Dean/VP Approval/Date
Earn Code	Business Mgr Approval/Date
Cert. Date	Budget/RSP Approval/Date 1/16/14
	HR Approval/Date 1-15-14
	Payroll Approval/Date

*Shaded areas for HR use ONLY

Allyth 1/16/14
Brenda Williams 1/17/14



Boonshoft
School of Medicine
WRIGHT STATE UNIVERSITY

Office of the Dean
3640 Col. Glenn Hwy. ■ Dayton, OH 45435-0001
Tel 937.245.7600 ■ Fax 937.245.7954
som_dean@wright.edu ■ med.wright.edu

January 2, 2014

Jerome Yaklic, M.D.
Department of Obstetrics and Gynecology
128 Apple Street, Suite 3800 Weber CHE
Dayton, OH 45409

Dear Dr. Yaklic:

I am pleased to offer you an administrative appointment as Chair, Department of Obstetrics and Gynecology, Wright State University Boonshoft School of Medicine (WSUBSOM) effective January 1, 2014. You will be paid a stipend of \$114,444.00 annually for this administrative position. You will also be permitted to hire a Ph.D. to further the development of research within your department, and to assist you in the area of personal research.

The chair position is an administrative appointment approved by the Provost of Wright State University and in this role you will report to the Dean of Medicine. You will be evaluated every five years by a committee who reports to the Dean. The term of your appointment as chair shall be at the pleasure of the Dean. Your appointment may be renewed annually and may be terminated by the Dean without notice, or by mutual agreement with 90 days' notice.

Your faculty appointment in the Department of Obstetrics and Gynecology will continue at the rank of associate professor.

In order to accept this offer, please sign the original and copy of this offer letter (enclosed), which will constitute our agreement. Please return the original to me by January 10, 2014, and keep the copy for your files.

Sincerely,

Marjorie A. Bowman, M.D., MPA
Dean

Encl.

I accept the offer contained herein as indicated by my signature below.

Jerome Yaklic, M.D.

1/9/2014
Date

Personnel Action Form

Human Resources
3640 Colonel Glenn Hwy.
Dayton, OH 45435-0001
(937) 775-2120

hr
JUN 13 3 08
Budget

Yaklic, Jerome
Name (Last, First, MI)
7/1/13
Job Start Date

Affirmative Action Number
Acting Chair OB/GYN
Job Title

\$
Annual Base Salary

[REDACTED]
Social Security Number/UID Number
6/30/14
Job Stop Date
3800 CHE/208-2850
Campus Address/Campus Phone Number
LF039
Position Class Number/Salary Band

\$
Base Monthly/Hourly Rate

P89420
NBAPSON
BSOM
Organization Name
MVH
City Work Loc. (other than main campus)
Stipend ☐ Essential Employee OR
Position FTE ☐ Emergency Responder
\$9,350.00
Monthly Stipend Rate (If Applicable)

Employment Type	Contract Type	Employment Status
<input checked="" type="checkbox"/> Faculty	<input type="checkbox"/> Continuing Employment	<input type="checkbox"/> Superseding Appointment
<input checked="" type="checkbox"/> Fiscal (12 month)	<input checked="" type="checkbox"/> Special Contract <i>-stipend</i>	<input type="checkbox"/> New Hire / Re-hire
<input type="checkbox"/> Academic (9 month)	<input type="checkbox"/> Temporary	<input type="checkbox"/> Leave <input type="checkbox"/> with pay
<input type="checkbox"/> Tenure Track	<input type="checkbox"/> 30-Day Emergency	<input type="checkbox"/> without pay
<input type="checkbox"/> Non-Tenure Track	<input type="checkbox"/> Interim Appointment (6 month)	<input type="checkbox"/> returning from leave
<input type="checkbox"/> Unclassified	<input type="checkbox"/> Visiting Scholar / Faculty	<input type="checkbox"/> Termination / Separation
<input type="checkbox"/> Unclassified Hourly	<input type="checkbox"/> Visiting NTT	<input type="checkbox"/> Retirement
<input type="checkbox"/> Classified	<input type="checkbox"/> Limited NTT	<input type="checkbox"/> Promotion
<input type="checkbox"/> Certified	<input type="checkbox"/> Auxiliary	<input type="checkbox"/> Demotion
<input type="checkbox"/> Provisional	<input type="checkbox"/> One-Time Payment (bonus/award)	<input type="checkbox"/> Job Assignment Change
<input type="checkbox"/> Classified PTOC	<input type="checkbox"/> Gross	<input type="checkbox"/> Transfer
<input type="checkbox"/> Retiree	<input type="checkbox"/> Net	<input checked="" type="checkbox"/> Other Data Change
<input type="checkbox"/> Bargaining Unit		<input checked="" type="checkbox"/> Renewal

Salary Distribution	Distribution 1	Distribution 2	Distribution 3	Distribution 4	Distribution 5	Distribution 6
Index	[REDACTED]					
Fund						
Org						
Acct	[REDACTED]					
Program						
Activity						
Funding Source						
Academic salary (3 sem)	\$	\$	\$	\$	\$	\$
Academic stipend (3 sem)	\$	\$	\$	\$	\$	\$
Fiscal year salary	\$	\$	\$	\$	\$	\$
Fiscal year stipend	\$	\$	\$	\$	\$	\$
Special contract salary	\$	\$	\$	\$	\$	\$
Percent of Salary	50%	50%				100%

Comments/Conditions: Timesheet Approver **Joan Mangan-Boles/** **[REDACTED]**

Continuance of Annual Stipend with ~~2% increase for FY14~~
Reallocation ☐

Name/UID# *Judy Keston 5/30/13*

Action Code	Dept./College Approval/Date <i>Denise Porter 5/21/13</i>
ECLS	Budget/RSP Approval/Date <i>Sheila Gayle 6/13/13</i>
Earn Code	HR Approval/ Date <i>Carla 6/4/2013</i>
Cert. Date	Payroll Approval/Date

WRIGHT STATE UNIVERSITY
Payroll Office

Adjustment Request

This request form must be completed and submitted with applicable documentation (PAF, timesheet, or EA) to the Payroll Office by 10:00am. Requests will be completed within 2 business days.

Please complete all areas. Please print or type.

Full Name: Jerome L Yaklic UID: [REDACTED]

Position #: 997169 Suffix 00 Record No: 9398

Fund	Org	Acct	Prog	Actvy	Pct
FOAPAL 1:	[REDACTED]				100

Pay Period #: 1 Monthly or Bi-Weekly : Monthly

Hours Missed: _____ Or Amount Missed: \$750.00

Reg Hrs: _____ OT Hrs: _____ Shift Differential: _____

Vacation Hours: _____ Sick Hours: _____ Other: _____

Reason For Request

Employee changed from PPO to HDHP during OE, but was missed in the changeover in DEDN. Need to process his missed 1st Quarter HSA deposit in the amount of \$750.00.
Thanks!

HSA Out of Cycle Deposit: ☒

Requested By Brenda Williams Date: 1/14/2013 Phone: 4220

Approved by: _____ Date _____ Phone Extension _____

Handwrite Requested _____ FOAP to charge _____

Request for Handwrite fee waiver _____

Must be approved by Payroll Manager

Personnel Action Form

Human Resources
3640 Colonel Glenn Hwy.
Dayton, OH 45435-0001
(937) 775-2120

HR
AR 31109
Prov est
482

Yaklic, Jerome
Name (Last, First, MI)
5/1/12
Job Start Date

[REDACTED]
Social Security Number/UID Number
06/30/13
Job Stop Date

P89720
NBAPOSN
BSOM
Organization Name
Dayton

Affirmative Action Number
Acting Chair OBGYN
Job Title

Campus Address/Campus Phone Number
LF039 FA STPND
Position Glass Number/Salary Band

City Work Loc. (other than main campus)
Stipend ☐ Essential Employee
Position FTE ☐ Emergency Responder
\$ 9,166.67
Monthly Stipend Rate (If Applicable)

\$
Annual Base Salary

\$
Base Monthly/Hourly Rate

Employment Type	Contract Type	Employment Status
<input checked="" type="checkbox"/> Faculty	<input type="checkbox"/> Continuing Employment	<input type="checkbox"/> Superseding Appointment
<input checked="" type="checkbox"/> Fiscal (12 month)	<input checked="" type="checkbox"/> Special Contract - <i>Stipend</i>	<input type="checkbox"/> New Hire / Re-hire
<input type="checkbox"/> Academic (9 month)	<input type="checkbox"/> Temporary	<input type="checkbox"/> Leave <input type="checkbox"/> with pay
<input type="checkbox"/> Tenure Track	<input type="checkbox"/> 30-Day Emergency	<input type="checkbox"/> without pay
<input type="checkbox"/> Non-Tenure Track	<input type="checkbox"/> Interim Appointment (6 month)	<input type="checkbox"/> returning from leave
<input type="checkbox"/> Unclassified	<input type="checkbox"/> Visiting Scholar / Faculty	<input type="checkbox"/> Termination / Separation
<input type="checkbox"/> Unclassified Hourly	<input type="checkbox"/> Visiting NTT	<input type="checkbox"/> Retirement
<input type="checkbox"/> Classified	<input type="checkbox"/> Limited NTT	<input type="checkbox"/> Promotion
<input type="checkbox"/> Certified	<input type="checkbox"/> Auxiliary	<input type="checkbox"/> Demotion
<input type="checkbox"/> Provisional	<input type="checkbox"/> One-Time Payment (bonus/award)	<input type="checkbox"/> Job Assignment Change
<input type="checkbox"/> Classified PTOC	<input type="checkbox"/> Gross	<input type="checkbox"/> Transfer
<input type="checkbox"/> Retiree	<input type="checkbox"/> Net	<input checked="" type="checkbox"/> Other Data Change
<input type="checkbox"/> Bargaining Unit		<input type="checkbox"/> Renewal

Salary Distribution	Distribution 1	Distribution 2	Distribution 3	Distribution 4	Distribution 5	Distribution 6
Index	[REDACTED]					
Fund						
Org						
Acct						
Program						
Activity						
Funding Source						
Academic salary (3 qtrs)	\$	\$	\$	\$	\$	\$
Academic stipend (3 qtrs)	\$	\$	\$	\$	\$	\$
Fiscal year salary	\$	\$	\$	\$	\$	\$
Fiscal year stipend	\$	\$	\$	\$	\$	\$
Special contract salary	\$	\$	\$	\$	\$	\$
Percent of Salary	50%	50%				100%

Comments/Conditions:

Timesheet Approver

Offer letter attached. Annual Stipend \$110,000

Name/UID#

Reallocation ☐

Action Code ST003	Dept./College Approval/Date <i>John P. Keston 4/19/12</i>
ECLS 19	Budget/RSP Approval/Date <i>[Signature] 4/21/12</i>
Earn Code	HR Approval/Date <i>Sylvia Budemore 4-24-12</i>
Cert. Date	Payroll Approval/Date <i>[Signature] 4/27/12</i>

SHADED AREAS FOR HR USE ONLY

Revised August 2010

SIB



April 9, 2012

Jerome Yaklic, M.D.
Department of Obstetrics and Gynecology
128 Apple Street, Suite 3800 Weber CHE
Dayton, OH 45409

Dear Dr. Yaklic:

I am pleased to offer you an administrative appointment as Acting Chair, Department of Obstetrics and Gynecology, Wright State University Boonshoft School of Medicine (WSUBSOM) effective May 1, 2012. You will be paid a stipend of \$110,000.00 annually for this administrative position.

The acting chair position is an administrative appointment approved by the Provost of Wright State University and in this role you will report to the Dean of Medicine. You will be evaluated every five years by a committee who reports to the Dean. The term of your appointment as acting chair shall be at the pleasure of the Dean. Your appointment may be renewed annually and may be terminated by the Dean without notice, or by mutual agreement with 90 days notice.

Your faculty appointment in the Department of Obstetrics and Gynecology will continue at the rank of associate professor.

In order to accept this offer, please sign the original and copy of this offer letter (enclosed), which will constitute our agreement. Please return the original to me by April 16, 2012 and keep the copy for your files.

Sincerely,

Howard Part, M.D.
Dean

Encl.

I accept the offer contained herein as indicated by my signature below.

Signature

Date

4/11/2012

**WRIGHT STATE
UNIVERSITY**

**Personnel
Action Form**

Human Resources
3640 Colonel Glenn Hwy.
Dayton, OH 45435-0001
(937) 775-2120

HR
Dec - 8 02
budget

Yaklic, Jerome L

Name (Last, First, MI)

1/1/12

Job Start Date

Social Security Number/UID Number

06/30/12

Job Stop Date

BSOM

Organization Name

Affirmative Action Number

Campus Address/Campus Phone Number

City Work Loc. (other than main campus)

Job Title

\$ 102,000.00

Annual Base Salary

Position Class Number/Salary Band

\$ 8,500.00

Base Monthly/Hourly Rate

100%

☐ Essential Employee

Position FTE ☐ Emergency Responder

Monthly Stipend Rate (If Applicable)

Employment Type

- ☒ Faculty
- ☒ Fiscal (12 month)
- ☐ Academic (9 month)
- ☐ Tenure Track
- ☒ Non-Tenure Track
- ☐ Unclassified
- ☐ Unclassified Hourly
- ☐ Classified
- ☐ Certified
- ☐ Provisional
- ☐ Classified PTOC
- ☐ Retiree
- ☐ Bargaining Unit

Contract Type

- ☐ Continuing Employment
- ☒ Special Contract
- ☐ Temporary
- ☐ 30-Day Emergency
- ☐ Interim Appointment (6 month)
- ☐ Visiting Scholar / Faculty
- ☐ Visiting NTT
- ☐ Limited NTT
- ☐ Auxiliary
- ☐ One-Time Payment (bonus/award)
- ☐ Gross
- ☐ Net

Employment Status

- ☐ Superseding Appointment
- ☐ New Hire / Re-hire
- ☐ Leave ☐ with pay
- ☐ without pay
- ☐ returning from leave
- ☐ Termination / Separation
- ☐ Retirement
- ☐ Promotion
- ☐ Demotion
- ☐ Job Assignment Change
- ☐ Transfer
- ☐ Other Data Change
- ☒ Renewal

Salary Distribution	Distribution 1	Distribution 2	Distribution 3	Distribution 4	Distribution 5	Distribution 6
Index						
Fund						
Org						
Acct						
Program						
Activity						
Funding Source						
Academic salary (3 qtrs)	\$	\$	\$			\$
Academic stipend (3 qtrs)	\$	\$	\$			\$
Fiscal year salary	\$	\$	\$			\$
Fiscal year stipend	\$	\$	\$	\$	\$	\$
Special contract salary	\$	\$	\$	\$	\$	\$
Percent of Salary	100%					100%

TO Brenda

Comments/Conditions:

Timesheet Approver

Name/UID#

Reallocation ☐

10001/14

Action Code	Dept./College Approval/Date	<i>Judy Preston 12/5/11</i>
ECLS	Budget/RSP Approval/Date	<i>Shawn Cox 12/6/11</i>
Earn Code	HR Approval/Date	<i>Brenda Williams 12/7/11</i>
Gen Date	Payroll Approval/Date	

SHADED AREAS FOR HR USE ONLY

Revised August 2010

Personnel Action Form

Human Resources
3640 Colonel Glenn Hwy.
Dayton, OH 45435-0001
(937) 775-2120

Yaklic, Jerome Lumetta
Name (Last, First, MI)

██████████
Social Security Number/UID Number

997169-00
NBAPOSN

7/1/2011

12/31/2011 ✓

OBJ55-Obstetrics & Gynecology

Job Start Date/Effective Date

Job Stop Date

Organization Name

Affirmative Action Number

Campus Address/Campus Phone Number

City Work Loc. (other than main campus)

Associate Professor

LF032-Associate Professor

1.000 12 12

Job Title:

Position Class Number

Position FTE Factor / Pays

\$102,000.00

\$8,500.00 / \$49.133

\$

Annual Base Salary

Base Monthly/Hourly Rate

Monthly Stipend Rate (If Applicable)

Employment Type

- ☐ Faculty
- ☐ Fiscal (12 month)
- ☐ Academic (9 month)
- ☐ Tenure Track
- ☐ Non-Tenure Track
- ☐ Unclassified
- ☐ Unclassified Hourly
- ☐ Classified
- ☐ Certified
- ☐ Provisional
- ☐ Classified PTOC
- ☐ Retiree
- ☐ Bargaining Unit

Contract Type

- ☐ Continuing Employment
- ☐ Special Contract
- ☐ Temporary
- ☐ 30-Day Emergency
- ☐ Interim Appointment (6 month)
- ☐ Visiting Scholar / Faculty
- ☐ Visiting NTT
- ☐ Limited NTT
- ☐ Auxiliary
- ☐ One-Time Payment (bonus/award)
- ☐ Gross
- ☐ Net

Employment Status

- ☐ Superseding Appointment
- ☐ New Hire / Re-hire
- ☐ Leave ☐ with pay
- ☐ ☐ without pay
- ☐ ☐ returning from leave
- ☐ Termination / Separation
- ☐ Retirement
- ☐ Promotion
- ☐ Demotion
- ☐ Job Assignment Change
- ☐ Transfer
- ☐ Other Data Change
- ☐ Renewal

14 - Faculty FT Fiscal

Salary Distribution	Index	Fund	Org	Acct	Program	Activity	Fund Source	Pct of Sal
Distribution 1								100
Distribution 2								
Distribution 3								
Distribution 4								
Distribution 5								
Distribution 6								

Academic Salary (3 qtrs)	\$	\$	\$	\$	\$	\$	\$	
Academic Stipend (3 qtrs)	\$	\$	\$	\$	\$	\$	\$	
Fiscal Year Salary	\$	\$	\$	\$	\$	\$	\$	
Fiscal Year Stipend	\$	\$	\$	\$	\$	\$	\$	
Special Contract Salary	\$	\$	\$	\$	\$	\$	\$	

Annual Salary/Hourly Increase - Effective July 1, 2011

100.00%

ATB: \$2,000.000 7.5% Promotion Adjustment

Total Pct Incr 2.00%

Total annual pay increase amount: \$2,000.000

Lump Sum Amt

Action Code <u>INC23</u> Job ECLS <u>14</u> HR Rep: <u>Williams</u> Cert. Date _____	Dept./College Approval/Date _____ Budget/RSP Approval/Date _____ HR Approval/ Date <u>Sharon Shaw July 1, 2011</u> Payroll Approval/Date _____
---	---

* SHADED AREAS FOR HR USE ONLY



Department of Human Resources
3640 Colonel Glenn Hwy.
Dayton, OH 45435-0001
(937) 775-2120
FAX (937) 775-3040

July 29, 2011

Jerome Lumetta Yaklic
Associate Professor
SOMD - OBJ55

July 1, 2011 Increase Notification

Based upon the recommendation of your supervisor and the approval of senior management, on July 1, 2011 the following salary action(s) occurred.

Previous Annual Salary	\$100,000.00
Across-the-Board Increase Amount	\$2,000.00
New Annual Salary	\$102,000.00

Increase Parameters:

The percentage of the across-the-board increase for this year is 2.0%. Prorated increase amounts (calculated on the number of months worked during the year) were awarded to employees hired between August 1, 2010 and April 30, 2011.

Any employee who was at or above his/her range maximum received any annual increase amount in a lump sum payment. If an employee was not at the range maximum, but the increase amount took that employee above the range maximum, the employee's salary was increased to the range maximum and the remaining amount paid as a lump sum payment.

If you have any questions regarding this notification, please contact your supervisor and/or your business manager.

Your continued service to the university is greatly appreciated.

Sincerely,

Allan L. Boggs
Assistant Vice President, Human Resources

Personnel Action Form

Human Resources
3640 Colonel Glenn Hwy.
Dayton, OH 45435-0001
(937) 775-2120

yAKLIC, JEROME I

Name (Last, First, MI)

1/1/2011

Job Start Date

Affirmative Action Number

Associate Professor

Job Title

\$ 100,000.00

Annual Base Salary

Social Security Number/UID Number

12/31/2011

Job Stop Date

3800 CHE

Campus Address/Campus Phone Number

Position Class Number/Salary Band

\$ 8,333.33

Base Monthly/Hourly Rate

NBAPOSN

OB/GYN

Organization Name

Miami Valley Hospital

City Work Loc. (other than main campus)

100%

☐ Essential Employee

Position FTE ☐ Emergency Responder

Monthly Stipend Rate (If Applicable)

Employment Type

☒ Faculty

☐ Fiscal (12 month)

☐ Academic (9 month)

☐ Tenure Track

☐ Non-Tenure Track

☐ Unclassified

☐ Unclassified Hourly

☐ Classified

☐ Certified

☐ Provisional

☐ Classified PTOC

☐ Retiree

☐ Bargaining Unit

Contract Type

☐ Continuing Employment

☒ Special Contract

☐ Temporary

☐ 30-Day Emergency

☐ Interim Appointment (6 month)

☐ Visiting Scholar / Faculty

☐ Visiting NTT

☐ Limited NTT

☐ Auxiliary

☐ One-Time Payment (bonus/award)

☐ Gross

☐ Net

Employment Status

☐ Superseding Appointment

☐ New Hire / Re-hire

☐ Leave ☐ with pay

☐ without pay

☐ returning from leave

☐ Termination / Separation

☐ Retirement

☐ Promotion

☐ Demotion

☐ Job Assignment Change

☐ Transfer

☒ Other Data Change

☒ Renewal

DEC13 10 12:11

Salary Distribution	Distribution 1	Distribution 2	Distribution 3	Distribution 4	Distribution 5	Distribution 6
Index						
Fund						
Org						
Acct						
Program						
Activity						
Funding Source						
Academic salary (3 qtrs)	\$	\$	\$	\$	\$	\$
Academic stipend (3 qtrs)	\$	\$	\$	\$	\$	\$
Fiscal year salary	\$ 100,000.00	\$	\$	\$	\$	\$
Fiscal year stipend	\$	\$	\$	\$	\$	\$
Special contract salary	\$	\$	\$	\$	\$	\$
Percent of Salary	100%					100%

Comments/Conditions:

Timesheet Approver

Name/UID#

Reallocation ☐

Action Code RH001
ECLS 14
Earn Code
Cert. Date

Dept./College Approval/Date

Budget/RSP Approval/Date

HR Approval/Date

Payroll Approval/Date

Personnel Action Form

Human Resources
3640 Colonel Glenn Hwy.
Dayton, OH 45435-0001
(937) 775-2120

Yaklic, Jerome Lumetta Name (Last, First, MI)	[REDACTED] Social Security Number/UID Number	997169-00 NBAPOSN
7/1/2014 Job Start Date/Effective Date	6/30/2015 Job End Date	OBJ55-Obstetrics & Gynecology Organization Name
Affirmative Action Number	Campus Address/Campus Phone Number	City Work Loc. (other than main campus)
Associate Professor/Chair Job Title:	LF028-Associate Professor Chair Position Class Number	2014 FA NA 0 SGRP Table Grade Step
\$109,072.46 Annual Base Salary	\$9,089.37 Base Monthly Rate	1.000 12 12 Position FTE Factor / Pays

Employment Type	Contract Type	Employment Status
<input type="checkbox"/> Faculty <input type="checkbox"/> Fiscal (12 month) <input type="checkbox"/> Academic (9 month) <input type="checkbox"/> Tenure Track <input type="checkbox"/> Non-Tenure Track <input type="checkbox"/> Unclassified <input type="checkbox"/> Unclassified Hourly <input type="checkbox"/> Classified <input type="checkbox"/> Certified <input type="checkbox"/> Provisional <input type="checkbox"/> Classified PTOC <input type="checkbox"/> Retiree <input type="checkbox"/> Bargaining Unit	<input type="checkbox"/> Continuing Employment <input type="checkbox"/> Special Contract <input type="checkbox"/> Temporary <input type="checkbox"/> 30-Day Emergency <input type="checkbox"/> Interim Appointment (6 month) <input type="checkbox"/> Visiting Scholar / Faculty <input type="checkbox"/> Visiting NTT <input type="checkbox"/> Limited NTT <input type="checkbox"/> Auxiliary <input type="checkbox"/> One-Time Payment (bonus/award) <input type="checkbox"/> Gross <input type="checkbox"/> Net	<input type="checkbox"/> Superseding Appointment <input type="checkbox"/> New Hire / Re-hire <input type="checkbox"/> Leave <input type="checkbox"/> with pay <input type="checkbox"/> <input type="checkbox"/> without pay <input type="checkbox"/> <input type="checkbox"/> returning from leave <input type="checkbox"/> Termination / Separation <input type="checkbox"/> Retirement <input type="checkbox"/> Promotion <input type="checkbox"/> Demotion <input type="checkbox"/> Job Assignment Change <input type="checkbox"/> Transfer <input type="checkbox"/> Other Data Change <input type="checkbox"/> Renewal

14 - Faculty FT Fiscal

Salary Distribution	Index	Fund	Org	Acct	Program	Activity	Fund Source	Pct of Sal
Distribution 1								100
Distribution 2								
Distribution 3								
Distribution 4								
Distribution 5								
Distribution 6								

Academic Salary (3 qtrs)	\$	\$	\$	\$	\$	\$	\$	
Academic Stipend (3 qtrs)	\$	\$	\$	\$	\$	\$	\$	
Fiscal Year Salary	\$	\$	\$	\$	\$	\$	\$	
Fiscal Year Stipend	\$	\$	\$	\$	\$	\$	\$	
Special Contract Salary	\$	\$	\$	\$	\$	\$	\$	

Annual Salary/Hourly Increase - Effective July 1, 2014

100.00%

ATB Pct: **0.50%** Merit Pct: **2.00%** Total Pct Incr: **2.50%**
 ATB Amt: **\$532.06** Merit Amt: **\$2,128.24** Total Increase Amt: **\$2,660.30**

Action Code INC28	Depl./College Approval/Date _____
ECLS 14	Budget/RSP Approval/Date _____
Analyst: Williams	HR Approval/Date Sylvia Brockman July 1, 2014
Cert. Date _____	Payroll Approval/Date _____

* SHADED AREAS FOR HR USE ONLY

**WRIGHT STATE
UNIVERSITY**

**PERSONNEL
ACTION FORM**

HUMAN RESOURCES
3640 Colonel Glenn Hwy
Dayton, OH 45435-0001
(937) 775-2120

YAKLIC, JEROME L
NAME (Last, First, MI)

[Redacted]

997169
NBAPOSN

1/01/2010
Job Start Date

12/31/2010
Job Stop Date

OB/GYN
Department Name

Affirmative Action Number

Campus Address

City Work Loc (Other than main campus)

100,000.00
Job Title

Position Class Number

100.00%
Position FTE

100,000.00
Annualized Salary

\$8,333.333
Base monthly/hourly rate

Monthly stipend rate (if applicable)

Employment Type
☒ Faculty
_____ Fiscal (12 month)
_____ Academic (9 month)
_____ Tenure Track
_____ Non-tenure track
_____ Unclassified
_____ Unclassified Hourly
_____ Classified
_____ Certified
_____ Provisional
_____ Classified PTOC
_____ Retiree
_____ Bargaining Unit

Contract Type
_____ Continuing employment
☒ Special Contract
_____ Temporary
_____ 30-day emergency
_____ Interim appointment (6 mos)
_____ Visiting scholar/faculty
_____ Visiting NTT
_____ Limited NTT
_____ Auxiliary
_____ One-time payment (bns/awd)
_____ Gross
_____ Net

Employment Status
_____ Superceding appointment
_____ New Hire/Re-hire
_____ Leave
_____ with pay
_____ without pay
_____ returning from leave
_____ Termination/Separation
_____ Retirement
_____ Promotion
_____ Demotion
_____ Job Assignment Change
_____ Transfer
☒ Other data change
_____ Renewal

Salary Distribution	Distribution1	Distribution2	Distribution3	Distribution4	Distribution5	Distribution6	Distribution 7
Index	[Redacted]						
Fund	✓						
Org							
Acct	[Redacted]						
Program							
ACTIVITY CODE							
Academic salary 3qtrs							
Academic stipend 3qtrs							
Fiscal year salary							
Fiscal year stipend							
Special contract salary							
Percent of Salary	100						

COMMENTS/CONDITIONS

FOR HR OFFICE:

OBJ55

Reallocation ☒

Action Code **10001**
Earn Type **14**
Earn Type
Cert. Date

Dept/College approval/Date
Budget/RSP approval/Date
HR approval/Date
Payroll approval/Date

Judy Preston
1/14/10
Abraham
1/19/10
Miller
1/20/10

Shaded areas for HR use only

**Personnel
Action Form**

Human Resources
3640 Colonel Glenn Hwy.
Dayton, OH 45435-0001
(937) 775-2120

Yaklic, Jerome L.

Name (Last, First, MI)

1/1/2010

Job Start Date

09Y165

Affirmative Action Number

Associate Professor

Job Title

\$ 100,000

Annual Base Salary

Social Security Number/UID Number

12/31/2010

Job Stop Date

128 E Apple St, Suite 3800 CHE

Campus Address/Campus Phone Number

LF032 / FANA

Position Class Number/Salary Band

\$ 8,333.34

Base Monthly/Hourly Rate

NBAOSN

OB/GYN

Organization Name

Dayton

City Work Loc. (other than main campus)

1.0

Position FTE

Monthly Stipend Rate (If Applicable)

997/169

Employment Type

- ☒ Faculty
 - ☒ Fiscal (12 month)
 - ☐ Academic (9 month)
 - ☐ Tenure Track
 - ☒ Non-Tenure Track
- ☐ Unclassified
- ☐ Unclassified Hourly
- ☐ Classified
 - ☐ Certified
 - ☐ Provisional
- ☐ Classified PTOC
- ☐ Retiree
- ☐ Bargaining Unit

Contract Type

- ☐ Continuing Employment
- ☒ Special Contract
 - ☐ Temporary
 - ☐ 30-Day Emergency
 - ☐ Interim Appointment (6 month)
 - ☐ Visiting Scholar / Faculty
 - ☐ Visiting NTT
 - ☐ Limited NTT
 - ☐ Auxiliary
 - ☐ One-Time Payment (bonus/award)
 - ☐ Gross
 - ☐ Net

Employment Status

- ☐ Superseding Appointment
- ☒ New Hire / Re-hire
 - ☐ Leave
 - ☐ with pay
 - ☐ without pay
 - ☐ returning from leave
- ☐ Termination / Separation
- ☐ Retirement
- ☐ Promotion
- ☐ Demotion
- ☐ Job Assignment Change
- ☐ Transfer
- ☐ Other Data Change
- ☐ Renewal

Salary Distribution	Distribution 1	Distribution 2	Distribution 3	Distribution 4	Distribution 5	Distribution 6
Index						
Fund						
Org						
Acct						
Program	10005					
Activity						
Funding Source	MMH					
Academic salary (3 qtrs)	\$	\$	\$	\$	\$	\$
Academic stipend (3 qtrs)	\$	\$	\$	\$	\$	\$
Fiscal year salary	\$ 100,000	\$	\$	\$	\$	\$
Fiscal year stipend	\$	\$	\$	\$	\$	\$
Special contract salary	\$	\$	\$	\$	\$	\$
Percent of Salary	100%					100%

Comments/Conditions:

Reallocation ☐

Budget: Home Dep

Action Code NH001
ECLS 14
Earn Code
Cert. Date

Dept./College Approval/Date
Budget/RSP Approval/Date
HR Approval/Date
Payroll Approval/Date

John P. Preston 11/9/09
Deanna Porter 11/9/09
Shaw 12/2/09
Punch Williams 1/5/09