



**MIAMI  
UNIVERSITY**

Vice President for Finance and Business Services

ROUDEBUSH HALL ROOM 218  
OXFORD, OH 45056-3653  
(513) 529-4225  
(513) 529-2121 FAX

March 3, 2009

Office of the Mayor  
The Honorable Prudence Dana  
City of Oxford  
101 E. High Street  
Oxford, Ohio 45056  
and  
Rapid Response Section  
Bureau of Workforce Statistics  
Ohio Department of Job and Family Services  
4020 East Fifth Street  
Columbus, Ohio 43219

Dear Sir/Madam:

RE: WARN

We are providing this Notice in accordance with the Worker Adjustment and Retraining Notification Act (WARN) which encourages, and in many instances requires, employers to provide advance notice to its workers, unions, local government and the state when terminating a significant number of employees.

In order to balance its budget for the 2009-2010 fiscal year, Miami University - Oxford has determined that, in addition to the current hiring freeze and retirement incentive, it must achieve even greater efficiencies and permanently reduce its workforce.

The University anticipates that it will eliminate approximately 199 positions at the Miami University - Oxford campus, 144 of which are vacant. Fifty-five (55) currently filled positions will be eliminated beginning June 30, 2009. Classified (hourly, non-bargaining unit) employees will be afforded bumping and recall rights based on the University's civil service rules. Hourly bargaining unit employees' bumping and recall rights are governed by the applicable provisions in the AFSCME collective bargaining agreement. Miami University - Oxford bargaining unit employees are represented by AFSCME Local 209. The president of the local union is Mattie Gray, and her address is Miami University, East End Building, Oxford, Ohio 45056.

Unclassified (salaried) employees with more than five years of service have rights to a period of professional leave after their active employment terminates. Unclassified employees do not have bumping or recall rights.

In addition to these position eliminations, the University is selling the assets of its software unit, redLantern, to CollegeSource, Inc. As a result of the sale, the University will terminate the positions of twenty-seven (27) employees who are assigned to the redLantern unit on June 30, 2009. We anticipate that many of these employees will be offered employment with CollegeSource, Inc. CollegeSource, Inc., a California-based company, will operate redLantern out of its current Oxford location for up to 18 months and intends to keep the redLantern operation in the region thereafter.

The University also intends to transfer the operations of our public radio station, WMUB, to Cincinnati Public Radio. As a consequence, the University will terminate the positions of ten (10) employees who are assigned to WMUB.

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OHIO DEPARTMENT  
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WORKFORCE DEVELOPMENT

The Honorable Prudence Dana  
March 3, 2009  
Page 2

A list of all the affected positions is attached. Miami University intends to offer outplacement and transition services to all affected employees. It is our hope that these programs will aid all employees in the transition to new employment. If you need additional information or have any questions, please contact me at 529-4226 or at the address listed above.

Sincerely,

A handwritten signature in black ink that reads "David F. Creamer". The signature is fluid and cursive, with a large initial "D" and a long, sweeping underline.

David Creamer  
Vice President for Finance and Business Services  
and Treasurer

Enclosure

CAMPUS	INCUMBENT NAME	JOB TITLE	POSITION BUDGET
Oxford Campus	<<vacant>>	Accounting Associate	\$26,074.00
Oxford Campus	<<vacant>>	Accounting Associate	\$28,551.00
Oxford Campus	<<vacant>>	Accounting Associate	\$25,782.00
Oxford Campus	<<vacant>>	Administrative Assistant	\$9,108.00
Oxford Campus	<<vacant>>	Administrative Assistant	\$36,696.00
Oxford Campus	<<vacant>>	Administrative Secretary	\$26,142.00
Oxford Campus	<<vacant>>	Alumni Weekend Assistant	\$4,080.00
Oxford Campus	<<vacant>>	Assist. Director Culinary Ctr	\$45,000.00
Oxford Campus	<<vacant>>	Assistant Director	\$39,640.00
Oxford Campus	<<vacant>>	Assistant Director of MCCI	\$55,182.00
Oxford Campus	<<vacant>>	Assoc Food Service Manager	\$41,000.00
Oxford Campus	<<vacant>>	Assoc Food Service Manager	\$41,000.00
Oxford Campus	<<vacant>>	Associate Manager 2	\$41,000.00
Oxford Campus	<<vacant>>	Associate Manager 2	\$41,000.00
Oxford Campus	<<vacant>>	Associate Manager 2	\$41,000.00
Oxford Campus	<<vacant>>	Associate VP of Facilities	\$123,809.00
Oxford Campus	<<vacant>>	Asst Dir/Info Systems & Servs	\$86,994.00
Oxford Campus	<<vacant>>	Asst Director for Compliance	\$37,500.00
Oxford Campus	<<vacant>>	Asst Director for Emerg Prepar	\$72,857.00
Oxford Campus	<<vacant>>	Asst Ice Skating Coordinator	\$31,005.00
Oxford Campus	<<vacant>>	Asst Manager of Operation Ctr	\$42,350.00
Oxford Campus	<<vacant>>	Asst Mgr Network Oper Center	\$42,236.00
Oxford Campus	<<vacant>>	Building & Grounds Coordinator	\$23,189.00
Oxford Campus	<<vacant>>	Building and Grounds Assistant	\$19,344.00
Oxford Campus	<<vacant>>	Building and Grounds Assistant	\$19,344.00
Oxford Campus	<<vacant>>	Building and Grounds Assistant	\$19,344.00
Oxford Campus	<<vacant>>	Building and Grounds Assistant	\$19,344.00
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Oxford Campus	<<vacant>>	Building and Grounds Assistant	\$19,344.00
Oxford Campus	<<vacant>>	Building and Grounds Assistant	\$19,344.00
Oxford Campus	<<vacant>>	Building and Grounds Assistant	\$19,344.00
Oxford Campus	<<vacant>>	Building and Grounds Assistant	\$19,812.00
Oxford Campus	<<vacant>>	Building and Grounds Assistant	\$12,753.00
Oxford Campus	<<vacant>>	Building and Grounds Assistant	\$19,812.00
Oxford Campus	<<vacant>>	Building and Grounds Assistant	\$21,154.00
Oxford Campus	<<vacant>>	Building and Grounds Tech	\$24,039.00
Oxford Campus	<<vacant>>	Building and Grounds Tech	\$23,884.00
Oxford Campus	<<vacant>>	Cashier	\$19,344.00
Oxford Campus	<<vacant>>	Cashier	\$9,672.00
Oxford Campus	<<vacant>>	Chief Pilot & Dir Airport Oper	\$61,650.00



Oxford Campus	<<vacant>>	Manager of Technology Services	\$59,546.00
Oxford Campus	<<vacant>>	Master Trades Specialist	\$41,141.00
Oxford Campus	<<vacant>>	Nurse	\$33,020.00
Oxford Campus	<<vacant>>	Outreach Librarian/Asst Libr	\$43,322.00
Oxford Campus	<<vacant>>	Personnel Assistant	\$18,553.00
Oxford Campus	<<vacant>>	Police Officer 1	\$56,904.00
Oxford Campus	<<vacant>>	Program Assistant	\$15,466.00
Oxford Campus	<<vacant>>	Program Associate	\$8,709.00
Oxford Campus	<<vacant>>	Program Associate	\$25,792.00
Oxford Campus	<<vacant>>	Program Associate	\$34,480.00
Oxford Campus	<<vacant>>	Program Associate	\$31,833.00
Oxford Campus	<<vacant>>	Programmer	\$46,135.00
Oxford Campus	<<vacant>>	Proj Mgr & Electrical Engineer	\$61,800.00
Oxford Campus	<<vacant>>	Recruitment & Emp Reln Spec	\$55,283.00
Oxford Campus	<<vacant>>	School to Work Liason	\$18,000.00
Oxford Campus	<<vacant>>	Senior Associate Dean	\$5,963.00
Oxford Campus	<<vacant>>	Senior-Research Analyst	\$33,850.00
Oxford Campus	<<vacant>>	Sr Administrative Secretary	\$23,717.00
Oxford Campus	<<vacant>>	Sr Administrative Secretary	\$30,904.00
Oxford Campus	<<vacant>>	Sr Assoc VP/Bus Serv & Aux Ent	\$116,000.00
Oxford Campus	<<vacant>>	Sr Building and Grounds Asst	\$20,904.00
Oxford Campus	<<vacant>>	Sr Clerical Assistant	\$36,079.00
Oxford Campus	<<vacant>>	Sr Dir Computing & Comm Servs	\$145,732.00
Oxford Campus	<<vacant>>	Sr Dir Facilities Operations	\$95,734.00
Oxford Campus	<<Vacant>>	Sr Dir of Academic Tech Servs	\$143,700.00
Oxford Campus	<<vacant>>	Sr Food Service Assistant	\$20,904.00
Oxford Campus	<<vacant>>	Sr Food Service Assistant	\$21,736.00
Oxford Campus	<<vacant>>	Sr Food Service Assistant (Ck)	\$21,736.00
Oxford Campus	<<vacant>>	Sr Food Service Assistant (Ck)	\$21,736.00
Oxford Campus	<<vacant>>	Sr Library Technician	\$29,432.00
Oxford Campus	<<vacant>>	Sr Maintenance/Repair Techn	\$24,039.00
Oxford Campus	<<vacant>>	Sr Maintenance/Repair Techn	\$23,189.00
Oxford Campus	<<vacant>>	Sr Program Assistant	\$3,304.00
Oxford Campus	<<vacant>>	Sr Program Assistant	\$26,331.00
Oxford Campus	<<vacant>>	Sr Program Assistant	\$24,545.00
Oxford Campus	<<vacant>>	Sr Technical Services Spec	\$37,928.00
Oxford Campus	<<vacant>>	Sr. Maintenance/Repair Tech	\$37,060.00
Oxford Campus	<<vacant>>	Staff-Engineer Intern	\$14,052.00
Oxford Campus	<<vacant>>	Staff-Engineer Intern	\$13,727.00
Oxford Campus	<<vacant>>	Stdt Retention Spec & Advisor	\$54,611.00
Oxford Campus	<<vacant>>	Summer Conference Housing Mgr	\$5,500.00
Oxford Campus	<<vacant>>	Support Desk Analyst	\$34,110.00
Oxford Campus	<<Vacant>>	Support Desk Analyst	\$34,881.00
Oxford Campus	<<vacant>>	Technical Services Specialist	\$25,865.00
Oxford Campus	<<vacant>>	Technical Services Specialist	\$43,806.00
Oxford Campus	<<vacant>>	Temp Exec Mgr Bakery Operation	\$45,000.00
Oxford Campus	<<Vacant>>	Trades Assistant	\$16,948.00

Oxford Campus	<<vacant>>	Trainer/Facilitator	\$25,050.00
Oxford Campus	<<vacant>>	University Budget Officer	\$45,000.00
Oxford Campus	<<vacant>>	Utilities Systems Manager	\$51,369.00
Oxford Campus	<<vacant>>	Psychology Intern	\$21,500.00
Oxford Campus	Occupied	Administrative Assistant	\$45,260.80
Oxford Campus	Occupied	Administrative Assistant	\$25,646.00
Oxford Campus	Occupied	Administrative Assistant	\$32,699.00
Oxford Campus	Occupied	Assistant Director	\$69,630.00
Oxford Campus	Occupied	Assistant Director	\$41,100.00
Oxford Campus	Occupied	Associate Director	\$100,610.00
Oxford Campus	Occupied	Asst Dir for Experiential Educ	\$0.00
Oxford Campus	Occupied	Asst Dir of Diversity Affairs	\$36,000.00
Oxford Campus	Occupied	Asst Director for Curriculum	\$43,240.00
Oxford Campus	Occupied	Asst Director of MBA Program	\$51,765.00
Oxford Campus	Occupied	Asst Mgr Quality Control/Fac	\$68,255.00
Oxford Campus	Occupied	Bulletin Editor	\$39,617.00
Oxford Campus	Occupied	Business Relations Assoc	\$59,465.00
Oxford Campus	Occupied	Business Relations Associate	\$68,682.00
Oxford Campus	Occupied	Business Relations Associate	\$55,891.00
Oxford Campus	Occupied	Business Relations Associate	\$58,882.00
Oxford Campus	Occupied	Chief Engineer	\$55,819.00
Oxford Campus	Occupied	Consultant	\$32,485.71
Oxford Campus	Occupied	Coord of Computer Services	\$47,202.00
Oxford Campus	Occupied	Copy/Printing Coordinator	\$25,315.00
Oxford Campus	Occupied	Copy/Printing Technician	\$21,573.00
Oxford Campus	Occupied	Dir Admin Serv(s) & Staff Dev	\$62,369.00
Oxford Campus	Occupied	Dir of Divl Tech Initiatives	\$47,564.00
Oxford Campus	Occupied	Dir redLantern,Sftwr Dev&Admin	\$114,181.00
Oxford Campus	Occupied	Director Diversity & Outreach	\$52,664.00
Oxford Campus	Occupied	Director of Campus Services	\$67,816.00
Oxford Campus	Occupied	Director Staff Devel Programs	\$77,583.00
Oxford Campus	Occupied	Facility Planner	\$54,108.00
Oxford Campus	Occupied	General Manager of WMUB	\$84,820.00
Oxford Campus	Occupied	Grounds Maintenance Manager	\$48,378.00
Oxford Campus	Occupied	Instrument Maker	\$44,449.00
Oxford Campus	Occupied	Lead Software Developer	\$65,466.00
Oxford Campus	Occupied	Lead Software Developer	\$93,327.00
Oxford Campus	Occupied	Library Assistant	\$24,280.00
Oxford Campus	Occupied	Library Assistant	\$19,349.00
Oxford Campus	Occupied	Library Technician	\$26,856.00
Oxford Campus	Occupied	Library Technician	\$26,074.00
Oxford Campus	Occupied	Library Technician	\$27,442.00
Oxford Campus	Occupied	Library Technician	\$19,556.00
Oxford Campus	Occupied	Manager of Transportation	\$50,728.00
Oxford Campus	Occupied	Manager, Business Relations	\$86,450.00
Oxford Campus	Occupied	Medical Assistant	\$16,054.00
Oxford Campus	Occupied	Mgr of Learning & Info Servs	\$67,675.00

Oxford Campus	Occupied	Mgr/Bldg Servs & Special Oper	\$41,763.00
Oxford Campus	Occupied	News Director	\$52,236.00
Oxford Campus	Occupied	News Producer	\$39,752.00
Oxford Campus	Occupied	Payroll Project Coord	\$39,000.00
Oxford Campus	Occupied	Personnel Assistant	\$24,369.00
Oxford Campus	Occupied	Photographer	\$33,885.00
Oxford Campus	Occupied	Photographic Services Coord	\$50,729.00
Oxford Campus	Occupied	Program Associate	\$30,825.60
Oxford Campus	Occupied	Program Associate	\$13,037.00
Oxford Campus	Occupied	Program Associate	\$39,601.00
Oxford Campus	Occupied	Program Associate	\$36,005.00
Oxford Campus	Occupied	Program Director	\$67,082.00
Oxford Campus	Occupied	Program Host	\$4,817.00
Oxford Campus	Occupied	Program Host	\$14,848.00
Oxford Campus	Occupied	Program Host	\$25,015.00
Oxford Campus	Occupied	Proj Dir & Environmtl Educator	\$48,272.00
Oxford Campus	Occupied	Project Mgr & Cost Estimator	\$52,183.00
Oxford Campus	Occupied	Senior Designer	\$53,972.00
Oxford Campus	Occupied	Senior Software Developer	\$91,531.00
Oxford Campus	Occupied	Senior Software Developer	\$64,611.00
Oxford Campus	Occupied	Senior Software Developer	\$64,611.00
Oxford Campus	Occupied	Senior Software Developer	\$67,782.00
Oxford Campus	Occupied	Senior Software Developer	\$80,761.00
Oxford Campus	Occupied	Senior Staff Auditor	\$62,917.00
Oxford Campus	Occupied	Software Developer	\$48,932.00
Oxford Campus	Occupied	Sr Application Security Engr	\$76,684.00
Oxford Campus	Occupied	Sr Business Relations Assoc	\$79,179.00
Oxford Campus	Occupied	Sr Business Relations Assoc	\$79,179.00
Oxford Campus	Occupied	Sr Business Relations Assoc	\$79,179.00
Oxford Campus	Occupied	Sr Library Assistant	\$24,578.00
Oxford Campus	Occupied	Sr Library Assistant	\$27,561.00
Oxford Campus	Occupied	Sr Library Assistant	\$27,378.00
Oxford Campus	Occupied	Sr Library Assistant	\$27,319.00
Oxford Campus	Occupied	Sr Personnel Technician	\$32,139.00
Oxford Campus	Occupied	Sr Program Assistant	\$20,187.00
Oxford Campus	Occupied	Sr Program Assistant	\$26,636.00
Oxford Campus	Occupied	Sr Program Assistant	\$32,224.00
Oxford Campus	Occupied	Sr Student Services Assistant	\$24,578.00
Oxford Campus	Occupied	Staff Assistant	\$48,399.00
Oxford Campus	Occupied	Staff Physician	\$97,987.00
Oxford Campus	Occupied	Technical Services Specialist	\$20,858.00
Oxford Campus	Occupied	Training & Development Spec	\$44,827.00
Oxford Campus	Occupied	Training & Development Spec	\$55,286.00
Oxford Campus	Occupied	Training & Development Special	\$43,000.00
Oxford Campus	Occupied	Training Support Analyst	\$43,233.00
Oxford Campus	Occupied	Underwriting Representative	\$21,172.00
Oxford Campus	Occupied	University Engineer	\$91,766.00

Oxford Campus	Occupied	Web Designer	\$55,200.00
Oxford Campus	Occupied	Web&Desktop Tech Train Coord	\$42,998.00

236 positions  
144 vacant  
92 filled



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Vice President for Finance and Business Services

ROUDEBUSH HALL ROOM 218  
OXFORD, OH 45056-3653  
(513) 529-4225  
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March 3, 2009

Office of the Mayor  
The Honorable Larry Mulligan, Jr.  
City of Middleton  
One Donham Plaza  
Middletown, OH 45042-1901

and  
Rapid Response Section  
Bureau of Workforce Statistics  
Ohio Department of Job and Family Services  
4020 East Fifth Street  
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Dear Sir/Madam:

RE: WARN

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In order to balance its budget for the 2009-2010 fiscal year, Miami University - Middletown has determined that, in addition to the current hiring freeze and retirement incentive, it must achieve even greater efficiencies and permanently reduce its workforce.

The University anticipates that it will eliminate eight (8) positions at Miami University - Middletown by June 30, 2009. Classified (hourly, non-bargaining unit) employees will be afforded bumping and recall rights based on the University's civil service rules. Hourly bargaining unit employees' bumping and recall rights are governed by the applicable provisions in the AFSCME collective bargaining agreement. Miami University - Middletown bargaining unit employees are represented by AFSCME Local 209. The president of the local union is Mattie Gray and her address is Miami University, Union Office, East End Building, Oxford, Ohio 45056.

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Miami University intends to offer outplacement and transition services to all affected employees. It is our hope that these programs will aid all employees in the transition to new employment. A list of all of the affected positions is attached. If you need any additional information or have any questions, please do not hesitate to contact me at 529-4226 or at the address listed above.

Sincerely,

David K. Creamer  
Vice President for Finance and Business Services  
and Treasurer

cc: Mattie Gray

RECEIVED  
OHIO DEPARTMENT  
JOB & FAMILY SERVICES  
2009 MAR - 6 P 1:50  
OFFICE OF  
WORKFORCE DEVELOPMENT

CAMPUS	INCUMBENT NAME	JOB TITLE	POSITION BUDGET
Middletown Campus	<<vacant>>	Student Services Technician	\$26,856.00
Middletown Campus	Occupied	Coord of Finl Aid & Schlrshps	\$44,861.00
Middletown Campus	Occupied	Library Associate	\$23,587.20
Middletown Campus	Occupied	Personnel Coordinator	\$26,625.00
Middletown Campus	Occupied	Program Assistant	\$26,196.00
Middletown Campus	Occupied	Program Assistant	\$23,587.20
Middletown Campus	Occupied	Sr Program Assistant	\$25,315.00
Middletown Campus	Occupied	Technical Services Specialist	\$29,145.00