

Presiding:
Chair
Joseph M. Gingo
June 15, 2022

1	Call to Order
2	Report of the Chair
3	Report of the President
4	Report of the Student Trustees
5	Approval of Meeting Minutes
6	Consideration of Recommendations of the Finance & Administration Committee
7	Consideration of Recommendations of the Academic Issues & Student Success Committee
8	Consideration of Recommendations of the Rules Committee
9	Consideration of Recommendations of the Nominating Committee
10	Consideration of New Business
11	Next Regular Meeting: August 10, 2022 Student Union, Room 339
12	Adjournment

Board of Trustees

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Meeting Minutes
Wednesday, April 27, 2022
Student Union, Room 339

Board Members Present:

Joseph M. Gingo, Chair
Lewis W. Adkins, Jr., Vice Chair*

Trina M. Carter
Alfred V. Ciraldo, M.D.*
Christine Amer Mayer

Thomas F. Needles
William A. Scala
Bryan C. Williams

*Attended via electronic communication

Student Trustees Present:

Brooke M. Campbell**

McKenzie K. Gerzanics

**Joined meeting at 9:36 a.m.

Advisory Trustee Present

Christine Fowler Mack***

***Attended via electronic communication (executive session only)

Staff Officers of the Board Present:

M. Celeste Cook, Secretary; Vice President & General Counsel

John J. Reilly, Assistant Secretary; Associate Vice President & Deputy General Counsel

Administrative Officers Present:

Dr. Gary L. Miller, President

Dr. John M. Wiencek, Executive Vice President and Provost

Tammy Ewin, Vice President/Chief Communication and Marketing Officer

Dallas A. Grundy, Senior Vice President, Finance/Chief Financial Officer

Charles D. Guthrie, Jr., Director, Athletics

Sarah J. Kelly, Vice President, Human Resources/CHRO

Dr. John A. Messina, Vice President, Student Affairs

Dr. Sheldon Wrice, Vice President of Inclusion and Equity/Chief Diversity Officer

Others Present: (See Appendix A.)

REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Gingo called the meeting to order at 8:00 a.m. He thanked all participants and welcomed Christine Fowler Mack, who was attending electronically, to her first Board meeting since being appointed as an Advisory Trustee on February 16 for a three-year term effective March 1, 2022. Mr. Gingo acknowledged and thanked Vice Chair Adkins and Trustee Ciraldo for attending electronically and said that remote attendance by one or more voting Trustees was in compliance with Ohio Revised Code (O.R.C.) Section 3345.82 and University Rule 3359-1-04(C). The Board then adjourned into executive session on an 8-0 roll-call vote for the stated purposes of—considering the appointment, employment, dismissal, discipline, promotion, demotion or compensation of a public employee or official, pursuant to the provisions of O.R.C. 121.22(G)(1); considering real estate

matters, pursuant to O.R.C. 121.22(G)(2); meeting with legal counsel concerning litigation involving the University, pursuant to O.R.C. 121.22(G)(3); reviewing for collective bargaining sessions, pursuant to O.R.C. 121.22(G)(4); and considering details relative to security arrangements and emergency response protocols pursuant to O.R.C. 121.22(G)(6). The meeting returned to public session on an 8-0 vote at 10:44 a.m., at which time sequential meetings of the following Board Committees proceeded:

1. Finance & Administration Committee, Chaired by Mr. Scala
2. Academic Issues & Student Success Committee, Chaired by Mr. Adkins
3. Rules Committee, Chaired by Mr. Williams

At 11:32 a.m., Mr. Gingo resumed the regular meeting of the Board of Trustees.

REPORT OF THE CHAIR

Spring 2022 Commencement

Mr. Gingo welcomed everyone to the final regularly scheduled Board of Trustees meeting for the 2021-2022 academic year and the spring semester. He congratulated all of The University of Akron's students who were preparing to graduate at the Spring 2022 Commencement ceremonies on Saturday, May 7 and at the School of Law ceremony on Sunday, May 15. Mr. Gingo offered individual congratulations to Student Trustee McKenzie K. Gerzanic, who would receive her Juris Doctor degree on May 15, and to Vice Chair Lewis Adkins, Jr., who would deliver the commencement address to the School of Law graduates at that ceremony.

The James and Maureen Kovach Endowed Scholarship for the Performing Arts

Mr. Gingo called the Board's attention to a recently established scholarship endowment by Mr. James and Mrs. Maureen Kovach.

Mr. Gingo reported that Mr. Kovach is a 1958 University of Akron graduate, whose affection for the arts is shared by his wife, Maureen. Their arts interest has sparked a lifetime of generosity, helping an array of students reach their goals and assisting several institutional causes. Longtime devotees of the arts in Akron and the region, the Kovachs are excited at the University's re-emergence as an arts leader, having described the Akron Arts Initiative as a highly commendable effort:

“We are thrilled with the trajectory of what is taking place. President Miller and his wife have really rescued the town-and-gown arrangement and re-established the prominence of the University's role in delivering the arts to Akron.”

In January, the Kovachs established The James and Maureen Kovach Endowed Scholarship for the Performing Arts to assist students earning degrees in theatre, music, or dance at the University. This gift builds upon the James P. and Maureen C. Kovach Scholarship for Performing Arts, previously established in 2011, an annually funded scholarship.

Their past UA support has included the Steinway Piano campaign, as well as sponsoring an Akron Nutcracker character performance during the 2021 campus series at UA. They also have supported both the UA Steel Drum and UA Marching Bands, and the Dance Institute. The Kovachs are members of the John R. Buchtel Society and the 1870 Society, in recognition of their giving and commitment. Mr. Gingo stated that "the University thanks them for their commitment to student activities and success."

Nominating Committee Appointments

Mr. Gingo reported that he had appointed the following Trustees to serve on the Nominating Committee, which would hold its annual meeting in May as required by Board Rule 3359-1-02:

- Bill Scala, Chair;
- Tom Needles;
- Christine Mayer; and
- Brooke Campbell

He noted that Board members would receive correspondence shortly regarding the annual process to recommend a slate of officers for the forthcoming fiscal year that will begin on July 1, 2022.

Conclusion

Mr. Gingo concluded his report by congratulating fellow Board member and avid runner Trustee Dr. Al Ciraldo for having competed in the Run Rome marathon in Italy during March, stating that "Al, I must admit that, 'in the long run,' you are an inspiration to us all. And more than that, I think the biggest inspiration is that Al cannot attend this meeting because he is doing charitable surgery work in the Dominican Republic. Al, on behalf of all the Trustees, I want to thank you for your efforts; they are well appreciated!"

REPORT OF THE PRESIDENT (See Appendix E.)

REPORT OF THE STUDENT TRUSTEES

Ms. Gerzanic reflected that the end of spring semester is always a fun time on campus as the flowers begin blooming and students enjoy the beautiful spaces. With spring 2022 having been the first semester since 2020 with students fully on campus, excitement is in the air as students prepare for final exams in person with friends and peers again. The recent 2022 LIFE Awards program had celebrated the achievements of students, including fellow Student Trustee Brooke Campbell, whom Ms. Gerzanic congratulated along with all who were recognized. She reported that the past month had been filled with art and music, notably School of Music performances of the Voice Studio Recital, Woodwind Night, and String Quartet. The Steel Drum Band also had performed during the month at E.J. Thomas Hall for the first time since 2019, with a guest appearance from alumnus Michael Spiro.

On behalf of Ms. Campbell and herself, Ms. Gerzanic congratulated all University of Akron Spring 2022 graduates and wished them the best in their future endeavors.

Ms. Campbell added her personal congratulations to Ms. Gerzanic for her upcoming graduation. She then introduced the two featured student speakers, senior Biology major and undergraduate Student Body President Ms. Grace Kasunic, and junior International Business major, undergraduate Student Body Vice President and President-elect, Mr. James "J.P." Garchar (see Appendix G), to come forward and share their experiences with the Board.

ACTION ITEMS

Mr. Gingo said that, because the Board uses a consent agenda for its regular meeting, it would hear reports from each committee proposing actions and would wait to hold one vote for all actions on the consent agenda. The Board would vote on any actions not listed on the consent agenda immediately after those items are raised. All the action items in the Board materials had been discussed in detail during committee meetings held earlier that morning.

CONSIDERATION OF MINUTES (“Board of Trustees” Tab)
presented by Chair Gingo

By consensus, the proposed action to approve the minutes of the Board of Trustees’ meeting of February 16, 2022 was placed on the consent agenda.

RESOLUTION 4-1-22 (See Appendix B.)

REPORT OF THE FINANCE & ADMINISTRATION COMMITTEE
presented by Committee Chair Scala

- Personnel Actions recommended by Dr. Miller as amended (Tab 1)

RESOLUTION 4-2-22 (See Appendix B.)

ACTION: Scala motion on behalf of Committee, passed 8-0 by roll-call vote

- Financial Report for the Eight Months Ended February 28, 2022 (Tab 2)

The following budget-versus-actual report of revenue and expenditures covers the first eight months of Fiscal Year 2022 for the University's General Fund, Auxiliary Enterprises, and Departmental Sales and Services. The report includes comparable data for Fiscal Year 2021.

General Fund - Akron and Wayne	FY21		FY22			
	Final June 30	YTD Feb. 28	Original Budget	YTD Feb. 28	Actual to Budget	
					\$	%
Tuition & General Service Fees	\$158,496,294	\$152,632,398	\$152,383,000	\$140,871,963	(\$11,511,037)	
Other Fees	18,240,062	17,557,179	17,745,000	18,074,027	329,027	
Scholarships	(55,336,403)	(52,096,261)	(64,577,000)	(53,937,048)	10,639,952	
Net Tuition and Fees	121,399,953	118,093,316	105,551,000	105,008,942	(542,058)	99%

General Fund - Akron and Wayne	FY21		FY22			
	Final June 30	YTD Feb. 28	Original Budget	YTD Feb. 28	Actual to Budget	
					\$	%
State Share of Instruction	95,016,451	61,266,743	95,504,000	63,669,502	(31,834,498)	67%
Indirect Cost Recovery	3,979,498	2,190,221	3,631,000	2,223,092	(1,407,908)	
Investment Income	16,590	14,154	29,000	5,507,995	5,478,995	
Miscellaneous Revenue	4,517,585	3,174,192	1,800,000	848,843	(951,157)	
COVID Revenue Recovery	27,100,000	-	5,833,000	-	(5,833,000)	
Total Revenue	252,030,076	184,738,626	212,348,000	177,258,373	(35,089,627)	83%
Compensation (Payroll & Fringe Benefits)	156,888,301	106,391,529	152,754,000	95,118,284	57,635,716	62%
Non-Personnel (Utilities & Operating)	32,590,318	20,493,535	39,882,000	24,282,924	15,599,076	61%
Re-charge of prior-year expenditures	(7,354,681)	(6,968,798)	0	0	0	
Re-charge of current-year expenditures	(5,328,098)	(2,929,277)	(5,000,000)	0	(5,000,000)	
Total Net Expenditures	176,795,839	116,986,989	187,636,000	119,401,208	68,234,792	64%
Strategic Initiatives (net)	0	0	4,157,000	2,849,887	1,307,113	
Safety Initiatives – One-time	0	0	0	1,358,921	(1,358,921)	
Safety Initiatives – Recurring	0	0	0	26,345	(26,345)	
Net Initiatives	0	0	4,157,000	4,235,153	(78,153)	
Net Before Transfers	75,234,237	67,751,637	20,555,000	53,622,013	33,067,013	
Transfers-In (Draw on Operating Reserves)	0	0	18,338,000	0	(18,338,000)	
Transfers-In Plant Fund and Other	18,007	18,007	0	74,800	74,800	
Advance-In	0	0	0	80,000	80,000	
Transfers-In Encumbrance	2,418,485	2,418,485	2,500,000	2,906,148	406,148	
Transfers-Out – Debt Service	0	0	(843,000)	(562,000)	281,000	
Transfers-Out Plant Fund	(1,140,400)	(565,960)	(2,000,000)	(1,582,461)	417,539	
Transfers-Out Facilities Fee	(4,170,000)	(3,237,332)	(4,315,000)	(2,876,667)	1,438,333	
Transfers-Out General Service Fee	(10,777,000)	(6,218,667)	(10,313,000)	(6,875,333)	3,437,667	

General Fund - Akron and Wayne	FY21		FY22			
	Final June 30	YTD Feb. 28	Original Budget	YTD Feb. 28	Actual to Budget	
					\$	%
Transfers-Out Other-Debt Service	(8,906,784)	(3,120,667)	(7,299,000)	(4,866,000)	2,433,000	
Transfers-Out Other	(10,030,805)	(14,695,334)	(13,313,000)	(8,696,016)	4,616,984	
Transfers-Out – EAF	0	0	(605,000)	(575,000)	30,000	
Transfers-Out – Departmental Sales	0	0	(205,000)	(234,267)	(29,267)	
Advance-Out	0	0	0	0	0	
Transfers-Out Encumbrance	(2,906,148)	0	(2,500,000)	0	2,500,000	
Net Transfers	(35,494,646)	(25,401,468)	(20,555,000)	(23,206,797)	(2,651,797)	
Difference	\$39,739,591	\$42,350,169	\$0	\$30,415,216	\$30,415,216	

Auxiliaries Combined Akron and Wayne	FY21		FY22			
	YTD June 30	YTD Feb. 28	Original Budget	YTD Feb. 28	Actual to Budget	
					\$	%
Revenue	\$22,897,714	\$17,763,551	\$33,104,000	\$21,485,290	(\$11,618,710)	65%
Compensation (Payroll & Fringe Benefits)	11,691,275	7,442,429	13,450,000	8,105,718	5,344,282	60%
Non-Personnel (Operating, Scholarships)	21,329,722	16,152,425	31,226,000	21,153,914	10,072,086	68%
Re-charge of prior- year expenditures	(155,186)	(155,186)	0	0	0	
Re-charge of current-year expenditures	(420,450)	(93,440)	0	0	0	
Total Net Expenditures	32,445,361	23,346,228	44,676,000	29,259,632	15,416,368	65%
Net Before Transfers	(9,547,647)	(5,582,677)	(11,572,000)	(7,774,242)	3,797,658	
Transfers-In Facilities Fee	4,170,000	3,237,334	4,315,000	2,876,666	(1,438,334)	
Transfers-In General Service Fee	10,777,000	6,218,667	10,313,000	6,875,333	(3,437,667)	
Transfers-In Other- Debt Service	8,906,784	3,120,667	7,299,000	4,866,000	(2,433,000)	
Transfers-In Other	10,030,805	14,695,334	13,313,000	8,696,016	(4,616,984)	
Transfers-In Fund Balance	1,935,448	1,860,098	2,450,000	1,633,436	(816,564)	
Transfers-In Plant Fund	0	0	0	0	0	
Transfers-In Encumbrances	88,352	88,353	0	428,201	428,201	

Auxiliaries Combined Akron and Wayne	FY21		FY22			
	YTD June 30	YTD Feb. 28	Original Budget	YTD Feb. 28	Actual to Budget	
					\$	%
Transfers-Out Plant Fund	18,819	18,819	0	0	0	
Transfers-Out Encumbrances	(428,201)	0	0	0	0	
Transfers-Out Other	0	0	0	0	0	
Transfers-Out Debt Service	(25,779,726)	(17,186,483)	(25,717,000)	(17,145,188)	8,571,812	
Net Transfers	9,719,280	12,052,789	11,973,000	8,230,464	(3,742,536)	
Difference	\$171,633	\$6,470,112	\$401,000	\$456,122	\$55,122	

Departmental Sales and Services Combined Akron and Wayne	FY21		FY22			
	YTD June 30	YTD Feb. 28	Original Budget	YTD Feb. 28	Actual to Budget	
					\$	%
Revenue	\$22,273,755	\$15,425,797	\$23,829,017	\$15,072,633	(\$8,756,384)	63%
Compensation (Payroll & Fringe Benefits)	3,248,382	2,207,716	2,776,638	1,779,204	997,434	64%
Non-Personnel (Operating, Premiums & Claims, Capital)	22,913,489	15,587,662	26,834,147	16,031,159	10,802,988	60%
Re-charge of prior- year expenditures	(8,308)	(8,308)	0	0	0	
Re-charge of current-year expenditures	0	0	0	0	0	
Total Net Expenditures	26,153,563	17,787,070	29,610,785	17,810,363	11,800,422	60%
Net Before Transfers	(3,879,808)	(2,361,273)	(5,781,768)	(2,737,730)	3,044,038	
Transfers-In Other	0	0	205,333	234,267	28,934	
Transfers-In Encumbrances	176,323	176,323	0	224,127	224,127	
Transfers-In Fund Balance	4,062,155	0	5,853,815	0	(5,853,815)	
Transfers-Out Other	0	0	0	(112)	112	
Transfers-Out Encumbrances	(224,127)	0	0	0	0	
Net Transfers	4,014,351	176,323	6,059,148	458,282	(5,600,642)	
Difference	\$134,543	(\$2,184,950)	\$277,380	(\$2,279,448)	(\$2,556,604)	

RESOLUTION 4-3-22 (See Appendix B.)

- Approval of Procurements for More Than \$500,000 (Tab 3)

1. Five-year Agreement for Support and Subscriptions for D2L's Brightspace (Locally Funded)

The Department of Purchasing proposed an award to D2L in the amount of \$288,623 per year for a period of five years for support and subscriptions for Brightspace, a learning management system used by the University to access, deliver and support academic courses, programs, exams, grades and ePortfolios. The award would total \$1,443,115 over the five-year term, which would commence upon the completion of the University's current contract with D2L in September 2022 and preclude automatic annual increases that would have occurred with single-year renewals. The University had participated in the E&I Cooperative Services purchasing consortium to take advantage of its bidding process and organizational advantages in lieu of conducting a separate RFP process for this renewal. The proposed award had been deemed acceptable to the Departments of Online Learning Services, Information Technology Services, and Purchasing, and to the Office of General Counsel. The award would be established under the E&I Cooperative Services agreement with D2L.

2. Fire Alarm Upgrades Phase 6 (State Funds)

Capital Planning and Facilities Management proposed an award to Speelman Electric, Inc. in the amount of \$799,180 to modernize the fire alarm systems in Bierce Library, Olson Research, and the College of Business. The proposed award represented the sole bid received in response to a project request issued in February 2022 and would be contingent upon review and approval as to legal form and sufficiency by the Office of General Counsel.

RESOLUTION 4-4-22 (See Appendix B.)

- Fall 2022 Cohort Tuition Guarantee, Regional Tuition Guarantee, and Fiscal Year 2022-2023 Rate Changes (Tab 4)

A resolution was proposed to:

- Authorize the President to establish the Fall 2022 Cohort Tuition Guarantee and Regional Tuition Guarantee programs in accordance with Ohio Revised Code Section 3345.48 for Board consideration at a subsequent meeting; and
- Approve Fiscal Year 2022-2023 rate and/or descriptive changes to room and board plans and miscellaneous fees.

Upon Board approval, changes would be submitted to the Ohio Department of Higher Education for its review and approval as required before implementation.

RESOLUTION 4-5-22 (See Appendix B.)

- Cumulative Gift and Grant Income Report for July 1, 2021 through March 31, 2022 (Tab 5)

From July 1, 2021 through March 31, 2022, The University of Akron recorded gifts of cash, bequests, gifts-in-kind and pledges totaling \$10,690,339.

RESOLUTION 4-6-22 (See Appendix B.)

- Purchases \$25,000 to \$500,000 Report (Tab 6a) INFORMATION ONLY
- Purchases Over \$500,000 Report (Tab 6b) INFORMATION ONLY

Resolutions 2-6-22, Preauthorization for Procurement of Lee Jackson Field Track Renovation, and 2-7-22, Preauthorization for Procurement of the InfoCision Stadium – Summa Field Turf Replacement, had authorized the Senior Vice President/Chief Financial Officer to expend up to \$1,500,000 and \$606,000, respectively, for athletics facilities upgrades and to subsequently report details of those procurements to the Board. This report stated that awards had been made to Vasco Asphalt Company in the amount of \$1,389,000, the lowest of four bids on March 28, 2022 for the Lee Jackson Track renovation, and to AstroTurf Corporation in the amount of \$541,953, the lowest of four bids received on March 16, 2022 for the InfoCision Stadium turf replacement.

- Capital Projects Report (Tab 7) INFORMATION ONLY
- Information Technology Report (Tab 8) INFORMATION ONLY
- Advancement Report (Tab 9) INFORMATION ONLY
- University Communications and Marketing Report (Tab 10) INFORMATION ONLY
- Public Liaison and Government Relations Update (TAB 11) INFORMATION ONLY

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

presented by Committee Chair Adkins

- Provost's Report (See Appendix F.)
- Curricular Changes (Tab 1)

The following curricular changes were proposed, having been approved previously by the Faculty Senate.

New Programs:

Establish a new Master of Biomedical Engineering in the College of Engineering and Polymer Science, Department of Biomedical Engineering, new program proposal.

The proposed new Master of Biomedical Engineering would provide a coursework-only degree that develops deeper technical knowledge in biomedical engineering without requiring an independent research component for students wanting a direct path to industry.

Program Reactivation:

Reactivate the Bachelor of Science, Dietetics Coordinated, in the College of Health and Human Sciences, School of Exercise and Nutrition Sciences, proposal for H40500BST.

This proposal requested reactivation of admissions to the Bachelor of Science, Dietetics Coordinated program in the School of Exercise and Nutrition Sciences. The program reactivation would maintain the integrity of the program, decrease cost to the student, increase recruitment opportunities, update curriculum requirements, and prepare students for the Master of Public Health and other professional graduate programs.

Deactivate Programs:

Deactivate the Master of Science in Education, Principalship, in the Buchtel College of Arts and Sciences, LeBron James Family Foundation School of Education, proposal for 570104MS.

This proposal would discontinue the Master of Science in Education, Principalship, due to a streamlining of degree offerings to a single Master of Arts in Educational Administration degree.

Program Revisions With Name Changes:

Revise the curriculum and change the name of the Bachelor of Science, Computer Information Systems, Digital Forensics Technology to the Bachelor of Science, Cyber Forensics in the College of Health and Human Sciences, School of Disaster Science and Emergency Services, proposal for 244304BS.

This proposal would change the name of the Bachelor of Science, Computer Information Systems, Digital Forensics Technology to the Bachelor of Science, Cyber Forensics and revises the curriculum to better reflect the coursework and degree objectives.

Program Name Change:

Change the name of the Master of Taxation, Taxation Direct, MTax to the Master of Taxation, Taxation Online, MTax in the College of Business, School of Accountancy, proposal for 620022MT.

This proposal would change the name of the Master of Taxation, Taxation Direct, MTax to the Master of Taxation, Taxation Online, MTax to better reflect the delivery method of the program.

RESOLUTION 4-7-22 (See Appendix B.)

- Proposed Degree Recipients for Spring 2022 (Tab 2)

The proposed tentative list of 2,222 total degrees to be conferred for spring 2022 consisted of 37 doctoral, 88 law, 286 master's, 1,573 baccalaureate and 238 associate, contingent upon candidates' fulfillment of requirements.

RESOLUTION 4-8-22 (See Appendix B.)

- Research Report (Tab 3) INFORMATION ONLY

- Student Success Report (Tab 4) INFORMATION ONLY

REPORT OF THE RULES COMMITTEE

presented by Committee Chair Williams

- Revise University Rule 3359-1-05, President of the university (Tab 1)

The proposed updates to this rule in Section (G) would expand the authority of the President to compromise, adjust, and settle any litigation against the University in an amount not to exceed \$250,000, an increase from the current limit of \$25,000. All such settlements would be in privileged consultation with the Chair of the Board of Trustees, the Chair of the Finance & Administration Committee of the Board, and the General Counsel, subject to any necessary approval by the Ohio Attorney General.

Further updates to this rule in Section (D) would clarify conferral of degrees by the President and in Section (H) would include the University Council as one of the constituency representative bodies informed by the president in the event of the need to implement an emergency rule.

RESOLUTION 4-9-22 (See Appendix B.)

- Rescind and Reissue University Rules 3359-3-01, Office of finance and administration; 3359-5-01, Office of information technology services; and 3359-6-01, Office of capital planning and facilities management (Tab 2)

The proposed reissuance of three administrative rules would further enhance overall organizational flexibility and responsiveness among the University's support areas, including elimination of outdated position descriptions and reporting structures.

As amended, the rules acknowledge the authority of the President under 3359-1-05, while permitting vice presidents and directors to organize, staff and operate their respective areas consistent with University rules and policies.

RESOLUTIONS 4-10-22, 4-11-22 and 4-12-22 (See Appendix B.)

- New University Rule 3359-3-07, Office of university purchasing (Tab 3)

This proposal would collect the University's purchasing policies into a single new rule that retains existing purchasing controls, including identifying those individuals that hold contract signature authority on behalf of the University.

The new rule also would update the University's bidding thresholds to \$215,000 for construction, \$75,000 for goods, and \$100,000 for services.

RESOLUTION 4-13-22 (See Appendix B.)

- Revise University Rule 3359-20-05.3, Textbooks, teaching aids, supplies, offices, and classrooms (Tab 4)

Proposed revisions to this rule had been approved previously by the Faculty Senate and would clarify the textbook selection process between faculty and the bookstore.

RESOLUTION 4-14-22 (See Appendix B.)

- Revise University Rule 3359-20-06.1, Part-time faculty appointments (Tab 5)

Proposed revisions to this rule would clarify the responsibilities of, and privileges afforded to, part-time faculty, including clarification of how teaching load-hours are assigned to part-time faculty.

RESOLUTION 4-15-22 (See Appendix B.)

- Revise University Rule 3359-26-05, Separation from the university (Tab 6)

Proposed revisions to this rule would reflect changes in the processes that employees follow for separation from the University and consistency with other recently modified University rules.

RESOLUTION 4-16-22 (See Appendix B.)

- Reissue University Rule 3359-48-01, Athletic policy; rescind University Rules 3359-48-01, Coaching and departmental information; 3359-48-02, Academics and admissions; 3359-48-03, Athletic policy; 3359-48-04, University of Akron athletic department drug education and testing; and 3359-48-05, Interim student athlete code of conduct (Tab 7)

This proposal would consolidate the Department of Athletics' five existing University rules into a single new rule, 3359-48-01, Athletic policy. The new rule includes updates to better reflect the structure and operations of the Department of Athletics and provide greater operational flexibility, and it eliminates duplications with other University Rules and detailed processes that are more fully governed by external entities, such as the NCAA or the Mid-American Conference.

RESOLUTION 4-17-22 (See Appendix B.)

- Revise University Rule 3359-60-02, Undergraduate admissions (Tab 8)

Proposed revisions to this rule had been approved previously by the Faculty Senate and would reflect a test-optional admission process and the potential for home-schooled and GED applicants.

RESOLUTION 4-18-22 (See Appendix B.)

CONSENT AGENDA VOTE

Mr. Gingo said that each of the 17 items on the consent agenda had been thoroughly discussed at committee meetings held earlier that morning and had been recommended for approval by the appropriate committee, which also had approved the addition of the items to the consent agenda.

ACTION: Mayer motion, Scala second for approval of Consent Agenda Resolutions 4-1-22 and 4-3-22 through 4-18-22, passed 8-0 by roll-call vote

NEW BUSINESS

Mr. Gingo said that the Board would consider one item of new business.

- Approval of the Collective Bargaining Agreement Between The University of Akron and the Communications Workers of America, Local 4302 (Staff Bargaining Unit) (Tab 1)

Sarah Kelly introduced the proposed resolution to approve two collective bargaining agreements that had been ratified by the Communications Workers of America, Local 4302, Staff Bargaining Unit membership on April 14, 2022 and would cover a combined period of five and one-half years, from July 1, 2021 through December 31, 2026. "Such an agreement will help the parties continue their excellent working relationship and place the University in a position to leverage the positive momentum and grow enrollment," she stated. New features of the agreements include:

- Bonus payments in Fiscal Years 2022 through 2025 contingent on meeting enrollment targets identical to those in the AAUP contract;
- A two-percent base salary increase in Fiscal Year 2026, with a potential additional two-percent increase based on meeting an enrollment target;
- A minimum wage of \$15 per hour effective July 1, 2022 that will result in a rate increase for approximately 30 percent of the bargaining unit members;
- A voluntary training program that allows an annual 12 hours of professional development for Fiscal Years 2023 through 2025 to be paid upon completion of training, with an additional \$100 incentive payment for completion of the program during all three years;
- A joint wage compression study of the job classifications affected by the \$15.00 hourly minimum wage to be conducted by the SBU Unit and the University by February 1, 2023;
- Status-quo health insurance through December 31, 2026;
- A streamlined grievance process; and
- Clarification of employees who qualify for sick and bereavement leave.

RESOLUTION 4-19-22 (See Appendix B.)

ACTION: Mayer motion, Needles second, passed 8-0 by roll-call vote

GOOD OF THE ORDER/ANNOUNCEMENTS

Mr. Gingo announced that the next regular meeting of the Board of Trustees would take place on Wednesday, June 15, 2022. Committees of the Board would meet on Friday, June 10.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 12:44 p.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

June 15, 2022

APPENDIX A: OTHERS IN ATTENDANCE

Kathryn M. Budd, Chair, Faculty Senate*

Scott M. Campbell, Associate General Counsel and Records Compliance Officer

William M. Cole, Assistant Vice President, Principal Gifts

Tonia Ferrell, Chair, University Council*

James "J.P." Garchar, Featured Student

Dr. Cher Hendricks, Senior Vice Provost

Emily M. Janoski-Haehlen, Dean, University of Akron School of Law

Grace Kasunic, Featured Student

Dr. Craig C. Menzemer, Dean, College of Engineering and Polymer Science

Paula D. Neugebauer, Coordinator, Office of the Board of Trustees

Fedearia A. Nicholson-Sweval, Vice Provost Student Pathways and Dean, Williams Honors College

Alan D. Parker, Contract Professional Advisory Committee*

Mark G. Stasitis, Associate General Counsel, Employment and Labor Relations

Nathan L. Yost, Staff Employee Advisory Committee*

*Via live stream as a campus representative

APPENDIX B: RESOLUTIONS

RESOLUTION 4-1-22: Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees' meeting of February 16, 2022 be approved.

RESOLUTION 4-2-22: Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by President Gary L. Miller, dated April 27, 2022, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

RESOLUTION 4-3-22: Acceptance of the Financial Report for the Eight Months Ended February 28, 2022

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on April 27, 2022 accepting the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds Financial Report for the Eight Months Ended February 28, 2022 be approved.

RESOLUTION 4-4-22: Acceptance of Procurements for More Than \$500,000

BE IT RESOLVED, That the following recommendations presented by the Finance & Administration Committee on April 27, 2022 be approved:

Award to D2L a contract for the support and subscriptions for Brightspace, a learning management system, for a five-year term, in the total amount of \$1,443,115.

Award to Speelman Electric, Inc. a contract to modernize the fire alarm systems in Bierce Library, Olson Research, and the College of Business in the amount of \$799,180.

RESOLUTION 4-5-22: Acceptance of Fall 2022 Cohort Tuition Guarantee, Regional Tuition Guarantee, and Fiscal Year 2022-23 Rate Changes

WHEREAS, Consistent with Ohio Revised Code Section 3345.48, The University of Akron (the “University”) implemented an undergraduate Tuition Guarantee Program for tuition, room and board, and select University fees (the “Tuition Guarantee”); and

WHEREAS, Ohio Revised Code Section 3345.48 permits the University’s Board of Trustees (the “Board”) to increase the Tuition Guarantee for each subsequent cohort by up to the sum of: (a) the average rate of inflation for the previous thirty-six-month period and, (b) the percentage amount the General Assembly restrains increases on in-state undergraduate instructional and general fees for the applicable fiscal year; and

WHEREAS, The University desires to modify or eliminate certain board plans, and miscellaneous fees and descriptions, to better reflect the services to which the fees apply, which are not part of the Tuition Guarantee Program (the “Rate Changes” for the Fiscal Year 2022-23); and

APPENDIX B: RESOLUTIONS, Page 2

WHEREAS, These changes are reflected in the attached Appendices¹ B and D; Now, Therefore,

BE IT RESOLVED, That the Board authorizes the President to establish the Fall 2022 Cohort Tuition Guarantee and Fall 2022 Cohort Regional Tuition Guarantee as deemed necessary and in accordance with state law; any changes to these Tuition Guarantees will be considered by the Board at a subsequent meeting; and

BE IT FURTHER RESOLVED, That the Fiscal Year 2022-23 Rate Changes and descriptions be approved.

RESOLUTION 4-6-22: Acceptance of Gift Income Report for July 1, 2021 through March 31, 2022

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on April 27, 2022 pertaining to acceptance of the Gift Income Report for July 1, 2021 through March 31, 2022 be approved.

RESOLUTION 4-7-22: Proposed Curricular Changes

BE IT RESOLVED, that the recommendations presented by the Academic Issues & Student Success Committee on April 27, 2022 for the following curricular changes, as recommended by the Faculty Senate, be approved.

Establish a new Master of Biomedical Engineering in the College of Engineering and Polymer Science, Department of Biomedical Engineering.

Reactivate the Bachelor of Science, Dietetics Coordinated, in the College of Health and Human Sciences, School of Exercise and Nutrition Sciences.

Deactivate the Master of Science in Education, Principalship, in the Buchtel College of Arts and Sciences, LeBron James Family Foundation School of Education.

Revise the curriculum and change the name of the Bachelor of Science, Computer Information Systems, Digital Forensics Technology to the Bachelor of Science, Cyber Forensics in the College of Health and Human Sciences, School of Disaster Science and Emergency Services.

Change the name of the Master of Taxation, Taxation Direct, MTax to the Master of Taxation, Taxation Online, MTax in the College of Business, School of Accountancy.

RESOLUTION 4-8-22: Proposed Degree Recipients for Spring 2022

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on April 27, 2022 pertaining to The University of Akron's Prospective Degree Candidates for 2022 Spring, contingent upon candidates' fulfillment of requirements, be approved.

¹ Appendices A through D of Resolution 4-5-22 are included in these minutes as Appendix C.

APPENDIX B: RESOLUTIONS, Page 3

RESOLUTION 4-9-22: Revision of University Rule 3359-1-05, President of the university

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to revise rule 3359-1-05 be approved.

RESOLUTION 4-10-22: Rescind and Reissue University Rule 3359-3-01, The office of finance and administration

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to rescind rule 3359-3-01 and reissue as new rule 3359-3-01 be approved.

RESOLUTION 4-11-22: Rescind and Reissue University Rule 3359-5-01, The office of information technology services

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to rescind rule 3359-5-01 and reissue as new rule 3359-5-01 be approved.

RESOLUTION 4-12-22: Rescind and Reissue University Rule 3359-6-01, The office of capital planning and facilities management

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to rescind rule 3359-6-01 and reissue as new rule 3359-6-01 be approved.

RESOLUTION 4-13-22: New University Rule 3359-3-07, The office of university purchasing

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to create rule 3359-3-07, be approved.

RESOLUTION 4-14-22: Revise University Rule 3359-20-5.3, Textbooks, teaching aids, supplies offices and classrooms

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to revise rule 3359-20-5.3 be approved.

RESOLUTION 4-15-22: Revise University Rule 3359-20-06.1, Part-time faculty appointment

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to revise rule 3359-20-06.1 be approved.

RESOLUTION 4-16-22: Revise University Rule 3359-26-05, Separation from the university

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to revise rule 3359-26-05, be approved.

APPENDIX B: RESOLUTIONS, Page 4

RESOLUTION 4-17-22: Rescind University Rules 3359-48-01 Through 3359-48-05; Reissue Rule 3359-48-01, Athletic Policy

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to rescind rules 3359-48-01, 3359-48-02, 3359-48-03, 3359-48-04 and 3359-48-05, and reissue as new rule 3359-48-01 be approved.

RESOLUTION 4-18-22: Revise University Rule 3359-60-02, Undergraduate admissions

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to revise rule 3359-60-02 be approved.

RESOLUTION 4-19-22: Approval of the Collective Bargaining Agreements Between The University of Akron and The Communications Workers of America, Local 4302 (Staff Bargaining Unit)

WHEREAS, The University of Akron (the “University”) and the Communications Workers of America, Local 4302, Staff Bargaining Unit, (the “SBU Unit”) (collectively the “Parties”) entered into tentative agreements on two successor Collective Bargaining Agreements (both Agreements attached hereto as Exhibit A²); and

WHEREAS, Pursuant to Ohio Revised Code Section 4117.09(E), the first Agreement (Agreement #1) is for a term effective July 1, 2021 through June 30, 2024 and the second Agreement (Agreement #2) is for a term effective July 1, 2024 through December 31, 2026; Now, Therefore,

BE IT RESOLVED, That the proposed Collective Bargaining Agreements presented by the University’s negotiating team and containing all of the tentative agreements reached by and between the respective negotiating teams of the University and the SBU Unit, and having now been ratified by a majority of the SBU Unit membership on April 14, 2022, be and hereby is approved by the Board of Trustees of The University of Akron for a term effective July 1, 2021 through June 30, 2024 (Agreement #1) and for a term effective July 1, 2024 through December 31, 2026 (Agreement #2); and

BE IT FURTHER RESOLVED, That the Vice President and General Counsel is authorized to execute the necessary documents to effectuate both Agreements on behalf of the Board of Trustees.

² Exhibit A of Resolution 4-19-22 is included in these minutes as Appendix D.

**APPENDIX A
THE UNIVERSITY OF AKRON
FY2022-23 RATE CHANGES - Room Rates**

Description	Frequency	FY2021-22 Current Rate	FY2022-23 Proposed Rate	Dollar Change	Percentage Change
Room Plans					
Tier 1	Rate per term	\$ 2,494	\$ 2,494	\$ -	0.0%
Bulger Double					
Orr Double					
Spanton Double					
Tier 2	Rate per term	\$ 2,620	\$ 2,620	\$ -	0.0%
Bulger Suite					
Bulger Single					
Ritchie Single					
Sisler-McFawn Single					
Spanton Suite					
Tier 3 Double	Rate per term	\$ 2,960	\$ 2,960	\$ -	0.0%
Honors Complex Double					
South Double					
Spicer Double					
Spicer Triple					
Tier 3 Shared Single	Rate per term	\$ 3,354	\$ 3,354	\$ -	0.0%
Exchange Shared Single					
Honors Complex Single					
South Shared Single					
Spicer Shared Single					
Tier 3 Apartment	Rate per term	\$ 3,505	\$ 3,505	\$ -	0.0%
Exchange Apartment					

**APPENDIX B
THE UNIVERSITY OF AKRON
FY2022-23 RATE CHANGES - Board Plans**

<u>Description</u>		<u>FY2021-22 Current Rate</u>	<u>FY2022-23 Proposed Rate</u>	<u>Dollar Change</u>	<u>Percentage Change</u>
Board (Dining) Plans					
Gold plan	Rate per term	\$ 2,550	\$ 2,700	\$ 150	5.9%
Blue plan	Rate per term	\$ 2,335	\$ 2,575	\$ 240	10.3%
White plan	Rate per term	\$ 2,005	\$ 2,350	\$ 345	17.2%
RA plan	Rate per term	\$ 2,050	\$ 2,050	-	0.0%
Commuter 25	Rate per term	\$ 425	\$ 435	\$ 10	2.4%
Commuter 25 plus	Rate per term	\$ 525	\$ 535	\$ 10	1.9%
Apartment 50	Rate per term	\$ 845	\$ 855	\$ 10	1.2%
Commuter 75	Rate per term	\$ 1,435	\$ 1,450	\$ 15	1.0%
Faculty/Staff 16	Rate per term	\$ 100	\$ 100	-	0.0%
Add-on DB 200 <i>225 of DB for 200</i>	Rate per term	\$ 200	\$ 200	-	0.0%

**APPENDIX C
THE UNIVERSITY OF AKRON
FY2021-2022 AND 2022-23 TUITION WAIVER RENEWALS**

	Amount of Waiver	Amount Student Pays	Dollar Change	Percent Change
RENEWALS OF WAIVERS				
Non-Resident Surcharge for domestic, non-Ohio resident graduate students who completed bachelor's degree in Ohio. (per SCH)	Varies	\$ 1.00	\$ -	0%
Non-Resident Surcharge - On-Line (per term)	Varies	\$50 per term	\$ -	0%
RN to BSN Tuition (per credit hour)	\$ 79.72	\$ 279.38	\$ -	0%
RN to BSN Tuition for Ohio RNs (per credit hour)	\$ 142.21	\$ 216.88	\$ -	0%

APPENDIX D

**THE UNIVERSITY OF AKRON
FY2022-2023 RATE CHANGES – Miscellaneous Fees**

Telecommunications

- Establish service fee supporting VoIP, \$32.00
- Eliminate Service Fees for Non-Display \$28.00, Basic Display \$32.00, Complex (ACD) \$38.00, Enhanced (7404 or 8434) \$40.00, Advanced (7444) \$48.00, DID Only \$15.00, ACD/SO \$55.00
- Eliminate Programming Fees for Basic ACD \$5.00, Add Voice Mailbox \$15.00
- Eliminate Housing Fee for Student PBX Lines \$14.00
- Eliminate Peripherals Fee for Cordless Digital Adaptor \$8.00
- Headset (Wired) decrease from \$5.00 to \$1.00
- Headset (Cordless) decrease from \$18.00 to \$3.00

College of Arts and Sciences

- Remove MAP cohort fee. Cohort concept not implemented.

School of Law

- Eliminate LL.M. in Intellectual Property Application Fee \$50.00
- Eliminate LL.M. in Intellectual Property Late Application Fee \$100.00
- Establish Law Professional Fee assessed to all law students at \$30.00 per credit hour each semester.

Counseling and Testing Center

- Combined Learning Disability/ADHD Battery increase from \$150.00 to \$200.00
- Learning Disability or ADHD Battery increase from \$100.00 to \$150.00
- Career Test increase from \$10.00 to \$20.00
- Personality Tests increase from \$25.00 to \$30.00
- Symptom Checklists, establish fee \$10.00
- On-Campus ACT Registration Payment increase from \$60.00 to \$65.00
- On-Campus ACT Walk-In Registration (\$20 late fee plus \$60 Residual ACT fee) increase from \$80.00 to \$85.00 (\$20 late fee plus \$65 Residual ACT fee)
- Workplace credential exams (e.g., ACT WorkKeys, National Career Competency Testing) establish fee \$30.00 - \$40.00
- Establish fee for background check services
 - BCI Only: \$39.00
 - FBI Only: \$39.00
 - BCI and FBI: \$70.00

APPENDIX D

**THE UNIVERSITY OF AKRON
FY2022-2023 RATE CHANGES – Miscellaneous Fees**

Athletics

- Establish Tier III rental rates for university employees that operate private LLC camps and clinics
 - Athletics Facilities Daily Rental Rates for specific playing fields and floors:

Stile Field House	<p align="center">Daily Rate*:</p> 0-2 Hours \$120/day 0-4 Hours \$220/day 0-8 Hours \$400/day
Practice Turf Field	
Skeeles Baseball Field	
Rhodes Arena	
InfoCision Stadium - Summa Field	
First Energy Stadium - Cub Cadet Soccer Field	
Softball Field	
Track	

*Does not include the entire building and is limited to the specific playing field or floor

Student Recreation and Wellness Center

- Fitness and Wellness – Exercise Prescription (after Fitness Assessment) – Faculty/Staff & Paid Members rate range revised from \$0.00 - \$18.00 to \$0.00 - \$50.00
- Fitness and Wellness – Exercise Prescription (after Fitness Assessment) – Non-Member/Community rate range revised from \$0.00 - \$28.00 to \$0.00 - \$75.00
- Fitness and Wellness – Megdem (Resting Metabolic Rate & Max V02) – Faculty/Staff & Paid Members rate revised from \$25.00 to \$0.00 - \$75.00
- Fitness and Wellness – Megdem (Resting Metabolic Rate & Max V02) – Non-Member/Community rate revised from \$35.00 to \$0.00 - \$75.00
- Fitness and Wellness – % Body Fat Screening: Skin Fold Calipers – Students/Student Organizations rate range revised from \$0.00 - \$5.00 to \$0.00 - \$30.00
- Fitness and Wellness – % Body Fat Screening: Skin Fold Calipers – Faculty/Staff & Paid Members rate range revised from \$0.00 - \$5.00 to \$0.00 - \$30.00
- Fitness and Wellness – % Body Fat Screening: Skin Fold Calipers – University Departments rate range revised from \$0.00 - \$5.00 to \$0.00 - \$30.00
- Fitness and Wellness – Electronic Infrared - Futrex – Students/Student Organizations rate range revised from \$0.00 - \$10.00 to \$0.00 - \$40.00
- Fitness and Wellness – Electronic Infrared - Futrex – Faculty/Staff & Paid Members rate range revised from \$0.00 - \$10.00 to \$0.00 - \$40.00
- Fitness and Wellness – Electronic Infrared - Futrex – University Departments rate range revised from \$0.00 - \$10.00/person to \$0.00 - \$40.00/person
- Fitness and Wellness – Electronic Infrared - Futrex – Non-Member/Community rate range revised from \$0.00 - \$10.00 to \$0.00 - \$40.00

APPENDIX D

THE UNIVERSITY OF AKRON
FY2022-2023 RATE CHANGES – Miscellaneous Fees

Parking

- Refine description from “Student Parking Permits (students with 5 credits or less at UA Main Campus)” to “Student Parking Permits (students enrolled with 5 credits or less at UA Main Campus who are not in the tuition guarantee program)”
- Refine description from “Student Transportation Fee (automatically assessed to students with more than 5 credits at UA Main Campus)” to “Student Transportation Fee (automatically assessed to students who are not in the tuition guarantee program and are enrolled in more than 5 credits at UA Main Campus)”
- Exclusive Parking Lot/Space Access Fee (per year) clarification to reflect both the employee’s and the department’s portion of the fee. The employee’s \$200 portion of the fee remains unchanged. The \$120 charged to the employee’s department should be shown in the total fee amount.
- Refine description from “Group Event Parking Permits (Per 50 attendees - Only non-UA attendees w/o permits considered)” to “Group Event Parking Permits (Per vehicle, per day – Minimum of 5 vehicles to qualify for group rate - Only non-UA attendees without permits considered)”. Adjust minimum rate range from \$50.00 (\$500 max) to \$1.00 (\$500 max per day)
- Refine description from “Lot/Space Rental Fee (Per space, non-UA groups only)” to “Lot/Space Rental/Reservation Fee (Per space, per day)”

College of Health and Human Services

- Update description from “School of Family and Consumer Sciences - Nutrition Center” to “School of Exercise and Nutrition Sciences - Nutrition Center”
- Establish Nutrition Food Labeling and Facts fee, \$50.00
- Update description from “Department of Sports Science and Wellness Education” to “School of Exercise and Nutrition Sciences - Human Performance Lab”
- Eliminate Sport/Exercise Biomechanical Analysis: Students, Faculty/Staff, Community
- Update service codes to conform with new 2022 Medicare approved codes:
 - Remove old Medicare service code 96111 and replace with new Medicare service codes 96112 and 96113
 - Remove old Medicare service code G0515 replace with new Medicare service codes 97129 and 97130
- Adjust service code fees to link with Medicare allowable amounts:
 - Service code 92521 increase from \$125.00 to \$150.00
 - Service code 92523 increase from \$200.00 to \$250.00
 - Service code 92609 increase from \$70.00 to \$110.00
 - Service code 92630 increase from \$70.00 to \$80.00
 - Service code 92633 increase from \$70.00 to \$80.00
 - Service code G0451 increase from \$10.00 to \$15.00
 - Service code 96112 establish fee \$135.00 (eliminate old service code 96111, \$125.00)
 - Service code 96113 establish fee \$70.00 (eliminate old service code 96111, \$125.00)
 - Service code 97129 establish fee \$25.00 (eliminate old service code G0515, \$30.00)
 - Service code 97130 establish fee \$25.00 (eliminates old service code G0515, \$30.00)

APPENDIX D

THE UNIVERSITY OF AKRON

FY2022-2023 RATE CHANGES – Miscellaneous Fees

College of Business Administration

- Saturday MBA program at MCUC, Wayne, and Lakewood – Cohort #12 \$33,000

E.J. Thomas Performing Arts Hall

- Facility fee increase from \$2.00 per ticket to \$3.00 per ticket

Hower House

- Rental (per event): University Departments and Registered Student Organizations increase from \$100.00 to \$150.00

Student Success

- Transfer/Adult Commitment Fee decrease from \$100.00 to \$75.00 for transfer/adult students effective spring 2023

EXHIBIT A

THE UNIVERSITY OF AKRON
and
COMMUNICATIONS WORKERS OF AMERICA
LOCAL 4302
COLLECTIVE BARGAINING AGREEMENT
Staff Bargaining Unit

Contract #1: Effective ~~May~~July 1, 20~~16~~21 through ~~April~~June
30, 20~~19~~24

Contract #2: Effective ~~May~~July 1, 20~~19~~24 through ~~April~~June
30, 20~~20~~26

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Appendix A – Classification Series

ARTICLE 1

UNION RECOGNITION

Section 1. The University of Akron (University) recognizes Communications Workers of America (CWA) as the sole and exclusive bargaining agent for the bargaining unit certified by the State Employment Relations Board (“SERB”) on March 14, 2013 in CaseNo. 2012-REP-10-0115.

Section 2. In the event the University changes the title or content of a job classification currently certified as being within the bargaining unit or creates a new job that would reasonably fit in the bargaining unit, the University will meet upon request by the Union following any such change or new job to discuss the inclusion of such job in the bargaining unit. If the parties fail to agree, either may resort to the unit clarification procedures of SERB. The foregoing procedure shall also apply to classifications created as a result of job audits.

Section 3. Full-time temporary employees hired by the University to perform work within the job classifications covered by this Agreement shall become subject to the provisions of this Agreement (including Article 2, Dues Checkoff) on their one hundred twenty-first (121st) day of employment, provided: (a) their employment may be terminated at the discretion of the University, not subject to Article 10, Grievance Procedure; and (b) benefits shall be provided to such employees on the same basis as provided by the University to other temporary employees. This section shall not apply to contract employees. The maximum duration for any full-time temporary employee shall be twelve (12) months with the exception of any full-time temporary employee who is filling a position of an employee who is on an approved leave of absence.

Section 4. One (1) representative of the Union will have an opportunity to meet with each newly-hired employee during the last week of his or her probationary period for the purpose of furnishing information about the Union. The meeting will be limited to a maximum of sixty (60) minutes and will be paid as time worked.

ARTICLE 2

DUES CHECK OFF

Section 1. The University will deduct regular monthly dues in the amount certified in writing to the University by the Secretary-Treasurer of CWA from the pay of any member who timely executes the Union's authorization form. The Union shall provide an up-to-date copy of the Union's dues deduction authorization form to the **Associate** Vice President for ~~Talent Development and~~ Human Resources or a designated Human Resources Representative upon the University's request and after any changes are made to the form.

Section 2. Payroll deductions shall be made two (2) pay periods per month during which an employee is in active pay status. In order to commence check-off, the authorization card must be submitted to the **Associate** Vice President for ~~Talent Development and~~ Human Resources or a designated Human Resources representative by the tenth (10th) work day prior to the pay day.

Section 3. Members who complete dues deduction authorization cards will have their dues deduction continued for the term of this Agreement subject to their right to request cancellation of dues deduction during the ten (10) work day period immediately preceding any anniversary date of this Agreement. In order to exercise this check-off

cancellation right, a member must notify the University and the Union by certified letter during the ten (10) day period.

Section 4. The Union shall indemnify the University against any and all claims, demands, suits, or other forms of liability or costs that shall arise out of, or relate to, any action taken or not taken by the University for the purpose of complying with the provisions of this Article.

Section 5. Within sixty (60) days following the effective date of this Agreement, the University will furnish to the Union a list showing the number of employees in each classification in the bargaining unit. The list will be updated quarterly upon request from the Union.

~~Section 6. Effective one hundred twenty (120) days following the beginning of employment, employees in the bargaining unit who are not members in good standing of the Union shall pay to the Union a fair share fee. This does not require any employee to become a member of the Union nor shall the fair share fee exceed dues paid by members of the Union who are members of the bargaining unit. The calculation and administration of CWA's fair share fee shall comply with all constitutional requirements as defined by the federal courts. In order to permit the University a reasonable opportunity to verify CWA's compliance with constitutional requirements, CWA will annually provide the University with the same package of materials which CWA intends to supply to the University's fair share fee payers. Such materials shall be provided to the University no less than thirty (30) days before each annual change in the reduction percentage is scheduled to take effect. If CWA fails to timely provide such materials or if the University obtains a written opinion from the Attorney General of Ohio or special~~

~~counsel appointed by the Attorney General that CWA's materials do not comply with constitutional standards, the University may place all fair share fees in a suspense account. If the parties are unable to reach a consensual resolution concerning the alleged defects, CWA may invoke arbitration to resolve the dispute as to whether the fair share fees should be released to the Union. The deduction of a fair share fee from the payroll checks of employees and its payment to the Union is automatic and does not require the authorization of the employee. Payments by employees holding religious conscientious objections shall be governed by the ORC 4117.09(c). No employee shall be required to become a member of the Union as a condition for securing or retaining employment.~~

Section 7. The University agrees to make every effort to forward checked-off dues to the Union within two (2) weeks following the second (2nd) pay day of each month. All remittances shall be mailed by the University to: the Union, 501 3rd Street, N.W., Washington, D.C. 20001-2797 or electronically deposited in the Union's account.

Section 8. Any member of the bargaining unit who has elected to become a member of the Union as of the effective date of this Agreement, or who elects to become a member during the term of this Agreement, shall remain a member in good standing, subject to the right of each member to revoke their membership at the same time as specified in Section 3 for revocation of dues check-off.

Section 9. In addition to dues, the University shall check off payments to COPE for any employee who presents a valid written authorization.

ARTICLE 3

MANAGEMENT RIGHTS

Section 1. The University retains the sole and exclusive right to manage its operations and facilities and to direct the working force. The right to manage includes, but is not limited to, the authority of the University, in its sole and exclusive discretion and judgment, to:

- A. Utilize personnel, methods, and means in the manner deemed most appropriate and efficient;
- B. Hire and determine the size of its work force, including the number assigned to any work operation or job classification;
- C. Classify, promote, transfer, assign or retain employees;
- D. Establish or modify operational policies and procedures;
- E. Suspend, demote, discharge or take other appropriate disciplinary action against employees for just cause;
- F. Determine work schedules and overtime and lay off employees in the event of lack of work or lack of funds or when the continuation of such work is unnecessary;
- G. Determine the mission of the University and efficiently fulfill that mission including the transfer or alteration of any services or operations;
- H. Determine all methods, procedures and operations to be utilized and to continue, discontinue, or modify any existing or future practices or procedures;

- I. Re-organize, relocate, or discontinue any operations, equipment, or facilities, in whole or in part; and
- J. Establish and enforce consistent standards for services and criteria for evaluating work performance, with prior notice of changes in criteria being provided to employees.

Section 2. Any of the rights, powers and authority previously exercised by the University are retained except as specifically restricted by specific provisions of this Agreement; provided, however, that management's rights shall not be exercised in a manner that violates any express provision of this Agreement. Nothing herein shall be construed as a waiver of the Union's right to utilize the grievance procedure for any violation of any such provision of this Agreement.

Section 3. To the extent that the University's exercise of its management rights affects an employee's terms or conditions of employment to a meaningful degree, the University normally shall provide the employee reasonable notice and an explanation of the change before the change becomes effective. This section, however, does not limit or prohibit the University's exercise of its management rights affecting employees' terms or conditions of employment without notice or an explanation.

ARTICLE 4

REPRESENTATION OF EMPLOYEES

Section 1. The Union shall designate a Chief Steward and up to ten (10) designated Union representatives (which shall include stewards). The assignment of designated Union representatives shall be coordinated so as to secure adequate coverage of all employee groups while minimizing loss of production time. The University will be kept

informed of the identity and assignment of designated Union representatives. If an area designated Union representative is relieved by the Union of the assignment or ceases to be employed in the assigned area, the Union will appoint a replacement. The relieved or re-assigned person shall no longer function as a designated Union representative. The Union agrees that it will provide the University with a current letter identifying by name the Chief Steward and the ten (10) designated Union representatives. The letter will also describe each designated Union representative's area of representation. The letter will also provide the names of the Union's officers and which officer or designated representative will be present at the various steps of the grievance procedure meetings outlined in Article 10, Grievance Procedure hereof. The Union agrees that, except in cases of exceptional or unusual circumstances, the Union representative or officer present at the said grievance meetings shall be as described in the said letter. The Union agrees to immediately provide the University with a revised letter advising of any changes to individuals previously identified as representatives or officers.

Section 2. Upon the representation of the Union that its education department conducts designated Union representative training, the University agrees that each designated Union representative will be granted three (3) days off with eight (8) hours straight time pay during each year of this Agreement to attend such a training program. Cumulatively, there shall be no more than thirty-three (33) days taken for such purpose during any twelve (12) month period. In order to receive pay for attending designated Union representative training, each designated Union representative must present a written certification from CWA which describes the training attended and the dates or times of the designated Union representative's attendance.

Section 3. A Union representative, designated by the Union to attend, without pay, to Union business (other than with respect to The University of Akron), may request his/her supervisor to be excused from work. Such an occurrence cannot exceed eight (8) hours in any one (1) work day. Any portion of a work day taken for such purposes shall be considered one occurrence. Such leave shall not be granted unless the designated Union representative has given his/her supervisor at least five (5) working days advance notice in writing of the occurrence. A supervisor will approve such timely request if the supervisor determines that the leave will not interfere with the normal operation of the department. Once the request is given, it may only be revoked in the case of emergencies.

Section 4. A designated Union representative may represent a bargaining unit member in disciplinary and grievance meetings with University representatives. The term "disciplinary" meetings refer to investigatory interviews with any supervisor that may foreseeably result in the University taking disciplinary action. It does not include routine supervisory encounters, including job evaluations. Except when attending meetings as expressly permitted in Articles 10, Grievance Procedure, and 9, Corrective Action, designated Union representatives shall perform their Union functions totally outside of working time and shall not interfere with other employees who are performing their work. No work time shall be used for Union business except for attendance at the joint conferences provided in Articles 10, Grievance Procedure, and 9, Corrective Action. No more than one (1) designated Union representative shall be paid for attendance at such joint conferences. Unless the designated Union representative received inadequate advance notice of a joint conference, each designated Union representative shall notify

their supervisor of the need to be absent no later than one (1) hour after the designated Union representative's shift begins on the day in question. The Chief Steward may request approval from the **Associate** Vice President for **Talent Development and** Human Resources or a designated Human Resources representative for the purpose of discussing solutions to problems of mutual interest. Such approved work time will be with pay, but shall be limited to a maximum of four (4) hours in any calendar month. The four (4) hour time limit in any month may be extended by mutual agreement between the **Associate** Vice President for **Talent Development and** Human Resources or a designated Human Resources representative and a Union officer to accommodate an unusual situation.

Section 5. Bargaining unit members shall be granted an unpaid leave of absence to attend Union conventions or similar functions. No more than two (2) persons shall be on such leave at any one time and no such leave shall exceed five (5) days per person.

ARTICLE 5

UNION MEETINGS

Section 1. Subject to availability and appropriate usage, the University shall make a good faith effort to make a room available free of charge for monthly membership meetings of the bargaining unit. It shall be the responsibility of the Union to contact the appropriate office and arrange for scheduling of rooms. Such meetings shall be strictly restricted to bargaining unit personnel (including speakers and CWA representatives) and business. It is understood that social functions, organizing efforts, and other activities outside the scope of bargaining unit business are not encompassed by this use of facilities section.

Section 2. During the term of this Agreement, the University will continue to allow the full-time use of Room 101C in the Administrative Services Building for Union officers and designated Union representatives.

ARTICLE 6

UNION-MANAGEMENT COOPERATION

Section 1. The Union and the University agree that in the interest of efficient management and positive employee relations, it is desirable that periodic meetings be held between representatives of the employees and management. Such meetings are to be referred to as "Union-Management Conferences." Problems of mutual concern, including conditions tending to cause misunderstandings, shall be considered and recommendations made to the University, the Union, or both parties. Such meetings shall be exclusive of the grievance procedure provided for by Article 10, Grievance Procedure. Grievances shall not be considered at such meetings, nor shall proposals to alter the terms of this Agreement be advanced or considered except by mutual agreement.

Section 2. At least ten (10) days prior to each meeting, the University and the Union will identify the subjects proposed to be discussed at the forthcoming meeting. Notice will also be given as to the names of those planning to attend, not to exceed five (5) members for the Union and five (5) for the University. The Union President will notify the ~~Associate~~ Vice President for ~~Talent Development and~~ Human Resources or a designated Human Resources representative of the names of Union Representatives. Section 3. The time, date, and place of the meeting shall be mutually agreed upon by the parties. The meetings shall be scheduled during working hours. Bargaining unit

members, up to a maximum of three (3), will be paid up to two (2) hours each per meeting. Meetings will normally be held every other month, unless otherwise mutually agreed. The Associate Vice President for Talent Development and Human Resources or a designated Human Resources representative and the President of the Union shall serve as co-chair of the Union-Management Conferences.

Section 4. The University and the Union shall endeavor to carry out mutual agreements arising out of the Union-Management Conferences within a reasonable period of time.

ARTICLE 7

SENIORITY

Section 1. Seniority shall be based upon the employee's continuous service with the University from the employee's last date of hire.

Section 2. All bargaining unit members shall be considered probationary employees for the first one hundred twenty (120) calendar days of employment. Probationary employees shall not be covered by this Agreement and have no recourse to the grievance procedure. Their continued employment is within the discretion of the University. Upon successful completion of the probationary period, a bargaining unit member's seniority shall be retroactive to his date of hire.

Section 3. A bargaining unit member's seniority and employment shall terminate if a bargaining unit member:

1. quits or resigns (a failure to report off for three (3) or more consecutive workdays will be considered a voluntary quit);
2. is discharged for cause;

3. is laid off or otherwise fails to perform any bargaining unit work for a period of twelve (12) or more consecutive months; provided, however, that if the absence is for occupational injury this period shall be extended to twenty-four (24) months; or
4. fails to report to work as scheduled after leave of absence or layoff (unless there is a good and sufficient reason beyond the control of the employee).

Section 4. The University will furnish seniority lists when a bargaining unit member is scheduled to be laid off, and upon written request, will provide applicable length of service data to any steward or employee.

Section 5. If two (2) employees have the same seniority date, their seniority ranking shall be determined alphabetically. If two (2) or more employees have the same last name and the same seniority date, then seniority ranking shall be determined alphabetically by the employee's first name.

ARTICLE 8

LAYOFF AND RECALL

Section 1. Whenever the University determines that layoffs are necessary due to lack of work, lack of funds, abolishment of positions, or for other business reasons, such layoffs shall be done in the following manner:

- A. The University shall determine the classification(s) within the reporting unit to be reduced as well as the number of affected employees.
- B. The University shall notify the Local Union President at least thirty (30) days before any layoff, other than temporary layoffs as identified in Section 1(E),

goes into effect. The University and the Union shall meet during this thirty (30) day period to discuss possible alternatives to a layoff.

- C. Layoffs shall be in reverse order of seniority.
- D. Temporary and part-time employees in the affected classification within a reporting unit shall be laid off in inverse order of seniority prior to the full-time bargaining unit employees in the same affected classification and reporting unit.
- E. The University will provide written notice to the Union and the affected employee(s) at least fourteen (14) calendar days in advance of the effective layoff date; provided, however, such notice shall not be required with respect to temporary layoffs or lack of work occasioned by breakdown of machinery, floods, fires, utility failures, Acts of God, or other similar causes beyond the University's control.

Section 2. When the University determines the need to layoff employees, unaffected employees in the affected classification within the reporting unit may volunteer, in writing, to be laid off. To be effective, the volunteer's layoff request must be received by the ~~Associate~~ Vice President for ~~Talent Development and~~ Human Resources no later than five (5) days after the meeting between the University and the Union referred to in Section 1(B). Any employee voluntarily laid off shall have the normal recall rights as set forth in Section 4 below. The University shall report the names of laid off employees to the appropriate State department and shall not contest those employees' eligibility for unemployment compensation benefits.

Section 3. When a bargaining unit member is subject to layoff, the University will exercise the layoff by:

- A. Placing the employee into an existing vacant position that the University intends to fill in the same bargaining unit classification and employment status (such as full-time or part-time), provided the employee meets the minimum qualifications to perform the job.
- B. If no vacancy exists as described in Section 3(A), the affected employee may displace (bump) the bargaining unit employee with the least seniority in their classification in another reporting unit. Any displaced bargaining unit member in the classification may then bump the least senior bargaining unit member in their classification series (Appendix A), shall be assigned to the displaced employee's classification and pay grade and shall receive a four percent (4%) loss of pay per pay grade reduction as a result. No employee outside the bargaining unit shall be permitted to displace any bargaining unit employee by the application of the University's lay off rules.
- C. Should there be no one of lower seniority in his/her bargaining unit classification series (Appendix A), the affected employee may displace the least senior employee in a bargaining unit classification that the affected employee held within the past three (3) years, provided they meet the minimum qualifications to perform the job. For purposes of this Section 3(B) and (C), a full-time employee may only displace a full-time employee and a part-time employee may only displace a part-time employee. Also, no

employee shall displace a bargaining unit employee with more seniority or in a higher pay grade.

- D. An employee who elects not to bump shall not lose their right of recall to the employee's bargaining unit classification, but shall lose their bumping rights for the duration of the layoff.

Section 4. For a period of twelve (12) months from the effective date of layoff, an employee who has been laid-off will retain recall rights to his/her original bargaining unit classification and his/her full-time or part-time status previously held.

- A. Employees will be recalled based on job classification by seniority.
- B. Although recalls are based on available work within an employee's job classification, if a vacancy exists after all laid-off employees within a classification have been offered recall, the University shall offer the vacancy to the most senior laid-off employee who is fully-qualified to perform the available work in such employee's classification series. If an employee is recalled to a classification with a lower pay grade, their pay shall be adjusted in accordance with Section 3(B) above. Any employee recalled to a different classification retains recall rights to any vacancy in their regular classification.
- C. No employee shall be recalled to a classification with a higher pay grade.
- D. The University shall provide continuation of fee remission, as currently afforded to bargaining unit employees, to laid-off bargaining unit members for the duration of their recall period.
- E. When an employee is to be recalled from layoff, the University shall notify the employee by telephone, confirmed by certification of mailing, with a copy to

the Chief Steward. Notice shall, if possible, not be less than five (5) work days prior to the reporting time. In order to be eligible for recall, any employee who is laid off must keep the University currently advised, in writing, of their current whereabouts, address and telephone number, and any temporary changes thereof. The employee shall, within twenty-four (24) hours after receiving notice of recall, notify the University if, for any reason, the employee cannot report for work at the specified time. In the event an employee is unable to return to work, due to illness or physical injury certified by a physician, the employee shall not lose their right to subsequent recall but the University may pass them over in order to fill an available position.

ARTICLE 9

CORRECTIVE ACTION

Section 1. No bargaining unit member shall be disciplined or discharged except for just cause, including any violation of University work rules.

Section 2. When it is necessary to discipline or discharge a bargaining unit member, such action will be taken within ~~forty~~thirty (430) calendar days following the University's discovery of the infraction or misconduct. A bargaining unit member may be placed on administrative leave during an investigation of the alleged misconduct. In cases of absenteeism and tardiness, the ~~forty~~thirty (430) days shall commence when the employee ~~turns in~~ submits the time ~~card~~sheet which evidences the infraction.

Section 3. An employee shall not be discharged or given a disciplinary suspension without first being given an opportunity to attend a conference where the employee may give their version of the events at issue. Where the information will be pertinent, the employee may request the presence of another employee to corroborate the events at

issue. The employee being disciplined may have a Union representative present. Such a pre-suspension conference shall not be required relative to serious offenses requiring immediate action. The Union shall also be sent notice of this conference. The University shall make every good faith effort to have the originating supervisor present at the suspension or discharge meeting. If the employee is to be suspended or terminated immediately, the Union will be notified and given an opportunity to consult with the employee before the employee is sent home. Write-ups of oral and written warnings shall be hand delivered to the affected employee.

Section 4. The University shall utilize the principle of progressive discipline in an effort to correct minor offenses.

Section 5. If the University's disciplinary action is based in whole or in part on portions of the bargaining unit member's record, such portions of the bargaining unit member's record and other documentary evidence will be made available for inspection ~~byfor~~ a designated Union representative during normal working hours and within one (1) working day after receipt of a written request.

Section 6. Copies of all written notices of disciplinary action will be given to the bargaining unit member and a copy will be given to the Chief Steward.

Section 7. It is understood that a supervisor's directions are to be followed. An employee may grieve any directive they deem to violate this agreement. However, pending final resolution of such grievance, all affected bargaining unit members shall comply with the directive. Any failure to do so shall constitute serious misconduct subject to discipline, up to and including discharge.

Section 8. In disciplining an employee, the University shall not rely upon instances of absenteeism or sub-standard work performance which are more than twenty-four (24) months old or instances of tardiness or minor infractions which are more than twelve (12) months old.

Section 9. At the conference provided for in Section 3, the University will produce upon request all documentary evidence it intends to rely upon.

ARTICLE 10

GRIEVANCE PROCEDURE

Section 1. Any bargaining unit member may bring a grievance. The term "grievance" means any alleged failure of the University to comply with the terms of this Agreement, including any disciplining of an employee for other than just cause or violation of applicable portions of ORC Chapter 124.

Section 2. Any grievance not filed or advanced within the time limits set forth herein shall be deemed waived and neither the Union or the University shall have any obligation to process it further. Any refusal of the University to meet or failure to answer a grievance within the established time limits shall result in the grievance being automatically advanced to the next step. Specified time limits shall be strictly observed and may only be extended by mutual written agreement. However, if a grievant or University representative is on approved vacation or other absence on the date they are required to take some action or attend a meeting, the date for the action shall be extended to five (5) work days following their return.

Section 3. Most grievances arise from misunderstanding which should be promptly resolvable on an informal basis. Hence, before commencing the formal grievance

procedure, the bargaining unit member must bring the matter to the attention of his or her supervisor within ~~ten~~twenty (20) working days of the occurrence giving rise to the grievance or within ~~ten~~twenty (20) working days of the time that the employee, with reasonable diligence, should have known of the occurrence giving rise to the grievance. The supervisor will give a verbal answer within ten (10) working days. The employee may be accompanied by a designated Union representative if they choose. Based upon first-hand knowledge that an attempt was made to resolve the misunderstanding, the designated Union representative may initiate the formal grievance procedure.

Section 4. Any grievance which cannot be informally resolved shall be processed only in the following manner:

A. STEP ONE

1. A bargaining unit member who believes they have a grievance will reduce their grievance to writing by completing in full the grievance form and presenting such grievance to their supervisor and to the ~~Associate~~ Vice President for ~~Talent Development~~ ~~and~~ Human Resources or a designated Human Resources Representative within ten (10) working days after the supervisor's answer in the informal process. The written grievance shall state the specific Article(s) and Section(s) of this Agreement or State law alleged to have been violated, a statement of the relevant facts, and the specific relief requested. Any supervisor or other administrator designated to hear first level grievances will hold a meeting with the grievant and a designated Union representative within ten (10) working days following submission of the grievance. The grievant shall be given written or e-mail notification of the time and date of the meeting at least one (1) day in advance thereof.

2. Within ten (10) working days after the first step meeting, the supervisor will answer the grievance and return it in writing or by e-mail to the bargaining unit member and the designated Union representative.

3. If the bargaining unit member is not satisfied with the answer, they may appeal said answer by returning the completed grievance form within ten (10) working days of receipt of the answer to the departmental representative and to the **Associate** Vice President for ~~Talent Development and~~ Human Resources or a designated Human Resources Representative. The grievance shall then proceed to Step Two.

B. STEP TWO

1. The **Associate** Vice President for ~~Talent Development and~~ Human Resources or a designated Human Resources representative and/or other designated administrator, will hold a Step Two meeting within ten (10) working days of receipt of the bargaining unit member's notice of appeal. The grievant shall be given written or e-mail notification of the time and date of the meeting at least one (1) day in advance thereof.

2. The grievant may be represented at this level by the Chief Steward, a Steward, and/or an officer of the Union. The Chief Steward and a Steward shall be given time off from work with pay to attend such meeting. If the parties mutually agree, a designated representative may be substituted for either the Chief Steward or the Steward in those circumstances where the attendance of such representative would be particularly beneficial to the possible-resolution of the grievance under consideration.

3. Within ~~tenfifteen~~ (105) working days after said meeting, the **Associate** Vice President for ~~Talent Development and~~ Human Resources or a designated Human Resources representative and/or other designated administrator will give the University's final

decision in writing or by e-mail to the designated Union representative and local President.

Section 5. In unusual circumstances where a grievance affects a large number of bargaining unit employees and time is of the essence or where the grievance involves a suspension or discharge, the Union may advance a grievance to Step Two by notifying the **Associate** Vice President for **Talent Development and** Human Resources or a designated Human Resources Representative in writing within twenty-four (24) hours following the filing of the grievance. In such instances, the Step Two meeting will be held no later than the tenth (10th) work day following receipt of the Union's notice.

Section 6. If the Union is not satisfied with the University's Step Two decision, it may demand arbitration. Any demand for arbitration must be delivered to and received by the **Associate** Vice President for **Talent Development and** Human Resources or a designated Human Resources representative within thirty (30) work days after the date of the University's Step Two decision. Within thirty (30) work days following the University's receipt of the Union's demand for arbitration, the parties shall request the Federal Mediation and Conciliation Service (FMCS) to submit a list of seven (7) potential arbitrators. Within ten (10) work days following receipt of such list, the parties will meet to select the arbitrator. The Union shall strike a name from the list and the parties will then alternate in striking names until only one (1) name remains. If the arbitrator thus chosen cannot serve, the parties shall request a new list and begin the selection process anew.

Section 7. All fees and expenses of the arbitration shall be borne equally by the University and the Union. The fees and expenses of the arbitration are defined as follows:

1. the cost of a stenographer or reporter as requested by the arbitrator or either party and the associated transcription costs. If only one (1) party desires a transcript of the proceedings, the total cost for such transcription shall be paid by the party desiring the transcript. If the other party desires a copy, the total cost of such transcription shall be shared equally by both parties;
2. the fees and expenses of the arbitrator used in the case; and
3. the rental of any facilities where the arbitration is conducted.

The wages of any employee witnesses who are summoned to appear as witnesses for either side shall be paid by the side who calls them. (It is understood that any bargaining unit members who are on call as witnesses shall work until called to testify.) Section 8.

The arbitrator shall be requested to submit an accounting for all of their fees or expenses. The arbitrator shall be requested to render their decision as quickly as possible, but in no event later than thirty (30) calendar days after the last day of the hearing.

Section 9. Only disputes involving the interpretation, application or alleged violation of a provision of this Agreement or applicable portions of ORC Chapter 124 shall be subject to arbitration. The arbitrator shall have no power to add to, subtract from, or modify any of the terms of this Agreement. The Arbitrator cannot substitute their discretion for that of the University nor impose on either party an obligation not specifically required by the express language of this Agreement or ORC Chapter 124. The arbitrator's decision shall

be final and binding provided such decision does not exceed the jurisdiction of the arbitrator as set forth herein. Any award by the arbitrator shall not be retroactive to a date more than five (5) work days prior to the date the grievance was filed.

ARTICLE 11

HOLIDAYS

Section 1. ~~The University of Akron observes ten holidays annually; these are: The bargaining unit shall observe the holidays specified in ORC Section 124.19(A) on the same dates as are determined by the University for the academic faculty and the staff pursuant to ORC Section 124.19(B).~~

Christmas Day	Memorial Day
Columbus Day	New Year's Day
Independence Day	Presidents Day
Labor Day	Thanksgiving Day
Martin Luther King, Jr. Day	Veterans Day

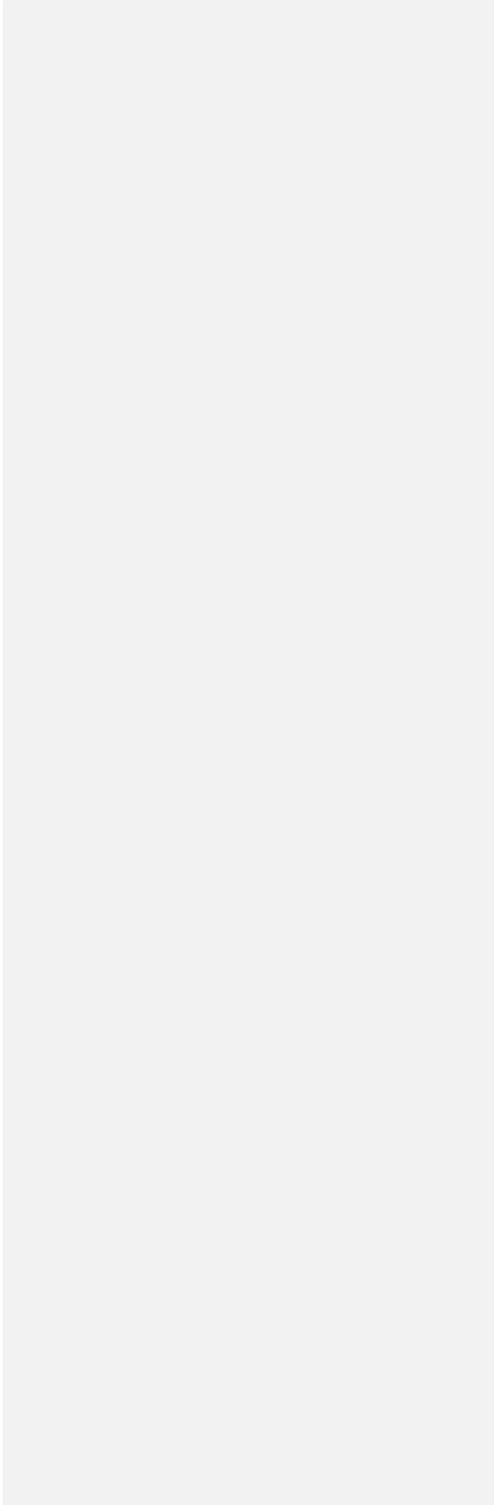
Section 2. The dates on which these holidays are to be observed will be announced annually.

Section 3. If a holiday falls on Sunday, it will be observed on the following Monday; if a holiday falls on Saturday, it will be observed on the preceding Friday.

Section 4. If a holiday occurs during a period in which an employee is on approved sick leave, leave with pay, or vacation – the employee will be paid for the holiday. In order to qualify for holiday pay, an employee must be in an active pay status on regularly-scheduled work days both prior and subsequent to the holiday.

Section 5. If it is essential that University offices remain open on a day designated as a holiday (ex: Veterans Day):

A. Any full or part-time bargaining unit member required to work on a designated holiday will be entitled to one and one-half (1 ½) times the regular rate of pay for the hours actually worked; such overtime will be in addition to the employee's normal pay for the holiday.



Section 6. If the University is officially closed at five o'clock (5:00) p.m. on the day prior to a Board of Trustees approved holiday (ex: Wednesday prior to Thanksgiving):

- A. For employees whose normally scheduled work day falls all or in part after five p.m., an effort may be made by the supervisor and employee to reschedule those hours within the same work week. Otherwise, the employee will be expected to work the normal schedule. If the hours are not worked or rescheduled, the employee may utilize vacation leave in order to be paid.
- B. Part-time employees are entitled to holiday pay for that portion of any holiday for which the employee would normally have been scheduled to work.

ARTICLE 12

BEREAVEMENT LEAVE

Section 1. Notwithstanding Article 14, Sick Leave, no physician's certificate will be required for an employee's use of sick leave to attend the funeral of a member of the employee's immediate family. However, the University may require proof of death or attendance at the funeral. If an employee has no accrued sick leave, they may use accrued vacation or take leave without pay. The definition of "immediate family" shall be strictly construed and no leave (paid or unpaid) will be given unless the deceased clearly qualifies as one of the following: spouse, children, step-children, grandchild, parent, step-parent, grandparent, siblings, step-siblings, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, person who is/was legal guardian or person who stands/stood in place of a parent (in loco parentis) and person for whom the employee serves/served as guardian or stands/stood in place of a parent (in loco parentis). When an employee calls off due to the death of a member of the

immediate family, no further call-offs will be required if the employee notifies the University of his or her return to work date.

Section 2. If a death in the immediate family occurs during a vacation leave, the vacation leave may be changed to sick leave if:

- A. The employee actually uses the sick leave for the purpose of attending the funeral; and
- B. The employee has sick leave time available.

ARTICLE 13

LEAVES OF ABSENCE

Section 1. Family and Medical Leave.

A. Under the Family and Medical Leave Act of 1993 ("FMLA"), up to twelve (12) weeks of leave without pay during any twelve (12) month period are provided to eligible employees for certain family and medical reasons. Employees are eligible if they have been employed by the University for at least twelve (12) months, this twelve (12) month period need not be consecutive, and worked at least one thousand two hundred fifty (1,250) hours (0.6 FTE) over the twelve (12) month period preceding the leave. FMLA leave without pay will be granted for any of the following reasons:

- 1. The birth of a child, the care of a newborn child, or placement of a child with the employee for adoption or foster care;
- 2. A serious health condition of the employee that renders him or her unable to perform his/her job functions; or

3. In order to care for an employee's child, spouse, or parent who has a serious health condition.
 4. A "qualifying exigency" arising out of the fact that the employee's spouse, child, or parent is called to covered active duty (or notified of an impending call or order to active duty) with the armed forces, including the national guard and reserves. Covered active duty means duty during deployment of the armed forces member to a foreign country. A qualified exigency may include short-notice deployment, attending military events, arranging for alternative childcare, addressing financial and legal arrangements, seeking counseling, attending post-deployment activities, and other similar circumstances.
 5. Leave related to a child's birth or placement for adoption or foster care must be completed within the twelve (12) month period beginning on the date of the birth or placement.
- B. A leave of absence of up to twenty-six (26) weeks in any single twelve (12) month period (rolling forward) will be granted to eligible employees for the following purposes:
1. To care for a covered family member or next-of-kin (nearest blood relative) who has a serious injury or illness incurred by the service member in the line of duty on active duty in the armed forces (or existed before the active duty began and was aggravated in the line of active duty in the armed forces) and that may render the service member medically unfit to perform his/her duties. The service member must be: (a) undergoing medical

treatment, recuperation, or therapy; (b) in outpatient status; or (c) on the temporary disability retired list for the serious illness or injury.

2. To care for a veteran who is a covered family member or next-of-kin (nearest blood relative) who has a qualifying serious injury or illness incurred by the member in the line of duty on active duty in the armed forces (or existed before the member's active duty began and was aggravated by service in the line of active duty in the armed forces) and that manifested itself before or after the member became a veteran. The veteran must be undergoing medical treatment, recuperation, or therapy for the serious injury or illness and have been a member of the armed forces during the five (5) years preceding the date on which the veteran underwent medical treatment, recuperation, or therapy.
 3. Leave to care for an injured or ill service member, when combined with other FMLA-qualifying leave, may not exceed twenty-six (26) weeks in any single twelve (12) month period.
- C. Subject to the provisions of the applicable policies, paid vacation leave or paid sick leave may, at the employee's option, be substituted for leave without pay while on FMLA leave.
- D. If the employee fails to provide at least thirty (30) days' advance notice when the leave is clearly foreseeable, leave may be delayed until at least thirty (30) days after the date the employee provides notice to the University. If the employee fails to provide a medical or other certification to support a request for leave, leave may be delayed until certification is provided. If the employee never

produces certification, then the leave is not FMLA leave. The University may, at its own expense, request a second and/or third opinion. If the employee or employee's family member fails to authorize his/her health care provider to release all relevant medical information pertaining to the health condition at issue, as requested by the health care provider for the second/third opinion, the University may deny the taking of FMLA leave. However, if the University requests a second and/or third opinion, and the employee authorizes his/her health care provider to release the relevant medical information, the employee is provisionally entitled to the FMLA leave pending the University's receipt of the relevant medical information.

- E. Group health benefits will be continued for the duration of an FMLA leave. Upon return, an employee will be restored to his or her original or an equivalent position with equivalent pay, benefits, and other employment terms.
- F. A "rolling" twelve (12) month period measured respectively from the date an employee uses any FMLA leave shall be used to determine the "twelve-month period" in which the twelve (12) weeks of FMLA leave entitlement occurs.
- G. Family and medical leave may be used on a continuous basis. It may also be used on an intermittent basis, or as a reduced work schedule as provided by law. Application for FMLA is made to Human Resources, and approval of the request made by Human Resources.
- H. When intermittent or reduced work schedule leave is foreseeable due to planned medical treatment, the employee must make reasonable efforts to schedule the treatment so as not to unduly disrupt the University's operation, and the

University may temporarily transfer the employee to an alternative position for which the employee is qualified, if it better accommodates these recurring periods of leave.

- I. Nothing in this section shall be deemed to create any additional benefits, rights, or entitlements to employees beyond those provided by the provisions of the FMLA or applicable law of the state of Ohio. For the purpose of implementing this FMLA policy, the definitions and provisions of the FMLA in effect at that time shall be followed when necessary to ensure compliance with the law.

Section 2. Maternity Leave. Upon delivery, an employee who is on active pay status shall, in the ordinary course of recovering from either a vaginal birth without complication, be entitled to use up to six (6) weeks of accrued sick leave, or if a vaginal birth with complication as verified by a physician or cesarean birth, be entitled to use up to eight (8) weeks of accrued sick leave, as long as the employee has accrued the requisite amount of leave, and if less, then shall be entitled to use the lesser amount. In any event, the use of such accrued sick leave shall be at the employee's option to use however much time as the employee deems appropriate. If, upon delivery of the child, the employee is not in active pay status, but comes in active pay status within six (6) weeks, in the case of a vaginal birth without complication, or eight (8) weeks, in the case of a vaginal birth with complication as verified by a physician or cesarean birth, the employee shall be entitled to use accrued sick leave upon being in active pay status for the remainder of the six (6) week or eight (8) week period, as applicable. In any event, after using (or not using) such accrued sick leave, a full-time employee is granted twenty (20) working days of paid maternity leave not taken from accrued sick leave. In

addition to the paid maternity leave for full-time employees, an eligible employee who thereafter is physically unable to perform her duties may elect paid sick leave on the same terms that sick leave is available for any other illness, injury, or disability. In addition, the employee is entitled to FMLA leave if a pre- or post-delivery employee wishes to be absent from work for a period of time longer than the period of actual physical disability (see Family and Medical Leave subsection (C) above). Use of maternity leave shall count as part of the twelve (12) week FMLA leave.

Section 3. Paternity Leave. A full-time employee who is on active pay status upon a pregnant spouse's delivery is granted, within one hundred and eighty (180) days of the delivery, twenty (20) working days of paid paternity leave which will not be taken from accrued sick leave, but counted as part of FMLA leave.

Section 4. Adoptive and Foster Parent Leave. Upon the adoption of a child or arrival of a foster child, a full-time employee who is on active pay status is entitled to twenty (20) working days of paid leave which will not be taken from accrued sick leave, but counted as part of FMLA leave.

Section 5. Leave Without Pay. An employee may be granted approved leave of absence without pay for military service, parental leave, convalescence (if sick leave is not applicable or exhausted), certain personal reasons, and/or training. The leave of absence must be approved in advance by the supervisor and must be accompanied by acceptable written justification. Such request shall state the reason for and the dates of the leave. Length of leave of absence can vary for different reasons, but normally extends to no more than six (6) months.

Section 6. Jury Duty. A bargaining unit employee serving on jury duty or ordered to appear before any court as a witness shall be paid their normal straight time wage for such jury duty or witness appearance.

Personal legal matters shall not be covered under this Article.

ARTICLE 14

SICK LEAVE

Section 1. Sick leave is defined as the authorized absence from duties for the following reasons:

- A. personal illness, pregnancy, or injury,
- B. exposure to contagious disease which could be communicated to other members of the University family,
- C. illness, injury, or death (to a maximum of five (5) days) in the employee's immediate family, or
- D. medical, psychological, dental, or optical examination or treatment of the employee or a member of the immediate family.

Definition of immediate family: the employee's immediate family is limited to the employee's spouse, parents, step-parents, children, step-children, grandparents, siblings, step-siblings, grandchildren, brother-in-law, sister-in-law, daughter-in-law, son-in-law, mother-in-law, father-in-law, or a legal guardian or other person who, under Ohio law, is legally recognized to stand in the place of a parent.

Where sick leave is required to care for a member of the immediate family, the Department of Benefits Administration reserves the right to require a physician's

certificate to the effect that the presence of the employee is necessary to care for the ill person.

Section 2. The University reserves the right to require a physician's certification or other verification in all instances of paid leave. When such certification or verification is required, it shall be collected by the Department of Benefits Administration for audit and retention. The absence from duties must be approved by the Administrator to whom the individual on sick leave is responsible.

Section 3. Unexcused absence or failure to give proper notification may result in the absence being charged to leave without pay and may also be cause for disciplinary action. Falsification of either a written signed statement or a physician's certificate shall be grounds for disciplinary action including dismissal. Except in the instances due to extended illness or injury, monthly or annual absences greater than the number of hours or days accrued may be considered excessive.

Section 4. Sick leave is accrued at the rate of 4.6 hours per eighty (80) hours of active pay status. Only accrued sick leave hours can be requested for authorized paid absences. Sick leave will be charged only for the non-overtime hours an employee is regularly scheduled to work but absent. Employees are not permitted to change a sick leave request once a work day has started (*i.e.*, sick leave to vacation).

Section 5. A bargaining unit employee who is unable to report for work, and who is not on previously approved vacation, sick leave, or leave of absence, shall be responsible for notifying the immediate supervisor, or other individual designated by the supervisor, that the employee will be unable to report to work on that day and each appropriate day

thereafter. This notification must be made at or by the time the employee is scheduled to report for work, unless emergency conditions prevent such notification.

Section 6. In the case of any absence for illness or injury, the University may require a physician's statement specifying the employee's inability to report to work and the anticipated date of recovery. The employee shall be responsible for notifying the immediate supervisor, or other designated individual, whenever the employee is placed under a physician's care and not released to work or hospitalized, unless such condition precludes notification. The employee shall be responsible for notifying the immediate supervisor, or other designated individual, regarding the anticipated date of recovery and return to work.

Section 7. In all cases of leave for illness or injury, the University may require written certification by a physician attesting to an employee's fitness to return to work.

Section 8. When an employee's duties are part of a function which operates twenty-four (24) hours a day, seven (7) days per week – *i.e.*, police dispatch, etc. – and such employee is unable to report for work, the employee shall notify the immediate supervisor at least two (2) hours prior to the scheduled work time.

ARTICLE 15

VACATION LEAVE

Section 1. The vacation entitlement of each bargaining unit employee shall be as follows:

- A. A full-time University employee shall, after service of one (1) year with the state, or any potential subdivision of the state, have earned and will be due, upon attainment of the first year of employment, and annually thereafter,

eighty (80) hours of vacation leave with full pay. One (1) year of service shall be computed on the basis of twenty-six (26) bi-weekly pay periods.

B. The amount of annual vacation to which a full-time employee is entitled is determined by the number of accumulated years of service, according to the following guidelines:

1. Less than one (1) year of service – no vacation;
2. One (1) year, but less than eight (8) years of service – eighty (80) work hours;
3. Eight (8) years, but less than fifteen (15) years of service – one hundred twenty (120) work hours;
4. Fifteen (15) years, but less than twenty-five (25) years of service – one hundred sixty (160) work hours; and
5. Twenty-five (25) years of service – two hundred (200) work hours.

C. A part-time bargaining unit employee shall, after service of one (1) year with the state, or any political subdivision of the state, have earned and will be due, upon attainment of the first year of employment, and annually thereafter, pro-rated vacation leave with pay. One (1) year of service shall be computed on the basis of twenty-six (26) bi-weekly pay periods.

1. Formula for calculation (multiplying years of service times calculation factor):

Years of Service	Calculation Factor
0-7	.03875 x hours paid
8-14	.05750 x hours paid
15-24	.07750 x hours paid
25 or more	.09625 x hours paid

D. Vacation Credit

1. An employee earns vacation credit as follows:

- (a) 3.1 hours per bi-weekly pay period for those entitled to eighty (80) hours per year.
- (b) 4.6 hours per bi-weekly pay period for those entitled to one hundred twenty (120) hours per year.
- (c) 6.2 hours per bi-weekly pay period for those entitled to one hundred sixty (160) hours per year.
- (d) 7.7 hours per bi-weekly pay period for those entitled to two hundred (200) hours per year.

E. Vacation credit can be accumulated to a maximum of that earned in three (3) years of service. Any vacation accrued over the amount earned at a three- year period will be forfeited.

F. Vacation leave may not be converted to sick leave unless the employee is admitted to or treated in a hospital or is under the treatment of a licensed physician and is not released to work. Written verification is required. Only those hours/days certified above may be converted to sick leave.

G. All vacation leave shall be approved by the employee's appropriate supervisor. Such approval shall not be unreasonably denied. It is understood

that each work unit may have certain times during the year when employees will not be able to utilize vacation time due to the legitimate business needs of the University. All vacation time must be pre-approved no less than twenty- four (24) hours in advance (except for unforeseen emergencies).

ARTICLE 16

ACTIVE PAY STATUS

ACTIVE PAY STATUS. The terms "active pay status" shall mean time actually worked and paid, compensatory time, paid vacations and holidays, leave with pay, and approved sick leave. The use of sick leave shall not be considered to be active pay status for the purpose of determining overtime.

ARTICLE 17

BARGAINING UNIT VACANCIES

Section 1. When a bargaining unit position becomes vacant because of retirement, resignation, separation or the creation of an additional job, and the University decides to fill the vacancy, it shall be filled in the following manner:

- A. A notice of vacancy shall be communicated to the Chief Steward and posted on the University's website for campus distribution for at least eight (8) working days. The notice shall describe the job duties and the minimum qualifications for the position.
- B. Any non-probationary employee may apply for the position on an application update form to be furnished by the University. In the event the University decides to use a Position Search Waiver, it will first notify and discuss the decision with the Union. A bargaining unit member who anticipates that a posting may occur during their vacation may submit an application update

which shall be effective until their return. A bargaining unit member who is absent during the period of posting due to vacation, illness, leave of absence, or layoff and has not submitted an advance application update, may make application for the posted position and will be considered if the position has not already been filled and the successful applicant notified.

C. It is understood, however, that no posting or award shall be deferred to accommodate an employee's absence.

Section 2. Determining job content, minimum qualifications and required job skills, knowledge and aptitude is the function of the University. The University shall determine and publish such minimum requirements in the form of job classification specifications.

Section 3. The University shall evaluate all candidates to ensure they meet the minimum criteria stated in the job classification specifications and, in selecting among such candidates, may take into account work record, demonstrated job performance, skills, attitude, knowledge and capacity. The University may utilize assembled or unassembled testing to aid in its determination and such testing, whether written or oral or a combination thereof, may include:

1. demonstration of skill, physical fitness, efficiency, and manual dexterity; or
2. evaluation of capacity, knowledge, training, experience or adaptability.

The Chief Steward and candidate awarded the vacancy shall be notified in writing or by email.

Section 4. As among those bargaining unit candidates who meet the job criteria determined and published by the University pursuant to Section 2, the University may award the job to a candidate deemed qualified by the University. When the University awards the job to a member of the bargaining unit, the employee shall be transferred to

the new job within four (4) weeks following the award, unless operational requirements dictate a longer period. The new pay rate, if applicable, shall commence the day the employee actually commences the new job or four (4) weeks following the award, whichever occurs sooner. All unsuccessful candidates may inquire of the designated employment coordinator as to the reasons they were not a successful applicant. If no bargaining unit employee is selected by the University for the opening, the University may extend the search outside the bargaining unit.

Section 5. When a vacancy exists that may create an operational inconvenience or emergency situation, the University may temporarily fill the vacancy pursuant to Article 18, Reassignments, in order to assure continued job coverage while a qualified replacement is being sought. The vacancy may be temporarily filled by the transfer of a bargaining unit employee or, where there is not a fully qualified bargaining unit member, the use of part-time, casual, seasonal or student help. In no case shall the vacancy be filled for a period longer than ten (10) weeks unless the vacancy results from the extended illness of a regular bargaining unit member.

Section 6. If an employee moves to a higher pay grade position, the change is considered a promotion. Employees who are promoted shall receive a promotional increment in the amount of four percent (4%) of the employee's current wage for each pay grade increased, or an increment that will bring them to the minimum of the new pay scale, whichever is greater.

Section 7. An employee shall suffer no reduction in wage as a result of being awarded a position within their current pay grade, per this Article.

Section 8. Employees who are awarded a vacancy may not apply for a new position for four (4) months unless otherwise permitted by the University. Employees awarded a position shall serve a probationary period of one hundred twenty (120) days during which they may be returned to their prior or equivalent position at the discretion of the University. The University will provide such employees with a sixty (60) day interim evaluation during their said probationary period.

Section 9. The Chief Steward will be notified quarterly, by email, of any of the following occurring that affect the bargaining unit: title changes, transfers, resignations, separations, and retirements.

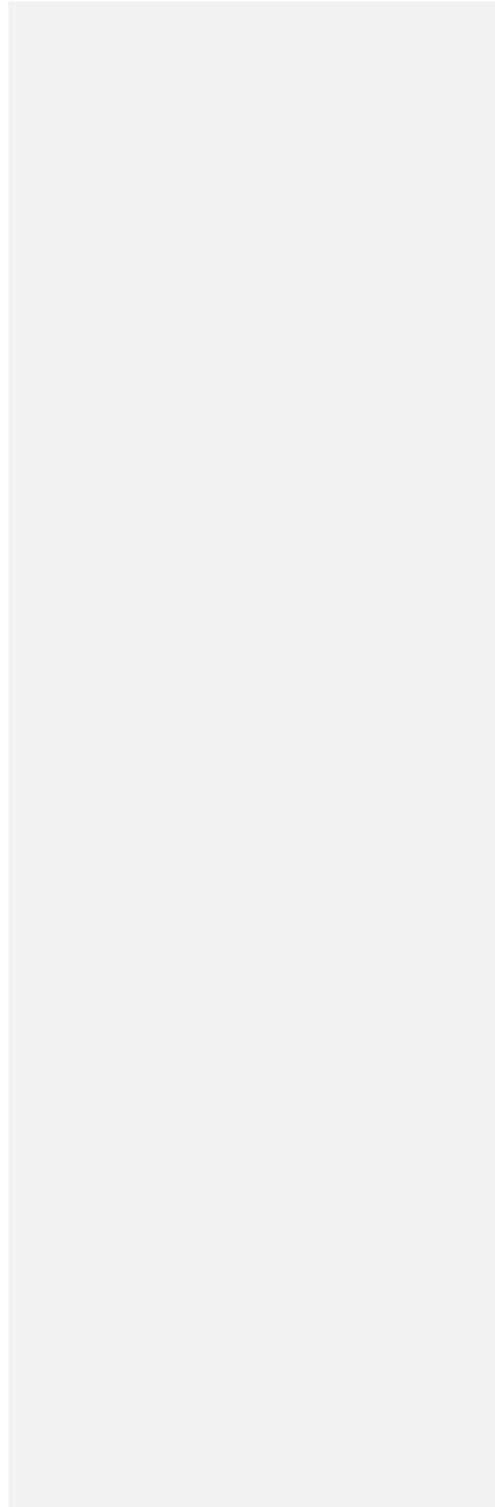
ARTICLE 18

REASSIGNMENTS

Section 1. The University may reassign bargaining unit members from one assignment, building, work area, or task, to another within their job classification at the Akron main campus. No employee has any vested claim to the performance of particularized tasks within their job classification.

Section 2. In those instances where the University has a need for particularized skills, the University may temporarily reassign an employee to another work shift for a period of up to ten (10) work days per contract year without regard to seniority. Following the ten (10) work day period, a bargaining unit member may reject the shift assignment only if the bargaining unit member is senior to another bargaining unit member in the same job classification and reporting unit who has the same skills. Nothing herein shall be construed to limit the University's right to create a permanent evening shift for any classification(s) or department. If the University creates a permanent evening shift for existing classifications and there are no volunteers, the least senior employee(s) in the

affected classification(s) shall be assigned to the evening shift(s). If an employee who is temporarily assigned to an evening shift files a grievance disputing the need for



particularized skills or contending that the assignment is retaliatory, the grievance must be filed at the second step of the grievance procedure. The second step grievance meeting shall occur within twenty-four (24) hours of the filing of the grievance and the Union shall receive a written response within twenty-four (24) hours following the grievance meeting.

Section 3. The University may assign an employee to fill in for or perform tasks outside the employee's normal job classification. The University may temporarily assign the employee to the appropriate classification and pay rate if the employee is performing work that would warrant a temporary reclassification. The employee will receive their current rate of pay or the rate of pay for the temporary classification, whichever is higher.

ARTICLE 19

HOURS OF WORK AND OVERTIME

Section 1. Forty (40) hours shall constitute a regular work week which shall normally be scheduled over five (5) days of eight (8) consecutive hours per day. Nothing herein shall be construed as a guarantee of any particular quantity of daily or weekly work. The University will establish and inform employees of their work schedules within their work unit. When more than one (1) shift exists for a classification within a work unit, such shift shall be selected by seniority.

Section 2. It is understood that in some reporting units and locations bargaining unit members must be scheduled for more than one (1) shift per day, more than five (5) days per week or for work weeks other than Monday through Friday. A bargaining unit member whose regularly scheduled weekly work shift commences between the hours of

2:00 p.m. and 4:00 a.m. will be paid a shift differential of twenty cents (\$.20) per hour in addition to their regular hourly rate.

Section 3. Overtime shall be paid at a rate of time and one-half (1½) for all hours in active pay status in excess of forty (40) hours during a regular work week. The use of sick leave shall not be considered to be active pay status for the purpose of determining overtime. When a full-time employee who also is eligible for overtime under the "Fair Labor Standards Act of 1938," 52 Stat. 1060, 29 U.S.C.A. 207, 213, as amended, is ordered to report back to work after termination of the employee's regular work schedule and the employee reports, the employee shall be paid for such time. The employee shall be entitled to four (4) hours at the employee's straight time rate of pay or overtime compensation for the actual hours worked, whichever is greater. This section does not apply to work that is a continuation of or immediately preceding an employee's regular work schedule.

Section 4. All overtime work must be approved by the supervisor and placed on the employee's time record. The University will provide reasonable equal overtime opportunities to all full-time employees within their normal job classification and work unit who are available and fully qualified for overtime assignments using seniority as the basis.

Section 5. If an employee chooses to take compensatory time in lieu of overtime pay for any overtime worked, the bargaining unit employee may accumulate and use compensatory time in the following manner:

- A. Employees may accrue and use compensatory time off at the rate of one and one-half (1½) hours for the authorized hours in active pay status that are in

excess of forty (40) hours per week. The use of sick leave shall not be considered to be active pay status for the purposes of earning compensatory time. All compensatory time earned and taken must be approved by the supervisor and placed on the employee's time record. No Retirement System credit will be awarded for a day on which all hours reported and paid are compensatory.

- B. Compensatory time shall be utilized within one hundred eighty (180) calendar days of accrual. In the event that accrued compensatory time earned is not used within the one hundred eighty (180) calendar days of accrual, the employee will be paid for the time and the balance of their accrued compensatory time shall be reduced accordingly. The total amount of compensatory time accrued may not exceed two hundred forty (240) hours. In the event that accrued compensatory time earned exceeds a total of two hundred forty (240) hours, the employee will be paid for the excess and the balance of their accrued compensatory time will be reduced accordingly. At the time of resignation, retirement or termination, an employee will receive payment for all accumulated compensatory time at the hourly rate of pay in effect at the time of separation.
- C. If an employee is transferred or promoted to another department within the University, all accrued compensatory time will be paid at the hourly rate in effect at the time of transfer.
- D. A department may prescribe such additional requirements for the utilization of compensatory time as are deemed appropriate and necessary for the

effective management of the unit; these may include but are not limited to stipulations such as the number of consecutive days on which compensatory time may be used, and the amount of notice necessary to request approval for the use of compensatory time.

- E. If an employee is requested and/or required to, or requests to work more than eight (8) hours in a particular day, such employee may be required to take the equivalent time off within the same work week. This exchange/substitution procedure is considered "flexible time" and neither overtime nor compensatory time provisions will apply unless the total hours in an active pay status exceeds forty (40) in a particular week.

Section 6. The University may utilize part-time, seasonal, student or casual employees to minimize the expense of overtime but shall not work such persons over forty (40) hours per week without first offering qualified bargaining unit members the opportunity to work the required overtime. Moreover, the University shall not utilize part-time, casual, seasonal or student employees in order to reduce the regular work week of bargaining unit employees below forty (40) hours.

Section 7. Except in case of emergencies, the University shall provide at least two (2) work days advance notice of any change in the work week or shift hours.

Section 8. An employee is expected to report for work at the scheduled starting time. Unreported, unexcused, and/or excessive tardiness may result in disciplinary action.

ARTICLE 20

BREAKS

There will be two (2) fifteen (15) minute paid rest periods in each regular eight (8) hour shift. The rest periods will be scheduled by the supervisor and, to the extent practicable, will be scheduled during the middle two (2) hours of each half shift. Rest periods will not normally be scheduled immediately before or after the meal period or at the start or end of a shift. All rest breaks shall be taken in the immediate vicinity of the employee's work site. Employees shall be at their work station performing their assigned task at the beginning and end of the fifteen (15) minute period. The same punctuality requirement shall apply to meal periods and the starting time for the employee's shift. Employees who abuse rest break standards may be restricted as to where they will be permitted to take their break and shall be subject to progressive disciplinary action up to and including termination.

ARTICLE 21

CONTRACTING

Section 1. It is not the intent of the University to contract or sub-contract bargaining unit work for reasons other than to create greater efficiencies or to improve operational effectiveness, or, as provided for in Article 3, Management Rights. Prior to the University's decision being made to contract or sub-contract work, the Union shall be notified and given the opportunity to meet with the University to discuss what options/alternatives may be available to maintain the work in the bargaining unit [prior to official bid](#). The Union shall have a reasonable amount of time following the meeting to provide alternatives to the University's intended actions not to exceed thirty (30) days.

Section 2. The University shall give the Union a minimum of thirty (30) calendar days advance written notice of its intent to contract or sub-contract.

Section 3. In addition to the above, the Union shall have the right, upon request, to negotiate the impact of the intended actions of the University to contract or sub-contract bargaining unit work.

ARTICLE 22

EMERGENCY SHUT DOWN

When inclement weather or other conditions beyond the University's control require the University to be closed, the University, in its discretion, shall pre-designate those bargaining unit members who are required to report for work. Any failure to report for other than good and sufficient cause, reported by the employee prior to the start of their shift, may be grounds for disciplinary action. A bargaining unit member who is designated to work but who, for any reason, does not, or cannot, report for work will not receive any pay. (This shall not preclude use of sick leave in compliance with Article 14.) So long as the University pays clerical and other classified personnel who do not work, all bargaining unit members shall be paid for eight (8) hours, at their straight-time rate. Bargaining unit members who work shall also receive this same eight (8) hours pay in addition to time and one-half (1½) for hours actually worked. Second and third shift personnel who work shall receive the additional eight (8) hours pay and premium rate if, but only if, night classes are cancelled and the University is closed for that evening. The grievance procedure shall be available for any gross abuse of the University's discretion concerning the designation of those who are to work.

ARTICLE 23

SAFETY

Section 1. The University and the Union will continue to promote and encourage safety in all matters including safe working conditions. All bargaining members should complete a **written** Safety Concern Form whenever they become aware of any safety problem, including the presence of potentially hazardous materials or substances. The supervisor shall make every effort to promptly report significant matters to the University Safety Officer who shall follow-up on the matter. To that end, all employees shall observe all safety rules, attend all OSHA-required safety training, utilize protective devices, and wear protective clothing. The University shall train employees regarding new safety equipment and materials being utilized in its operations.

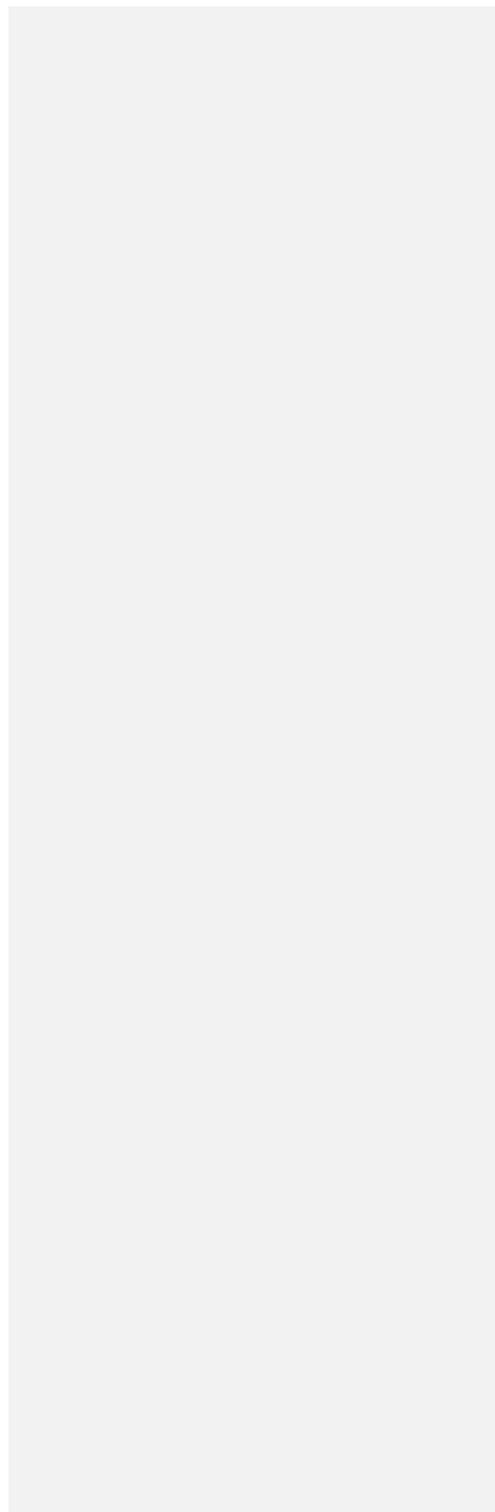
Section 2. The University may enforce the right to have any employee examined by a physician if it suspects that an employee's health or physical condition represents a health or safety threat to the employee or others. If the employee is dissatisfied with the determination of the physician selected by the University, the employee may be re-examined at a University approved facility and the University shall pay half of the cost of such re-examination, which shall be conclusive on the issue. Employees required to be examined shall be paid for lost time.

Section 3. The University and the Union shall each appoint a minimum of two (2) representatives to a joint safety committee to make recommendations to enhance the safety of the work force and office environment. This may also include the provision of the essential protective equipment.

ARTICLE 24

PAY DAY

Section 1. So long as the University pays by check, all bargaining unit members will be paid bi-weekly on Fridays. The University shall attempt to deliver paychecks by noon on pay days. If the University eliminates paychecks and institutes an electronic direct



deposit system, the pay of bargaining unit members will be deposited directly into an account with any financial institution of their choice.

Section 2. The University shall report accrued vacation and sick hours on each bi-weekly pay stub.

ARTICLE 25

MISCELLANEOUS

Section 1. Where applicable, the University shall continue to provide locker space for coats, uniforms, and purses. The University shall provide a combination lock and the employees shall be responsible for appropriate circulation of the combination to such locks. The University shall not be responsible for any thefts or other losses from such lockers.

Section 2. The University shall supply any equipment necessary for bargaining unit members to perform their assigned tasks. This equipment shall be maintained in good repair and, when necessary, replaced by the University. If an employee loses, destroys, or abuses equipment, the University may take disciplinary action against the responsible employee.

Section 3. The University will print this Agreement and each member of the bargaining unit shall receive and sign a receipt for a copy of the Agreement.

Section 4. Should the University decide to have employees participate in outside job-related training, such employees will be paid for lost time not to exceed eight (8) hours per day.

ARTICLE 26

NO STRIKES OR LOCKOUTS

Section 1. During the term of this Agreement and during the negotiation period of any successor Agreement, the University shall not lock-out and the Union and members of the bargaining unit shall not engage in any strike (including any work stoppage, slow-down, picketing, sick-out, boycott, stay-home, sit-down, stand-in, sympathy strike, concerted refusal to work overtime, partial day work stoppage, refusal to cross any picket line which violates ORC Chapter 4117 or this section, or any other form of restriction of production or interference with operations). The Union further agrees to strictly observe the requirements of ORC Chapter 4117 and the rules of SERB relating to strikes.

Section 2. Should any strike (as defined above) occur, the Union shall take all measures available under its constitution and rules to prevent or bring a prompt end to the stoppage. The Union will promptly instruct all bargaining unit employees to immediately cease and desist any activities in violation of Section 1 and take appropriate action against any who continue to engage in a violation. If the Union discharges its obligations, it shall not be liable for the unauthorized actions of individual bargaining unit members. If the Union fails to discharge its obligations, the dues check-off normally required under Article 2 shall be suspended for one (1) month for each day of any strike in violation of this Article. In any dispute over the suspension of check-off, it will be the burden of the Union to demonstrate a good faith effort to discharge its obligations hereunder. Nothing herein shall be construed as a limitation upon, or election of remedies by, the University.

Section 3. Any violation of Section 1 shall subject any participant to immediate discipline, up to and including discharge. The grievance procedure shall be available to any employee who claims that they did not participate in the violation. Each bargaining unit member shall sign a receipt for a copy of this Agreement after it is printed and no additional notice shall be necessary before discipline or penalties may be imposed upon an individual for violation of Section 1.

Section 4. A refusal by a member of the bargaining unit to perform an assigned task based upon a good faith, objectively-based belief that performance of the task would subject them to a clear and present danger of bodily harm shall not be deemed a strike so long as the employee immediately notifies his supervisor, remains at their work station area, and performs any other available tasks assigned by the supervisor. No other employee shall cease work or engage in any conduct that violates Section 1 in support of another employee's safety-based refusal to perform a task.

Section 5. A refusal by a member of the bargaining unit to cross a picket-line shall not be deemed a violation of Section 1 if the employee:

- A. has a good faith, objectively-based belief that they are confronted with a clear and present danger of bodily harm; and
- B. the employee promptly reports the situation and their location to their supervisor by telephone and cooperates with any measures instituted by the University to safely transport or route them to their work area.

Section 6. Nothing herein shall be construed to impair the Union's right to strike to enforce bargaining demands concerning a successor Agreement as defined in ORC Section 4117.14(D)(2).

ARTICLE 27

WORK RULES

The University has established and published work rules, policies and procedures regulating the conduct of bargaining unit employees which include the types of employee conduct which shall be deemed inappropriate. Should the University choose to modify these existing work rules, policies and procedures, the University will first give copies of the same to the Chief Steward and Local Union President and then will review the same with the Union at least ten (10) work days before they are implemented.

ARTICLE 28

PERFORMANCE EVALUATIONS

Section 1. If annual employee performance evaluations are used, they shall be reviewed with the employee.

Section 2. Following a discussion with their supervisor concerning the employee's evaluation and the execution of an acknowledgment that the evaluation has been discussed with the employee, a bargaining unit member will be granted five (5) working days in which to prepare any written statement they wish to have added to their personnel file.

Section 3. A copy of the completed employee performance evaluation form will be furnished to the bargaining unit member at the time they sign the form.

ARTICLE 29

PERSONNEL RECORDS

Section 1. The University shall permit any bargaining unit member to inspect the personnel file maintained by the Division of Talent Development and Human

Resources. With the bargaining unit member's permission, a designated Union representative may be present during such inspection. Such inspections may be made no more than twice each contract year for any employee. In addition to these two (2) inspections per year for each employee, the Union may request a total of three (3) additional inspections per contract year (for the entire bargaining unit) for the purpose of handling special circumstances. Such requests must be by prior appointment during normal hours of the Division of Human Resources.

Section 2. Copies of such inspected material will be provided to the bargaining unit member upon the payment of ten cents (\$.10) per page for any pages in excess of ten (10).

Section 3. Except for supervisory, administrative, medical or law enforcement personnel who have a need to know, an employee's personnel file shall not be displayed to third persons except pursuant to law. The University shall notify any bargaining unit member when their personnel information has been made available to others under compulsory legal process.

Section 4. If any bargaining unit member disputes the accuracy or completeness of personnel information pertaining to the employee, they shall be permitted to include in their file a statement of their position on the disputed information or that they protest the accuracy or completeness of the information.

ARTICLE 30

POSITION AUDIT

Section 1. During any consecutive period of twelve (12) months, a bargaining unit member may request a review of their job classification to determine whether the

employee is working within his/her assigned bargaining unit classification. In case of a substantial change of an employee's job content, the employee may request one (1) additional review of their job classification during the term of this Collective Bargaining Agreement. After an employee has requested this "extra" review, a twelve (12) month period must pass before requesting another review. The employee will be afforded a reasonable opportunity to submit facts relative to the classification.

Section 2. If the employee is improperly classified, the University will, at its option, remove permanent job responsibilities which are inconsistent with the employee's current classification or reclassify the bargaining unit member to the appropriate bargaining unit classification. When a bargaining unit member is reclassified, the employee shall be given notice setting forth the new classification, pay range, and wage rate.

Section 3. Position specifications and job content are the responsibility of the University; provided, however, that an employee may grieve the University's determination as to whether the employee is classified in the bargaining unit position which best corresponds to their actual duties.

Section 4. The University will make a determination within forty (40) work days after the employee submits the completed position audit form to their supervisor provided, however, that if the employee is reclassified, their new rate, if applicable, will be retroactive to the date they requested a review. The employee's supervisor will date and acknowledge the receipt of the position audit form. The Union will be made aware of the University's determination by means of either campus mail, e-mail, or a fax copy sent to the local Union President.

Section 5. An appeal of the University's determination will be initiated at Step Two of the grievance procedure.

ARTICLE 31

PARKING

Section 1. The University shall provide parking to all bargaining unit members on the same basis as provided to classified staff. The University reserves the right to change the parking location of any employee, but in so doing, will endeavor to afford parking within reasonable proximity of their work.

Section 2. The University assumes no responsibility for protection of, or damage to, a vehicle or its contents while parked or operated on University property. An employee who avails themselves of parking privileges assumes all risk of loss.

ARTICLE 32

REDUCTION OF FEES

Bargaining unit employees shall continue to be eligible for reduction of fees as afforded to other University employees.

ARTICLE 33

WAGES

Section 1.

~~Effective July 1, 2016 each bargaining unit member will receive an across the board wage increase of 3%. Effective July 1, 2017 each bargaining unit member will receive an across the board wage increase of 2%. Effective July 1, 2018 each bargaining unit member will receive an across the board wage increase of 3%. Effective July 1, 2019 each bargaining unit member will receive an across the board wage increase of 4%.~~

Section 1. Wages. Effective July 1, 2021 through December 31, 2026, each bargaining unit member will remain at the same base wage rate in place as of June 30, 2021, unless otherwise indicated.

A. 2022-23 Academic Year – Contingent Lump Sum Payment

1. Each bargaining unit member employed as of July 1, 2022, who was a member of the bargaining unit as of the beginning of fall semester 2021, and who had no discipline of a suspension or higher for the 2021 calendar year, shall receive a lump sum payment of \$1,000 if the condition in Subsection A(2) is met.

2. If the Census Headcount for Fall 2022 (defined as including all enrolled students at all University of Akron campuses except College Credit Plus students)¹ is equal to or greater than 16,100, then the lump sum specified in Subsection A(1) shall be provided. If the Fall 2022 enrollment (as defined above) is less than 16,100, there shall be no lump sum payment for FY23.

B. 2023-24 Academic Year – Contingent Lump Sum Payment

1. Each bargaining unit member employed as of July 1, 2023, who was a member of the bargaining unit as of the beginning of fall semester 2022, and who had no discipline of a suspension or higher for the 2022 calendar year, shall receive a lump sum payment of \$1,500, if the

¹ College Credit Plus students are shown in the Census Headcount as “Total CCP & ECHS.” The Census Headcount for purposes of this Article 33, Section 1 shall be determined by Institutional Research in the same manner as the “Fall 2020 Census Enrollment By Academic Career – Census” report (attached as Exhibit A) and measured on the fifteenth day of the semester. The Census Headcount number used for Article 33, Section 1 shall include all graduate students, law students, and undergraduate students and shall exclude only College Credit Plus students. For example, for Fall 2020, the Census Headcount for purposes of Article 33, Section 1 would be 15,230 (17,829 minus 2,599).

condition in Subsection B(2) is met.

2. If the Census Headcount for Fall 2023 (defined as including all enrolled students at all University of Akron campuses except College Credit Plus students) is equal to or greater than 17,400, then the lump sum specified in Subsection B(1) shall be provided. If the Fall 2023 enrollment (as defined above) is less than 17,400, there shall be no lump sum payment for FY24.

C. 2024-25 Academic Year – Contingent Lump Sum Payment

1. Each bargaining unit member employed as of July 1, 2024, who was a member of the bargaining unit as of the beginning of fall semester 2023, and who had no discipline of a suspension or higher for the 2023 calendar year, shall receive a lump sum payment of \$2,000, if the condition in Subsection C(2) is met.
2. If the Census Headcount for Fall 2024 (defined as including all enrolled students at all University of Akron campuses except College Credit Plus students) is equal to or greater than 18,700, then the lump sum specified in Subsection C(1) shall be provided. If the Fall 2024 enrollment (as defined above) is less than 18,700, there shall be no lump sum payment for FY25.

D. 2025-26 Academic Year – Salary Increase

1. Each bargaining unit member employed as of July 1, 2025, who was a member of the bargaining unit as of the beginning of fall semester 2024, and who had no discipline of a suspension or higher for the 2024 calendar year, shall receive a 2% increase to base salary.

2. If the Census Headcount for Fall 2025 (defined as including all enrolled students at all University of Akron campuses except College Credit Plus students) is equal to or greater than 20,000, then a 2% increase to base salary, in addition to the increase specified in Subsection D(1), shall be provided (resulting in a total 4% increase to base salary).

3. Any compensation increases granted under this Section D shall be retroactively applied to the bargaining unit member's base salary for the academic year for nine-month employees and to July 1, 2025, for twelve-month employees.

Section 2. Guaranteed Minimum Wage. The University is committed to establishing a new minimum hourly wage standard of fifteen dollars (\$15.00) per hour, effective July 1, 2022.

For the remaining term of this Agreement, each employee shall earn at least fifteen dollars (\$15.00) per hour. Any individual whose hourly rate is increased under this provision will be identified by the University, at which time the University will also identify other employees in that classification. Should the wage rate of other employees in that classification be higher than fifteen dollars (\$15.00) at the time another individual in the classification is moved to the minimum wage standard, the University will determine whether an adjustment should be made for the other employee(s) in order to avoid wage compression. The CWA President may request an individual in a classification be reviewed by the University under this Section after receiving notification of the individuals moved to the new minimum hourly wage standard. Any upward adjustment under this Section must be made on an individual basis after consultation with CWA leadership. This Section does not

require the base wage rate of every employee in the bargaining unit be increased and is not and should not be construed as an across-the-board wage increase.

Section 3. Market Adjustment. Compression/market adjustments for bargaining unit members will be determined by appropriate benchmarking within classifications. The process shall proceed as follows:

A. The goal is to work from data, which the University shall collect from appropriate benchmark lists.

B. A joint administration – CWA committee (comprised of two members selected by the Senior Financial Officer and two members selected by the President of CWA) will: administer the technical details of the compression/market adjustments, devise a mutually acceptable way to carry out the calculations where strict application of this section is not possible due to limitations in the available data or other technical reasons, construct and amend the benchmark lists and adjust the years of service factor parameters based on a continuing review of the available data. This committee shall complete its work by February 1, 2023 and make recommendations based on a simple majority vote and report its actions to the Senior Financial Officer and President of CWA respectively.

Section 4. Gold Standard Training Program. For fiscal years 2023 through 2025, the University agrees to make available a minimum of 12-hours of Gold Service Training on a fiscal year basis for bargaining unit members, as more fully described in Appendix A.

ARTICLE 34

INSURANCE

Section 1. ~~Through December 31, 2020, the University will provide bargaining unit employees with substantially equivalent substantive insurance benefits consisting of the group medical, pharmacy, dental, vision, life, and long and short term disability plans, premiums, contributions, co-pays and deductibles as have been provided to bargaining unit employees and faculty members.~~ **All bargaining unit members shall enjoy the same insurance programs, e.g., group medical, prescription, dental, vision, life insurance and long and short term disability plans and premium contributions, co-pays and deductibles and fee remission benefits as the University provides, from time to time, to Akron-AAUP bargaining unit members, continuing for the life of this Agreement.**

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Effective July 1, 2022, bargaining unit members' monthly premium cost-share contribution percentage rates toward the cost of each plan shall be based on the following table:

	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	Tier 6	Tier 7
Percent of Univ. Employees in Tier	7.5%	10%	20%	25%	20%	10%	7.5%
Percent of Premium	15%	17%	18%	19%	20%	21%	23%

The percentage of University employees in each tier will remain the same throughout the term of this Agreement, but the salary ranges corresponding to each tier will change each calendar year in reference to the salaries as of September 1 of the previous calendar year, e.g., the tiers for 2022 will be based on salaries in effect on September 1, 2021. The actual employee contribution amounts will change each calendar year

based on the premium equivalency rates established.

From July 1, 2021 through December 31, 2026, the employee contribution percentage for coverage under the Blue Plan (PPO 75%) will be changed so that the University's portion of the premium equivalency rate is equal for the Gold and Blue Plans.

~~Section 2. The University and the Union shall meet prior to December 31, 2020 to negotiate insurance for the period beyond December 31, 2020.~~

ARTICLE 35

DURATION

Section 1. This Agreement shall become effective ~~May 1, 2016~~ from July 1, 2021 and shall continue in full force and effect until midnight on ~~April 30, 2020~~ June 30, 2024, upon which time the second Agreement will become effective from July 1, 2024 through December 31, 2026.

Section 2. For purposes of negotiating a successor Agreement, each negotiating team shall be limited to a maximum of six (6) members, including no more than four (4) employee-members of the Union team. Meetings will be scheduled once a week, unless mutually agreed otherwise, and the employee-members of the Union team shall be permitted time off without loss of pay to participate in face-to-face negotiations. Employee-negotiators shall not be considered to be in a work status while traveling to or attending negotiation sessions. Additional release time will be granted without pay with the approval of the employee's supervisor, such approval to be based upon the operational needs of the unit and shall not be unreasonably withheld.

Section 3. The parties shall negotiate in accordance with ORC Section 4117, unless mutually agreed upon otherwise. The parties may declare an impasse and invite mediation by the Federal Mediation and Conciliation Service.

Section 4. Should any provision of this Agreement be found to be in violation of law, all other terms and provisions of this Agreement shall continue and the Union and the University shall meet and confer regarding the necessity of a substitute provision.

ARTICLE 36

NON-DISCRIMINATION

Section 1. It is recognized that the University is a public trust operated for the Education of students. To that end, both parties recognize their mutual obligation to promote efficient University operations and harmonious relations.

Section 2. The parties will abide by all laws pertaining to equal employment opportunity. There shall be no unlawful discrimination against any employee on account of race, color, religion, sex, sexual orientation, gender identity or expression, age, national or ethnic origin, disability, status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a foster parent, military status, genetic information, or status as a veteran. The University prohibits sexual harassment of any form in all aspects of employment and in its programs and activities and prohibits discrimination on the basis of sexual and racial or ethnic orientation in employment and admissions.

Section 3. The parties agree that this Agreement shall be subject to the University's Affirmative Action Plan or any such Affirmative Action Plan adopted by the University in the future or as may be required by law.

Section 4. It is understood that all gender-based references to employees and bargaining unit members in this Agreement refer to both sexes.

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Appendix A - The Gold Standard Training Program

Training Objective

The primary objective of the University of Akron's (UA) Gold Standard Training Program is to encourage its employees in the CWA bargaining units to maintain, grow, and enhance their customer service skills, software proficiencies, and work safety and performance in a manner that fosters increased student enrollment.

Training Guidance

UA encourages its employees in the CWA bargaining units to participate in UA's Gold Standard Training Program ("GST Program").

Participation:

- Beginning fiscal year 2023 through fiscal year 2025, employees may participate in the GST Program. The employee will have the fiscal year to complete 12 hours of the GST Program. No more than six (6) hours may be taken from January 1 to June 30 of each year and no more than six (6) hours may be taken from July 1 to December 31 of each year. An employee may not schedule more than four (4) hours of training during a work week.
- All training for the GST Program must be completed during the employee's work hours. Time to complete training is at management's discretion and requires pre-approval, which will not be unreasonably denied.
- Any hours completed in excess of twelve (12) in a fiscal year will not be applied to GST Program hours in the following fiscal year.
- An employee must take a pre-approved course or training in order to receive credit under the GST Program. No credit will be given for a pre-approved course or training that an employee already completed in that or a prior fiscal year.
- Limited computer availability is accessible in the Administrative Services Building and Bierce Library. A guide on how to access LinkedIn Learning courses can be obtained from LaborRelations@uakron.edu.

"Gold Status" Certification

- Within five (5) business days of completing twelve (12) hours of GST Program eligible courses in a fiscal year, the employee must contact Labor Relations at LaborRelations@uakron.edu. Labor Relations will then verify that all courses have been completed and will then issue a certificate of completion to the employee denoting the employee achieved “Gold Status” certification for that fiscal year.

Payment for Completing the GST Program

- An employee achieving Gold Status in a fiscal year (i.e. completing the GST Program that fiscal year) will be paid as follows:
 - a. One (1) time the employee’s regular hourly rate up to twelve (12) hours for completed GST Program training hours. Note: The payment under this section will be in addition to the payment made for hours worked when the training course was taken.
 - b. If the employee achieved Gold Status in the prior two fiscal years, the employee shall also be paid a flat amount of \$100.00 in addition to the payment in section (a).

Pre-approved GST Program Courses for Fiscal Year 2023 – *Note: the below-listed courses are currently available and may be replaced from time to time by the University. The bargaining unit will be notified of any changes to eligible GST Program Courses.*

LinkedIn Learning Courses (CWA Trades and CWA-SBU Units): *LinkedIn Learning courses eligible to be counted towards the Gold Standard Training Program are below-listed and must be verified by UA to be counted towards the 12 training hours in order to be eligible to receive payment.*

Customer Service Foundations – Jeff Toister (1.5 hours)

- Create stronger customer relationships, exceed customer expectations and defuse customer anger.
- De-Escalating Conversations for Customer Service – Myra Golden (1 hour)
 - Choose words, reframe conversations.
- Being an Effective Team Member – Daisy Lovelace (0.5 hours)
 - Prioritizing team goals, being proactive, approaching teamwork collaboratively
- Building Trust – Brenda Bailey-Hughes (1 hour)
 - Daily trust builders, managing mindsets, trust in special situations.
- Effective Listening - Effective Listening - Tatiana Kolovou and Brenda Bailey-Hughes (1 hour)
 - Assessing your listening skills, challenges to listening, effective listening behaviors.
- Communicating with Diplomacy and Tact – Tatiana Kolovou (1 hour)
 - Communicating with tact, what tact and diplomacy look like in the workplace
- Critical Thinking for Better Judgement and Decision Making – Becki Saltzman (1 hour)
 - Comparing critical and strategic thinking, minimizing bad judgements, improving decision quality
- Diversity, Inclusion and Belonging – Pat Wadors (1 hour)
 - Defining DIB, leading the DIB conversation
- Teaching Civility in the Workplace – Catherine Mattice Zundel (1 hour)
 - Creating and sustaining a civil work environment
- Communicating Through Disagreement – Michael Shermer (0.5 hours)
 - Communication skills, active listening, dealing with strong emotions
- Communication Foundations - Tatiana Kolovou and Brenda Bailey-Hughes (1 hour)

- Cyber Security at Work – Caroline Wong (1 hour)
 - Office, computer, mobile, email, wireless, account and data security
- Excel Quick Tips – Jess Stratton, Nick Brazzi, Garrick Chow (1 hour)
 - Data entry, working with data, formatting, viewing options, collaborating on spreadsheets, working with files
- Word Tips and Tricks – Nick Brazzi (1 hour)
 - Document defaults, adding and formatting text, spelling and proofing tools, useful tools
- Improving your Judgement for Better Decision Making – Becki Saltzman (0.5 hours)
 - Good judgement, judgmental versus good judgement, seeing things more clearly
- Strategic Thinking – Dorie Clark (1 hour)
 - Making time, learning from the past, measuring success
- Learning Office 365 – David Rivers (1 hour)
 - Apps, storing and syncing, adding files, chatting in Teams
- Microsoft Teams Essential Training – Nick Brazzi (2.5 hours)
 - Organizing teams, scheduling and starting video meetings, sharing files, searching, settings and customization
- Equity First: The Path to Inclusion and Belonging – Mary Frances Winters (1.5 hours)
 - Diversity and inclusion, social equity
- Confronting Bias: Thriving Across Our Differences – Verna Myers and Arianna Huffington (1 hour)
 - Distinguish between diversity and inclusion, unconscious bias, interpret the types of unconscious bias
- Customer Service: Problem Solving and Troubleshooting – Noah Fleming (0.5 hours)
 - Identifying the first step to take with an invalid complaint, recognizing the importance of listening
- Building Rapport with Customers – Myra Golden (0.5 hours)
 - Build rapport through acknowledging concern, customer service speaking, chat interactions, disarm angry customers
- Speaking Confidently and Effectively – Pete Mockaitis (0.5 hours)
 - Presentation skills
- Grammar Girls's Quick and Dirty Tips for Better Writing – Mignon Fogarty (1 hour)
 - Nouns and pronouns, prepositions, quoting correctly, fixing run-on sentences
- Grammar Foundations – Judy Steiner-Williams (2 hours)
 - Nouns, proper use of articles, restrictive and nonrestrictive clauses, pronouns, punctuation rules
- Mindfulness Practices – Henna Inam (2 hours)
 - Manage stress, expand emotional intelligence, deal with coworkers
- Managing Stress for a Positive Change – Heidi Hanna (1 hour)
 - Identify and ease stress within your team
- Balancing Work and Life – Dave Crenshaw (0.5 hours)
 - Balancing your life and work
- Building Resilience – Tatiana Kolovou (0.5 hours)
 - Bouncing back from difficult situations and building your resiliency threshold
- Enhancing Resilience – Gemma Leigh Roberts (1 hour)
 - Overcome challenges, thrive, enhance your resilience
- Developing Cross-Cultural Intelligence – Tatiana Kolovou (1 hour)
 - High and low context cultures, defining culture, direct and indirect communicators
- Communication Tips – Tatiana Kolovou and Brenda Bailey-Hughes (4 hours)
 - Introversions and extroversions, persuasion, negotiation, making small talk

- Communicating with Emotional Intelligence – Brenda Bailey-Hughes (1 hour)
 - Understanding emotional intelligence, communicating self-awareness, empathizing
- Giving and Receiving Feedback – Gemma Leigh Roberts (1 hour)
 - Learning to give effective feedback and use feedback received as a tool to improve performance
- Outlook Quick Tips – Jess Stratton, Nick Brazzi, Garrick Chow (0.5 hours)
 - Forwarding and redirecting, adding folders, sorting messages, sharing calendars, customizing
- Outlook: Efficient Email Management – Gini von Courter (2 hours)
 - Email management, sorting and filtering, conditional formatting, customizing
- Word 2021 Essential Training – Nick Brazzi (2.5 hours)
 - Learn how to create, edit, format and share documents
- Microsoft Teams: Working with Files – Nick Brazzi (1 hour)
 - File sharing, document management
- Leadership Tips, Tactics and Advice – Elizabeth Lotardo and Lisa Earle McLeod (1 hour)
 - Aligning your team and setting goals, delivering feedback, navigating team conflict
- Decision Making Strategies – Mike Figliuolo (1 hour)
 - Decision making styles, participatory decision making, consensus-based decision making
- Time Management Fundamentals – Dave Crenshaw (2 hours)
 - Principles of time management, creating a focused schedule and workspace
- Improving Your Focus – Dave Crenshaw (1 hour)
 - Using technology, processing new tasks, avoiding distractions
- Developing a Critical Thinking Mindset – Becki Saltzman (1 hour)
 - Creating a mindset that enables examination of information, assessing information you can trust
- How to Beat Burnout, Exhaustion and Stress – Pete Mockaitis (0.5 hours)
 - Building resilience, work life balance
- Preventing Harassment in the Workplace – Catherine Mattice (1 hour)
 - The reality of harassment, preventing harassment through organizational culture and interpersonal skills

Human Resource Courses (CWA Trades and CWA-SBU Units):

- Understanding Your Benefits – University Benefits Department (0.5 hours)
 - EAP, tuition remission, time for questions
- Fortifying Your Resilience – IMPACT EAP Webinar (1 hour)
- Implicit Bias Training – University EEO Department (1 hour)

CWA Trades Only:

LinkedIn Learning Courses

- Occupational Safety and Health: Slips, Trips and Falls – Jim Rogers (1 hour)
 - Slip, trip and fall incidents, preventing injuries
- Occupational Safety and Health: Hazard Communication – Jim Rogers (1 hour)
 - Categorizing hazards, understanding GHS labels, safety data sheets
- Understanding Personal Protective Equipment – Jim Rogers (1 hour)
 - Role of PPE, types of PPE, PPE best practices
- Learning Everyday Math – Vince Kotchian (2 hours)

- Understanding decimals and fractions, working with percentages and ratios, solving equations, calculating area and volume, calculating area for home-improvement, working with probability

CWA-SBU Only

LinkedIn Learning Courses:

- Excel Tips and Tricks – Dennis Taylor (4.5 hours)
 - Creating charts, display shortcuts, navigating, data entry, formulas, data management
- Word Essential Training – David Rivers (2 hours)
 - Working with text, formatting, lists, illustrating, proofing, collaborating
- Administrative Professional Tips – April Stallworth (3 hours)
 - Goal setting, resources, presentation skills, decision-making, project management, managing morale, setting expectations, organizational skills
- Advanced Grammar – Judy Steiner-Williams (2 hours)
 - Irregular verbs and tenses, coordinating conjunctions, comma placement, sentence structures
- Business Writing Fundamentals – Judy Steiner-Williams (1.5 hours)
 - Concise and complete writing, elements of a clear message, avoiding common errors

SIGNATURES ON NEXT PAGE.

APPENDIX E: REPORT OF THE PRESIDENT

Thank you, Chair Gingo, and good morning, everybody!

Well, this semester has flown by, and we are picking up even more speed as we move toward commencement, which is next week. I want to echo the Chair's congratulations to our over 2,000 soon-to-be graduates, including Student Trustee McKenzie Gerzanics. I wish them the best of luck in their future endeavors. McKenzie, I look forward to your comments and those of Student Trustee Brooke Campbell in a minute. During their report, we will hear from the Undergraduate Student Government representatives.

I also want to express my gratitude to the faculty, staff and contract professionals of the University, and their families and friends, who have supported these students during their time at UA. I know some of you will be joining us for one or more of the three ceremonies on Saturday, May 7, and we greatly appreciate your attendance. I hope that you can come. I also want to thank Lewis Adkins in advance for giving the School of Law Commencement address, and as Chair Gingo just said, I do also want to offer my congratulations to Dr. Ciraldo for finishing Run Rome in Italy, as well as for all the other accomplishments that you have had in your career, and thank you for what you are doing right now in the Dominican Republic!

This is always a special time in the Board meeting for me, when I have the privilege to thank alumni and friends of The University of Akron for their generosity and kindness. These are people who, through their giving, often step back to a special place in their lives that inspires them to make a profound difference for our students.

Weltzien Endowed Scholarship in Psychology

I am honored to announce today the establishment of the Dr. Joan and Mr. Michael Weltzien Endowed Scholarship in Psychology. Established in March, this scholarship will support students who are studying and preparing for professional careers in psychology. Joan, an active Akron native, worked multiple jobs as a student at UA to make ends meet, eventually earning both a bachelor's and a master's degree from the University. She went on to establish a thriving career and private practice in family therapy. Her husband, Michael, who grew up in Wadsworth, has a master's degree from the UA College of Business. He was a successful executive, co-founding North American Hydraulics Incorporated. As students, Joan in particular, they knew the strain of academics and working to pay for college. Thus, the idea of the Weltzien Scholarship was born. Their efforts make the path just a little easier for current students pursuing their own academic goals.

We are honored by both their vision and their generosity. Joan and Michael are residents of Houston, Texas, where they continue to have an impact on lives in numerous ways.

Workday ERP Platform Implementation

I want to turn now to our Workday ERP platform implementation project, which may not appear as exciting as our wonderful alumni and donors, but it is a project that will be transformational for the institution when it is finished. We are fortunate to have Senior Vice President/CFO Dallas Grundy and Executive Vice President/Provost John Wiencek leading this ERP implementation effort. I

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want to emphasize that they have assembled a team of 50 University employees from 10 different offices and departments to work on implementing this project. One of the biggest collective efforts of the University right now is this implementation, and I want to congratulate Dallas and John for getting this group together. This project has now kicked into high gear, and we expect to spend the spring and summer on building out and testing, with an implementation for the human capital management, financials and payroll modules in late fall. Of course, the team is planning extensive training. We are aiming to go live in January 2023 with implementation through that year. The student buildout will follow; implementation is projected for fall 2024. We are very excited about this project. It is long overdue, and it will bring to the University a lot of business power.

Academic and Administrative Hires

As you heard from Vice President Sarah Kelly, we are continuing to rapidly fill some academic and administrative positions. Among them for your consideration this morning are the dean of the College of Engineering and Polymer Science; the vice provost for student pathways and dean of the Williams Honors College; the vice president and chief of staff; the vice provost for enrollment management; and the director of the Ray C. Bliss Institute of Applied Politics. We are in the final stages of what we believe will be very successful searches for vice president for research and business engagement and dean of the Graduate School; and dean of the College of Health and Human Sciences. We have had some really good candidates, and we expect to move forward with those. These are exciting times as we develop the University's leadership team.

College Highlight

The College of Engineering and Polymer Science received some wonderful news recently. First, our Polymer Science and Plastics Engineering programs were ranked Number One in the world by the website EduRank.com. Second, this fall, The University of Akron will be the first public university in Ohio to offer a Bachelor of Science in Polymer Science and Polymer Engineering degree. Many of you are very familiar with our graduate programs in this area, which have a great reputation in this country and around the world. Now, we are adding this exciting undergraduate component. Polymer science/polymer engineering is a versatile and growing field that is expanding locally and provides incentive for students to come to Northeast Ohio, get their education, and stay here for careers with local companies, many of which are University partners and collaborators.

COVID Update

Regarding COVID, we announced last week that UA will no longer require masks on the Roo Express buses. This follows the federal court decision invalidating the mask mandate. The city's METRO also has removed its mask requirement. I do want to assure you that we continue to look at the COVID situation, and as we have done in the past with all COVID-related issues, we will continue to monitor conditions and take guidance from the Centers for Disease Control, the State of Ohio, and local health officials to adjust protocols as needed.

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Akron Arts Initiative

We continue to make progress on the Akron Arts Initiative. I am very excited to welcome Rubber City Theatre to The University of Akron, which will serve as its home base for the next two years. This will open up a tremendous opportunity for our students and our academic performing arts programs, and will bring more people to the UA campus, which is always a good thing.

Survey Results

Last week, I had an early look at the Spring 2021 Handshake First Destination Survey results that show us a summary of career outcomes, or the rates at which the University's Spring 2021 graduates went on to employment, the Armed Forces, a volunteer service program, or continued education. The numbers are very positive and impressive for UA. Of the 72 percent of graduates for whom we could verify data for the six months following their graduation, 95 percent of them had been placed in one of the areas I just mentioned. This was an increase from the 2019 and 2020 data, which were around 87 percent. We also saw average salary increase to more than \$58,000 a year, which is about \$7,800 higher than the 2019 data. This continues our performance in placing students in the workforce in good jobs in their fields.

The survey numbers are further broken down by college, and each academic dean has received the data, and they are working through them to see if we can improve these numbers even more in the future.

Campus Events

As I said earlier, this has been an incredibly busy semester, and at times we have felt a bit like we were in the celebrity spotlight because we had some pretty high-profile visitors to campus.

- In late February, we welcomed back UA alumnus and Academy Award winner Matthew Cherry for one of the headlining events for UA's Rethinking Race program series.
- Earlier this month, TV personality John Quiñones gave the keynote address for the Black, Brown and Beyond Male Summit, which was very well attended and an exciting program.
- And two weeks ago, Loretta Mester, the president and CEO of the Federal Reserve Bank of Cleveland, was the keynote speaker for the College of Business's Ohio Economic Forum. Dr. Mester's address was covered nationally by Bloomberg and Reuters, among many other outlets. She also participated in a panel discussion with leaders from the LeBron James Family Foundation, The J.M. Smucker Company, and the State Board of Education.

Of course, we enjoy having these high-profile visitors to campus because of the media attention but also because of the opportunities for our community and our students to interact with these public intellectuals.

APPENDIX E: REPORT OF THE PRESIDENT, Page 4

While there were many people involved, I do want to give a shout-out to the staff in the Student Union, not only for these events but also for the last four weeks. I think we used every room in this building every night and every day, including the ballroom three or four times hosting hundreds of people. We can tell that they are doing a great job, as those events were pulled off flawlessly.

Tomorrow morning, we will have an opportunity to get together in the Student Union ballroom. I have invited the faculty, staff and contract professionals to come for some light refreshments and a few updates from the University. I will discuss a little bit about the future, but my main goal is to thank this group for their incredible work over the last almost two years and remind them of some of the amazing things that they have done. If you have a chance to come, we would really appreciate that. I am looking forward to this event and to seeing our colleagues before commencement.

Thank you all for your work and for the opportunity to visit with you this morning.

APPENDIX F: PROVOST'S REPORT



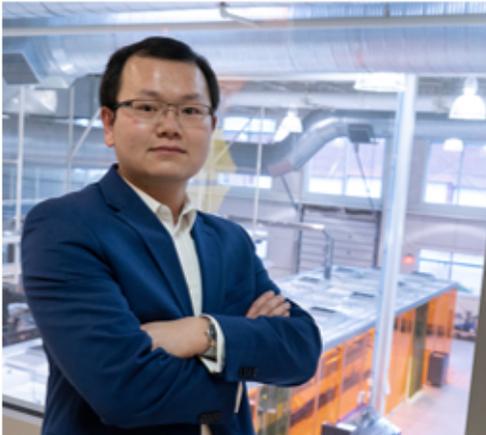
AGENDA

- Special Recognition for Awards, Patents, and Grant Funding
- Welcome Dean Menzemer and Vice Provost Fedearia Nicholson-Sweval



APPENDIX F: PROVOST'S REPORT, Page 2

AWARDS



Dr. Weinan Xu
Assistant Professor
School of Polymer Science
and Polymer Engineering

Awarded the 2022 Polymer Processing Society Early Career Award

There are two faculty awards I'd like to highlight.

- Dr. Weinan Xu, assistant professor in the School of Polymer Science and Polymer Engineering, was awarded the 2022 Polymer Processing Society Early Career Award. This award recognizes researchers who stimulate originality and potential for continuing creativity in the science and technology of all polymer processing related areas.



Dr. Sarah St. George
Assistant Professor of Practice
Criminal Justice Studies
Buchtel College of Arts & Sciences

2021 Article of the Year in
Criminal Justice Review

APPENDIX F: PROVOST'S REPORT, Page 3

- Dr. Sarah St. George, assistant professor of practice of Criminal Justice Studies co-authored a study that was selected as "Article of the Year" for 2021 by the editorial board of *Criminal Justice Review*. The article is titled "Organizational-Level Characteristics in Right-Wing Extremist Groups in the United States Over Time."

PATENTS



Abraham Joy
Polymer
Science &
Polymer
Engineering



Lu-Kwang Ju
Biomolecular
& Corrosion
Engineering



Joseph Kennedy
Polymer Science
& Chemistry



Marnie Saunders
Biomedical
Engineering



Yilmaz Sozer
Electrical &
Computer
Engineering

Congratulations to the following colleagues for their recently issued patent applications:

- **Dr. Abraham Joy**, professor, School of Polymer Science and Polymer Engineering, had a patent application issued for "Modification of Segmented Polyurethane Properties by Copolymerizing with Pendant Functionalized Diols." The patent is for advanced material for use in medical devices and applications with biocompatible, biodegradable polyurethane materials with controlled thermal, anti-microbial, mechanical and anti-fouling properties.
- **Dr. Lu-Kwang Ju**, distinguished professor of chemical, biomolecular and corrosion engineering, was issued patent applications for "Enzyme Processing of Soybeans Into Intact Oil Bodies, Protein Bodies, and Hydrolyzed Carbohydrates," for biotechnology and soy processing; and "Multi-step Method for Producing Algae Products," for biotechnology for waste-water treatment and biodiesel production.
- **Dr. Joseph P. Kennedy**, Distinguished Professor of polymer science and chemistry, was issued patent applications for "Star Isobutylene-Based Thermoplastic Elastomers," for a thermoplastic elastomer made from a star isobutylene polymer; and "High Molecular Weight Polyisobutylenes and Polyisobutylene Networks From Liquid Polyisobutylenes by Thiol-Ene Clicking," for a new PIB network with high molecular weight and thiol based PIB derivatives.

APPENDIX F: PROVOST'S REPORT, Page 4

- **Dr. Marnie Saunders**, interim dean, Graduate School and associate professor of biomedical engineering, was issued a patent application for “Lab-On-A-Chip (LOC) for Biomimetic Bone Remodeling Analysis,” for bone remodeling with LOC capabilities.
- **Dr. Yilmaz Sozer**, professor of electrical and computer engineering, was issued patent applications for “Permanent Magnet Machine,” for low noise and vibration control for electric machines; and “DC Input Current Ripple Reduction in SRM Drive for High Volumetric Power Density Applications,” a control system and device for switch reluctance machines.

GRANT FUNDING



UA's Office of Academic Retention & Support
Awarded \$1.5 million from the State of Ohio to support the Choose Ohio First STEM Scholarship Program

There is one particular grant that I would like to highlight today.

Avis Brown, who is our director for The University of Akron's Office of Academic Retention and Support, as well as his team, were recently awarded a \$1.5 million grant from the State of Ohio to support the Choose Ohio First STEM Scholarship Program here on campus. This program aims to recruit and graduate more students in the fields of science, technology, engineering, mathematics, and medicine. The state will distribute the award over a five-year period to fund scholarship awards and other benefits for students in these STEM areas.

The University of Akron began the program in 2009 with a grant provided by the State of Ohio and has long been one of the largest and strongest programs in the state, owing to its openness to recruit hard-working students from backgrounds that are typically underrepresented in the STEM fields. Year-to-year retention rates for The University of Akron's Choose Ohio First program students has been more than 90 percent.

APPENDIX F: PROVOST'S REPORT, Page 5



LEADERSHIP APPOINTMENTS

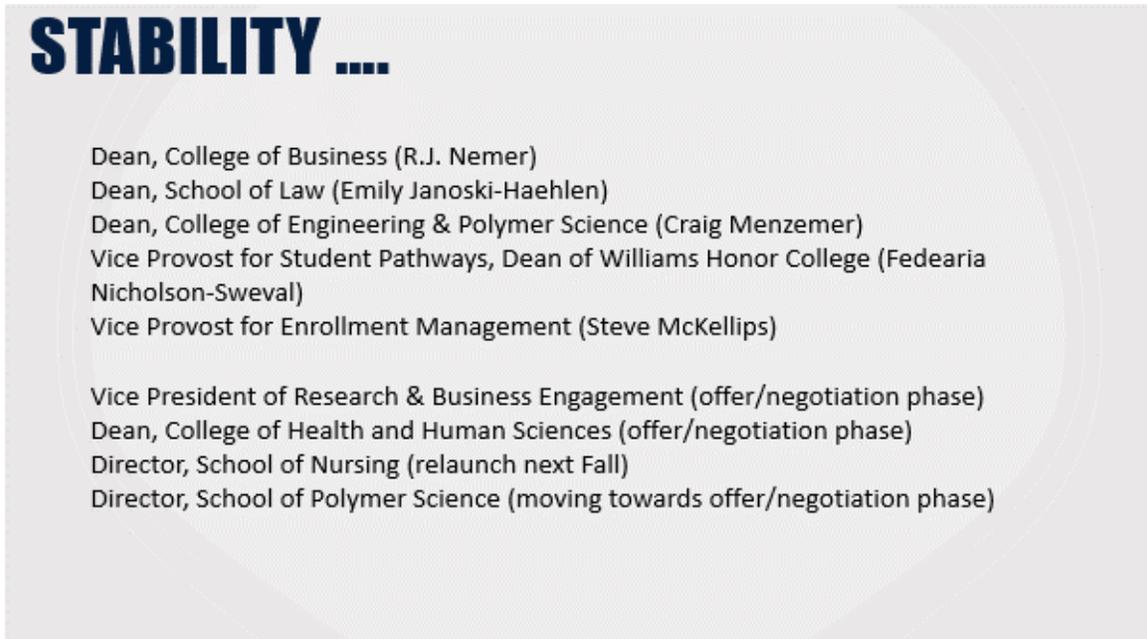

Fedearia Nicholson-Sweval
Vice Provost for Student Pathways &
Dean of the Williams Honors College


Craig Menzemer
Dean of the College of
Engineering & Polymer Science

- UA has chosen Fedearia Nicholson-Sweval, Ph.D. as vice provost for Student Pathways and dean of the Williams Honors College. She will replace Joe Urgo, who is serving the same positions in an interim role. As vice provost for Student Pathways, Fedearia will lead the Student Success Team and several student-focused offices, such as Academic Retention and Support, focusing on pathways into higher education for high school students and returning adults while increasing the diversity of the student body. She will provide leadership to the Williams Honors College as its dean to continue a rigorous, transformative learning experience for UA's high-achieving students while maintaining its engagement with the community. We are thrilled to have Fedearia back at The University of Akron working with our students and community to advance Akron and the region. She has a wealth of experience in student success and effective honors programs, and we are very fortunate to have her on the team.
- Craig Menzemer, Ph.D. will continue in his role, now permanently, as dean of the College of Engineering and Polymer Science with acclimation and strong support from the faculty. Craig has nearly 40 years of experience in industry and in higher education. He joined UA in 1996 as a faculty member in the Department of Civil Engineering before briefly serving as interim assistant dean and then associate dean from 2010-2018. In 2018, he was appointed interim dean and partially maintained his role in the classroom as a professor of civil engineering. Prior to academia, Menzemer spent 14 years working in industry for United States Steel Corp. and Alcoa. Craig's leadership in the College of Engineering and Polymer Science has been critical to the success of moving the college and University forward. The University's engineering and polymer programs have global reputations for groundbreaking research and innovative technology that have made the world a better place to live for all of us. We are grateful that Dr. Menzemer is continuing as dean of the college, especially with his wealth of experience that will benefit our students and future workforce.

APPENDIX F: PROVOST'S REPORT, Page 6

Congratulations, Fedearia and Craig.



I want to emphasize that these search results have added to the optimism on campus. There has been a period of reliance on colleagues who, in able fashion, have served in leadership roles during some difficult times while national searches for permanent appointments in these areas took place.

I want to take a moment to thank all the chairs of these search committees and the committee members, roughly 100 people who have invested hours and hours to identify and interview candidates. I also thank Sarah Kelly and the Human Resources team for being very responsive, accommodating and helpful.

- The search committee for the vice president of Research and Business Engagement, chaired by Craig Menzemer, has just submitted its report. I'll be contacting a candidate within the next day.
- In a similar timeframe, the search committee has completed its report for dean of the College of Health and Human Sciences, and a negotiation and offer to a candidate will be made.

I am very optimistic that we will have success in both of those.

- We will relaunch the search this fall for the director of the School of Nursing, much like we did previously for the College of Business dean search.
- Finally, we have identified strong, viable candidates for the director for the School of Polymer Science. We expect to see a successful conclusion with that search.

APPENDIX F: PROVOST'S REPORT, Page 7

Of the nine searches listed above, we will have successfully completed eight this year. Again, this provides stability and optimism on campus, and I want to express my sincere thanks to all the folks who have worked so hard in getting those searches done in a successful way.

STRATEGIC PLAN

Timeline:

- October 2019 – President Miller launches “Affirming Our Promises” – Strategic Planning Process
- November 2019 – College 3-year action plans
- February 2020 – University Council Executive Committee adds University-wide Priority List, Drafting starts
- March 2020 – Plan put on paused as pandemic emerges
- October 2020 – Plan relaunched; University Planning Group established
- March 2021 – Short-term goals set, revisit plan and process given impacts of pandemic
- July 2021 – Administration provides feedback to UPG on first plan draft and process (in blue folder)
- October 2021 – New UPG driven process and plan launched to the community

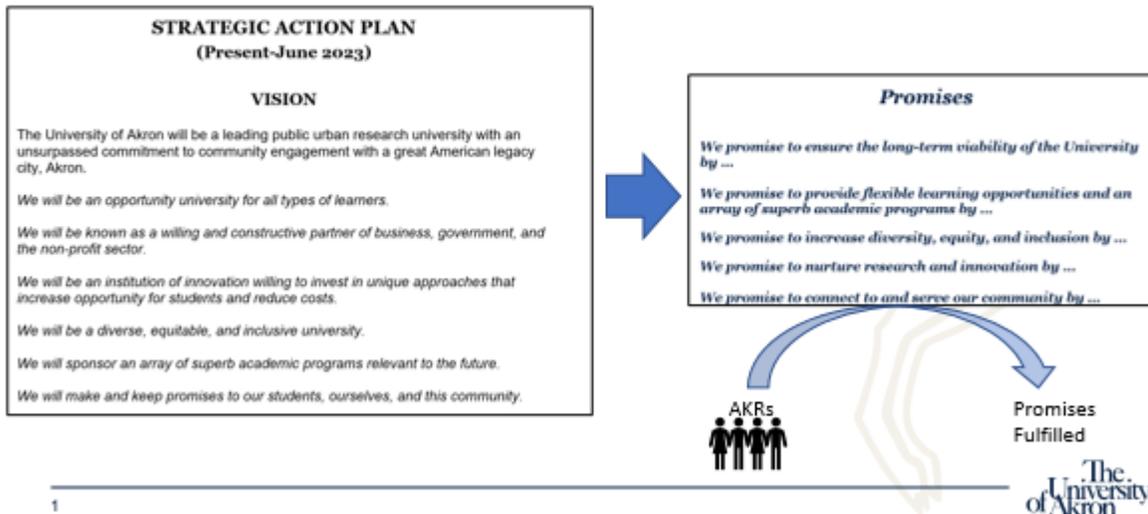
Structure and Oversight:

- Board rule 3359-10-01.1 vests University Council with strategic planning
- University Council has established the University Planning Group (UPG), responsible for all plan aspects
- UPG has recommended Provost as Chair, approved by President Miller
- 2-year plans with overarching goals, reliance on localized goal setting to drive key results
- Framed on Intel Corp OKR approach, customized to AKRs (Aspirations and Key Results)
- Progress report coming with the start of next academic year

1



STRATEGIC PLAN OVERVIEW



1

APPENDIX F: PROVOST'S REPORT, Page 8

The Strategic Plan will be discussed more at future Board meetings. A progress report will be made early this fall. It is an important part of our accreditation process as well as our advancement as a University.

I now ask that Dr. Cher Hendricks provide some information about the Higher Learning Commission, our regional accreditation body.



IMPORTANT FUNCTIONS OF ACCREDITATION

- Assess the quality of academic programs at institutions of higher education
- Create a culture of continuous improvement of academic quality at colleges and universities and stimulate a general raising of standards among educational institutions
- Involve faculty and staff comprehensively in institutional evaluation and planning



APPENDIX F: PROVOST'S REPORT, Page 9

The Higher Learning Commission (HLC), one of six accreditors, is used by The University of Akron for its **institutional** accreditation. Institutional accreditation is important because this is how we get financial aid funds to the institution.

- Some of the University's academic programs also have secondary, specialized accreditation, e.g. education, engineering, business and health and human sciences.

ACCREDITATION ACTIVITIES

- Accrediting body establishes accreditation standards **[HLC: Criteria]**
- Institution prepares an in-depth self study, measuring itself against the standards **[HLC: Assurance Argument]**
- Accrediting body conducts an on-site evaluation with peer reviewers
- Accrediting body determines accreditation status
- Accrediting body monitors the institution throughout the accreditation period
- Accrediting body periodically reevaluates the institution to determine whether continued accreditation is warranted



U.S. Department of Education

HLC has five accreditation standards called **Criteria** (listed below).

CRITERIA FOR ACCREDITATION FROM THE HIGHER LEARNING COMMISSION (HLC)

Criterion 1. Mission

The institution's mission is clear and articulated publicly; it guides the institution's operations.

Criterion 2. Integrity: Ethical and Responsible Conduct

The institution acts with integrity; its conduct is ethical and responsible.

Criterion 3. Teaching and Learning: Quality, Resources, and Support

The institution provides quality education, wherever and however its offerings are delivered.



HIGHER LEARNING COMMISSION

APPENDIX F: PROVOST'S REPORT, Page 10

CRITERIA FOR ACCREDITATION FROM THE HIGHER LEARNING COMMISSION (HLC)

Criterion 4. Teaching and Learning: Evaluation and Improvement

The institution demonstrates responsibility for the quality of its educational programs, learning environments, and support services, and it evaluates their effectiveness for student learning through processes designed to promote continuous improvement.

Criterion 5. Institutional Effectiveness, Resources and Planning

The institution's resources, structures, and processes are sufficient to fulfill its mission, improve the quality of its educational offerings, and respond to future challenges and opportunities.



At Year 4 and Year 10, the University prepares an **Assurance Argument** that indicates how it is meeting the five Criteria.

10-YEAR ACCREDITATION CYCLE



Years 1–3

Prepare Assurance Filing

Institution

May contribute documents to Evidence File and begin writing Assurance Argument for Year 4 [comprehensive evaluation](#).



Year 4

Comprehensive Evaluation

Institution

Submit [comprehensive evaluation](#) materials.

Peer Review

Conduct comprehensive evaluation (with [visit](#)).

HLC Decision Making

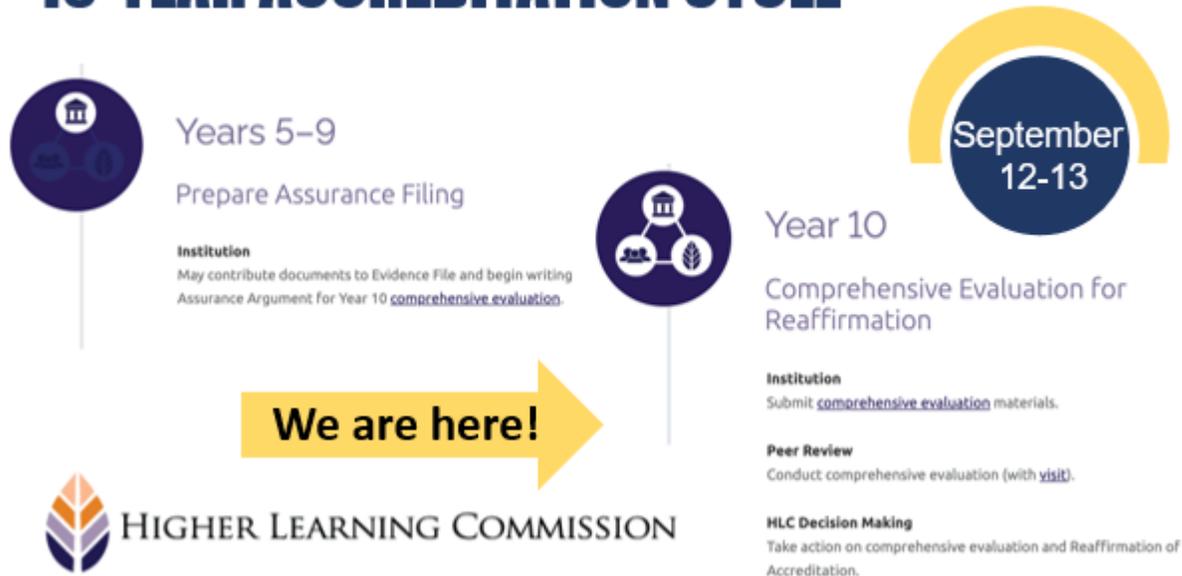
Take action on comprehensive evaluation.



HIGHER LEARNING COMMISSION

APPENDIX F: PROVOST'S REPORT, Page 11

10-YEAR ACCREDITATION CYCLE



HLC will look at our Assurance Argument and then conduct a visit to the University, talk to a lot of people during that process, and then determine whether or not the University has met the Criteria to have its accreditation reaffirmed. HLC also monitors the University throughout the process based on what they learn.



- **Our 10-year Comprehensive Evaluation is in September 2022**
- Our last 10-year Comprehensive Evaluation visit was 2013
 - We were required to have focused visits in 2015 on (1) assessment and (2) shared governance because of concerns/weaknesses in these areas.
- We had a Year 4 Comprehensive Evaluation in 2017 and were required to provide interim reports in 2018 in the areas of (1) finances, (2) shared governance, and (3) program review (monitoring due to HLC concerns).
- No further monitoring was required based on HLC's review of our 2018 interim reports.

APPENDIX F: PROVOST'S REPORT, Page 12

HLC provides Core Components pertaining to each Criterion to give examples of what they are looking for in each of the areas; e.g.:

Criterion 1. Mission

Core Component 1.A.

The institution's mission is articulated publicly and operationalized throughout the institution.

- HLC will look at whether the Board of Trustees supports, understands, and reviews the mission.

Criterion 2. Integrity: Ethical and Responsible Conduct

Core Component 2.A.

The institution establishes and follows policies and processes to ensure fair and ethical behavior on the part of its governing board, administration, faculty and staff.

Core Component 2.C.

The governing board of the institution is autonomous to make decisions in the best interest of the institution in compliance with board policies and to ensure the institution's integrity.

- These relate to the integrity of how the Board of Trustees operates.

Criterion 5. Institutional Effectiveness, Resources and Planning

Core Component 5.A.

Through its administrative structures and collaborative processes, the institution's leadership demonstrates that it is effective and enables the institution to fulfill its mission

Core Component 5.B.

The institution's resource base supports its educational offerings and its plans for maintaining and strengthening their quality in the future.

Core Component 5.C.

The institution engages in systematic and integrated planning and improvement.

- Criterion 5 is really about institutional effectiveness and how the University aligns its resources and plans related to its priorities. Therefore, it is important that the Board is aware of the Strategic Plan, what the University is trying to accomplish in that Strategic Plan, what the University's priorities are, and that, when Dallas presents the Board with a budget, it sees alignment between the University's priorities and how the University is going to spend its money.

Ten-year Accreditation Cycle

Years One Through Three: The Assurance Argument is prepared to provide assurance that the University meets the five Criteria.

APPENDIX F: PROVOST'S REPORT, Page 13

Year Four: The Assurance Argument is submitted for comprehensive evaluation by HLC using peer reviewers. HLC decides as to whether the Criteria have been met.

Years Five through Nine: The University prepares for the next accreditation process.

Year Ten Reaffirmation: This is where UA is now. On September 12-13, 2022, the HLC peer review team will visit campus. We will submit the University's Assurance Argument approximately 30 days prior to that date for that group to read and study before they visit campus.

2013 Review

Based on the findings, the University was required to have focused visits in 2015 because of weaknesses in its assessment system and shared governance. Specifically, the concern was that there was not a strong assessment system for student-learning outcomes in general education or for undergraduate or graduate programs. There also were concerns about the relationship roles of faculty and shared governance. After the focused visit in 2015, HLC confirmed that the University was making progress, but due to concern that it would not be able to sustain that success, HLC placed the University on continued monitoring.

The four-year comprehensive evaluation in 2017 required the following reports in the areas of finance, shared governance and program review:

- Document that the University had stabilized its ongoing financial resource base funding and was developing a long-term plan for funding maintenance and repair of facilities due to negative CFI rating in Fiscal Years 2015 and 2016.
- Document that the University had improved shared governance and communication deficiencies, which had been an outcome of the previous administration's unilateral decisions related to the strategic plan, finances, and student support with very little input from faculty.

Following the University's reports on improvements in these areas, HLC discontinued monitoring of the University.

Based on what has been happening in the two years that I have been here, I feel very confident that we will do well in the areas that HLC has identified as weaknesses in the past. One of the strongest things that we have been able to do is fix our student assessment system. We have a great team in Jennifer Hebert, our director of Assessment, and Janet Bean, our director of the Institute for Teaching and Learning. Rex Ramsier is a reviewer for HLC; he focuses on Criterion 4, which concerns student assessment. When our team gave Rex an update on what we had accomplished in the last few years, he was very impressed with the progress. So, I think that we are going to make a very strong case in that area.

Based on the information that I have seen Dallas provide to the deans and other departments about strategically determining how we are going to spend our resources, I think we will be able to make a very strong case there. And, we have done so well in shared governance in the two

APPENDIX F: PROVOST'S REPORT, Page 14

years that I have been here, working with Faculty Senate and University Council, the efforts of President Miller and Provost Wiencek to meet with these groups often and bring them in to conversations, and our improved relationship with Akron AAUP, I feel confident that the University will do well in this visit.

The chart below is what one day of a two-day visit looks like. Each column indicates meetings that an individual peer reviewer will attend throughout one day. HLC has not yet provided information about the team or what they plan to do in September, but this is an example of what to expect for the two-day visit.

FINAL ITINERARY FOR HLC VISIT FEBRUARY 2016

Time							
Sunday 2/12/2016							
Arrival		@ 2:20PM, AA 3719					
7:00 PM	WORK DAY AT HOTEL - TEAM MEETING & DINNER - HLC TEAM ONLY						
Monday 2/13/2016							
7:00 - 7:45	BREAKFAST AT HOTEL						
7:45 - 8:00	TRAVEL TIME: ROD EXPRESS FROM HOTEL TO THE CIRCLE BY BIERCE LIBRARY						
8:00 - 8:30	INFORMAL GREETING/LEIGH HALL						
8:30 - 9:00	OPENING SESSION WITH PRESIDENT AND DESIGNEES IN BUCHTEL HALL, MCCOLLESTER ROOM						
9:00 - 9:45	VPS: LH 414	HONORS: HONORS CONF. ROOM	VPS: LH 414	ATHLETIC ADVISORS: SWRC 233	ACADEMIC ADVISING CENTER: SIMMONS 111	FINANCIAL AID & BURSAR: LH 414	INSTITUTIONAL RESEARCH: STUN 322
10:00 - 10:45	VP FINANCE & ADMIN.: CFO, BUDGET, AUDITOR: LH 413	DEANS: LH 414	DEANS: LH 414	STUDENT UNION: MCCOLLESTER	GENERAL EDUCATION COMMITTEE CHAIRS: LH 413	CENTER FOR STUDENT SUCCESS: HONORS CONF. ROOM	MARKETING & COMMUNICATIONS:
11:00 - 11:30	BOY FRENKLE COMMITTEE: STUN 335	UNIVERSITY LIBRARIES: BRC 154	GRAD COUNCIL: ABS 124	ASSOCIATE DEANS: STUN 335	ADULT FOCUS & TRANSFER STUDENT & MILITARY: LH 416	ASSOCIATE DEANS: STUN 335	DUC/OC/URC/GEAC CURR. REV. COMMITTEES
11:30 - 1:00	TEAM LUNCH WITH BOARD OF TRUSTEES/STUN 335						
1:00 - 1:45	PROVOST: MCCOLLESTER	HLC CRITERION #2 WRITING TEAM	HLC CRITERION #5 & GOVERNANCE WRITING TEAM: LH 414	HLC FEDERAL COMPLIANCE WRITING TEAM	HLC CRITERION #4 & ASSESSMENT WRITING TEAM	HLC CRITERION #3 WRITING TEAM: LH 413	HLC CRITERION #1 WRITING TEAM:
2:00 - 2:45	PRESIDENT: PRESIDENT'S SUITE	CHAIRS: LH 414	PRESIDENT: PRESIDENT'S SUITE	CHAIRS: LH 414	COLLEGE ADVISORS: LH 413	ADMISSIONS & ENROLLMENT: STUN 318	COLLEGE ADVISORS: LH 413
3:00 - 3:45	ERNST & YOUNG:	ASSESSMENT COORDINATORS	ERNST & YOUNG:	ACADEMIC POLICIES COMMITTEE: LH 413	ASSESSMENT COORDINATORS	ACADEMIC POLICIES COMMITTEE: LH 413	FLEXIBLE LEARNING OPPORTUNITIES GROUP:

About 50 faculty, staff and contract professionals have worked with me to help with writing the Assurance Argument. We have Criteria 1 and 2 completely written with all of our evidentiary sources, pending updates due to recent changes to University Rules. Criteria 3 and 4 are in the revision process. Next, we will start working with Dallas on Criterion 5. I believe that within about three weeks, our entire Assurance Argument will be written. Then, we will work on the communication plan to campus about the upcoming visit and update the website, where the Assurance Argument will be posted and accessible.

APPENDIX G: FEATURED STUDENTS

GRACE KASUNIC

Grace Kasunic is a senior Biology major with a Chemistry minor and currently serves as the undergraduate student body president. In addition to her involvement with Undergraduate Student Government, Grace is involved in the Zips Recruiting Club, Alpha Gamma Delta sorority, Pink Gloves Boxing, Zippython, and works as a student research assistant in the Department of Biology.

Following graduation this summer, Grace plans to move to Philadelphia to work in healthcare before returning to graduate school to pursue a Master of Public Health degree.

JAMES "J.P." GARCHAR

James "J.P." Garchar is a junior International Business major with a minor in Supply Chain Management. He is the current undergraduate student body vice president and president-elect for the 2022-2023 academic year. In addition to his involvement with Undergraduate Student Government, J.P. is active in the Zips Recruiting Club, AK-Rowdies, and recently joined the UA Ambassadors.

This summer, J.P. looks forward to interning with Goodyear and transitioning to his role as student body president.

THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees' meeting of April 27, 2022 be approved.

M. Celeste Cook, Secretary
Board of Trustees

June 15, 2022

June 15, 2022
Committee Chair:
William A. Scala

1	Personnel Actions
2	*Investment Report for the Nine Months Ended March 31, 2022
3	*Financial Report for the Ten Months Ended April 30, 2022
4	*Procurement for More Than \$500,000
5	*Grant of Easement Related to the East Exchange Street Complete Streets Project
6	*Local Administration of Capital Projects
7	*Acquisition, Exchange, and Disposition of Real and Improved Property
8	*Acceptance of Fall 2022 Tuition Guarantee, Regional Tuition Guarantee, and Fiscal Year 2022-23 Tuition Waivers
9	*Cumulative Gift and Grant Income Report for July 1, 2021 through April 30, 2022
	For Information Only:
10	Purchases \$25,000 to \$500,000 Report
11	Capital Projects Report
12	Information Technology Report
13	Advancement Report
14	University Communications and Marketing Report
15	Public Liaison and Government Relations Update
*	CONSENT AGENDA: ITEMS 2, 3, 4, 5, 6, 7, 8, 9

FINANCE & ADMINISTRATION COMMITTEE

TAB 1

PERSONNEL

SUMMARY REPORT FOR EMPLOYEE PERSONNEL ACTIONS
EMPLOYEE PERSONNEL ACTIONS
EMPLOYEE PERSONNEL ACTIONS ADDENDUM
CLASSIFIED CLASSIFICATION CHANGES
UNCLASSIFIED CLASSIFICATION CHANGES

In accordance with University Rules 3359-1-05 and 3359-9-01, adopted December 5, 2018, applicable personnel matters concerning faculty and staff are listed separately in the attached, and are recommended for the action indicated for each individual and to be effective as noted.

Pay grade assigned only to contract professional and unclassified exempt and nonexempt positions.

June 15, 2022

Human Resources

Summary Report of Personnel Actions for Board of Trustees

June 15, 2022

The following information is provided to summarize significant personnel actions contained in the employee personnel actions report and addendum:

Separations –6 Total

Resignations 5 Total –3 Faculty, 2 Contract Professional

Retirement 1 Total – 1 Contract Professional

Emeritus Status

There are two (2) recommendations for emeritus status by Article 21 of the Akron Chapter of the American Association of University Professors (AAUP) collective bargaining agreement.

Distinguished Professor Title Academic Year 2022-2023

The title of Distinguished Professor is an honor recognizing a career that demonstrates substantial professional accomplishments. There are three (3) personnel actions awarding the title of Distinguished Professor.

Buchtel College Arts and Sciences

- Matthew Kolodziej – Distinguished Professor, Art; title change from Professor, Art
- Patrick Chura - Distinguished Professor, English; title change from Professor, English

College of Engineering and Polymer Science

- Shi-Qing Wang – Distinguished Professor, Polymer Science; title change from Professor, Polymer Science

Faculty Tenure and Promotions for Academic Year 2022-2023

There are 14 personnel actions for full-time faculty for promotion in rank and four (4) personnel actions granting tenure.

Buchtel College Arts and Sciences

- Andreas Aristotelous - Associate Professor, Mathematics; promotion in rank; title change from Assistant Professor, Mathematics
- Christopher C. Keppler - Professor of Practice, Communication; promotion in rank; title change from Associate Professor of Practice, Communication

- Hung Ngoc Nguyen - Professor, Mathematics; promotion in rank; title change from Associate Professor, Mathematics
- John M. Senko - Professor, Geosciences; Professor, Biology; promotion in rank; title change from Associate Professor; Geosciences; Associate Professor, Biology
- Heather L. Walter - Professor, Communication; promotion in rank; title change from Associate Professor, Communication

College of Business

- Sydney Chinchachokchai - Associate Professor, Marketing; promotion in rank; title change from Assistant Professor, Marketing; tenure granted
- Alexa K. Fox - Associate Professor, Marketing; promotion in rank; title change from Assistant Professor, Marketing; tenure granted
- Julianne B. Jones - Professor of Practice, Accounting; promotion in rank; title change from Associate Professor of Practice, Accounting
- Barry S. Mulholland - Associate Professor of Practice, Finance; promotion in rank; title change from Assistant Professor of Practice, Finance

College of Engineering and Polymer Science

- Jae-Won Choi - Professor, Mechanical Engineering; promotion in rank; title change from Associate Professor, Mechanical Engineering
- Manigandan Kannan - Associate Professor of Practice, Engineering; promotion in rank; title change from Assistant Professor of Engineering Practice

College of Health and Human Sciences

- Diane K. Brown - Associate Professor, Nursing; promotion in rank; title change from Assistant Professor, Nursing; tenure granted
- Rikki A. Patton - Professor, Health & Human Sciences; promotion in rank; title change from Associate Professor, Health & Human Sciences

University Libraries

- Michael J. Monaco - Associate Professor, Bibliography; promotion in rank; title change from Assistant Professor, Bibliography; tenure granted

Significant Personnel Actions to Note

There are nine (9) personnel actions for continuing full-time positions that provide an ongoing adjustment to the salary via promotion, job reclassification, title change, and reorganization.

Office of Academic Affairs

- Peggy L. Drennen - Lead Data Insights Analyst; salary \$85,000/12 mo; promotion; title change from Senior Data Insights Analyst; salary change from \$73,245/12 mo
- Manoj Reddy Muthireddy - -Director, Planning Strategy & Insights; salary \$100,000/12 mo; promotion; title change from Associate Director, Planning Strategy & Insights; salary change from \$85,000/12 mo

Vice President for Finance & Administration/CFO

- Shandra L. Irish - Director, Purchasing; salary \$89,000/12 mo; promotion; title change from Interim Director, Purchasing; salary change from \$83,000/12 mo
- Vickie L. Sayre - Director, Financial Reporting; salary \$96,000/12 mo; salary change from \$84,000/12 mo

Office of Information Technology Services

- Mark T. Byers - Manager Server Operation; salary \$3,750/BW; promotion via job reclassification; title change from Lead Systems Administrator; salary change from \$3,394.23/BW

Human Resources

- Lissia K. Gerber - Senior Director, Human Resources; Deputy Appointing Authority; salary \$107,000/12 mo; salary change via reorganization from \$90,142/12 mo
- Tami Z. Hannon - Senior Director, Human Resources; ADA Coordinator; salary \$102,500/12 mo; title change via reorganization from Director, Equal Employment Opportunity/Affirmative Action; salary change from \$82,500/12 mo

College of Business

- Matthew Juravich – Associate Professor, Management; salary \$140,000 9/mo; title change from Associate Professor Sport Science and Wellness; salary change from \$76,013 9/mo
- Seungbum Lee – Professor, Management; salary \$142,000 9/mo; title change from Professor, Sport Science and Wellness; salary change from \$90,427 9/mo

Personnel Actions Subject to University Rule 3359-9-01

University Rule 3359-9-01 provides that special conditions of employment not otherwise included in the routine personnel reports provided at Board meetings, such as financial or other commitments by the University in the amount of ten thousand dollars or more beyond the individual's base salary and regular employee benefits, including but not limited to "start-up" funding for research, multi-year employment terms, provision for automobile, stipend, one-time payments, liquidated damages, deferred compensation, etc., must be made subject to Board approval.

There is one (1) personnel action subject to rule 3359-9-01:

- Suzanne Bausch – Appointment as Vice President, Research & Business Engagement and Dean, Graduate School base salary \$250,000 12/mo. The appointment includes reimbursement of up to \$20,000 in moving expenses submitted within one year of hire.

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Office of the President				
<u>Appointment/Reappointment</u>				
Levy, Paul E.	Vice President/Chief of Staff; Fellow, Institute for Life-Span Development & Gerontology; Professor, Psychology/Office of the President/Faculty	07/01/22 06/30/23	\$195,000.00 12 mo	Extension of temporary additional title for Fellow assignment
Office of Academic Affairs				
<u>Appointment/Reappointment</u>				
Bean, Janet P.	Director, Institute for Teaching & Learning; Associate Professor, English/Office of Academic Affairs/Faculty	08/01/22 06/30/23	\$113,926.00 11 mo	Extension of temporary Director appointment; title change from Associate Professor, English; salary change from \$77,735.00/9 mo
Cerrone, Kathryn L.	Academic Coordinator/Office of Academic Affairs/Faculty	05/09/22 08/20/22	\$16,200.00 for the period	Payment for General Education Coordinator additional duties
Damson, Enoch E.	Instructor/Continuing and Professional Education/Faculty	04/10/22 04/30/22	\$4,080.00 for the period	Payment for SQL training
Herold, Kelly M.	Director, Educational Outreach/Office of Academic Affairs/Contract Professional	05/01/22 07/31/22	\$1,800.00 for the period (stipend)	Temporary administrative stipend for additional duties; base salary is \$113,290.00/12 mo
Kandray, Daniel E.	Instructor/Continuing and Professional Education/Faculty	04/18/22 07/09/22	\$6,000.00 for the period	Payment for Schaeffler apprentice program
Kraft, Kristine N.	Professor, Allied Health; Interim Director, School of Allied Health; Provost Fellow/School of Allied Health/Faculty	08/01/22 07/31/23	\$12,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Provost Fellow assignment; base salary is \$83,246.00/10 mo
Seher, Christin L.	Co-Director EXL Center for Experiential Learning; Associate Professor of Instruction, Exercise & Nutrition Sciences; Associate Professor of Instruction, Sociology/School of Exercise and Nutrition Sciences/Faculty	07/01/22 06/30/23	\$10,000.00 12 mo (stipend)	Extension of temporary administrative stipend for Co-Director assignment; base salary is \$90,162.00/12 mo
Wyszynski, Matthew	Senior Associate Dean, Williams Honors College/Williams Honors College/Faculty	07/01/22 06/30/23	\$18,000.00 12 mo (stipend)	Extension of temporary administrative stipend for Senior Associate Dean assignment; base salary is \$108,226.00/12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Change				
Drennen, Peggy L.	Lead Data Insights Analyst/Department of Planning Strategy & Insights/Contract Professional	04/01/22	\$85,000.00 12 mo	Promotion; title change from Senior Data Insights Analyst; salary change from \$73,245.00/12 mo; grade change from 221 to 222
Muthireddy, Manoj Reddy	Director, Planning Strategy & Insights/Department of Planning Strategy & Insights/Contract Professional	05/01/22	\$100,000.00 12 mo	Promotion; title change from Associate Director, Planning Strategy & Insights; salary change from \$85,000.00/12 mo grade change from 223 to 224

Division of Student Affairs

Appointment/Reappointment

Mikulski, Brandon A.	Director, Learning Communities & Akron Experience; Advisor Undergraduate Student Government/Student Success Center/Contract Professional	04/01/22 03/31/23	\$8,500.00 12 mo (stipend)	Temporary additional title and administrative stipend for Advisor assignment; base salary is \$66,188.00/12 mo
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Vice President for Finance & Administration/CFO

Appointment/Reappointment

Claytor, Darrell W.	Lieutenant/University Police Department/Staff	04/15/22	\$146.13 one time payment	Payment for South of Exchange patrol detail
		04/16/22	\$231.37 one time payment	Payment for African American student organization event
		04/23/22	\$365.25 one time payment	Payment for South of Exchange patrol detail
		04/29/22	\$146.13 one time payment	Payment for South of Exchange patrol detail
Curry, Amelia E.	Associate Director/Operations Manager/Student Accounts/Bursar/Contract Professional	01/31/22	\$12,000.00	Temporary admirative stipend for additional duties; base salary is \$61,200.00/12 mo
		06/30/22	12 mo (stipend)	
Hough, Todd R.	Captain/University Police Department/Staff	04/07/22	\$146.13 one time payment	Payment for South of Exchange patrol detail
		04/22/22	\$146.13 one time payment	Payment for South of Exchange patrol detail

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Johnson, Elizabeth	Associate Director/Operations Manager/Student Accounts/Bursar/Contract Professional	01/31/22 06/30/22	\$12,000.00 12 mo (stipend)	Temporary admirative stipend for additional duties; base salary is \$63,036.00/12 mo
Paonessa, Angela M.	Lieutenant/University Police Department/Staff	04/09/22	\$194.84 one time payment	Payment for South of Exchange patrol detail
		04/13/22	\$389.68 one time payment	Payment for hood cleaning duties at the Student Union
		04/27/22	\$243.55 one time payment	Payment for student government event

Change

Irish, Shandra L.	Director, Purchasing/Purchasing Department/Contract Professional	04/04/22	\$89,000.00 12 mo	Promotion; title change from Interim Director, Purchasing; salary change from \$83,000.00/12 mo
Sayre, Vickie L.	Director, Financial Reporting/Office of the Controller/Contract Professional	05/01/22	\$96,000.00 12 mo	Salary change from \$84,000.00/12 mo

Vice President, Chief Communications Officer & Marketing

Separation

Allen, Stephen J.	Senior Multi-Media Producer/University Communications & Marketing/Contract Professional	05/31/22	\$79,247.00 12 mo	Retirement
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Office of Information Technology Services

Appointment/Reappointment

Bissell, Steven T.	Senior Cyber Security Analyst/Information Technology Services/Staff	05/02/22	\$3,076.93 biweekly	Successful internal candidate vice D. McCumber; title change from Cloud System Administrator; department change from Hardware, Operations & Operating Systems Services; salary change from \$2,333.33/BW; grade change from 219 to 221
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Change

Ataya, Patrick N.	Senior Data Architect/Application Systems Services/Contract Professional	04/18/22	\$92,159.00 12 mo	Transfer vis reorganization; department change from Planning Strategy & Insights
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Byers, Mark T.	Manager Server Operations/Hardware, Operations & Operating Systems Services/Staff	04/25/22	\$3,750.00 biweekly	Promotion via job reclassification; title change from Lead Systems Administrator; salary change from \$3,394.23/BW; grade change from 222 to 223
Office of Human Resources				
<u>Change</u>				
Gerber, Lissia K.	Senior Director, Human Resources; Deputy Appointing Authority/Human Resources/Contract Professional	04/18/22	\$107,000.00 12 mo	Salary change via reorganization from \$90,142.00/12 mo
Hannon, Tami Z.	Senior Director, Human Resources; ADA Coordinator/Human Resources/Contract Professional	04/18/22	\$102,500.00 12 mo	Title change via reorganization from Director, Equal Employment Opportunity/Affirmative Actions; salary change from \$82,500.00/12 mo
Office of Research Administration & Technology Transfer				
<u>Appointment/Reappointment</u>				
Allen, Philip A.	Acting Vice President, Research & Business Engagement; Professor, Psychology; Senior Fellow, Institute for Life-Span Development & Gerontology/Office of Research Administration/Faculty	07/01/22	\$200,000.00	Extension of temporary job reclassification; title change from Professor, Psychology; salary change from \$150,000.00/9 mo
		07/31/22	12 mo (base)	
		07/01/22	\$8,333.00	
		12/31/22	for the period	
		07/01/22		Extension of temporary additional title for Senior Fellow assignment
		06/30/23		
	Acting Associate Vice President, Research & Business Engagement; Professor, Psychology; Senior Fellow, Institute for Life-Span Development & Gerontology/Office of Research Administration/Faculty	08/01/22	\$200,000.00 12 mo (base)	Title change from Acting Vice President, Research & Business Engagement
		12/31/22		
Bausch, Suzanne	Vice President, Research & Business Engagement and Dean, Graduate School; Professor, Biology/Office of Research Administration/Faculty	08/01/22	\$250,000.00 12 mo	Appointment; reimburse \$20,000.00 for moving expenses submitted within one year of hire

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Graduate School				
<u>Appointment/Reappointment</u>				
Saunders, Marnie M.	Interim Director, Graduate School; Professor, Biomedical Engineering/Graduate School/Faculty	07/01/22 06/30/23	\$152,266.00 12 mo (base) \$12,000.00 12 mo (stipend)	Extension of temporary job reclassification; title change from Professor, Biomedical Engineering; salary change from \$124,581.00/9 mo
Buchtel College of Arts & Sciences				
<u>Appointment/Reappointment</u>				
Ahmed, Wondimu	Associate Professor, Education/LeBron James Family Foundation School of Education/Faculty (BUF)	08/23/21 12/18/21	\$6,150.00 for the period	Overload payment for fall semester 2021 teaching assignments
Biddinger, Mary	Professor, English; Interim Department Chair, Modern Languages; Interim Department Chair, English/Department of English/Faculty	07/01/22 06/30/23	\$120,734.00 12 mo (base) \$12,000.00 12 mo (stipend)	Extension of temporary additional titles and administrative stipend for Interim Department Chair assignments; base salary change from \$98,782.00/9 mo
Bisconti, Toni L.	Associate Professor, Psychology; Associate Director, Institute for Life-Span Development & Gerontology; Senior Fellow, Institute for Life-Span Development & Gerontology/Psychology/Faculty (BUF)	08/22/22 05/13/23	\$87,174.00 9 mo	Extension of temporary additional titles for Associate Director and Senior Fellow assignments
Cohen, David B.	Professor, Political Science; Fellow, Ray C. Bliss Institute of Applied Politics; Director, Applied Politics Program/Department of Political Science/Faculty (BUF)	08/22/22 05/13/23	\$93,455.00 9 mo	Extension of temporary additional title for Fellow assignment
Diefendorff, James M.	Professor, Psychology; Fellow, Institute for Life-Span Development & Gerontology/Psychology/Faculty (BUF)	08/22/22 05/13/23	\$131,142.00 9 mo	Extension of temporary additional title for Fellow assignment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Erickson, Rebecca J.	Professor, Sociology; Department Chair, Sociology; Department Chair, Anthropology & Classical Studies/Department of Sociology/Faculty	07/01/22 06/30/23	\$142,312.00 12 mo (base) \$6,000.00 12 mo (stipend)	Extension of temporary additional titles and administrative stipend for Department Chair assignments; conversion of 10% of stipend to base salary; base salary change from \$141,312.00/12 mo; stipend change from \$7,000.00/12 mo
Gargarella, Elisa B.	Associate Professor - Summer/School of Art/Faculty (BUF)	06/06/22 07/09/22	\$11,733.24 for the period	Payment for grant funded summer research
Gelleny, Ronald D.	Associate Professor, Political Science; Fellow, Ray C. Bliss Institute of Applied Politics/Department of Political Science/Faculty (BUF)	08/22/22 05/13/23	\$84,578.00 9 mo	Extension of temporary additional title for Fellow assignment
Harp, Stephen L.	Distinguished Professor, History; Professor, Modern Languages; Coordinator, General Education/Department of History/Faculty (BUF)	08/22/22 05/13/23	\$118,370.00 9 mo	Extension of temporary additional title for Coordinator assignment
Holyoke, Caleb W.	Associate Professor - Summer/Department of Geosciences/Faculty (BUF)	05/28/22 06/18/22	\$6,150.00 for the period	Payment for summer teaching
		06/13/22 07/03/22	\$6,150.00 for the period	Payment for summer teaching
		07/25/22 08/19/22	\$8,368.00 for the period	Payment for grant funded summer research
Houser, Shelley A.	Assistant Professor of Instruction, Curricular & Instructional Studies; Director, Center for Literacy/LeBron James Family Foundation School of Education/Faculty (BUF)	08/22/22 05/13/23	\$10,000.00 9 mo (stipend)	Extension of temporary administrative stipend for Director assignment; base salary is \$63,851.00/9 mo
Huss, John	Professor, Philosophy; Department Chair, Philosophy/Department of Philosophy/Faculty	07/01/22 06/30/23	\$109,990.00 12 mo (base) \$9,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$108,990.00/12 mo; stipend change from \$10,000.00/12 mo
Johnson, Dawn M.	Professor - Summer/Psychology/Faculty (BUF)	06/01/22 06/10/22	\$3,886.00 for the period	Payment for grant funded summer research
Kaltenthaler, Karl C.	Professor, Political Science; Fellow, Ray C. Bliss Institute of Applied Politics/Department of Political Science/Faculty (BUF)	08/22/22 05/13/23	\$105,121.00 9 mo	Extension of temporary additional title for Fellow assignment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Kaut, Kevin P.	Professor, Psychology; Fellow, Institute for Life-Span Development & Gerontology/Psychology/Faculty (BUF)	08/22/22 05/13/23	\$102,446.00 9 mo	Extension of temporary additional title for Fellow assignment
Licate, David A.	Professor, Criminal Justice Studies; Department Chair, Criminal Justice Studies/Criminal Justice Studies/Faculty	07/01/22 06/30/23	\$108,185.00 12 mo (base) \$9,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$107,185.00/12 mo; stipend change from \$10,000.00/12 mo
Lin, Yang Y.	Professor, Communication; Director Global Studies/Buchtel College of Arts & Sciences, Office of the Dean/Faculty (BUF)	08/22/22 05/13/23	\$5,000.00 9 mo (stipend)	Extension of temporary administrative stipend for Director assignment; base salary is \$97,808.00/9 mo
Luettmmer-Strathmann, Jutta	Professor, Physics; Coordinator, Physics/Department of Physics/Faculty (BUF)	08/22/22 05/13/23	\$2,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Coordinator assignment; base salary is \$98,459.00/9 mo
Lyons, William T.	Associate Dean, Social Sciences; Acting Department Chair, Public Administration & Urban Studies; Professor, Political Science/Buchtel College of Arts & Sciences, Office of the Dean/Faculty	07/01/22 06/30/23	\$15,000.00 12 mo (stipend)	Extension of temporary additional title for Acting Department Chair assignment; extension of temporary administrative stipend for Associate Dean assignment; base salary is \$118,133.00/12 mo
	Associate Dean, Faculty Support; Acting Department Chair, Public Administration & Urban Studies; Professor, Political Science/Buchtel College of Arts & Sciences, Office of the Dean/Faculty	09/01/22	\$118,133.00 12 mo	Title change from Associate Dean, Social Sciences
Maguth, Brad M.	Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	06/06/22 07/30/22	\$16,200.00 for the period	Payment for grant funded administrative duties
Marion, Nancy E.	Professor, Political Science; Department Chair, Political Science; Fellow, Ray C. Bliss Institute of Applied Politics/Department of Political Science/Faculty	07/01/22 06/30/23	\$137,018.00 12 mo (base) \$4,800.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$135,818.00/12 mo; stipend change from \$6,000.00/12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
McHugh, James T.	Professor, Political Science; Fellow, Ray C. Bliss Institute of Applied Politics; Associate Director of Academic Planning, Ray C. Bliss Institute of Applied Politics/Department of Political Science/Faculty (BUF)	08/22/22 05/13/23	\$99,926.00 9 mo	Extension of temporary additional title for Fellow and Associate Director assignments
Otto, Jess M.	Assistant Professor of Instruction, Philosophy; Inclusion, Diversity & Equity Fellow/Department of Philosophy/Faculty (BUF)	08/22/22 05/13/23	\$10,000.00 9 mo (stipend)	Extension of temporary administrative stipend for Fellow assignment; base salary is \$60,866.00/9 mo
Peck, John A.	Professor - Summer/Department of Geosciences/Faculty (BUF)	05/16/22 07/09/22	\$2,000.00 for the period	Payment for field camp director duties
		05/28/22 06/19/22	\$7,650.00 for the period	Payment for summer teaching
Peralta, Robert L.	Professor, Sociology; Director, Center for Conflict Management/Department of Sociology/Faculty (BUF)	07/01/22 06/30/23	\$2,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend Director assignment; base salary is \$92,161.00/9 mo
Senko, John M.	Associate Professor - Summer/Department of Geosciences/Faculty (BUF)	05/22/22 06/18/22	\$4,485.62 for the period	Payment for grant funded summer research
		08/22/22 08/21/25	\$92,984.00 9 mo	Extension of joint title agreement with Geosciences (primary) and Biology (secondary)
Snell, Andrea F.	Associate Professor, Psychology; Fellow, Institute for Life-Span Development & Gerontology/Psychology/Faculty (BUF)	08/22/22 05/13/23	\$91,894.00 9 mo	Extension of temporary additional title for Fellow assignment
Stanley, Jennifer T.	Associate Professor, Psychology; Director, Institute for Life-Span Development & Gerontology; Senior Fellow, Institute for Life-Span Development & Gerontology/Psychology/Faculty (BUF)	08/22/22 05/13/23	\$88,082.00 9 mo	Extension of temporary additional titles for Director and Senior Fellow assignments
Steer, David N.	Professor, Geosciences; Department Chair, Geosciences/Buchtel College of Arts & Sciences, Office of the Dean/Faculty (BUF)	08/22/22 05/13/23	\$105,084.00 9 mo (base) \$5,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$104,084.00/9 mo; stipend change from \$6,000.00/9 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Stoyhoff, Catherine A.	Professor of Instruction, English; Director, Composition/Department of English/Faculty (BUF)	08/22/22 05/13/23	\$11,500.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$55,210.00/9 mo
Triece, Mary E.	Professor, Communication; Director, Women's Studies Program/School of Communication/Faculty (BUF)	08/22/22 05/13/23	\$4,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$95,749.00/9 mo
Troutman, Janice S.	Professor, Art; Director, Myers School of Art/School of Art/Faculty	07/01/22 06/30/23	\$124,748.00 12 mo (base) \$6,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; conversion of 10% of stipend to base salary; base salary change from \$123,248.00/12 mo; stipend change from \$7,500.00/12 mo
Usher, Ann L.	Associate Dean, Fine Arts; Professor, Music/Buchtel College of Arts & Sciences, Office of the Dean/Faculty	07/01/22 06/30/23	\$15,000.00 12 mo (stipend)	Extension of temporary administrative stipend for Associate Dean assignment; base salary is \$113,877.00/12 mo; relinquishing Interim Director, Fashion Merchandising & Interior Design
	Associate Dean, Undergraduate Studies; Professor, Music/Buchtel College of Arts & Sciences, Office of the Dean/Faculty	09/01/22	\$113,877.00 12 mo	Title change from Associate Dean, Fine Arts
Wainwright, A. Martin	Professor, History; Department Chair, History/Department of History/Faculty	07/01/22 06/30/23	\$127,823.00 12 mo (base) \$4,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$126,823.00/12 mo; stipend change from \$5,000.00/12 mo
Walter, Heather L.	Professor, Communication; Director, School of Communication/School of Communication/Faculty	07/01/22 06/30/23	\$117,398.00 12 mo (base) \$5,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; conversion of 10% of stipend to base salary; base salary change from \$116,398.00/12 mo; stipend change from \$6,000.00/12 mo
Weeks, Stephen C.	Professor, Biology; Department Chair, Biology/Department of Biology/Faculty	07/01/22 06/30/23	\$142,699.00 12 mo (base) \$4,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$141,699.00/12 mo; stipend change from \$5,000.00/12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Weigold, Ingrid K.	Professor, Psychology; Fellow, Institute for Life-Span Development & Gerontology/Psychology/Faculty (BUF)	08/22/22 05/13/23	\$102,226.00 9 mo	Extension of temporary additional title for Fellow assignment
Wesdemiotis, Chrys	Distinguished Professor, Chemistry; Distinguished Professor, Polymer Science/Department of Chemistry/Faculty (BUF)	08/31/22 08/30/26	\$152,997.00 9 mo	Extension of joint appointment with Chemistry (primary) and Polymer Science (secondary)
Zanetta, Maria A.	Distinguished Professor, Modern Languages; Assistant Department Chair, Modern Languages/Department of Modern Languages/Faculty (BUF)	08/22/22 05/13/23	\$3,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Assistant Department Chair assignment; base salary \$107,460.00/9 mo
Zhang, Wei	Associate Professor - Summer/Department of English/Faculty (BUF)	05/16/22 07/08/22	\$15,863.00 for the period	Payment for grant funded summer research
Ziegler, Christopher J.	Professor, Chemistry; Department Chair, Chemistry; Interim Department Chair, Physics/Department of Chemistry/Faculty	07/01/22 06/30/23	\$139,090.00 12 mo (base) \$5,000.00 12 mo (stipend)	Extension of temporary additional titles and administrative stipend for Department Chair and Interim Department Chair assignments; conversion of 10% of stipend to base salary; base salary change from \$138,090.00/12 mo; stipend change from \$6,000.00/12 mo

Change

Aristotelous, Andreas	Associate Professor, Mathematics/Department of Mathematics/Faculty (BUF)	08/22/22	\$82,500.00 9 mo	Promotion in rank; title change from Assistant Professor, Mathematics; salary change from \$75,000.00/9 mo
Keppler, Christopher C.	Professor of Practice, Communication; General Manager, WZIP/School of Communication/Faculty (BUF)	07/01/22	\$76,500.00 12 mo	Promotion in rank; title change from Associate Professor of Practice, Communication; salary change from \$68,304.00/12 mo
Kreider, Kevin L.	Professor, Mathematics/Department of Mathematics/Faculty (BUF)	07/01/22	\$117,207.00 9 mo	Relinquish Department Chair appointment; conversion of 10% of stipend to base salary; salary basis change to 9 mo; base salary change from \$142,253.00/12 mo
Nguyen, Hung Ngoc	Professor, Mathematics/Department of Mathematics/Faculty (BUF)	08/22/22	\$90,329.00 9 mo	Promotion in rank; title change from Associate Professor; salary change from \$80,329.00/9 mo
Senko, John M.	Professor, Geosciences; Professor, Biology/Department of Geosciences/Faculty (BUF)	08/22/22	\$92,984.00 9 mo	Promotion in rank; title change from Associate Professor; salary change from \$82,984.00/9 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Walter, Heather L.	Professor, Communication; Director, School of Communication/School of Communication/Faculty	07/01/22	\$116,398.00 12 mo	Promotion in rank; title change from Associate Professor, Communication; salary change from \$103,927.00/12 mo
Separation				
Smith, Adam W.	Associate Professor, Chemistry; Associate Professor, School of Polymer Science & Engineering/Department of Chemistry/Faculty (BUF)	08/20/22	\$91,322.00 9 mo	Resignation
College of Business				
Appointment/Reappointment				
Ash, Steven R.	Assistant Dean, Academic Programs & Director, Graduate Programs; Professor, Management/College of Business, Office of the Dean/Faculty	07/01/22 06/30/23	\$20,000.00 12 mo (stipend)	Extension of temporary administrative stipend for Assistant Dean assignment; base salary is \$170,004.00/12 mo
Bisco, Jill M.	Associate Professor - Summer/Department of Finance/Faculty	05/16/22 07/09/22	\$7,011.00 for the period	Payment for grant funded assessment for RMI certificate
Djuric, Vanja	Associate Professor of Practice, Marketing; Director, Suarez Behavioral Research Labs; Director, Analytics/Department of Marketing/Faculty (BUF)	08/23/21 12/18/21	\$2,165.64 for the period	Overload payment for fall semester 2021 teaching assignments
Fox, Joseph	Associate Professor of Practice, Management/Department of Management/Faculty (BUF)	08/23/21 05/14/22	\$9,900.00 for the period	Overload payment for fall semester 2021 and spring semester 2022 teaching assignments
Ghosh, Sucharita	Professor, Economics; Department Chair, Economics/Department of Economics/Faculty	07/01/22 06/30/23	\$133,816.00 11 mo (base) \$10,411.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$132,515.00/11 mo; stipend change from \$11,712.00/12 mo
Gradisher, Suzanne M.	Associate Professor, Business Law; Coordinator, Legal and Social Environment of Business/Department of Finance/Faculty (BUF)	08/23/21 12/18/21	\$6,150.00 for the period	Overload payment for fall semester 2021 teaching assignments
		07/01/22 06/30/23	\$2,050.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Coordinator assignment; base salary is \$118,110.00/9 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Juravich, Matthew	Associate Professor, Sport Science & Wellness Education; Faculty Athletics Representative/Department of Management/Faculty (BUF)	08/23/21 05/14/22	\$12,300.00 for the period	Overload payment for fall semester 2021 and spring semester 2022 teaching assignments
Lee, Seungbum	Professor, Management/Department of Management/Faculty (BUF)	01/10/22 05/14/22	\$8,100.00 for the period	Overload payment for spring semester 2022 teaching assignments
Mukherjee, Debmalya	Professor, Management; Department Chair, Management/Department of Management/Faculty	07/01/22 06/30/23	\$181,778.00 11 mo (base) \$16,198.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$179,978.00/11 mo; stipend change from \$17,998.00/12 mo
Mulholland, Barry S.	Assistant Professor of Practice-Summer/Department of Finance/Faculty (BUF)	05/06/22 07/31/22	\$7,140.00 for the period	Payment for grant funded Diveritas duties
	Associate Professor of Practice, Finance; Director, Financial Planning Programs/Department of Finance/Faculty (BUF)	08/22/22 05/13/23	\$15,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$121,000.00/9 mo
Newman, Melinda L.	Associate Professor, Finance; Director, Financial Management Program/Department of Finance/Faculty (BUF)	08/22/22 05/13/23	\$163,362.00 9 mo	Extension of temporary additional title for Director assignment
Owens, Deborah L.	Associate Professor, Marketing & International Business; Department Chair, Marketing/Department of Marketing/Faculty	07/01/22 06/30/23	\$142,297.00 11 mo (base) \$11,029.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$140,913.00/11 mo; stipend change from \$12,453.00/12 mo
Payne, David G.	Associate Professor of Practice, Marketing; Director, Fisher Institute for Professional Selling/Department of Marketing/Faculty	08/22/22 05/13/23	\$20,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$62,444.00/9 mo
Raza, Mian	Visiting Assistant Professor of Instruction, Economics/Department of Economics/Faculty	01/10/22 05/14/22	\$3,660.00 for the period	Overload payment for spring semester 2022 teaching assignments

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Srinivasan, Mahesh	Professor, Management; Director, Institute for Global Business/Department of Management/Faculty (BUF)	08/23/21	\$2,700.00	Overload payment for fall semester 2021 teaching assignments
		12/18/21	for the period	
Thomson, James B.	Associate Dean, College of Business; Department Chair, Finance; Professor, Finance/College of Business, Office of the Dean/Faculty	07/01/22	\$20,000.00	Extension of temporary administrative stipend for Associate Dean assignment; base salary is \$211,510.00/12 mo
		06/30/23	12 mo (stipend)	
Vijayaraman, Bindiganavale S.	Professor, Management & Information Systems; Director, Center for Information Technologies & e-Business; Coordinator, Information Systems Management Program/Department of Management/Faculty (BUF)	07/01/22	\$211,510.00	Extension of temporary additional title for Department Chair assignment; conversion 10% of stipend to base salary; base salary change from \$209,710.00/11 mo; stipend change from \$1,800.00/12 mo
		06/30/23	12 mo	
Wang, Li	Professor, Accounting; Director, George W. Daverio School of Accountancy/George W. Daverio School of Accountancy/Faculty	08/23/21	\$8,100.00	Overload payment for fall semester 2021 teaching assignments
		12/18/21	for the period	
Welfley, Mark M.	Associate Professor of Practice, Accounting/College of Business, Office of the Dean/Faculty (BUF)	08/22/22	\$159,698.00	Extension of temporary additional title for Director assignment
		05/13/23	9 mo	
Wang, Li	Professor, Accounting; Director, George W. Daverio School of Accountancy/George W. Daverio School of Accountancy/Faculty	07/01/22	\$204,740.00	Extension of temporary additional title and administrative stipend for Director assignment; conversion of 10% of stipend to base salary; base salary change from \$202,749.00/11 mo; stipend change from \$17,918.00/12 mo
		06/30/23	11 mo (base)	
Wang, Li	Professor, Accounting; Director, George W. Daverio School of Accountancy/George W. Daverio School of Accountancy/Faculty		\$15,927.00	
			12 mo (stipend)	

Change

Baker, William E.	Professor Emeritus, Marketing/Department of Marketing/Faculty (BUF)	07/31/21		Title change, award of emeritus status
Chinchanachokchai, Sydney	Associate Professor, Marketing/Department of Marketing/Faculty (BUF)	08/22/22	\$137,746.00 9 mo	Promotion in rank; title change from Assistant Professor, Marketing; tenure granted; salary change from \$125,224.00/9 mo
Fox, Alexa K.	Associate Professor, Marketing/Department of Marketing/Faculty (BUF)	08/22/22	\$146,386.00 9 mo	Promotion in rank; title change from Assistant Professor, Marketing; tenure granted; salary change from \$133,078.00/9 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Jones, Julianne B.	Professor of Practice, Accounting/George W. Daverio School of Accountancy/Faculty (BUF)	08/22/22	\$96,461.00 9 mo	Promotion in rank; title change from Associate Professor of Practice, Accounting; salary change from \$86,126.00/9 mo
Juravich, Matthew	Associate Professor, Management; Faculty Athletics Representative/Department of Management/Faculty (BUF)	05/01/22	\$140,000.00 9 mo	Title change from Associate Professor, Sport Science & Wellness Education; salary change from \$76,013.00/9 mo
Lee, Seungbum	Professor, Management/Department of Management/Faculty (BUF)	05/01/22	\$142,000.00 9 mo	Title change from Professor, Sport Science & Wellness Education; salary change from \$90,427.00/9 mo
Mulholland, Barry S.	Associate Professor of Practice, Finance; Director, Financial Planning Programs/Department of Finance/Faculty (BUF)	08/22/22	\$121,000.00 9 mo	Promotion in rank; title change from Assistant Professor of Practice, Finance; salary change from \$110,000.00/9 mo

Separation

Raza, Mian	Visiting Assistant Professor of Instruction, Economics/Department of Economics/Faculty	05/14/22	\$80,000.00 9 mo	Resignation
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College of Engineering & Polymer Science

Appointment/Reappointment

Bahrami, Hamid R.	Associate Professor - Summer/Department of Electrical & Computer Engineering/Faculty (BUF)	06/01/22 08/31/22	\$5,500.00 for the period	Payment for FY22 Faculty Research Committee Summer Fellowship Award
Belcher, Marcia C.	Professor, Construction Technology Engineering/Department of Civil Engineering/Faculty (BUF)	08/22/22 05/13/23	\$1,500.00 9 mo (stipend)	Extension of temporary administrative stipend for Tremco project duties; base salary is \$90,367.00/9 mo
Buldum, Alper	Professor, Mechanical Engineering; Professor, Chemistry/Department of Mechanical Engineering/Faculty (BUF)	01/10/22 05/14/22	\$5,400.00 for the period	Overload payment for spring semester 2022 teaching assignments

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Daniels, Christopher C.	Professor of Engineering Practice/Department of Mechanical Engineering/Faculty (BUF)	05/09/22 08/19/22	\$47,639.18 for the period	Payment for grant funded summer research
		08/22/22 05/13/23	\$46,000.00 9 mo (stipend)	Extension of temporary administrative stipend for NASA duties; base salary is \$117,510.00/9 mo
Dilling, Scott A.	Professor of Practice, Mechanical Engineering Technology; Program Director, Mechanical Engineering Technology/Department of Mechanical Engineering/Faculty (BUF)	08/22/22 05/13/23	\$6,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Program Director assignment; Base salary is \$76,389.00/9 mo
Farhad, Siamak	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	06/01/22 08/31/22	\$10,000.00 for the period	Payment for FY22 Faculty Research Committee Summer Fellowship Award
Felicelli, Sergio	Professor, Mechanical Engineering; Department Chair, Mechanical Engineering/Department of Mechanical Engineering/Faculty	07/01/22 06/30/23	\$205,799.00 12 mo (base)	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$203,999.00/12 mo; stipend change from \$3,600.00/12 mo
			\$1,800.00 12 mo (stipend)	
Gao, Xiaosheng	Professor, Mechanical Engineering; Associate Chair, Graduate Programs, Mechanical Engineering/Department of Mechanical Engineering/Faculty (BUF)	08/22/22 05/13/23	\$2,500.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Associate Chair assignment; base salary is \$122,667.00/9 mo
Hoo Fatt, Michelle S.	Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	05/09/22 05/19/22	\$6,583.45 for the period	Payment for grant funded summer research
Jana, Sadhan C.	Associate Dean, Research; Professor, Polymer Engineering; BF Goodrich Endowed Professor/School of Polymer Science & Polymer Engineering/Faculty	07/01/22 06/30/23	\$204,828.00 12 mo	Extension of Associate Dean appointment
Khanam, Jobeda Jamal	Research Assistant Professor, Polymer Science & Polymer Engineering; Research Assistant Professor, Electrical and Computer Engineering/School of Polymer Science & Polymer Engineering/Faculty	08/22/22 08/21/23	\$75,000.00 12 mo	Temporary reappointment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Mahajan, Ajay M.	Associate Dean, Research; Professor, Biomedical Engineering; Professor, Mechanical Engineering/Department of Mechanical Engineering/Faculty	01/01/22	\$203,944.00 11 mo	Associate Dean appointment; salary change from \$166,863.00/9 mo
Martinez Bastidas, David	Associate Professor - Summer/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	06/01/22 08/31/22	\$3,000.00 for the period	Payment for FY22 Faculty Research Committee Summer Fellowship Award
Miyoshi, Toshikazu	Professor, Polymer Science; Assistant Director, Akron Masters Program, School of Polymer Science & Polymer Engineering/School of Polymer Science & Polymer Engineering/Faculty (BUF)	10/01/22 01/08/23	\$12,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Assistant Director assignment; base salary is \$148,076.00/9 mo; on professional development leave spring semester 2022, not eligible for administrative stipend during that period
		05/14/23 09/30/23	\$12,000.00 12 mo (stipend)	Resume temporary additional title and administrative stipend for Assistant Director assignment
Morscher, Gregory N.	Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	05/09/22 05/31/22	\$11,784.78 for the period	Payment for grant funded summer research
Nicholas, John B.	Professor, Computer Information Systems/Department of Computer Science/Faculty (BUF)	01/10/22 05/14/22	\$2,700.00 for the period	Overload payment for spring semester 2022 teaching assignments
O'Neil, Timothy W.	Professor, Computer Science; Department Chair, Computer Science/Department of Computer Science/Faculty	07/01/22 06/30/23	\$154,499.00 12 mo (base)	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$153,499.00/12 mo; stipend change from \$6,000.00/12 mo
			\$5,000.00 12 mo (stipend)	
Patnaik, Anil	Professor, Civil Engineering; Interim Department Chair, Civil Engineering/Department of Civil Engineering/Faculty	07/01/22 06/30/23	\$151,477.00 12 mo (base)	Temporary additional title and administrative stipend for Interim Department Chair assignment; salary change from \$123,936.00/9 mo
			\$15,000.00 12 mo (stipend)	
Sahai, Nita	Professor - Summer/School of Polymer Science & Polymer Engineering/Faculty (BUF)	05/09/22 06/12/22	\$16,661.56 for the period	Payment for grant funded summer research

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Sastry, Shivakumar	Professor, Electrical & Computer Engineering; Director, Strategic Initiatives/Department of Electrical & Computer Engineering/Faculty (BUF)	08/22/22 05/13/23	\$7,200.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$130,187.00/9 mo
Sawyer, Scott D.	Associate Professor, Mechanical Engineering; Associate Chair, Undergraduate Programs, Mechanical Engineering/Department of Mechanical Engineering/Faculty (BUF)	08/22/22 05/13/23	\$2,500.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Associate Chair assignment; base salary is \$100,897.00/9 mo
Schneider IV, William H.	Professor - Summer/Department of Civil Engineering/Faculty	05/09/22 08/20/22	\$46,536.00 for the period	Payment for grant funded summer research
Singh, Yogesh P.	Assistant Professor of Practice, Mechanical Engineering Technology/Department of Mechanical Engineering/Faculty (BUF)	08/22/22	\$75,000.00 9 mo	Appointment vice O. Sellers Jr,
Soucek, Mark	Professor, Polymer Engineering; Sundar L. Aggarwal Professor; Interim Assistant Director, School of Polymer Science and Polymer Engineering/School of Polymer Science & Polymer Engineering/Faculty (BUF)	07/01/22 06/30/23	\$15,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Interim Assistant Director assignment; base salary is \$148,092.00/9 mo
Tan, Kwek Tze	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	05/09/22 06/07/22	\$11,886.00 for the period	Payment for grant funded summer research
Tavana, Hossein	Professor, Biomedical Engineering; Interim Department Chair, Biomedical Engineering/Department of Biomedical Engineering/Faculty	08/22/22 08/21/23	\$166,500.00 12 mo (base) \$13,500.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Interim Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$165,000.00/12 mo; stipend change from \$15,000.00/12 mo
Tran, Huu Nghi	Associate Professor - Summer/Department of Electrical & Computer Engineering/Faculty (BUF)	06/01/22 08/31/22	\$10,000.00 for the period	Payment for FY22 Faculty Research Committee Summer Fellowship Award
Veillette, Robert J.	Associate Professor, Electrical & Computer Engineering; Department Chair, Electrical & Computer Engineering/Department of Electrical & Computer Engineering/Faculty	07/01/22 08/31/22	\$138,205.00 12 mo (base) \$10,840.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$136,850.00/12 mo; stipend change from \$12,195.00/12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Zheng, Jie	Professor, Chemical, Biomolecular & Corrosion Engineering; Department Chair, Chemical, Biomedical and Corrosion Engineering/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty	07/01/22 06/30/23	\$214,353.00 12 mo (base) \$13,500.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$212,853.00/12 mo; stipend change from \$15,000.00/12 mo

Change

Choi, Jae-Won	Professor, Mechanical Engineering/Department of Mechanical Engineering/Faculty (BUF)	08/22/22	\$110,804.00 9 mo	Promotion in rank; title change from Associate Professor, Mechanical Engineering; salary change from \$98,932.00/9 mo
Kannan, Manigandan	Associate Professor of Practice, Engineering/Department of Mechanical Engineering/Faculty (BUF)	08/22/22	\$88,000.00 9 mo	Promotion in rank; title change from Assistant Professor of Engineering Practice; salary change from \$80,000.00/9 mo

Leave

Kannan, Manigandan	Assistant Professor of Engineering Practice/Department of Mechanical Engineering/Faculty (BUF)	03/06/22 04/29/22	\$77,471.00 9 mo	100% unpaid leave of absence; salary is reflective of temporary AAUP salary reduction
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Separation

Randall, Jason	Director, Operations - College of Engineering & Polymer Science/College of Engineering and Polymer Science, Office of the Dean/Contract Professional	04/29/22	\$99,000.00 12 mo	Resignation
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College of Health & Human Sciences

Appointment/Reappointment

Biddle, Stacia E.	Associate Professor, Respiratory Therapy/School of Allied Health/Faculty (BUF)	08/23/21 05/14/22	\$12,300.00 for the period	Overload payment for fall semester 2021 and spring semester 2022 teaching assignments
	Associate Professor - Summer/School of Allied Health/Faculty (BUF)	05/16/22 07/09/22	\$12,300.00 for the period	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Brown, Diane K.	Assistant Professor - Summer/School of Nursing/Faculty (BUF)	05/09/22 07/02/22	\$8,305.00 for the period	Payment for grant funded summer research
	Associate Professor, Nursing; Fellow, Institute for Life-Span Development & Gerontology/School of Nursing/Faculty (BUF)	08/22/22 05/13/23	\$82,448.00 9 mo	Extension of temporary additional title for Fellow assignment
Carlin, Charles H.	Associate Professor - Summer/School of Speech-Language Pathology & Audiology/Faculty (BUF)	05/16/22 07/09/22	\$4,100.00 for the period	Payment for summer SLP graduate program administration
		08/15/22 08/21/22	\$2,050.00 for the period	Payment for summer teaching
Chiu, Sheau-Huey	Associate Professor, Nursing/School of Nursing/Faculty (BUF)	08/23/21 12/18/21	\$6,150.00 for the period	Overload payment for fall semester 2021 teaching assignments
Christensen, Diane C.	Professor of Instruction, Nursing/School of Nursing/Faculty (BUF)	08/23/21 05/14/22	\$2,700.00 for the period	Overload payment for fall semester 2021 and spring semester 2022 teaching assignments
Fitzgerald, Karen M.	Professor of Instruction, Nursing/School of Nursing/Faculty (BUF)	08/23/21 05/14/22	\$10,800.00 for the period	Overload payment for fall semester 2021 and spring semester 2022 teaching assignments
Haas, Marc	Associate Professor, Respiratory Therapy/School of Allied Health/Faculty (BUF)	08/23/21 05/14/22	\$12,300.00 for the period	Overload payment for fall semester 2021 and spring semester 2022 teaching assignments
Houston, K. Todd	Professor - Summer/School of Speech-Language Pathology & Audiology/Faculty (BUF)	05/16/22 08/13/22	\$6,494.00 for the period	Payment for grant funded summer teaching
		05/16/22 08/13/22	\$2,550.00 for the period	Payment for grant funded summer grant administration
Huff, Marlene S.	Associate Dean, College of Health & Human Sciences/College of Health and Human Sciences, Office of the Dean/Faculty	07/01/22 06/30/23	\$18,000.00 12 mo (stipend)	Extension of temporary administrative stipend for Associate Dean assignment; base salary is \$152,337.00/12 mo
Juvancic-Heltzel, Judith A.	Associate Professor, Exercise & Nutrition Sciences; Fellow, Institute for Life-Span Development & Gerontology; Interim Director, School of Exercise & Nutrition Sciences/School of Exercise and Nutrition Sciences/Faculty	07/01/22 06/30/23	\$110,011.00 12 mo	Extension of temporary additional titles for Interim Director and Fellow assignments

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Kidd, Lori I.	Associate Professor, Nursing/School of Nursing/Faculty (BUF)	08/23/21 05/14/22	\$2,050.00 for the period	Overload payment for fall semester 2021 and spring semester 2022 teaching assignments
	Associate Professor - Summer/School of Nursing/Faculty (BUF)	05/09/22 07/02/22	\$4,643.00 for the period	Payment for grant funded summer research
Kraft, Kristine N.	Professor, Allied Health; Interim Director, School of Allied Health; Provost Fellow/School of Allied Health/Faculty	08/23/21 05/14/22	\$16,200.00 for the period	Overload payment for fall semester 2021 and spring semester 2022 teaching assignments
		09/01/22 06/30/23	\$9,298.00 10 mo (stipend)	Extension of temporary additional title and administrative stipend for Interim Director assignment; base salary is \$83,246.00/10 mo
McCarragher, Timothy M.	Interim Dean, College of Health & Human Sciences; Associate Dean, Strategic Operations; Director, School of Social Work & Family Sciences; Associate Professor, Social Work & Family Sciences/College of Health & Human Sciences, Office of the Dean/Faculty	07/01/22 06/30/23	\$125,000.00 12 mo (base)	Appointment and temporary administrative stipend for Interim Dean assignment; title change from Acting Dean, College of Health & Human Sciences; salary change from \$147,030.00/12 mo; stipend change from \$18,000.00/12 mo
			\$80,000.00 12 mo (stipend)	
Meibos, Alex	Assistant Professor - Summer/School of Speech-Language Pathology & Audiology/Faculty (BUF)	05/16/22 08/13/22	\$3,600.00 for the period	Payment for grant funded summer teaching
		05/16/22 07/09/22	\$3,600.00 for the period	Payment for summer administrative work
		05/16/22 08/13/22	\$3,600.00 for the period	Payment for grant funded summer teaching
Miller, Erin L.	Professor of Instruction-Summer/School of Speech-Language Pathology & Audiology/Faculty (BUF)	05/16/22 07/09/22	\$4,300.00 for the period	Payment for summer administrative work with Northeast Ohio Audiology Consortium (NOAC)
Otterstetter, Ronald	Professor, Exercise & Nutrition Sciences/School of Exercise and Nutrition Sciences/Faculty (BUF)	01/10/22 05/14/22	\$8,100.00 for the period	Overload payment for spring semester 2022 teaching assignments
	Professor, Exercise & Nutrition Sciences; Fellow, Institute for Life-Span Development & Gerontology/School of Exercise and Nutrition Sciences/Faculty (BUF)	08/22/22 05/13/23	\$90,251.00 9 mo	Extension of temporary additional title for Fellow assignment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Sangganjanavanich, Varunee Faii	Professor, Health & Human Sciences; Director, School of Counseling/School of Counseling/Faculty	07/01/22 06/30/23	\$15,000.00 12 mo (stipend)	Extension of temporary administrative stipend for Director assignment; base salary is \$101,522.00/12 mo
Schulze, Pamela A.	Professor, Social Work & Family Sciences; Director, Center for Family Studies; Fellow, Institute for Life-Span Development & Gerontology/School of Social Work & Family Sciences/Faculty (BUF)	08/22/22 05/13/23	\$94,584.00 9 mo	Extension of temporary additional titles for Director and Fellow assignment
Shanks, Linda C.	Associate Professor, Nursing; Assistant Director, Graduate Programs & Research/School of Nursing/Faculty (BUF)	08/22/22 05/13/23	\$7,500.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Assistant Director assignment; base salary is \$84,985.00/9 mo
Smith, Stanley H.	Associate Professor of Practice; Emergency Management/School of Disaster Science & Emergency Services/Faculty (BUF)	08/23/21 05/14/22	\$9,900.00 for the period	Overload payment for fall semester 2021 and spring semester 2022 teaching assignments
Sonstrom Malowski, Kristine E.	Associate Professor, Speech Language Pathology & Audiology/School of Speech-Language Pathology & Audiology/Faculty (BUF)	04/02/22	\$350.00 one time payment	Payment for audiologic services at Greater Pittsburgh Canine Health Fair
		05/16/22 08/16/22	\$2,050.00 for the period	Payment for summer teaching
Steiger, James	Professor, Speech-Language Pathology & Audiology; Fellow, Institute for Life-Span Development & Gerontology; Director, Speech-Language Pathology & Audiology/School of Speech-Language Pathology & Audiology/Faculty	07/01/22 06/30/23	\$11,441.00 12 mo (stipend)	Extension of temporary administrative stipend for Director assignment; base salary is \$122,602.00/12 mo
		07/01/22 06/30/23	\$122,602.00 12 mo	Extension of temporary additional title for Fellow assignment
Sutter, Carolyn J.	Professor of Instruction, Nursing; Fellow, Institute for Life-Span Development & Gerontology; Coordinator, Nurse Practitioner Tracks/School of Nursing/Faculty (BUF)	08/22/22 05/13/23	\$80,469.00 9 mo	Extension of temporary additional title for Fellow assignment
Vazquez, Kaitlin D.	Assistant Professor Instruction, Nursing/School of Nursing/Faculty (BUF)	08/22/22	\$95,000.00 9 mo	Appointment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Willett, Stacy L.	Professor, Disaster Science & Emergency Services; Interim Director, School of Disaster Science and Emergency Services/School of Disaster Science & Emergency Services/Faculty (BUF)	08/23/21	\$16,200.00	Overload payment for fall semester 2021 and spring semester 2022 teaching assignments
		05/14/22	for the period	
Wissmar, Carrie	Professor of Instruction, Nursing; Fellow, Institute for Life-Span Development & Gerontology/School of Nursing/Faculty (BUF)	08/01/22	\$9,784.00	Extension of temporary additional title and administrative stipend for Interim Director assignment; base salary is \$108,712.00/10 mo
		05/30/23	10 mo (stipend)	
Zelko, Michele I.	Professor of Instruction, Nursing/School of Nursing/Faculty (BUF)	08/22/22	\$82,643.00	Extension of temporary additional title for Fellow assignment
		05/13/23	9 mo	
	Professor of Instruction, Nursing; Assistant Director, Undergraduate Programs/School of Nursing/Faculty (BUF)	08/23/21	\$5,400.00	Overload payment for fall 2021 teaching assignments
		12/18/21	for the period	
	Professor of Instruction, Nursing; Assistant Director, Undergraduate Programs/School of Nursing/Faculty (BUF)	08/22/22	\$7,500.00	Extension of additional title and administrative stipend for Assistant Director assignment; base salary is \$70,986.00/9 mo
		05/13/23	9 mo (stipend)	

Change

Brown, Diane K.	Associate Professor, Nursing; Fellow, Institute for Life-Span Development & Gerontology/School of Nursing/Faculty (BUF)	08/22/22	\$82,448.00 9 mo	Promotion in rank; title change from Assistant Professor, Nursing; tenure granted; salary change from \$74,953.00/9 mo
Patton, Rikki A.	Professor, Health & Human Sciences/School of Social Work & Family Sciences/Faculty (BUF)	08/22/22	\$85,676.00 9 mo	Promotion in rank; title change from Associate Professor, Health & Human Sciences; salary change from \$75,676.00/9 mo

School of Law

Appointment/Reappointment

Gaughan, Patrick H.	Associate Professor, Law; Executive Director, Innovation Practice Center; Fitzgerald Institute Adjunct Fellow, Entrepreneurship/Law - Instruction/Faculty	06/01/22	\$3,000.00 one time payment	Payment for developing an online course
Genetin, Bernadette B.	Professor, Law; C. Blake McDowell, Jr. Professor/Law - Instruction/Faculty	08/22/22 05/13/23	\$7,500.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for C. Blake McDowell Jr. Professor assignment; base salary is \$140,966.00/9 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Gentithes, Michael	Associate Dean, Academic Affairs, Law; Associate Professor, Law/Law - Instruction/Faculty	07/01/22 06/30/23	\$25,000.00 12 mo (stipend)	Extension of temporary administrative stipend for Associate Dean assignment; base salary is \$148,561.00/12 mo
Gibson, Willa E.	Associate Dean, Academic Excellence; Intellectual Property Center Fellow; Law Review Faculty Advisor; C. Blake McDowell, Jr. Professor/Law - Instruction/Faculty	08/22/22 05/13/23	\$3,500.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Law Review Faculty Advisor assignment; base salary is \$146,816.00/9 mo
Korzun, Vera	Associate Professor, Law; Director of Faculty Research/Law - Instruction/Faculty	08/22/22 05/13/23	\$2,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$124,234.00/9 mo
Morris, Emily M.	Associate Professor, Law; David L. Brennan Professor Law, Chair/Law - Instruction/Faculty	08/22/22 05/13/23	\$30,000.00 9 mo (stipend)	Extension of temporary administrative stipend for David L. Brennan Professor Law, Chair assignment; base salary is \$125,000.00/9 mo
Sahl, Joann M.	Clinical Professor-Summer/Law - Instruction/Faculty	05/09/22 08/20/22	\$3,488.85 for the period	Payment for grant funded summer administrative work
	Clinical Professor, Law; Director, Civil Litigation Clinic; Assistant Director, Legal Clinic; C. Blake McDowell, Jr. Professor/Law - Instruction/Faculty	08/22/22 05/13/23	\$7,500.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for C. Blake McDowell Jr. Professor assignment; base salary is \$114,751.00/9 mo
Sahl, John P.	Joseph G. Miller Professor, Law; Director, Miller/Becker Center; Intellectual Property Center Fellow; Research Fellow, Constitutional Law Center/Law - Instruction/Faculty	08/22/22 05/13/23	\$30,000.00 9 mo (stipend)	Extension of temporary additional titles and administrative stipend for Director, Miller/Becker Center, Intellectual Property Center Fellow and Research Fellow, Constitutional Law Center assignments; base salary is \$126,219.00/9 mo
Schultz, Mark	Professor, Law; Goodyear Chair in Intellectual Property; Director of the Center for Intellectual Property Law & Technology/Law - Instruction/Faculty	07/01/22 06/30/23	\$10,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$145,000.00/9 mo
		08/22/22 05/13/23	\$30,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Goodyear Chair assignment; base salary is \$145,000.00/9 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Thomas, Tracy A.	Professor, Law; Holder, John F Seiberling Endowed Chair in Constitutional Law; Intellectual Property Center Fellow; Director, Constitutional Law Center/Law - Instruction/Faculty	07/01/22	\$30,000.00	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$152,064.00/9 mo; on professional development leave spring semester 2022, not eligible for administrative stipend during that period
		01/09/23	12 mo (stipend)	
		05/14/23	\$30,000.00	Resume temporary additional title and administrative stipend for Director assignment
		06/30/23	12 mo (stipend)	
Leave				
Peters, Christopher J.	Professor, Law/Law - Instruction/Faculty	08/22/22 12/17/22	\$232,087.00 9 mo	100% paid sabbatical leave of absence
University Libraries				
Change				
Monaco, Michael J.	Associate Professor, Bibliography; Coordinator, Cataloging Services/University Libraries Faculty/Faculty (BUF)	07/01/22	\$81,142.00 12 mo	Promotion in rank; title change from Assistant Professor, Bibliography; tenure granted; salary change from \$73,765.00/12 mo
Wayne Campus				
Appointment/Reappointment				
Hartssock, Angela	Associate Professor, Biology; Associate Director, Branch Campuses/Biology-Wayne Campus/Faculty (BUF)	07/01/22 06/30/23	\$48,000.00 12 mo (stipend)	Extension of additional title and administrative stipend for Associate Director assignment; base salary is \$66,863.00/9 mo
Howley, Heather A.	Director, Regional Campuses; Associate Professor, Communication/Wayne Campus Administration/Faculty	07/01/22 06/30/23	\$52,000.00 12 mo (stipend)	Extension of additional title and administrative stipend for Director assignment; base salary is \$83,948.00/12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
EMPLOYEE PERSONNEL ACTIONS ADDENDUM				
Office of Athletics				
<u>Separation</u>				
Herlihy, Noreen	Head Women's Soccer Coach/Office of Athletics/Contract Professional	06/30/22	\$84,412.00 12 mo	Resignation
Office of Academic Affairs				
<u>Separation</u>				
Hendricks, Cher	Senior Vice Provost; Associate Professor, Education/Office of Academic Affairs/Faculty	06/30/22	\$195,000.00 12 mo	Resignation
Buchtel College of Arts & Sciences				
<u>Appointment/Reappointment</u>				
Prichard, Robin	Professor, Dance/Department of Dance, Theatre & Arts Administration/Faculty (BUF)	08/23/21	\$83,996.00 9 mo	Reinstatement; promotion in rank; title change from Associate Professor, Dance; salary change from \$73,996.00/9 mo
<u>Change</u>				
Chura, Patrick	Distinguished Professor, English/Department of English/Faculty (BUF)	8/22/2022	\$111,793.00 9 mo	Promotion in rank; title change from Professor of English; salary change from \$98,064.00/9 mo
Kolodziej, Matthew	Distinguished Professor, Art/Department of Art/Faculty (BUF)	8/22/2022	\$104,993.00 9 mo	Promotion in rank; title change from Professor of Art; salary change from \$92,099.00/9 mo
Peeples, Georgia	Professor Emeritus, Music/Department of Music/Faculty (BUF)	5/31/2022		Title change, award of emeritus status
College of Engineering & Polymer Science				
<u>Appointment/Reappointment</u>				
Ramlo, Susan	Professor, General Technology/Department of Mechanical Engineering/Faculty (BUF)	8/22/2020	\$95,393.00 9 mo	Reinstatement
<u>Change</u>				
Wang, Shi-Qing	Distinguished Professor, Polymer Science, Kumho Professor, Polymer Science/School of Polymer Science & Polymer Engineering/Faculty (BUF)	8/22/2022	\$207,353.00 9 mo	Promotion in rank; title change from Professor of Polymer Science; salary change from \$181,889.00/9 mo

THE UNIVERSITY OF AKRON

In accordance with rule 3359-25-06, the following recommendations for Classified Staff
Classification changes are noted as follows:

Grade	Job Code	Title	FLSA	Remove	Effective Date
118	41219	Coord Academic & Clinic Admin	Non-exempt		10/25/2021
119	41317	Coord Admin Srvcs-School Law	Non-exempt		10/25/2021
119	41349	Coord Admin Srvcs-Stu Affairs	Non-exempt		3/13/2022
118	43728	Coord Nat Stu Loan Data Sys	Non-exempt	X	4/15/2022

THE UNIVERSITY OF AKRON

In accordance with rule 3359-25-07, the following recommendations for Unclassified Staff
Classification changes are noted as follows:

Grade	Job Code	Title	FLSA	Remove	Effective Date
123	22128	Tax & Bond Mgr	Exempt		5/12/2022
122	22129	Sr Staff Internal Auditor	Exempt		2/26/2022
122	22304	Assoc Dir Purchasing	Exempt		4/21/2022
120	22309	Procurement Card Mgr	Exempt		5/9/2022
121	22706	Assoc Dir Parking Services	Exempt		4/26/2022
121	27140	Asst Dean Students	Exempt		5/19/2022
122	27525	Nurse Practitioner Nursing	Exempt	X	4/14/2022
119	27534	Mgr Fitness	Exempt		4/6/2022
122	27548	Nurse Practitioner - PT	Non-exempt		3/31/2022
118	27577	Advisor Undergrad Stu Govt	Exempt		4/1/2022
121	28366	Coord Stu Prtnrshp & Stu Dev	Exempt		5/9/2022
999	29263	Head Strength & Cond Coach-MBB	Exempt		4/12/2022
999	29289	Assoc Dir MBB Opns & Analytics	Exempt		9/8/2021
222	T23911	Lead Data Insights Analyst	Exempt		4/1/2022

Guide to Terminology Used in Personnel Reports

Term	Definition/Explanation
Adjunct Appointment	Appointment to a full-time or part-time position, normally without pay. Individuals in this category are affiliated with the University for a specific purpose usually involving academic research/teaching. Appointment provides the individual with access to University systems/services as determined by the department/college.
Appointment	New hire of an individual to an approved Faculty, Contract Professional or Staff position. The appointment can be full-time or part-time, temporary or regular.
Department/School Chair	Faculty member appointed to provide leadership to an academic department or school within a college. Department/School Chair appointments normally cover the entire academic year (12-month appointment). A Faculty member's salary will be converted from 9-month to 12-month status using an approved formula to reflect the additional time worked. A stipend (currently calculated as 1/11 th of the converted salary) is awarded for assuming the additional responsibilities of a Department/School Chair. 1/10 th of the stipend is converted to base each year that the individual serves as a Department/School Chair.
Discharge	Involuntary termination of appointment.
Job Audit/Reclassification	Under University Rule 3359-25-10 the University may initiate audits and reviews of positions and classifications within the approved University Classified (3359-25-06) and Unclassified (3359-25-07) classification plans. In addition, employees may submit a request to determine if their current position is appropriately classified. The employee submits a Position Description Audit Questionnaire (PDAQ) to their immediate supervisor to initiate the job audit process. The immediate supervisor and second level supervisor are required to review and approve the information submitted on the PDAQ. Once the PDAQ is approved, it is submitted to the Classification Unit in the Office of Human Resources. The Classification Unit will review the PDAQ and determine if the position is appropriately classified or not. If the Classification Unit determines that the position is not classified correctly, it will provide a recommendation to change the classification. The recommendation will be reviewed and approved by the employee's management up to and including the appropriate Vice President. The approved recommendation will then be submitted to the University's Board of Trustees for approval.

Leave Without Compensation	If an employee is unable to work due to a documented medical condition or for other approved reasons and they have exhausted all accrued sick leave, vacation leave and compensatory time that they are entitled to use, the employee may continue their approved absence from work without pay and will retain status as a University employee.
Market Increase	The Classification unit in the Office of Human Resources will, upon request from a dean or vice president, conduct a market evaluation of a position or positions to determine if the University is providing an appropriate level of compensation. If it is determined that the current level of compensation is below the established market, a recommendation will be made to adjust the current level of compensation.
Merit Increase	Increase in pay granted for meeting established performance criteria.
Non-Renewal	Separation of employment of a Contract Professional employee without cause in accordance with the requirements established in University Rule 3359-22-01. The University is required to provide notice in writing to the affected Contract Professional employee. If the individual has two years or less service with the University, they will receive three months notice. If the individual has more than two years of service, six months' notice is required.
Offline Salary Adjustment	Increase in salary that occurs outside of annual salary review process. Recommendations for offline salary adjustments are submitted by the appropriate Vice President to the Office of Human Resources for review and approval. Offline salary adjustments are normally recommended when specific market (internal or external) or equity (internal) issues exist with an individual's salary. Offline increases may also be recommended as a result of a reorganization involving a change in responsibilities.
Probationary Removal	Classified civil service employees are required to serve and successfully complete a probationary period following any initial appointment into a classified civil service position. If an employee's service is found to be unsatisfactory, the employee may be removed from the position at any time during the probationary period. The length of the probationary period is 120 days for classified civil service employees/CWA bargaining-unit employees and one year for Police Officers in the FOP bargaining unit. A probationary classified civil service employee duly removed for unsatisfactory service does not have the right to appeal the removal to the State Personnel Board of Review. A probationary bargaining unit employee is not permitted to appeal the removal decision under the terms of the collective bargaining agreements.

Promotion	The movement of an employee from one position to another budgeted position at a higher classification and pay range; or a higher salary where a pay range does not exist. The former position becomes vacant.
Resignation	A voluntary termination of employment.
Salary Basis Change	A change in appointment status for an employee, 12-month to 9-month or vice-versa.
Status Change	A change in pay group, job family or job function.
Stipend	Contract Professional and non-bargaining unit staff employees may receive a temporary stipend for substantial increases in responsibility for activities outside of the normal scope of the employee's assigned classification (University Rule 3359-11-12.1). Full-time Faculty may receive a stipend for primarily administrative functions requiring substantial increases in responsibility and for activities not included in the ordinary load of teaching, research, and professional service for full-time faculty (University Rule 3359-11-12).
Supplemental	Additional compensation provided for completion of assigned job responsibilities.
Temporary Appointment	An appointment for a limited period of time with a specific beginning and ending date.
Tenure Change	A change to the date for tenure eligibility for a full-time faculty member in a tenure-track position.
Title Change	An employee remains in their budgeted position, but the title changes and there may be an increase in salary. No vacancy is created by the move.
Transfer	Lateral move of an employee from one department to another department, where the employee stays in the same classification.
Training/Apprenticeship	The Collective Bargaining Agreement between the University and the Communication Workers of America contains language in Addendum A that authorizes the Office of Human Resources to develop and administer a Job Enrichment and Apprenticeship Program for CWA bargaining-unit employees. Employees selected to participate in the program are given an opportunity to expand their knowledge and skills. In return, these employees are provided with an increase in pay to reflect the expanded knowledge/skill set that they have developed. All increases in pay are awarded in accordance with approved Wage Progression Schedule.

THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Gary L. Miller, dated June 15, 2022, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 2

**INVESTMENT REPORT FOR THE
NINE MONTHS ENDED MARCH 31, 2022**



**The University of Akron
Investment Report
For the Nine Months Ended March 31, 2022**

SUMMARY

OPERATING FUNDS

The Operating Funds totaled \$235.8 million at March 31, 2022 – refer to Exhibit 1 for the detail regarding performance and Exhibit 4 for historic Operating Investment balances.

Cash and Fixed Income

PFM and JPMorgan Chase each manage a portion of the Cash and Equivalents portfolio, while PFM also manages the Short- and Intermediate-Term Fixed Income Investments portfolios.

Cash and Fixed Income portfolios totaled \$159.2 million at March 31, 2022. The Cash and Fixed Income portfolios posted an overall nine-month ROR of negative 2.5 percent – refer to Exhibit 1 for the detail regarding performance.

Long-Term

The Long-Term investments, managed by Legacy, totaled \$76.6 million at March 31, 2022 and posted a blended nine-month ROR of negative 2.9 percent, or negative \$2.2 million calculated as the summation of the cumulative net income reinvested and change in market value over the nine-month period [\$78.9 million average quarterly balance], compared to the policy benchmark of negative 2.8 percent – refer to Exhibit 1 for the detail regarding performance.

Except as noted further within, the operating funds are within the University's prescribed asset allocation requirements at March 31, 2022. An increase in the cash and cash equivalents assets have led to a decreased allocation of the short-term fixed income asset category – refer to Exhibits 2 and 3 for the detail regarding compliance.

ENDOWMENTS

The Endowments totaled \$82.3 million at March 31, 2022. The March 31, 2022 market value decreased \$3.2 million from June 30, 2021. The largest contributor to that change was realized and unrealized losses of \$1.7 million – refer to Exhibit 7 for the detail regarding components of change and Exhibit 8 for historic Investment balances. With respect to Exhibit 7, there is a degree of estimation which will be “trued-up” for the third quarter.

Pooled

The Pooled Endowment, managed by Strategic Investment Group (SIG), totaled \$73.9 million at March 31, 2022 and posted a blended nine-month ROR of negative 1.6 percent compared to the policy benchmark of negative 2.4 percent – refer to Exhibit 5 for the detail regarding performance.

Of the portfolio, the respective SIG investment report documents that S&P 500 ETF achieved the highest nine-month ROR at 6.6 percent [\$0.2 million balance at March 31], while the Strategic Emerging Markets Equity Trust posted the lowest nine-month ROR at negative 17.5 percent [\$5.7 million balance at March 31].

These funds are within the University’s prescribed asset allocation requirements at March 31, 2022 and, we have no reason to believe those compliance requirements were not maintained throughout the quarter – refer to Exhibit 6 for the detail regarding compliance.

Separately Invested

The Separately Invested Endowments, invested in accord with donor stipulations, totaled \$8.4 million at March 31, 2022 and posted a blended nine-month ROR of negative 4.1 percent, or negative \$0.02 million calculated as the summation of the cumulative net income reinvested and change in market value over the fiscal year [\$8.8 million average quarterly balance]. These funds are separately invested for a number of reasons and do not have uniform prescribed asset allocation requirements.

Of the Separately Invested Endowments, the Oelschlagel Leadership Award invested by Oak Associates, achieved the highest nine-month ROR at negative 0.1 percent [\$3.4 million balance at March 31]. The Timken Stock posted the lowest nine-month ROR at negative 18.3 percent [\$1.1 million balance at March 31] – refer to Exhibit 5 for the detail regarding performance.

Operating Funds

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Nine Months Ended March 31, 2022

Net Rates of Return for the Periods Ended March 31, 2022

Exhibit 1

- At or Above Benchmark
- < 100 Basis Pts Below Benchmark
- > 100 Basis Pts Below Benchmark

Portfolio/Advisor	Market Value	Net Rates of Return									
		Quarter ROR/Benchmark	Nine Months ROR/Benchmark	One Year ROR/Benchmark	Two Years ROR/Benchmark	Three Years ROR/Benchmark					
Cash and Cash Equivalents / PFM & JPMC <i>Merrill Lynch 3 Month Treasury Index</i>	\$ 57,891,000	0.00% 0.04%	●	0.01% 0.06%	●	0.02% 0.06%	●	0.1% 0.1%	●	0.7% 0.8%	●
Short-Term Fixed Income / PFM <i>Merrill Lynch 1-3 Year Treasury/Agency Index</i>	45,282,000	(2.2%) (2.3%)	●	(2.6%) (2.8%)	●	(2.6%) (2.8%)	●	(0.7%) (1.3%)	●	1.1% 0.9%	●
Intermediate-Term Fixed Income / PFM <i>Merrill Lynch 1-10 Year Treasury/Agency Index</i>	56,041,000	(4.04%) (4.01%)	●	(4.7%) (4.6%)	●	(4.2%) (3.9%)	●	(1.3%) (2.6%)	●	1.4% 1.1%	●
SUBTOTAL - PFM & JPMC Managed Portfolios	\$ 159,214,000	(2.2%)		(2.5%)		(2.3%)		(0.5%)		1.3%	
Long-Term / Legacy <i>Policy Index</i>	\$ 76,626,000	(6.0%) (4.9%)	●	(2.9%) (2.8%)	●	2.3% 2.0%	●	20.2% 19.3%	●	9.9% 9.6%	●
TOTAL OPERATING FUNDS	\$ 235,840,000										

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Nine Months Ended March 31, 2022

Operating Funds Policy Compliance: Asset Allocation at March 31, 2022

Exhibit 2

- Compliant
- Noncompliant

	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Cash and Cash Equivalents	10-80%	30%	25%	●
Short-Term Fixed Income	20-65%	35%	19%	●
Intermediate-Term Fixed Income	0-45%	35%	24%	●
Long-Term	0-35%	15%	32%	●
<i>Large Cap</i>	20-30%	25%	30%	●
<i>Small/Mid Cap</i>	10-20%	15%	13%	●
<i>International</i>	15-25%	20%	19%	●
<i>Alternative</i>	10-20%	15%	18%	●
<i>Fixed Income</i>	15-25%	20%	19%	●
<i>Cash</i>	0-10%	5%	1%	●

**THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Nine Months Ended March 31, 2022**

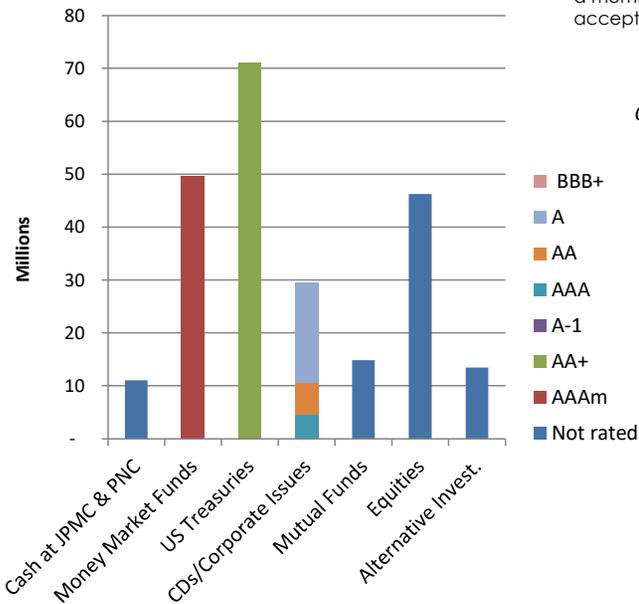
State Compliance: Portfolio Composition and Credit Quality

Exhibit 3

- Compliant
- Noncompliant

Section 3345.05 of the Ohio Revised Code states:

A stipulation that investment of at least 25% of the average amount of the investment portfolio over the course of the previous fiscal year be invested in securities of the U.S. Government or its agencies or instrumentalities, the treasurer of state's pooled investment program, obligations of the State or any political subdivision of the State, certificates of deposit of any national bank located in the State, written repurchase agreements with any eligible Ohio financial institution that is a member of the federal reserve system or federal home loan bank, money market funds [MMFs], or bankers acceptances maturing in 270 days or less which are eligible for purchase by the federal reserve system, as a reserve.



Ohio Revised Code §3345.05 Compliance

Cash, MMFs, US Treas, Negotiable CDs: \$ 131,697,000 60% ●

Market Value	Actual Allocation as Average Prior Fiscal Year	Compliance Indicator
\$ 131,697,000	60%	●

Cash and Cash Equivalents	Short-Term Fixed Income	Intermediate-Term Fixed Income	Long-Term
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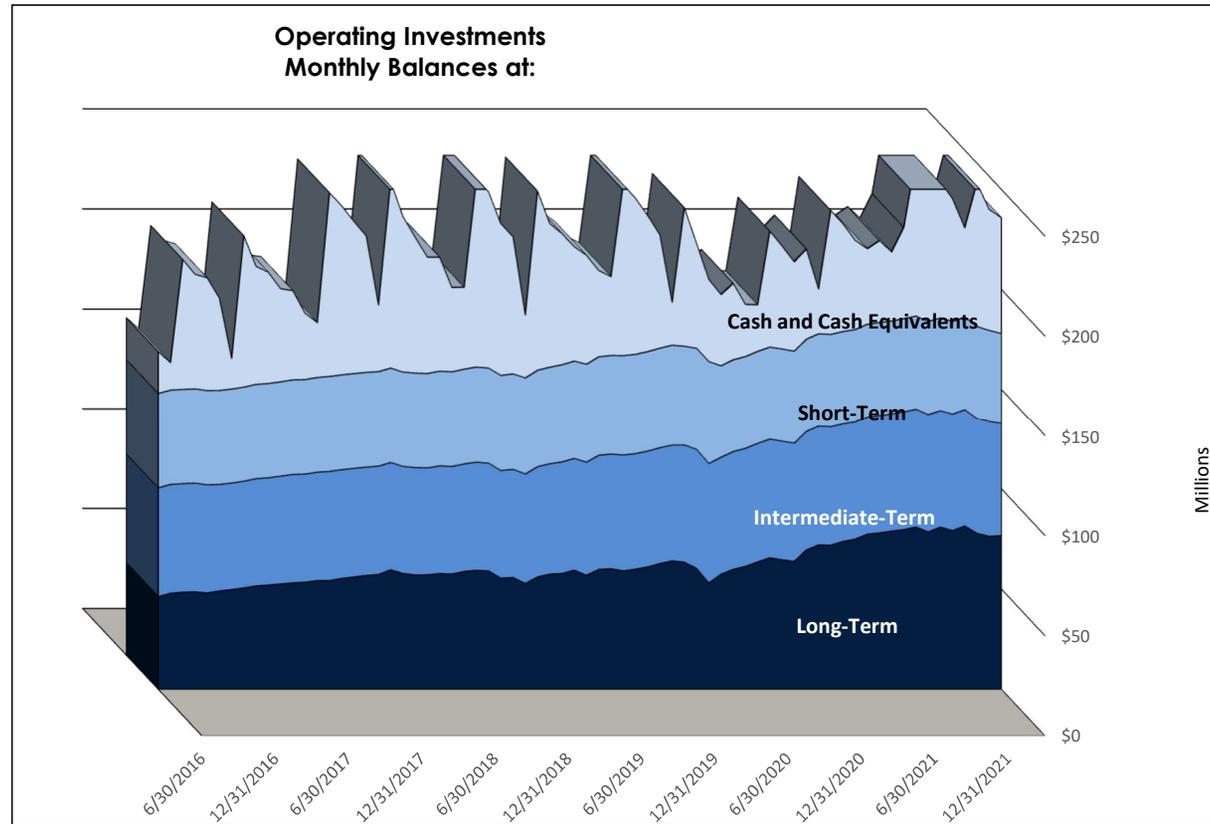
Cash at JPMC	\$ 11,018,000			
Money Market Funds	46,873,000	\$ 128,000	\$ 650,000	\$ 2,049,000
US Treasuries		38,409,000	32,570,000	
Corporate Issues		6,745,000	22,821,000	
Mutual Funds				14,846,000
Equities				46,255,000
Alternative Invest.				13,476,000

Total Operating Funds \$ 57,891,000 \$ 45,282,000 \$ 56,041,000 \$ 76,626,000

Note: The Money Market Funds are held at PFM for all portfolios except the Long-Term portfolio held by Legacy.

**THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Nine Months Ended March 31, 2022**

Exhibit 4



Balances at June 30:

- Cash and Cash Equivalents
 - Short-Term Fixed Income
 - Intermediate-Term Fixed Income
 - Long-Term
- Total**
- Change**

	6/30/16	6/30/17	6/30/18	6/30/19	6/30/20	6/30/21	3/31/2022
Cash and Cash Equivalents	\$20.9	\$33.1	\$42.1	\$43.1	\$26.0	\$34.5	\$57.9
Short-Term Fixed Income	47.5	47.6	47.7	49.6	46.3	46.5	45.3
Intermediate-Term Fixed Income	54.2	53.9	53.6	56.9	58.9	58.8	56.0
Long-Term	46.2	53.4	57.5	59.8	61.3	78.9	76.6
Total	\$168.8	\$188.0	\$200.9	\$209.4	\$192.5	\$218.7	\$235.8
Change	\$168.8	\$19.2	\$12.9	\$8.5	(\$16.9)	\$26.2	\$17.1

Endowments

ENDOWMENT Funds Investment Report For the Nine Months Ended March 31, 2022

Net Rates of Return for the Nine Months Ended March 31, 2022

Exhibit 5

- At or Above Benchmark
- < 100 Basis Pts Below Benchmark
- > 100 Basis Pts Below Benchmark

Portfolio/Advisor (Inception)	Net Rates of Return										
	Market Value	Three Months ROR/Benchmark	Nine Months ROR/Benchmark	One Year ROR/Benchmark	Three Years ROR/Benchmark	Five Years ROR/Benchmark					
POOLED ENDOWMENT											
Portfolio Composite / SIG (1/1/2020)	\$ 73,895,000	(3.8%) ●	(1.6%) ●	3.2% ●	9.1% ●	6.8% ●					
Policy Balanced Index (65/35)		(4.8%)	(2.4%)	2.3%	8.2%	7.6%					
SEPARATELY INVESTED ENDOWMENTS											
Oelschlager Leadership Award / Oak Assoc. (7/31/2000)	\$ 3,388,000	(9.5%)	(0.1%)	19.7%	19.8%	17.1%					
Seiberling Chair in Con. Law / Key Bank (7/31/1997)	938,000	(1.8%)	(2.0%)	(2.3%)	(0.2%)	0.1%					
ORSP / PNC Bank (4/30/2009)	2,976,000	(4.6%)	(2.6%)	1.5%	5.4%	5.0%					
Timken Co. and TimkenSteel Corp.	1,146,000	(7.6%)	(18.3%)	(17.7%)	13.5%	5.6%					
Total Separately Invested Endowments	<u>\$ 8,448,000</u>										
TOTAL ENDOWMENTS	<u>\$ 82,343,000</u>										

Note: Cambridge managed the pooled endowment through December 31, 2019 and SIG has managed the pooled endowment thereafter.

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Nine Months Ended March 31, 2022

Pooled Endowment Policy Compliance at March 31, 2022

Exhibit 6

- Compliant
- Noncompliant

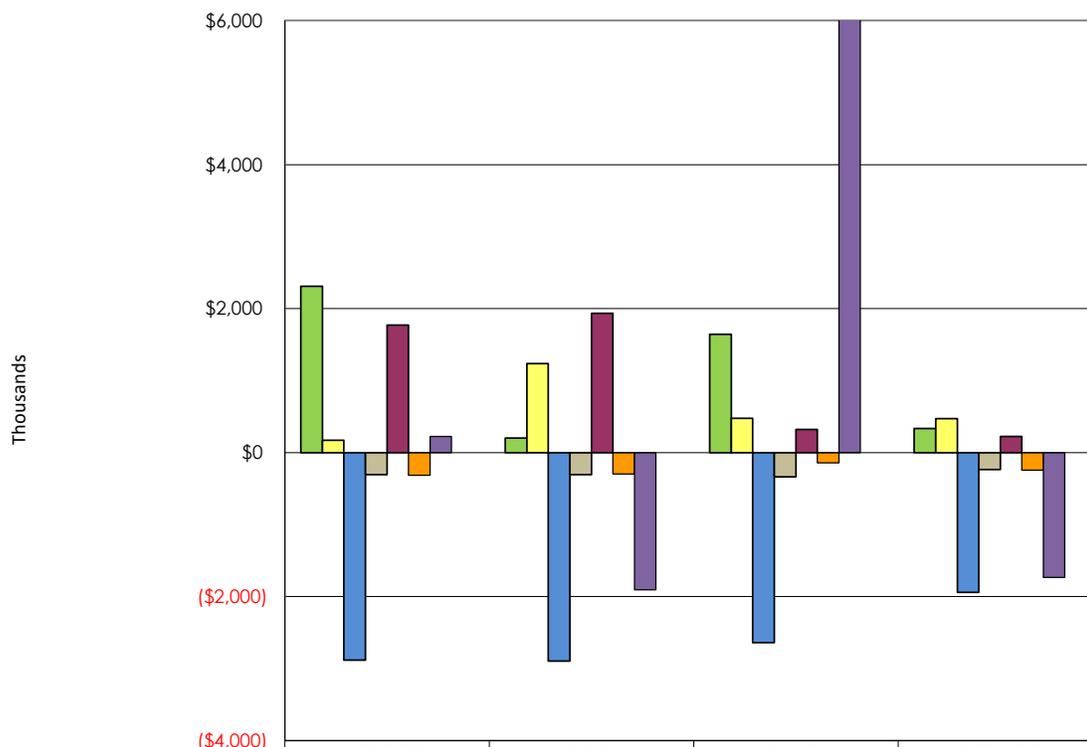
Asset Allocation

	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Equities	40-60%	50%	59%	●
Alternatives	10-32%	22%	15%	●
Real Assets	0-18%	8%	8%	●
Fixed Income	10-30%	20%	11%	●
Opportunistic	0-10%	0%	2%	●
Cash	0-20%	0%	5%	●

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Nine Months Ended March 31, 2022

Components of and Net Change - Total Endowments
Fiscal Years Ended June 30, 2019 - 2021
and Nine Months Ended March 31, 2022

Exhibit 7



	6/30/19	6/30/20	6/30/21	3/31/22
Endowment Gifts	\$2,309	\$201	\$1,643	\$334
Transfers, Net	170	1,234	475	470
Endowment Distributions	(2,885)	(2,897)	(2,638)	(1,943)
Administrative Fee	(305)	(306)	(337)	(236)
Interest & Dividends	1,771	1,935	321	224
Investment Fees	(316)	(297)	(144)	(245)
Realized & Unrealized G/L	222	(1,907)	18,450	(1,736)
Net Endowment Change	967	(2,037)	17,769	(3,132)

The categories that comprise the market value changes are as follows:

Endowment Gifts and Transfers, Net; Endowment Distributions; Administrative Fee, and Investment Income.

Select components are discussed below.

Endowment Gifts and Transfers, Net

Gifts to the University given in support of University Endowments. The largest gifts (rounded) that contributed to the balances for the fiscal years 2019 through 2021 and nine months ended March 31, 2022, were from the Grotfend Family (2019 - \$2M), Elton Coleman (2021 - \$800k, 2022 - \$140k), Jim Oelschlager (2021 - \$500k).

Endowment transfers, totaling \$1.2 million in 2020, represent return of unexpended distributions from select Polymer Science University award accounts.

Endowment Distributions

Effective July 1, 2017, distributions made from the endowments became 4.75% of a 3-year moving average.

Administrative Fee

Effective July 1, 2017, the administrative fee assessed by the University to all pooled endowments became 0.5% which is directed to the Scholarships for Excellence.

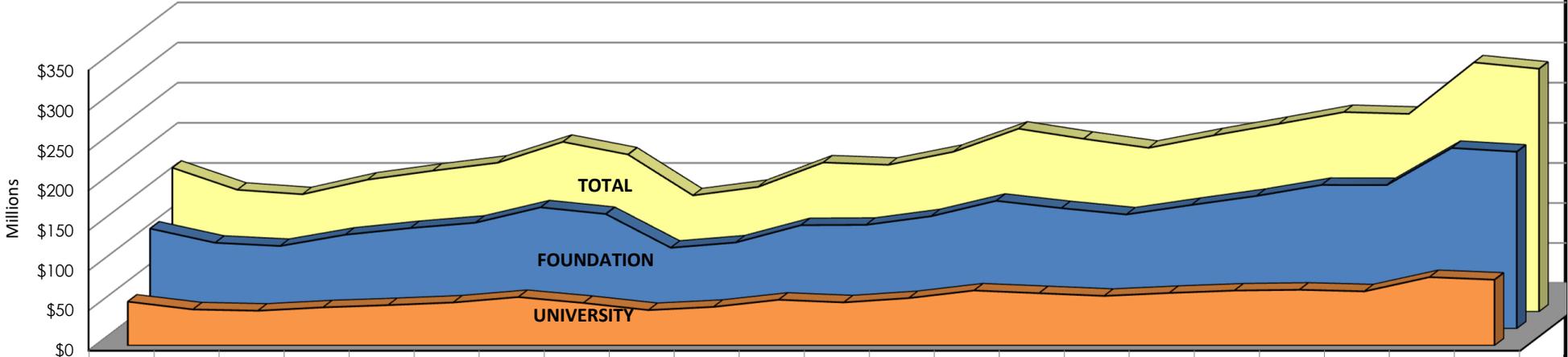
Investment Fees

Represents known advisor, manager, and custodial fees. The fees do not represent all investment costs as some fees are embedded within investments, net of returns, and are not readily determinable.

**THE UNIVERSITY OF AKRON
 ENDOWMENT Funds Investment Report
 For the Nine Months Ended March 31, 2022**

**The University of Akron and Foundation
 Investment Balances
 At June 30, 2000 - 2021
 and March 31, 2022**

Exhibit 8



	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	3/31
UNIVERSITY	\$54.9	\$45.1	\$43.5	\$47.7	\$50.5	\$53.8	\$60.6	\$53.2	\$44.3	\$48.3	\$57.2	\$53.9	\$59.3	\$68.8	\$65.4	\$62.0	\$65.7	\$68.7	\$69.7	\$67.7	\$85.5	\$82.3
FOUNDATION	125.1	107.3	103.3	117.4	125.7	132.4	151.6	143.3	101.1	107.7	129.3	129.7	140.5	159.8	150.6	142.7	154.6	165.9	179.6	179.4	225.7	221.0
TOTAL	\$180.0	\$152.4	\$146.8	\$165.1	\$176.2	\$186.2	\$212.2	\$196.5	\$145.4	\$156.0	\$186.5	\$183.6	\$199.8	\$228.6	\$216.0	\$204.7	\$220.3	\$234.6	\$249.3	\$247.1	\$311.2	\$303.3
Net Change	\$(48.7)	\$(27.6)	\$(5.6)	\$18.3	\$11.1	\$10.0	\$26.0	\$(15.7)	\$(51.1)	\$10.6	\$30.5	\$(2.9)	\$16.2	\$28.8	\$(12.6)	\$(11.3)	\$15.6	\$14.3	\$14.7	\$(2.2)	\$64.1	\$(7.9)

Note 1: Cambridge became the Foundation and University endowment OCIO and investment manager, respectively, on 1/1/2014 and 4/1/2014. Strategic Investment Group succeeded Cambridge for both the Foundation and University endowments as OCIO effective 1/1/2020.

Note 2: Over the last 20 years both the Foundation and University endowment portfolios have realized both large and small fluctuations. The notable downturns during 2001 and 2002 were the result of the tech market bubble and the event of September 11, 2001, and 2008 and 2009 were the result of the Great Recession.

THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Acceptance of the Investment Report for the Nine Months Ended March 31, 2022

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on June 15, 2022, accepting the Investment Report for the Nine Months Ended March 31, 2022, be approved.

M. Celeste Cook, Secretary
Board of Trustees

June 15, 2022

FINANCE & ADMINISTRATION COMMITTEE

TAB 3

**FINANCIAL REPORT FOR THE
TEN MONTHS ENDED APRIL 30, 2022**



DATE: May 26, 2022

TO: Dallas A. Grundy, MBA
Senior Vice President and Chief Financial Officer

FROM: Misty M. Villers, CPA 
Interim Director Budget, Planning & Strategy

**SUBJECT: General Fund, Auxiliary Funds, and Departmental Sales and Services Funds:
Revised Budgets to Actual Results for the Ten Months Ended April 30, 2022**

As requested, the Office of Resource Analysis & Budget provides the accompanying Financial Report for the ten months ended April 30, 2022 for the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds (Akron and Wayne combined) together with accompanying FY22 budget assumptions and narratives. This Financial Report should be presented for consideration and approval at the June 15, 2022 Board of Trustees meeting.

The University's two primary revenue sources remain tuition and fees and State Share of Instruction. For tuition and fees, the FY22 ten-month net tuition and fees of \$105 million reflects 99 percent of the annual budget. The projected \$6.1 million shortfall in gross tuition and fee revenue is expected to be offset by the less-than-budgeted scholarships.

The \$5 million in budgeted recovery of lost revenue will not be realized as it was fully collected in FY21. The \$5.8 million in planned COVID-related expenditures is not likely to be fully recognized. Expenditures are currently being analyzed to maximize the use of available relief funds.

While the budget reflects a draw on operating reserves of \$18.3 million, projections suggest the draw will be \$5.7 million due to a reduction in payroll and operating expenses as well as a reporting change in recognizing investment income.

Resource Analysis & Budgeting
Akron, OH 44325-6202
330-972-6521 Office · 330-972-6317 Fax

CARES Act Grant	Source	Award	Expended	Available Balance	Allowability	Actual Usage	Period of Availability
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$7,075,909	\$7,075,909	\$0	Emergency Aid for Students (Pass-through funding)	Emergency Aid for Students	Fully utilized in FY2020
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$7,075,908	\$6,841,879.77	\$234,028.23	Institutional Use-Student Refunds and Other Expenditures	Institutional Use-Student Refunds and Other Expenditures	3/13/20-6/30/23
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$7,075,909	\$7,075,909	\$0	Emergency Aid for Students (Pass-through funding)	Emergency Aid for Students	Fully Utilized
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$15,803,162	\$14,601,113.38	\$1,202,048.62	Institutional Use-Student Refunds and Other Expenditures	Institutional Use-Student Refunds and Other Expenditures	12/27/20-6/30/23
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$19,893,863	\$19,647,549.09	\$246,313.91	Institutional Use-Student Refunds and Other Expenditures	Institutional Use-Student Refunds and Other Expenditures	5/5/20-6/30/23
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$20,159,590	\$19,205,454.54	\$954,135.46	Emergency Aid for Students (Pass-through funding)	Emergency Aid for Students	5/5/20-6/30/23
Coronavirus Relief Fund Federal Agency: Department of Treasury	Governor/Ohio Dept. of Higher Education	\$9,533,149	\$9,533,149	\$0	Student Refunds and Other Expenditures	Student Refunds and Other Expenditures	Fully Utilized
Coronavirus Relief Fund Federal Agency: Department of Treasury	Governor/Ohio Dept. of Higher Education	\$4,767,086	\$4,767,086	\$0	Student Refunds and Other Expenditures	Student Refunds and Other Expenditures	Fully Utilized
Coronavirus Relief Fund Federal Agency: Department of Treasury	Governor/Ohio Dept. of Higher Education	\$217,974	\$217,974	\$0	Mental Health Counseling for Students	Mental Health Counseling for Students	Fully Utilized

Coronavirus Relief Fund Federal Agency: Department of Treasury	Summit County	\$2,000,000	\$2,000,000	\$0	Public Safety and Public Health	Public Safety and Public Health (payroll & fringes)	Fully Utilized
Coronavirus Relief Fund GEER Federal Agency: Department of Treasury	Governor of Ohio	\$370,556	\$230,226.71	\$140,329.29	Mental Health Counseling for Students	Mental Health Counseling for Students	3/13/20-6/30/22
Total		\$93,973,106	\$91,196,250.49	\$2,776,855.51			

Notes: The \$14,151,818 of grant funds received for emergency aid to students was awarded to students to help them pay for living expenses and additional expenses incurred due to the pandemic wherein some individuals were unable to work. The University acted as a fiduciary in administering all emergency aid to the students. The University must submit eligible expenditures to government officials in support of claiming any of the grant funds. The eligibility requirements vary by grant and amounts claimed are subject to audit by the University's external auditors as well as federal and state auditors.

The University of Akron
General Fund, Auxiliary Funds, and Departmental Sales and Services Funds
Budget to Actual Results with FY21 Comparisons
For the Ten Months Ended April 30, 2022

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GENERAL FUND

For the Ten Months Ended April 30, 2022

The University of Akron
Akron and Wayne General Fund Combined
FY 2022 Budget and Actual Results for the ten months ended April 30, 2022 with FY 2021 Comparisons

	FY21		FY22						
	Final June 30	YTD April 30	Original Budget	YTD April 30	Actual to Budget		Projected June 30	Projection to Budget	
					\$	%		\$	%
Tuition & General Service Fees	\$158,496,294	\$152,708,084	\$152,383,000	\$140,901,625	(\$11,481,375)		\$146,300,000	(\$6,083,000)	
Other Fees	18,240,062	17,615,110	17,745,000	18,058,293	313,293		18,600,000	855,000	
Scholarships	(55,336,403)	(53,990,504)	(64,577,000)	(53,835,117)	10,741,883		(55,000,000)	9,577,000	
Net Tuition and Fees	121,399,953	116,332,690	105,551,000	105,124,800	(426,200)	100%	109,900,000	4,349,000	104%
State Share of Instruction	95,016,451	78,141,597	95,504,000	79,586,877	(15,917,123)	83%	95,504,000	0	100%
Indirect Cost Recovery	3,979,498	2,684,932	3,631,000	2,797,393	(833,607)		3,631,000	0	
Investment Income	16,590	556,991	29,000	6,655,178	6,626,178		7,000,000	6,971,000	
Miscellaneous Revenues	4,517,585	3,538,786	1,800,000	947,088	(852,912)		1,800,000	0	
COVID Revenue Recovery	27,100,000	-	5,833,000	-	(5,833,000)		-	(5,833,000)	
Total Revenues	252,030,076	201,254,996	212,348,000	195,111,337	(17,236,663)	92%	217,835,000	5,487,000	103%
Payroll	118,341,560	99,437,336	116,947,000	93,609,294	23,337,706		112,000,000	4,947,000	
Fringes	38,546,741	33,473,814	35,807,000	27,095,018	8,711,982		32,000,000	3,807,000	
Total Compensation	156,888,301	132,911,150	152,754,000	120,704,313	32,049,687	79%	144,000,000	8,754,000	94%
Utilities	8,414,485	5,650,047	9,750,000	7,026,782	2,723,218		9,750,000	0	
Operating	24,175,833	22,494,177	30,132,000	23,680,747	6,451,253		27,000,000	3,132,000	
Total Non Personnel	32,590,318	28,144,223	39,882,000	30,707,529	9,174,471	77%	36,750,000	3,132,000	92%
Re-charge of prior-year expenditures	(7,354,681)	(6,964,606)	0	0	0		0	0	
Re-charge of current-year expenditures	(5,328,098)	(3,074,752)	(5,000,000)	0	(5,000,000)		0	(5,000,000)	
Total Net Expenditures	176,795,839	151,016,016	187,636,000	151,411,842	36,224,158	81%	180,750,000	6,886,000	96%
Strategic Initiatives (net)	0	0	4,157,000	3,080,973	1,076,027		3,562,635	594,365	
Safety Initiatives - One-time	0	0	0	1,358,921	(1,358,921)		1,358,921	(1,358,921)	
Safety Initiatives - Recurring	0	0	0	47,551	(47,551)		101,576	(101,576)	
Net Initiatives	0	0	4,157,000	4,487,446	(330,446)		5,023,133	(866,133)	
Net Before Transfers	75,234,237	50,238,981	20,555,000	39,212,050	18,657,050		32,061,867	11,506,867	
Transfers-In (Draw on Operating Reserves)	0	0	18,338,000	0	(18,338,000)		5,732,185	(12,605,815)	
Transfers-In Plant Fund and Other	18,007	18,007	0	74,800	74,800		74,800	74,800	
Advance-In	0	0	0	80,000	80,000		80,000	80,000	
Transfers-In Encumbrance	2,418,485	2,418,485	2,500,000	2,906,148	406,148		2,906,148	406,148	
Transfers-Out - Debt Service	0	0	(843,000)	(702,500)	140,500		(843,000)	0	
Transfers-Out Plant Fund	(1,140,400)	(1,140,400)	(2,000,000)	(1,565,821)	434,179		(2,000,000)	0	
Transfers-Out Facilities Fee	(4,170,000)	(4,046,667)	(4,315,000)	(3,595,833)	719,167		(4,315,000)	0	
Transfers-Out General Service Fee	(10,777,000)	(7,773,333)	(10,313,000)	(8,594,167)	1,718,833		(10,313,000)	0	
Transfers-Out Other-Debt Service	(8,906,784)	(5,781,333)	(7,299,000)	(6,033,539)	1,265,461		(7,299,000)	0	
Transfers-Out Other	(10,030,805)	(13,039,000)	(13,313,000)	(10,784,494)	2,528,506		(12,775,000)	538,000	
Transfers-Out - EAF	0	0	(605,000)	(575,000)	30,000		(605,000)	0	
Transfers-Out - Departmental Sales	0	0	(205,000)	(268,489)	(63,489)		(205,000)	0	
Advance-Out	0	0	0	0	0		0	0	
Transfers-Out - Encumbrance	(2,906,148)	0	(2,500,000)	0	2,500,000		(2,500,000)	0	
Net Transfers	(35,494,646)	(29,344,241)	(20,555,000)	(29,058,895)	(8,503,895)		(32,061,867)	(11,506,867)	
Difference	\$39,739,591	\$20,894,740	\$0	\$10,153,155	\$10,153,155		\$0	\$0	

**The University of Akron
Akron and Wayne General Fund Combined
FY 2022 Budget Assumptions**

Overall: The current COVID-19 pandemic has complicated the instructional process; however, all efforts will be made to provide quality instruction to our valued students while providing a level of protection to students and our campus community.

- The University will provide face to face instruction; and
- The University will practice the recommended safety measures in compliance with Governor DeWine's guidelines.

Revenues

Tuition & General Service Fees

- Enrollment reflects an overall reduction of four percent;
- A one percent change in blended enrollment equates to roughly \$1.6 million; and
- Tuition and fees will remain at FY 2020-21 rates.

Other Fees

- Enrollment reflects an overall reduction of four percent; and
- A one percent change in blended enrollment equates to \$.2 million.

Scholarships

- Undergraduate, \$54.6 million including \$9.8 million for College Credit Plus and Early College and \$3 million for the Zips Affordability Scholarship (ZAP);
- Graduate assistant fee remissions, \$6 million; and
- Law School, \$4 million.

State Share of Instruction

- State Share of Instruction (SSI) reflects ODHE draft distribution.

Indirect Cost Recovery

- Aligns with FY 2020-21 expected revenues plus HEERF funds of \$3 million; and
- Distributions limited to the Principal Investigator at 10 percent with remainder to the Center.

Investment Income

- Lower cash balances and low interest rates are expected to result in minimal investment income; and
- Market fluctuations, either way, will impact the actual amount.

Miscellaneous Revenues

- \$.7 million from the sale of IP addresses;
- \$.3 million from leases of University of Akron property;
- \$.3 million from Federal energy tax credit;

The University of Akron
Akron and Wayne General Fund Combined
FY 2022 Budget Assumptions

- \$.2 million from phase out of Perkins Loan program;
- \$30,000 pouring rights; and
- various other sources.

COVID Revenue Recovery

- \$5.8 million in recovery for estimated lost revenue associated with COVID-19

Expenditures

Payroll and Vacancies

- No raise pool is contemplated at this time;
- \$1.6 million in temporary salary reductions for bargaining unit faculty;
- \$3.5 million of salary and vacancy savings related to the amount of time funded positions remain vacant;
- \$625,000 in reallocation of General Fund compensation to grants, leaves without pay, and professional development leaves; and

Fringes

- Pooled fringe rates as follows (pending approval):
 - 30.2 percent – full time
 - 15 percent – part time
 - 2.55 percent – graduate assistants and student assistants
- Elimination of \$931,000 payments for Voluntary Retirement Incentive Program (VRIP); and
- Elimination of \$3.7 million payments for Voluntary Separation and Retirement Program;

Utilities

- Electric, natural gas, and water and sewer.

Operating

- The designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to follow enrollment assumptions;
- The designated fees and start-ups assume that only current-year revenues and/or allocations are expended; however, a certain level of carry over exists within these fees and start-ups, which may be expended by the units and therefore cause expenditures to exceed the initial allocations;
- \$1 million contingency reserve;
- 15 percent increase to liability insurance;
- The non-personnel allocations mirror the FY 2020-21 revised budgets with a few exceptions:
 - \$260,000 additional funds to Office of Academic Administration for Blackboard Call Center for Student Financial Aid department.

The University of Akron
Akron and Wayne General Fund Combined
FY 2022 Budget Assumptions

- \$150,000 additional funds to VP Development for Blackbaud software that was not funded in the current year.
- \$100,000 additional funds for University Advertising.
- \$88,000 additional funds to University Libraries to support student assistant wages required to return to pre-pandemic services and hours of operation.
- \$54,000 additional funds to VP Chief Diversity Officer to support Title IX compliance.
- \$10,000 additional funds to Office of Academic Administration in support of the Summit Education Initiative in Adult Focus.
- Reduction of \$7,374 in Admissions to cover increased salaries in vacant positions.
- In the absence of departmental and college level IDC distributions, the budget continues to assume certain research related costs in the amount of \$400,000; and
- State minimum wage adjustment.

Strategic Initiative Fund (net)

Expenditures

- Net ERP expenditures \$3.5 million; and
- B&P positions and fringes \$0.7 million.

Other

Transfers-In (Draw on Operating Reserves)

- Draw on reserves of \$15.3 million.

Transfers-Out - Plant Fund

- Capital projects will be funded at \$2 million.

Transfers-Out - Debt Service

- Transfers to plant fund to accumulate resources to make December and June aggregate payments to retire debt.
- The General Fund portion of debt service has been covered directly from debt reserve funds. Those balances have been depleted and the FY 2021-22 obligation of \$843,000 is relatively small compared to the obligations of \$7.1 million and \$12.2 million in FY 2022-23 and FY 2023-24, respectively.

The University of Akron
Akron and Wayne General Fund Combined
FY 2022 Budget Assumptions

Transfers-Out - Auxiliaries

- Transfers to Auxiliaries of General Services Fee, \$10.3 million; Facilities Fees, \$4.3 million; and Other, \$20.6 million. Assumes four percent enrollment decline and return to pre-pandemic operations.

	General Service Fees	Facilities Fees	Other Debt Service	Other	Total
Athletics	\$10,313,000	\$2,258,000	\$ 2,697,000	\$ 4,544,000	\$19,812,000
Residence Life & Housing	-	-	2,145,000	3,984,000	6,129,000
E.J. Thomas PAH	-	-	-	630,000	630,000
Recreation & Wellness Services	-	756,000	903,000	1,493,000	3,152,000
Jean Hower Taber Student Union	-	1,301,000	1,554,000	1,260,000	4,115,000
Parking & Transportation Services	-	-	-	1,402,000	1,402,000
Total	\$10,313,000	\$4,315,000	\$ 7,299,000	\$ 13,313,000	\$35,240,000

Transfers-Out – EAF

- Student Extracurricular Activities Fund sourced with a portion of general service fees and transferred to student groups. Previously reflected in Operating expenditures, reclassified in compliance with GASB 84.

Transfers-Out – Departmental Sales

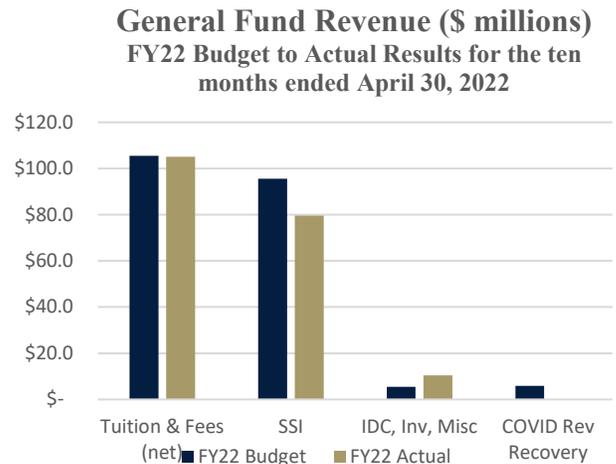
- Transfer to Self-Insurance fund in support of expenditures not included in the pooled fringe rate, including retirement TPA fees, EAP, and consulting.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2022 Budget and Actual Results for the ten months ended April 30, 2022**

Revenues

Tuition & General Service Fees: Tuition & General Service Fees revenues total \$140.9 million to date or approximately 92 percent of the \$152.4 million annual budget. These revenues reflect Fall 2021, Spring 2022 as well as the latter portion of Summer 2021.

The year-to-date credit hours reflect a decline from prior year of 11.5 percent in undergraduate and graduate, and a one percent increase in law. This overall decline of 11.1 percent in credit hours is significantly greater than the budgeted four percent decline. Projections suggest tuition and general service fees will approximate \$146.3 million by year end which falls short of the budget by about \$6.1 million.



Other Fees: Other Fees revenues total \$18.1 million to date or approximately 102 percent of the \$17.7 million annual budget. Projections suggest year-end annual Other Fees of \$18.6 million, or \$855,000 greater than budget. A portion of this increase is due to facility fee receipts as students are now on campus and being assessed the fee.

Other Fees include various student fees such as technology fees (26 percent), facilities fees (26 percent), and unit and course/ content, administrative, career advantage and other fees (48 percent). The electronic content fees are charged to a student’s account and the proceeds are paid directly to Barnes & Noble.

Many of the fees remain within the General Fund and are used for operations while the Facilities Fee passes through to Auxiliary units and contributes toward the debt service requirements of the Student Recreation and Wellness Center, Student Union, InfoCision Stadium, and the Fieldhouse.

Scholarships: Scholarships total \$53.8 million to date or approximately 83 percent of the \$64.6 million annual budget. The year-to-date scholarships include undergraduate (\$44 million), graduate tuition remissions (\$5.7 million), and law (\$4.1 million). The undergraduate scholarships include \$7.9 million in discounts associated with College Credit Plus and Early College. Projections suggest year-end scholarship expenditures will be \$9.6 million less than budgeted and more than offsets the expected tuition shortfall.

State Share of Instruction: State Share of Instruction (SSI) revenues total \$79.6 million to date or 83 percent of the \$95.5 million annual budget. It is anticipated that the full amount of SSI will be received by year end.

Indirect Cost Recovery: IDC revenues total \$2.8 million to date or approximately 77 percent of the \$3.6 million annual budget. IDC is proportionately related to externally funded research

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2022 Budget and Actual Results for the ten months ended April 30, 2022**

activities and is allocated 90 percent to the General Fund to pay general expenditures of the University and 10 percent to the principal investigators. Projections suggest the budgeted amount will be realized.

Investment Income: Investment Income revenues total approximately \$6.7 million to date. In recent years, only income associated with the short-term investments was reported. As of February 28, 2022, a reporting change recognizes all investment income.

Miscellaneous Revenues: Miscellaneous Revenues are \$947,000 to date; consisting of \$264,000 in federal tax credits, \$168,000 from the University Endowment, \$165,000 in lease revenue, and \$350,000 from various sources. Revenue of \$723,000 from the second sale of IP addresses is expected in May and by year end the total budgeted Miscellaneous Revenues will be achieved.

COVID Revenue Recovery: Revenue Recovery from HEERF funds of \$5.8 million is budgeted; however, those funds were received in FY21 and are not expected in the current fiscal year.

Expenditures – In anticipation of lower than planned revenues, units have been asked to identify reductions of \$4 million.

Employee Type	Actual YTD
Faculty	\$51,566,000
Staff	18,315,000
Contract Professionals	20,429,000
Graduate Assistants	3,611,000
Year-to-date Payroll	93,921,000
less: Strategic and Safety Initiative Adjustments	(311,912)
Total adjusted payroll	\$ 93,609,088
<i>Note 1: Includes all General Fund payroll-related activities (e.g. full time, part time, overload, etc.).</i>	
<i>Note 2: Excludes fringe benefits.</i>	

Compensation: Adjusted Payroll expenditures total \$93.6 million to date or 80 percent of the \$116.9 million annual budget. Projections suggest payroll expenses will be \$4.9 million under budget.

Largely due to 9-month employee contracts, compensation is not incurred ratably throughout the year. However, by December 31st, all employees become part of the payroll cycle and compensation becomes more ratable for the remainder of the fiscal year.

Adjusted Fringe Benefits total \$27.1 million to date or 76 percent of the \$35.8 million annual budget. Projections suggest fringe expenses will be \$3.8 million under budget.

Utilities: The year-to-date Utilities expenses approximate \$7 million or 72 percent of the \$9.8 million annual budget. Gas rates increased in October with the contract refresh. Utility expenses will continue to be monitored the remainder of FY22. Projections suggest expenses will remain within budget.

Operating: Adjusted Operating expenditures total \$23.7 million to date, including \$5.4 million of encumbered funds, and \$3.3 million in Strategic and Safety Initiatives. Projections suggest annual

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2022 Budget and Actual Results for the ten months ended April 30, 2022

Functional Category	Actual YTD
Instruction and Departmental Research	\$ 71,651,000
Separately Budgeted Research	1,987,000
Public Service	140,000
Academic Support	21,051,000
Student Services	8,115,000
Institutional Support	37,204,000
Operation and Maintenance of Plant	14,108,000
Scholarships and Fellowships	54,679,000
Gross Expenditures	<u>208,935,000</u>
Less: Strategic and Safety Initiatives	<u>(3,687,000)</u>
Net Current Year Expenditures	<u>\$ 205,248,000</u>

Note: The expenditures are summarized by functional classification.

operating expenditures will approximate \$27 million in general operating, net of \$5 million in Strategic and Safety Initiatives.

The expenditures are incurred within the operating units primarily for software license, supplies and services, transcribing, advertising, travel, and occasionally smaller dollar capital items such as computers and equipment.

Transfers, Advances, and Loan

Transfers-In (Draw on Operating Reserves): The original budget assumed the draw on operating reserves of \$18.3 million; however, spending and hiring have slowed, and the revised expected draw on reserves is \$5.7 million.

Transfers-In Plant Funds and Other: The \$74,800 transfer-in from plant funds is to support paving and canopy repairs at the Medina regional location and maintenance of campus greenspace and the Korean War Memorial on main campus. The projects are too small to capitalize and are not expensed to plant funds.

Transfers-Out – Debt Service: The \$702,500 year-to-date transfer reflects 83 percent of the annual budget of \$843,000.

Transfers-Out Plant Fund: To date, the following transfers have been made for capital projects:

- \$800,000 Cameras South of Exchange (reflected in Safety Initiatives)
- \$346,000 PFOC Energy Repairs
- \$250,000 Classroom furniture, fixtures and equipment;
- \$175,000 Campus hardscape;
- \$175,000 Fuel oil replacement;
- \$150,000 Tunnel lighting and miscellaneous repairs;
- \$125,000 Heisman lodge demolition;
- \$77,000 Backhoe purchase;
- \$60,000 Engineering career center office;
- \$60,000 Physical Plant Chiller Repair;
- \$49,000 Exterior pressure washing;
- \$45,000 Truesite workstation for campus fire alarm systems;
- \$33,000 ONAT Air Handler Unit;
- \$30,000 Knight Chemical generator;

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- \$30,000 Auburn Science and Engineering Center (ASEC) elevator;
- \$27,000 Energy Center Pump;
- \$26,000 Energy Center Boiler repairs;
- \$25,000 Central Hower MCC;
- \$15,000 Auburn Science and Engineering Center (ASEC) generator;
- \$15,000 Second High-Temperature Water Tank;
- \$10,000 Goodyear Underground Storage Tank;
- \$8,360 EDA proposal; and
- (\$165,000) Return of funds from Fuel Oil Replacement

Transfers-Out Facilities Fee: The anticipated annual Facilities Fee revenues are transferred ratably throughout the fiscal year to support the debt service of the Stadium, Fieldhouse, Student Union, and Student Recreation and Wellness Center. Transfers-Out Facilities Fee of \$3.6 million to date is 83 percent of the annual budget. This amount will be adjusted at year-end to reflect the actual fees collected.

Transfers-Out General Service Fee: The majority of the General Service Fee revenues, 94 percent, is transferred to Intercollegiate Athletics in support of operations. The year-to-date transfer of \$8.6 million is 83 percent of the annual budget. This amount will be adjusted at year-end to reflect the actual fees collected.

Transfers-Out Other – Debt Service: The Facilities Fees support the debt service of the Stadium, Fieldhouse, Student Union, and Student Recreation and Wellness Center. The Facilities Fees have declined over the years and no longer fully services the debt service of these buildings, requiring additional transfers from the General Fund to fund the remaining debt service. The debt service for certain auxiliaries is covered completely with the Facilities Fee and this transfer. To date, \$6 million of the \$7.3 million budget has been transferred. To the extent the year-end Facilities Fees revenues vary from budget, this transfer will reflect offsetting adjustments.

Transfers-Out – Other: The budget of \$13.3 million provides supplemental General Fund support to various auxiliaries. The year-to-date transfers of \$10.8 million reflect 83 percent of the \$13.3 million annual budget. A one-time budget reduction of \$538,000 will be incorporated in FY22 for budget reductions.

Advances: As of the end of April, there are no outstanding Advances.

Transfers-Out – EAF: An accounting change dictates that the funding of the Extracurricular Activities Fund (EAF) should be treated as a transfer out, rather than an expense against the General Fund. To date, \$575,000 of the \$605,000 budget has been transferred. This reflects the Akron portion, and is transferred at the beginning of the year to support student group activities. The remaining portion reflects the Wayne Campus allocation. These activities are funded with a portion of the General Services Fee.

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Transfers-Out – Departmental Sales: To date, \$171,111 of the \$205,000 budget has been transferred to Support items in the Self-Insurance Fund not included in the fringe benefit rate. An additional transfer of \$97,000 was made to reimburse Printing Services for prior-year COVID related expenditures.

Loan:

During FY20, the University of Akron Foundation provided a loan to the University in the form of a line of credit of up to \$1 million to help fund the baseball field project until donations materialize. As of April 30, 2022, the outstanding balance is \$221,000 and the project is complete.

During FY22, the University of Akron Foundation provided a loan to the University in the form of a line of credit of up to \$3.1 million to fund the track renovation and practice gym in the Student Recreation and Wellness Center. As of April 30, 2022, the outstanding balance is \$0.

AUXILIARY FUNDS

For the Ten Months Ended April 30, 2022

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Auxiliary Funds Combined	FY21		FY22						
	YTD	YTD	Original Budget	YTD April 30	\$ Budget Variance	% of Budget	Projected June 30	Projection to Revised Budget	
	June 30	April 30						\$	%
Revenues	\$22,897,714	\$18,407,921	\$33,104,000	\$24,036,502	(\$9,067,498)	73%	\$30,411,654	(\$2,692,346)	92%
Payroll	8,863,798	7,320,139	10,115,000	7,866,907	2,248,093		9,696,000	419,000	
Fringes	2,827,478	2,336,167	3,335,000	2,402,921	932,079		2,995,000	340,000	
Total Compensation	11,691,275	9,656,306	13,450,000	10,269,828	3,180,172	76%	12,691,000	759,000	94%
Operating	15,905,335	13,468,108	25,186,000	19,754,476	5,431,524		22,444,824	2,741,176	
Scholarships	5,424,387	5,210,636	6,040,000	5,218,673	821,327		5,851,617	188,383	
Total Non Personnel	21,329,722	18,678,744	31,226,000	24,973,149	6,252,851	80%	28,296,441	2,929,559	91%
Re-charge of prior-year expenditures	(155,186)	(155,186)	0	0	0		0	0	
Re-charge of current-year expenditures	(420,450)	(294,129)	0	0	0		(1,598,587)	1,598,587	
Total Net Expenditures	32,445,361	27,885,735	44,676,000	35,242,977	9,433,023	79%	39,388,854	3,688,559	88%
Net Before Transfers	(9,547,647)	(9,477,814)	(11,572,000)	(11,206,475)	365,525		(8,977,200)	2,594,800	
Transfers-In - Facilities Fee	4,170,000	4,046,666	4,315,000	3,595,834	(719,166)		4,315,000	0	
Transfers-In - General Service Fee	10,777,000	7,773,333	10,313,000	8,594,167	(1,718,833)		10,313,000	0	
Transfers-In - Other-Debt Service	8,906,784	5,781,333	7,299,000	6,033,539	(1,265,461)		7,299,000	0	
Transfers-In - Other	10,030,805	13,039,000	13,313,000	10,784,494	(2,528,506)		12,461,892	(851,108)	
Transfers-In - Fund Balance	1,935,448	2,325,121	2,450,000	2,041,796	(408,204)		1,605,386	(844,614)	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	88,352	88,353	0	428,201	428,201		428,201	428,201	
Transfers-Out - Plant Fund	18,819	18,819	0	(860,000)	(860,000)		(860,000)	(860,000)	
Transfers-Out - Encumbrances	(428,201)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(25,779,726)	(21,483,106)	(25,717,000)	(21,431,486)	4,285,514		(25,717,000)	0	
Net Transfers	9,719,280	11,589,519	11,973,000	9,186,545	(2,786,455)		9,845,479	(2,127,521)	
Difference	\$171,633	\$2,111,705	\$401,000	(\$2,019,930)	(\$2,420,930)		\$868,279	\$467,279	

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Athletics	FY21		FY22						
	YTD	YTD	Original Budget	YTD April 30	\$ Budget Variance	% of Budget	Projected June 30	Projection to Revised Budget	
	June 30	April 30						\$	%
Revenues	\$4,389,960	\$739,742	\$9,738,000	\$4,875,814	(\$4,862,186)	50%	\$9,156,000	(\$582,000)	94%
Payroll	6,727,240	5,582,890	7,627,000	6,135,611	1,491,389		7,400,000	227,000	
Fringes	1,954,672	1,626,196	2,288,000	1,738,121	549,879		2,100,000	188,000	
Total Compensation	8,681,912	7,209,086	9,915,000	7,873,732	2,041,268	79%	9,500,000	415,000	96%
Operating Scholarships	6,135,889	5,289,350	8,282,000	8,497,790	(215,790)		8,650,000	(368,000)	
Total Non Personnel	5,424,387	5,210,636	6,040,000	5,218,673	821,327		5,851,617	188,383	
	11,560,276	10,499,986	14,322,000	13,716,463	605,537	96%	14,501,617	(179,617)	101%
Re-charge of prior-year expenditures	(30,947)	(30,947)	0	0	0		0	0	
Re-charge of current-year expenditures	(361,472)	(235,151)	0	0	0		0	0	
Total Net Expenditures	19,849,769	17,442,974	24,237,000	21,590,195	2,646,805	89%	24,001,617	235,383	99%
Net Before Transfers	(15,459,809)	(16,703,232)	(14,499,000)	(16,714,381)	(2,215,381)		(14,845,617)	(346,617)	
Transfers-In - Facilities Fee	2,170,000	2,105,833	2,258,000	1,881,667	(376,333)		2,258,000	0	
Transfers-In - General Service Fee	10,777,000	7,773,333	10,313,000	8,594,167	(1,718,833)		10,313,000	0	
Transfers-In - Other-Debt Service	2,792,000	2,029,167	2,697,000	2,247,500	(449,500)		2,697,000	0	
Transfers-In - Other	4,846,281	5,421,667	4,544,000	3,660,678	(883,322)		4,355,000	(189,000)	
Transfers-In - Fund Balance	0	0	0	0	0		0	0	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	10,823	10,823	0	177,617	177,617		177,617	177,617	
Transfers-Out - Plant Fund	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(177,617)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(4,958,678)	(4,132,232)	(4,955,000)	(4,129,128)	825,872		(4,955,000)	0	
Net Transfers	15,459,809	13,208,591	14,857,000	12,432,501	(2,424,499)		14,845,617	(11,383)	
Difference	\$0	(\$3,494,641)	\$358,000	(4,281,880)	(\$4,639,880)		\$0	(\$358,000)	

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Residence Life & Housing	FY21		FY22						
	YTD	YTD	Original Budget	YTD April 30	\$ Budget Variance	% of Budget	Projected June 30	Projection to Revised Budget	
	June 30	April 30						\$	%
Revenues	\$11,644,960	\$11,167,405	\$12,918,000	\$11,246,142	(\$1,671,858)	87%	\$11,846,091	(\$1,071,909)	92%
Payroll	698,247	586,385	767,000	545,042	221,958		700,000	67,000	
Fringes	235,646	197,178	251,000	169,184	81,816		225,000	26,000	
Total Compensation	933,893	783,563	1,018,000	714,226	303,774	70%	925,000	93,000	91%
Operating	5,299,725	4,163,194	7,404,000	4,816,056	2,587,944		6,000,000	1,404,000	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	5,299,725	4,163,194	7,404,000	4,816,056	2,587,944	65%	6,000,000	1,404,000	81%
Re-charge of prior-year expenditures	(32,225)	(32,225)	0	0	0		0	0	
Re-charge of current-year expenditures	(13,448)	(13,448)	0	0	0		0	0	
Total Net Expenditures	6,187,946	4,901,084	8,422,000	5,530,282	2,891,718	66%	6,925,000	1,497,000	82%
Net Before Transfers	5,457,014	6,266,321	4,496,000	5,715,860	1,219,860		4,921,091	425,091	
Transfers-In - Facilities Fee	0	0	0	0	0		0	0	
Transfers-In - General Service Fee	0	0	0	0	0		0	0	
Transfers-In - Other-Debt Service	2,332,000	1,166,000	2,145,000	1,787,500	(357,500)		2,145,000	0	
Transfers-In - Other	1,862,524	4,330,000	3,984,000	3,213,360	(770,640)		3,550,892	(433,108)	
Transfers-In - Fund Balance	990,184	825,154	0	0	0		0	0	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	8,192	8,192	0	8,017	8,017		8,017	8,017	
Transfers-Out - Plant Fund	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(8,017)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(10,641,896)	(8,868,247)	(10,625,000)	(8,853,986)	1,771,014		(10,625,000)	0	
Net Transfers	(5,457,014)	(2,538,901)	(4,496,000)	(3,845,109)	650,891		(4,921,091)	(425,091)	
Difference	\$0	\$3,727,420	\$0	\$1,870,751	\$1,870,751		\$0	\$0	

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EJ Thomas Performing Arts Hall	FY21		FY22						
	YTD	YTD	Original Budget	YTD April 30	\$ Budget Variance	% of Budget	Projected June 30	Projection to Revised Budget	
	June 30	April 30						\$	%
Revenues	\$315,486	\$303,996	\$2,690,000	\$1,294,093	(\$1,395,907)	48%	\$1,900,000	(\$790,000)	71%
Payroll	266,225	209,675	284,000	214,230	69,770		284,000	0	
Fringes	75,596	61,311	84,000	62,811	21,189		84,000	0	
Total Compensation	341,821	270,986	368,000	277,041	90,959	75%	368,000	0	100%
Operating	312,177	253,660	2,626,000	1,523,180	1,102,820		1,718,587	907,413	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	312,177	253,660	2,626,000	1,523,180	1,102,820	58%	1,718,587	907,413	65%
Re-charge of prior-year expenditures	0	0	0	0	0		0	0	
Re-charge of current-year expenditures	0	0	0	0	0		(1,598,587)	1,598,587	
Total Net Expenditures	653,998	524,646	2,994,000	1,800,221	1,193,779	60%	488,000	2,506,000	16%
Net Before Transfers	(338,512)	(220,650)	(304,000)	(506,128)	(202,128)		1,412,000	1,716,000	
Transfers-In - Facilities Fee	0	0	0	0	0		0	0	
Transfers-In - General Service Fee	0	0	0	0	0		0	0	
Transfers-In - Other-Debt Service	0	0	0	0	0		0	0	
Transfers-In - Other	630,000	525,000	630,000	514,039	(115,961)		614,000	(16,000)	
Transfers-In - Fund Balance	0	75,833	0	0	0		0	0	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	38,008	38,009	0	0	0		0	0	
Transfers-Out - Plant Fund	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	0	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(326,003)	(271,669)	(326,000)	(271,487)	54,513		(326,000)	0	
Net Transfers	342,005	367,173	304,000	242,552	(61,448)		288,000	(16,000)	
Difference	\$3,493	\$146,523	\$0	(\$263,576)	(\$263,576)		\$1,700,000	\$1,700,000	

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Dining (Aramark)	FY21		FY22						
	YTD	YTD	Original Budget	YTD April 30	\$ Budget Variance	% of Budget	Projected June 30	Projection to Revised Budget	
	June 30	April 30						\$	%
Revenues	\$1,388,538	\$1,310,730	\$1,413,000	\$658,308	(\$754,692)	47%	\$1,165,284	(\$247,716)	(18%)
Payroll	56,983	40,210	54,000	41,910	12,090		54,000	0	
Fringes	191,444	146,620	275,000	129,433	145,567		200,000	75,000	
Total Compensation	248,427	186,830	329,000	171,343	157,657	52%	254,000	75,000	77%
Operating	658,401	650,052	1,830,000	1,061,831	768,169		1,229,367	600,633	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	658,401	650,052	1,830,000	1,061,831	768,169	58%	1,229,367	600,633	67%
Re-charge of prior-year expenditures	0	0	0	0	0		0	0	
Re-charge of current-year expenditures	0	0	0	0	0		0	0	
Total Net Expenditures	906,828	836,882	2,159,000	1,233,174	925,826	57%	1,483,367	675,633	69%
Net Before Transfers	481,710	473,848	(746,000)	(574,866)	171,134		(318,083)	427,917	
Transfers-In - Facilities Fee	0	0	0	0	0		0	0	
Transfers-In - General Service Fee	0	0	0	0	0		0	0	
Transfers-In - Other-Debt Service	0	0	0	0	0		0	0	
Transfers-In - Other	0	0	0	0	0		0	0	
Transfers-In - Fund Balance	334,903	755,833	1,520,000	1,266,845	(253,155)		1,010,573	(509,427)	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	24,017	24,017	0	81,510	81,510		81,510	81,510	
Transfers-Out - Plant Fund	18,819	18,819	0	0	0		0	0	
Transfers-Out - Encumbrances	(81,510)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(777,939)	(648,283)	(774,000)	(645,185)	128,815		(774,000)	0	
Net Transfers	(481,710)	150,386	746,000	703,170	(42,830)		318,083	(427,917)	
Difference	\$0	\$624,234	\$0	\$128,304	\$128,304		\$0	\$0	

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Recreation & Wellness Services	FY21		FY22						
	YTD	YTD	Original Budget	YTD April 30	\$ Budget Variance	% of Budget	Projected June 30	Projection to Revised Budget	
	June 30	April 30						\$	%
Revenues	\$109,386	\$75,157	\$401,000	\$324,040	(\$76,960)	81%	\$375,000	(\$26,000)	94%
Payroll	441,666	368,551	569,000	388,546	180,454		500,000	69,000	
Fringes	141,969	118,108	196,000	125,101	70,899		162,000	34,000	
Total Compensation	583,635	486,659	765,000	513,647	251,353	67%	662,000	103,000	87%
Operating	1,086,299	851,140	1,618,000	1,090,533	527,467		1,300,000	318,000	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	1,086,299	851,140	1,618,000	1,090,533	527,467	67%	1,300,000	318,000	80%
Re-charge of prior-year expenditures	(31,039)	(31,039)	0	0	0		0	0	
Re-charge of current-year expenditures	(22,072)	(22,072)	0	0	0		0	0	
Total Net Expenditures	1,616,823	1,284,688	2,383,000	1,604,180	778,820	67%	1,962,000	421,000	82%
Net Before Transfers	(1,507,437)	(1,209,531)	(1,982,000)	(1,280,140)	701,860		(1,587,000)	395,000	
Transfers-In - Facilities Fee	735,000	713,333	756,000	630,000	(126,000)		756,000	0	
Transfers-In - General Service Fee	0	0	0	0	0		0	0	
Transfers-In - Other-Debt Service	947,000	688,333	903,000	752,500	(150,500)		903,000	0	
Transfers-In - Other	1,470,000	1,225,000	1,493,000	1,202,478	(290,522)		1,430,000	(63,000)	
Transfers-In - Fund Balance	39,575	193,301	489,000	407,279	(81,721)		153,813	(335,187)	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	1,112	1,112	0	3,187	3,187		3,187	3,187	
Transfers-Out - Plant Fund	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(3,187)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(1,682,063)	(1,401,719)	(1,659,000)	(1,382,857)	276,143		(1,659,000)	0	
Net Transfers	1,507,437	1,419,360	1,982,000	1,612,587	(369,413)		1,587,000	(395,000)	
Difference	\$0	\$209,829	\$0	\$332,447	\$332,447		\$0	\$0	

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Jean Hower Taber Student Union	FY21		FY22						
	YTD	YTD	Original Budget	YTD April 30	\$ Budget Variance	% of Budget	Projected June 30	Projection to Revised Budget	
	June 30	April 30						\$	%
Revenues	\$661,342	\$631,220	\$791,000	\$652,343	(\$138,657)	82%	\$791,000	\$0	100%
Payroll	488,499	381,278	626,000	390,396	235,604		570,000	56,000	
Fringes	171,536	141,345	183,000	133,943	49,057		166,000	17,000	
Total Compensation	660,035	522,623	809,000	524,339	284,661	65%	736,000	73,000	91%
Operating	1,134,865	898,169	1,683,000	1,106,787	576,213		1,683,000	0	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	1,134,865	898,169	1,683,000	1,106,787	576,213	66%	1,683,000	0	100%
Re-charge of prior-year expenditures	(32,343)	(32,343)	0	0	0		0	0	
Re-charge of current-year expenditures	(15,619)	(15,619)	0	0	0		0	0	
Total Net Expenditures	1,746,938	1,372,830	2,492,000	1,631,126	860,874	65%	2,419,000	73,000	97%
Net Before Transfers	(1,085,596)	(741,610)	(1,701,000)	(978,783)	722,217		(1,628,000)	73,000	
Transfers-In - Facilities Fee	1,265,000	1,227,500	1,301,000	1,084,167	(216,833)		1,301,000	0	
Transfers-In - General Service Fee	0	0	0	0	0		0	0	
Transfers-In - Other-Debt Service	1,628,000	1,183,333	1,554,000	1,246,039	(307,961)		1,554,000	0	
Transfers-In - Other	1,222,000	1,018,333	1,260,000	1,050,000	(210,000)		1,187,000	(73,000)	
Transfers-In - Fund Balance	0	0	441,000	367,672	(73,328)		441,000	0	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	0	0	0	0	0		0	0	
Transfers-Out - Plant Fund	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	0	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(2,892,920)	(2,410,767)	(2,855,000)	(2,379,478)	475,522		(2,855,000)	0	
Net Transfers	1,222,080	1,018,399	1,701,000	1,368,400	(332,600)		1,628,000	(73,000)	
Difference	\$136,484	\$276,789	\$0	\$389,617	\$389,617		\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2022 Budget and Actual Results for the ten months ended April 30, 2022 with FY 2021 Comparisons

Parking & Transportation Services	FY21		FY22						
	YTD	YTD	Original Budget	YTD April 30	\$ Budget Variance	% of Budget	Projected June 30	Projection to Revised Budget	
	June 30	April 30						\$	%
Revenues	\$4,354,157	\$4,146,378	\$5,105,000	\$4,952,483	(\$152,517)	97%	\$5,145,000	\$40,000	101%
Payroll	184,938	151,150	188,000	151,172	36,828		188,000	0	
Fringes	56,614	45,409	58,000	44,328	13,672		58,000	0	
Total Compensation	241,552	196,559	246,000	195,500	50,500	79%	246,000	0	100%
Operating	1,275,749	1,360,313	1,738,000	1,654,820	83,180		1,858,870	(120,870)	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	1,275,749	1,360,313	1,738,000	1,654,820	83,180	95%	1,858,870	(120,870)	107%
Re-charge of prior-year expenditures	(28,632)	(28,632)	0	0	0		0	0	
Re-charge of current-year expenditures	(7,839)	(7,839)	0	0	0		0	0	
Total Net Expenditures	1,480,830	1,520,401	1,984,000	1,850,320	133,680	93%	2,104,870	(120,870)	106%
Net Before Transfers	2,873,327	2,625,977	3,121,000	3,102,163	(18,837)		3,040,130	(80,870)	
Transfers-In - Facilities Fee	0	0	0	0	0		0	0	
Transfers-In - General Service Fee	0	0	0	0	0		0	0	
Transfers-In - Other-Debt Service	1,207,784	714,500	0	0	0		0	0	
Transfers-In - Other	0	519,000	1,402,000	1,143,939	(258,061)		1,325,000	(77,000)	
Transfers-In - Fund Balance	570,786	475,000	0	0	0		0	0	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	6,200	6,200	0	157,870	157,870		157,870	157,870	
Transfers-Out - Plant Fund	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(157,870)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(4,500,227)	(3,750,189)	(4,523,000)	(3,769,365)	753,635		(4,523,000)	0	
Net Transfers	(2,873,327)	(2,035,489)	(3,121,000)	(2,467,556)	653,444		(3,040,130)	80,870	
Difference	\$0	\$590,488	\$0	\$634,607	\$634,607		\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2022 Budget and Actual Results for the ten months ended April 30, 2022 with FY 2021 Comparisons

Wayne Student Union	FY21		FY22						
	YTD	YTD	Original Budget	YTD April 30	\$ Budget Variance	% of Budget	Projected June 30	Projection to Revised Budget	
	June 30	April 30						\$	%
Revenues	\$33,886	\$33,293	\$48,000	\$33,279	(\$14,721)	69%	\$33,279	(\$14,721)	69%
Payroll	0	0	0	0	0		0	0	
Fringes	0	0	0	0	0		0	0	
Total Compensation	0	0	0	0	0	0%	0	0	0%
Operating	2,230	2,230	5,000	3,479	1,521		5,000	0	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	2,230	2,230	5,000	3,479	1,521	70%	5,000	0	100%
Re-charge of prior-year expenditures	0	0	0	0	0		0	0	
Re-charge of current-year expenditures	0	0	0	0	0		0	0	
Total Net Expenditures	2,230	2,230	5,000	3,479	1,521	70%	5,000	0	100%
Net Before Transfers	31,656	31,063	43,000	29,800	(13,200)		28,279	(14,721)	
Transfers-In - Facilities Fee	0	0	0	0	0		0	0	
Transfers-In - General Service Fee	0	0	0	0	0		0	0	
Transfers-In - Other-Debt Service	0	0	0	0	0		0	0	
Transfers-In - Other	0	0	0	0	0		0	0	
Transfers-In - Fund Balance	0	0	0	0	0		0	0	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	0	0	0	0	0		0	0	
Transfers-Out - Plant Fund	0	0	0	(860,000)	(860,000)		(860,000)	(860,000)	
Transfers-Out - Encumbrances	0	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	0	0	0	0	0		0	0	
Net Transfers	0	0	0	(860,000)	(860,000)		(860,000)	(860,000)	
Difference	\$31,656	\$31,063	\$43,000	(\$830,200)	(\$873,200)		(\$831,721)	(\$14,721)	

The University of Akron

Auxiliaries

FY 2022 Budget Assumptions with References to Budget Adjustments

Overall Assumptions

The COVID-19 pandemic has complicated the instructional process; however, all efforts will be made to provide quality instruction to our valued students while providing a level of protection to students and our campus community.

- The University will provide face to face instruction; and
- The University will practice the recommended safety measures in compliance with Governor DeWine's guidelines.

Revenues

- Four percent enrollment decline; however, actual results reflect a greater decline, but the impact has not been fully analyzed by the auxiliaries;
- Standard occupancy in the residence halls (no social distancing limitations);
- Residence student rates reduced 30 percent; and
- Campus will remain open for the entire fall and spring semester.

Payroll

- Assumes zero percent raises in all personnel categories.

Fringes

- Benefits such as 14 percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee parking permits; and
- Fringe Benefits rates include 28.9 percent for full-time, 16.1 percent for part-time, and 3.3 percent for graduate and student assistants.

Expenditures

- Expenditure reductions will offset the \$200,000 increase in utilities resulting from the University's natural gas pricing refresh contract.

Transfers-In

- Represents facilities fee, general service fee, and operating support passed through or from the General Fund; and
- Early budget reductions of \$189,000 to accommodate reduced General Fund support.

The University of Akron

Auxiliaries

FY 2022 Budget Assumptions with References to Budget Adjustments

	General Service Fees	Facilities Fees	Other Debt Service	Other	Reductions	Total	Annual Debt Service
Athletics	\$10,313,000	\$2,258,000	\$2,697,000	\$4,544,000	\$(189,000)	\$19,623,000	\$4,955,000
Residence Life & Housing	-	-	2,145,000	3,984,000	(160,000)	5,969,000	10,625,000
E.J. Thomas PAH	-	-	-	630,000	(16,000)	614,000	326,000
Recreation & Wellness Services	-	756,000	903,000	1,493,000	(63,000)	3,089,000	1,659,000
Jean Hower Taber Student Union	-	1,301,000	1,554,000	1,260,000	(73,000)	4,042,000	2,855,000
Parking & Transportation Services	-	-	-	1,402,000	(37,000)	1,365,000	4,523,000
Total	\$10,313,000	\$4,315,000	\$7,299,000	\$13,313,000	\$(538,000)	\$34,702,000	\$25,717,000

Transfers-Out – Debt Service

- Transfers to plant fund to accumulate resources to make December and June aggregate payments to retire debt.

Athletics

Revenues

- Game Guarantees include two football games instead of one and individually each of those games provides higher remuneration than other game guarantees in recent history;
- MAC distributions approximating \$1.7 million are consistent with the FY21 budget while the NCAA distributions approximating \$800,000 are less than the FY21 budget;
- Ticket sales include all sport tickets \$731,000 and football premium seating revenue \$284,000;
- Naming Rights is comprised of commitments from InfoCision \$500,000 and Summa Health \$250,000;
- IMG sponsorship revenues \$475,000 and Coca-Cola pouring rights \$380,000;
- Gifts include InfoCision Annual Z-Fund \$382,000 and Endowed Scholarships \$100,000; and
- Other includes facility rentals \$195,000, Sports Medicine \$75,000, InfoCision Concessions \$50,000, Merchandising \$25,000 and other miscellaneous revenues.

Payroll

- Assumes a full staffing table with all known contractual requirements contemplated. On May 13, 2021, positions approximating \$506,000, excluding fringe benefits, are either in the early stages of the search process or the search process has not yet begun.

Operating

- With minor exceptions, the budget allocation for each Athletic unit including the 17 sports is largely consistent with the FY21 allocations. The exceptions include new expenditures for media production \$59,000, television services \$50,000, and compliance software \$29,000;

The University of Akron

Auxiliaries

FY 2022 Budget Assumptions with References to Budget Adjustments

Athletics (continued)

- Supplies & Services includes all general office supplies, athletic equipment, brand development/ advertising, game guarantee expenses and conference shared costs;
- Travel & Hospitality includes meals and all program travel for approximately 170 trips to sporting events throughout the year;
- Utilities include all projected gas, electric and water expenditures for the Fieldhouse and InfoCision Stadium;
- Student assistants include approximately 120 students employed throughout the athletic department for daily operations and sporting events;
- Communications include all phone, television, and internet charges; and
- Early budget reductions of \$189,000 to accommodate reduced General Fund support.

Scholarships

- \$6 million in scholarships for roughly 210 student-athletes plus incremental funding for summer school expenditures, including academic, housing, and meals of about \$540,000. The \$540,000 includes FY22 summer living allowance and residence hall charges and a summer dining program of \$141,000.

Transfers-In

- Facilities Fee totaling \$2.3 million through the General Fund;
- General Service Fee totaling \$10.3 million through the General Fund; and
- Other support totaling \$7.2 million from the General Fund, less early budget reduction of \$189,000 to accommodate reduced General Fund support.

Residence Life & Housing

Revenues

- Assumes all resident student rates are reduced by 30 percent and all Tuition Guarantee groups are reset to this rate;
- Assumes that the pricing strategy increases fall contracts to 2,333 and spring revenue equates to 87 percent of fall revenue;
- Housing retention rate will increase to 92.5 percent from fall to spring; and
- Summer revenue for fiscal year 2022 will include all summer 2021 conferences and summer school, with the exception of Acholic Anonymous (which would be allocated to fiscal year 2021 if it occurs). Summer 2022 Acholic Anonymous conference will be applied to fiscal year 2021-22.

The University of Akron

Auxiliaries

FY 2022 Budget Assumptions with References to Budget Adjustments

Residence Life & Housing (continued)

Payroll

- All Residence Life Coordinator positions will revert from 10/11-month positions to 12 - month positions. The two, 2-month temporary positions will not be utilized; and
- Three UAPD Officers will remain in the Residence Life and Housing budget for FY22 with the goal of moving the positions to the General Fund budget in FY23.

Operating

- Expenditures include maintenance, resident assistant meals, student employment, resident student events, and utilities;
- Cancellation of Exchange Street Living Room Furniture project savings of \$400,000;
- Replace the control valve that regulates the heating and cooling unit in each room at Bulger and Spanton Hall \$380,000;
- Quaker Square off-line for FY22 except to quarantine for students infected or exhibiting signs of the coronavirus; therefore, assumes Quaker Square expenses will be charged to the COVID-19 account and not Residence Life & Housing; and
- Total operating expenditure reductions of \$369,000.

Transfers-In

- Other support totaling \$6.1 million from the General Fund, less early budget reduction of \$160,000 to accommodate reduced General Fund support.

E. J. Thomas Performing Arts Hall

Revenues

- Externally generated revenues from various sources include Broadway Series sales, Akron Civic Theater pass-through, Tuesday Musical, hall rental, and endowment gifts.

Operating

- Expenditures include artist fees, advertising, maintenance, stage & wardrobe, student employment, and utilities;
- Assumes \$45,000 in Cost of Goods sold at the concession stand;
- Assumes \$50,000 concession stand profit that will transfer to the administration account to cover operating costs; and

Transfers-In

- Transfers-In Other of \$630,000 from the General Fund, less early budget reduction of \$16,000 to accommodate reduced General Fund support.

The University of Akron

Auxiliaries

FY 2022 Budget Assumptions with References to Budget Adjustments

Dining/ Aramark

Revenues

- \$550,000 Aramark's financial commitment to the University of Akron; and
- Assumes contractually provided revenues such as utilities, maintenance, and equipment repair, and card access and point of sale software.

Compensation

- The CWA employees remain University employees, with the University responsible for the difference between FICA and SERS; and
- All other employees are the fiscal responsibility of Aramark.

Operating

- Card access and point of sale software, equipment, maintenance, and utilities;
- University's commitment to refresh movable equipment \$500,000; and
- Assumes \$75,000 paid directly to Aramark for the extra days Robertson Dining hall will be open before the semester begins.

Transfers-In

- Fund Balance totaling \$1.5 million.

Student Recreation & Wellness Services

Revenues

- Externally generated revenues from various sources such as memberships, pool rental, and locker and facility rentals; and
- Assumes a 20 to 30 percent revenue reduction due to non-renewal membership as well as projected business loss due to COVID-19.

Payroll

- Assumes the following contracts revert to 12-months.
 - Manager, Intramurals
 - Manager, Club Sports
 - Manager, Outdoor Adventure
- \$62,000 savings in payroll and fringes to accommodate the early budget reduction in General Fund support.

The University of Akron

Auxiliaries

FY 2022 Budget Assumptions with References to Budget Adjustments

Student Recreation & Wellness Services (continued)

Operating

- Maintenance, utilities, and student employment; and
- \$1,000 reduction in non-personnel expenditures to accommodate reduction in General Fund support.

Transfers-In

- Facilities Fee totaling \$756,000 through the General Fund;
- Other of approximately \$2.4 million from the General Fund; reduced by \$63,000 for the early budget reduction; and
- Fund Balance totaling \$489,000.

Jean Hower Taber Student Union

Revenues

- Revenue will decrease significantly based on a substantial amount of space being assigned for classroom usage to support the campus needs as compared to FY20 and FY21 room and AV rental income; and
- Assumes a nearly 30 percent increase in Bookstore revenue due to increased summer traffic and increased sales for the First Day model.

Payroll

- Assumes three out of four current full-time vacancies will be filled throughout FY22; and
- Reduction of \$73,000 in payroll and fringes to accommodate early reduction in General fund support.

Operating

- Increase in student assistant wages over FY21 to reflect predicted use of facility and programming planning/ execution and cleaning standards;
- Programming options will continue for FY22 but have been moderately adjusted for predicted enrollment for fall 2021 under the current/ predicted climate;
- Assumes a budget for Alternative Spring Break programming to resume while Winter Break programming remains on hold;
- Supplies & services and travel and hospitality increased by 30% over FY21 due to the predicted increase of events and programs;
- Assumes an increase in PFOC maintenance, custodial, purchased utilities, and foot traffic verses FY21 actual expenses; and

The University of Akron

Auxiliaries

FY 2022 Budget Assumptions with References to Budget Adjustments

Jean Hower Taber Student Union (continued)

Transfers-In

- Facilities Fee totaling \$1.3 million through the General Fund;
- Other support totaling \$2.8 million from the General Fund; less \$73,000 from the early budget reduction exercise; and
- Fund Balance totaling \$441,000.

Parking & Transportation Services

Revenues

- Parking permits and transportation fee revenues decreased consistently with a 4 percent enrollment decline using fiscal year 2021 as the base year, 18 percent revenue was added to account for the return of in-person classes;
- The impact of the greater-than-expected enrollment decline will be analyzed;
- Employee Parking & Co-Payments, the University employees pay a \$100 co-payment each fiscal year for their permit and the University pays the remaining \$120;
- Assumes not all courses will return to in-person instruction which would eliminate the need for a parking permit;
- Miscellaneous Rent, The Chapel pays \$11,000 a month in rent to use the East Campus Parking Deck. Miscellaneous rent also includes other parking rental income; and
- Main revenue for visitor parking includes parking permits for the Akron Fraternal Order of Police. Akron Police Officers rent a parking space in the Polsky Parking Deck for their personal vehicle at \$37.50 per month/ permit. The Akron Police Department park their vehicles free of charge for the added security provided by officers coming and going during shift change.

Operating

- Parking deck and lot maintenance, Roo Express Shuttle, the Metro Dash, and utilities;
- Assumes expenses are \$550,000 for the Roo Express and \$350,000 for the METRO contract, annually;
- Capital Planning has identified the need for a \$150,000 project to power-wash and reapply waterproofing membrane in several parking decks. Such maintenance protects the deck's concrete and steel from harmful effects of water and salt ions and helps to avoid more extensive repairs over time. The Exchange Street Parking Deck has the greatest need for membrane replacement; however, expansion joints within the deck need repair or replaced, which should be done before the reapplication of the membrane (ideally as part of the same project). No deck maintenance or repair projects, including this one identified by Capital

The University of Akron

Auxiliaries

FY 2022 Budget Assumptions with References to Budget Adjustments

Parking & Transportation Services (continued)

Planning & Facilities Management, have been included in this budget due to lack of revenue to support such projects; and

- Reduction in student assistant wages of \$37,000 to accommodate reduced General Fund support.

Transfers-In

- Other totaling \$1.4 million from the General Fund; reduced by \$37,000 in early budget reduction exercise.

Wayne Student Union

Revenues

- Assumes externally generated commission revenue from bookstore online sales, bookstore space rent and room rentals.

Operating

- Artist fees for guest speakers, equipment, and property and fire insurance.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2022 Budget and Actual Results for the ten months ended April 30, 2022**

Athletics

Athletics actual revenues total \$4.9 million as compared to annual budgeted revenues of \$9.7 million. The principal revenues include game guarantees (73 percent) and gifts (13 percent). Unearned revenue for season and single tickets is realized in the fiscal year the game is held. Currently, \$174,000 is unearned. Projections suggest revenue will fall short of budget.

Description	Actual YTD
Game Guarantees	\$3,551,000
Gifts	611,000
Ticket Sales	410,000
Other	<u>305,000</u>
Total Revenue	<u>\$4,877,000</u>

Employee Type	Actual YTD
Contract Professionals	\$5,708,000
Staff	358,000
Graduate Assistant	64,000
Faculty	<u>5,000</u>
Total Payroll	<u>\$6,135,000</u>

Note 1: Includes all Athletics payroll-related activities (e.g., full-time, part-time, overtime, etc.).
Note 2: Excludes fringe benefits.

Payroll and fringes total \$7.9 million or 79 percent of the annual budget of \$9.9 million. Projections suggest compensation will be below budget.

Operating expenditures total \$8.5 million or 103 percent of the annual budget of \$8.3 million. The principal operating expenditures include supplies & services (62 percent) and travel & hospitality (28 percent). The majority of supplies & services include athletic supplies (26 percent), game officials & guarantees (21 percent), and maintenance (15 percent). Team equipment purchases is the largest supplies & services expense and largely take place at the beginning of the fiscal year. The largest travel & hospitality expenditures are team travel and recruiting (65 percent) and team meals non-travel (16 percent). Due to the transition to Nike, expenditures are expected to exceed budget projections.

Description	Actual YTD
Supplies & Services	\$5,228,000
Travel & Hospitality	2,405,000
Utilities	455,000
Student Assistants	280,000
Other	<u>130,000</u>
Total Operating	<u>\$8,498,000</u>

Scholarships, or Athletics financial aid, total \$5.2 million or 86 percent of the annual budget of \$6 million.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2022 Budget and Actual Results for the ten months ended April 30, 2022**

Athletics (continued)

The original other sources of funding include transfers-in of Facilities Fee, General Service Fee, and Other budgeted at \$2.3 million, \$10.3 million, and \$7.2 million, respectively. The Facilities Fee of \$1.9 million services a portion of the Stadium and Fieldhouse debt and the other transfers-in combined total \$14.5 million. This figure will be reduced by \$189,000 to offset the decline in enrollment.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$178,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service is \$5 million. To date, \$4.1 million or 83 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. The debt service pays the bonded debt related to InfoCision Stadium (94 percent) and the Athletic Fieldhouse.

Residence Life & Housing

Residence Life & Housing actual revenues total \$11.2 million as compared to the annual budgeted revenues of \$12.9 million. The principal revenues include residence hall occupancy and are predominately earned during the academic year. \$579,000 of Spring 2022 revenue is currently deferred. Projections suggest revenues will be below budget by \$1.1 million.

Description	Actual YTD
Room Rentals	\$10,954,000
Other	<u>292,000</u>
Total Revenue	<u>\$11,246,000</u>

Employee Type	Actual YTD
Contract Professionals	\$385,000
Staff	<u>160,000</u>
Total Payroll	<u>\$545,000</u>

Note 1: Includes all Residence Life & Housing payroll-related activities (e.g., full-time, part-time, overtime, etc.).
Note 2: Excludes fringe benefits.

Payroll and fringes total \$714,000 or 70 percent of the annual budget of \$1 million. Projections suggest compensation will not exceed budget.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2022 Budget and Actual Results for the ten months ended April 30, 2022**

Residence Life & Housing (continued)

Operating expenditures total \$4.8 million or 65 percent of the annual budget of \$7.4 million. The principal operating expenditures include supplies & services (57 percent) and utilities (22 percent). The major expense in supplies & services is maintenance (82 percent) and largely occurs in the fall preparing residence halls for the academic year. Projections suggest expenditures will remain below budget and offset the projected decline in revenues.

Description	Actual YTD
Supplies & Services	\$2,767,000
Utilities	1,080,000
Travel & Hospitality	378,000
Student Assistants	343,000
Other	<u>248,000</u>
Total Operating	<u>\$4,816,000</u>

Transfers-In - Other original General Fund support for operations including debt service is budgeted at \$6.1 million. To date, \$5 million has been transferred. The final Transfers-In-Other amount will be reduced by \$160,000 due to the enrollment decline.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been provided by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$8,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service total \$10.6 million. To date, \$8.9 million or 83 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. The debt service pays the debt related to the renovation of seven residence halls and construction of four new buildings.

EJ Thomas Performing Arts Hall

EJ Thomas Performing Arts Hall actual revenues total \$1.3 million as compared to the annual budgeted revenues of \$2.7 million. The principal revenues include ticket sales (69 percent), endowments (13 percent), and hall rental (12 percent). Ticket revenue is considered unearned until the show is held. Currently, EJ Thomas has \$521 in unearned revenue for the Broadway in Akron Series FY22 presale event. Revenues are projected to be \$800,000 below budget.

Description	Actual YTD
Ticket Sales	\$888,000
Endowments	167,000
Hall Rental	158,000
Other	<u>81,000</u>
Total Revenue	<u>\$1,294,000</u>

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2022 Budget and Actual Results for the ten months ended April 30, 2022**

EJ Thomas Performing Arts Hall (continued)

Employee Type	Actual YTD
Contract Professionals	\$139,000
Staff	75,000
Total Payroll	<u>\$214,000</u>

Note 1: Includes all EJ Thomas Performing Arts Hall payroll-related activities (e.g., full-time, part-time, overtime, etc.).
Note 2: Excludes fringe benefits.

Payroll and fringes total \$277,000 or 75 percent of the annual budget of \$368,000. Projections suggest compensation will not exceed budget.

Operating expenditures approximate \$1.5 million or 58 percent of the annual budget of \$2.6 million. The principal operating expenditures include supplies & services (85 percent) and utilities (11 percent). The major spending components in supplies & services include artist fees (40 percent) and stage & wardrobe (35 percent). Projections suggest that expenditures will remain below budget.

Description	Actual YTD
Supplies & Services	\$1,290,000
Utilities	164,000
Other	35,000
Student Assistants	22,000
Travel & Hospitality	12,000
Total Operating	<u>\$1,523,000</u>

EJ Thomas Performing Arts Hall projected expenditure re-charge line of \$1.6 million from the Shuttered Venues grant.

Transfers-In - Other represents original general-fund support for operations and debt service support budgeted for \$630,000. To date, \$514,000 has been transferred, and the final Transfers-In-Other amount will be reduced by \$16,000 to offset the decline in enrollment.

The budgeted Transfers-Out - Debt Service totals \$326,000. To date, \$271,000 or 83 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. This debt service pays the bonded debt related to improvements and equipment from approximately 19 years ago. The debt will be retired during the fiscal year ended June 30, 2029.

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Dining Services (Aramark)

Aramark's actual revenues total approximately \$658,000 as compared to the annual budgeted revenues of \$1.4 million. The primary revenues include the Aramark facilities support (61 percent) and Aramark Grant (31 percent). Projections suggest revenues will likely fall short of budget by \$248,000.

Description	Actual YTD
Facilities Support	\$400,000
Aramark Grant	204,000
Other	<u>54,000</u>
Total Revenue	<u>\$658,000</u>

Employee Type	Actual YTD
Staff	\$42,000

Note 1: Includes all Dining Services (Aramark) payroll-related activities (e.g., full-time, part-time, overtime, etc.).
Note 2: Excludes fringe benefits.

Payroll and fringes total \$171,000 or 52 percent of the annual budget of \$329,000. The \$275,000 budgeted fringe benefits also include the difference between SERS and FICA for CWA employees who remained with the University as well as certain Aramark employees performing work at the University. Projections suggest compensation will not exceed budget.

Operating expenditures total \$1.1 million or 58 percent of the annual budget of \$1.8 million. The principal operating expenditures include supplies & services (79 percent) and utilities (14 percent). The major spending components in supplies & services include maintenance (47 percent) and furniture & equipment repair (32 percent). Projections suggest expenditures will remain below budget.

Description	Actual YTD
Supplies & Services	\$841,000
Utilities	150,000
Other	56,000
Equipment	<u>15,000</u>
Total Operating	<u>\$1,062,000</u>

The original assumption estimated that \$1.5 million would be transferred from Dining Services (Aramark) fund balance. The actual fund balance transferred amount may vary pending the fiscal year-end outcome.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been provided by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$82,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service totals \$774,000. To date, \$645,000 or 83 percent has been transferred out to pay the upcoming debt service payment with the remaining transfers to occur throughout the year. This debt service pays the bonded debt related to various buildouts of space and

**The University of Akron
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renovations including the dining hall and retail sites located throughout the campus over the course of the last 15 to 22 years. The debt will be retired during the fiscal year ended June 30, 2038.

Recreation & Wellness Services

Student Recreation & Wellness Services (SRWS) actual revenues total \$324,000 as compared to the annual budgeted revenues of \$401,000. The principal payments include aquatic facility rentals (45 percent), memberships (27 percent), and on-campus facility rentals (13 percent). The mask mandate for indoor public spaces ended on March 1st and foresees an increase in membership sales.

Description	Actual YTD
Aquatic Facility Rentals	\$147,000
Memberships	87,000
On-Campus Facility Rentals	43,000
Other	37,000
Surplus Equipment Sales	<u>10,000</u>
Total Revenue	<u>\$324,000</u>

After final summer membership purchases, revenues may come in slightly higher than the projection.

Employee Type	Actual YTD
Contract Professionals	\$321,000
Staff	<u>68,000</u>
Total Payroll	<u>\$389,000</u>

Note 1: Includes all Recreation & Wellness Services payroll-related activities (e.g., full-time, part-time, overtime, etc.).
Note 2: Excludes fringe benefits.

Payroll and fringes total \$514,000 or 67 percent of the annual budget of \$765,000. Projections suggest compensation will not exceed budget.

Operating expenditures total \$1.1 million or 67 percent as compared to the annual budget of \$1.6 million. The principal operating expenditures include supplies & services (47 percent), student assistants (33 percent), and utilities (19 percent). The largest supplies & services expense is maintenance (85 percent). Several minor maintenance projects will take place during May/June and are included in the projections.

Description	Actual YTD
Supplies & Services	\$510,000
Student Assistants	357,000
Utilities	209,000
Other	12,000
Travel & Hospitality	<u>3,000</u>
Total Operating	<u>\$1,091,000</u>

The original other sources of funding include a Transfers-In Facilities Fee and Transfers-In - Other budgeted at \$756,000 and \$2.4 million, respectively. Actual total Transfers-In of \$2.6 million represents facilities fee and General Fund support to service the building's debt and operations. The final Transfers-In-Other amount will be reduced by \$63,000 to offset the decline in enrollment.

**The University of Akron
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Recreation & Wellness Services (continued)

Transfers-In - Fund Balance budget includes \$489,000 to support the budgeted fiscal year-end shortfall. The actual fund balance transferred amount may vary pending the fiscal year-end outcome.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$3,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service totals \$1.7 million. To date, \$1.4 million or 83 percent has been transferred out for the debt service requirements associated with the facility and its retail space. The outstanding debt will be retired in the fiscal year ended June 30, 2033.

Jean Hower Taber Student Union

The Student Union actual revenues total \$652,000 as compared to the annual budgeted revenues of \$791,000. The principal revenues include commission income (88 percent) and rental income (11 percent). Projections suggest revenue will meet budget.

Description	Actual YTD
Commission Income	\$577,000
Room Rental	70,000
Other	<u>5,000</u>
Total Revenue	<u>\$652,000</u>

Employee Type	Actual YTD
Contract Professionals	\$292,000
Staff	<u>98,000</u>
Total Payroll	<u>\$390,000</u>

Note 1: Includes all Jean Hower Taber Student Union payroll-related activities (e.g., full-time, part-time, overtime, etc.).
Note 2: Excludes fringe benefits.

Payroll and fringes total \$524,000 or 65 percent of the annual budget of \$809,000. Projections suggest compensation will be below budget.

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Jean Hower Taber Student Union

Operating expenditures total \$1.1 million or 66 percent of the annual budget of \$1.7 million. The principal operating expenditures include supplies & services (44 percent), utilities (32 percent), and student assistants (20 percent). The largest supplies & services expense is maintenance (81 percent). Projections suggest expenditures will not exceed budget.

Description	Actual YTD
Supplies & Services	\$489,000
Utilities	355,000
Student Assistants	217,000
Travel & Hospitality	27,000
Other	18,000
Total Operating	<u>\$1,106,000</u>

The original other sources of funding include Transfers-In - Facilities Fee and Transfers-In - Other budgeted at \$1.3 million and \$2.8 million, respectively. To date, \$3.4 million has been transferred. Due to enrollment decline, the final Transfers-In-Other amount will be reduced by \$73,000.

Transfers-In - Fund Balance budget includes \$441,000 to support the budgeted fiscal year-end shortfall. The actual fund balance transferred amount may vary pending the fiscal year-end outcome.

The budgeted Transfers-Out - Debt Service totals \$2.9 million. To date, \$2.4 million or 83 percent has been transferred out for the upcoming debt service requirements associated with the facility and its retail space. The outstanding debt will be retired in the fiscal year ended June 30, 2033.

Parking & Transportation Services

Parking actual revenues total \$5 million as compared to the annual budgeted revenues of \$5.1 million. The primary sources of revenues are the student transportation fee and parking permits (97 percent). Unearned income generated from parking permits purchased before the semester begins is \$208,000, half of which will be recorded in FY22 and the other half in FY23. Projections suggest revenues will meet or slightly exceed budget projections.

Description	Actual YTD
Permits	\$4,782,000
Lot Rentals	129,000
Fines & Meters	36,000
Other	6,000
Total Revenue	<u>\$4,953,000</u>

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Parking & Transportation Services (continued)

Employee Type	Actual YTD
Staff	\$91,000
Contract Professionals	<u>60,000</u>
Total Payroll	<u>\$151,000</u>
<i>Note 1: Includes all Parking & Transportation Services payroll-related activities (e.g., full-time, part-time, overtime, etc.).</i>	
<i>Note 2: Excludes fringe benefits.</i>	

Payroll and fringes total \$196,000 or 79 percent of the annual budget of \$246,000. Projections suggest compensation will not exceed budget.

Operating expenditures total \$1.7 million or 95 percent as compared to the annual budget of \$1.7 million. The principal operating expenditures include supplies & services (83 percent) and utilities (11 percent). The major spending components in supplies & services include transportation-related activities, including busing, parking lot, and deck maintenance (87 percent) and are largely expended in the fall. Projections suggest that expenditures will exceed budget by \$121,000.

Description	Actual YTD
Supplies & Services	\$1,369,000
Utilities	183,000
Student Assistants	58,000
Travel & Hospitality	36,000
Other	<u>8,000</u>
Total Operating	<u>\$1,654,000</u>

Transfers-In - Other represents the original General Fund support for operations and is budgeted at \$1.4 million. To date, \$1.1 million has been transferred. Due to the enrollment decline, the final Transfers-In-Other amount will be reduced by \$37,000.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$158,000 Transfers-In – Encumbrances represent those types of commitments.

The budgeted transfers-out for debt service total \$4.5 million. Transfers-out of \$3.8 million or 83 percent represents the debt service that pays the bonded debt related to the renovation and construction of six parking decks. The outstanding debt for deferred maintenance Bond 1997A will be retired in the fiscal year ended June 30, 2022, and June 30, 2029 for the West Deck deferred maintenance. The outstanding debt for the Schrank Deck, North Campus Deck, Polsky Deck, and E.J. Thomas Deck will be retired in the fiscal year ended June 30, 2032. The South Campus Deck outstanding debt will be retired in the fiscal year ended June 30, 2038.

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Wayne Student Union

Wayne Student Union's revenues total \$33,000 as compared to the annual budgeted revenues of \$48,000. Projections suggest the revenue will fall short of budget by \$15,000.

Description	Actual YTD
Commission Income	\$33,000

Description	Actual YTD
Supplies & Services	\$3,000

Operating expenditures total \$3,000 or 70 percent as compared to the annual budget of \$5,000. The major operating expenses include property and fire insurance (100 percent). Expenditures will remain below or at budget.

Transfers-Out - Plant Fund of \$860,000 represents funding for various Wayne Campus capital projects.

**DEPARTMENTAL SALES AND
SERVICES FUNDS**

For the Ten Months Ended April 30, 2022

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2022 Budget and Actual Results for the ten months ended April 30, 2022 with FY 2021 Comparisons

Departmental Sales and Services Combined	FY21		FY22						
	YTD June 30	YTD April 30	Original Budget	YTD April 30	Actual to Original Budget		Projected June 30	Projection to Budget	
					\$	%		\$	%
Revenues	\$22,273,755	\$19,125,812	23,829,017	\$19,311,257	(\$4,517,760)	81%	\$23,914,017	\$85,000	100%
Payroll	2,547,023	2,143,829	2,214,888	1,738,800	476,088		2,244,573	(29,685)	
Fringes	701,359	605,884	561,750	469,073	92,677		512,775	48,975	
Total Compensation	3,248,382	2,749,713	2,776,638	2,207,873	568,765	80%	2,757,348	19,290	99%
Operating	1,922,999	1,883,520	3,055,221	2,652,140	403,081		3,098,491	(43,270)	
Premiums and Claims	20,872,544	17,119,400	23,778,926	17,159,735	6,619,191		23,778,926	0	
Capital	117,946	49,052	0	88,585	(88,585)		88,585	(88,585)	
Total Non Personnel	22,913,489	19,051,972	26,834,147	19,900,460	6,933,687	74%	26,966,002	(131,855)	100%
Re-charge of prior-year expenditures	(8,308)	(8,308)	0	0	0		0	0	
Re-charge of current-year expenditures	0	0	0	0	0		0	0	
Total Net Expenditures	26,153,563	21,793,377	29,610,785	22,108,333	7,502,452	75%	29,723,350	(112,565)	100%
Net Before Transfers	(3,879,808)	(2,667,565)	(5,781,768)	(2,797,076)	2,984,692		(5,809,333)	(27,565)	
Transfers-In - Other	0	0	205,333	268,489	63,156		205,333	0	
Transfers-In - Encumbrances	176,323	176,323	0	224,127	224,127		0	0	
Transfers-In - Fund Balance	4,062,155	0	5,853,815	0	(5,853,815)		5,854,034	219	
Transfers-Out - Other	0	0	0	(112)	112		0	0	
Transfers-Out - Encumbrances	(224,127)	0	0	0	0		0	0	
Net Transfers	4,014,351	176,323	6,059,148	492,504	(5,566,420)		6,059,367	219	
Difference	\$134,543	(\$2,491,242)	\$277,380	(\$2,304,572)	(\$2,581,728)		\$250,034	(\$27,346)	

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Self-Insurance Health Care	FY21		FY22						
	YTD	YTD	Original Budget	YTD April 30	Actual to Original Budget		Projected June 30	Projection to Budget	
	June 30	April 30			\$	%		\$	%
Revenues	\$17,355,834	\$15,073,480	\$18,088,439	\$14,473,492	(\$3,614,947)	80%	\$18,088,439	\$0	100%
Payroll	146,924	125,559	0	170	(170)		170	(170)	
Fringes	46,031	40,212	0	49	(49)		49	(49)	
Total Compensation	192,955	165,771	0	219	(219)		219	(219)	
Operating	181,824	153,622	205,333	135,631	69,702		205,333	0	
Premiums and Claims	20,872,544	17,119,400	23,778,926	17,159,735	6,619,191		23,778,926	0	
Capital	0	0	0	0	0		0	0	
Total Non Personnel	21,054,368	17,273,022	23,984,259	17,295,366	6,688,893	72%	23,984,259	0	100%
Re-charge of prior-year expenditures	0	0	0	0	0		0	0	
Re-charge of current-year expenditures	0	0	0	0	0		0	0	
Total Net Expenditures	21,247,323	17,438,793	23,984,259	17,295,585	6,688,674	72%	23,984,478	(219)	100%
Net Before Transfers	(3,891,489)	(2,365,313)	(5,895,820)	(2,822,093)	(2,822,093)		(5,896,039)	(219)	
Transfers-In - Other	0	0	205,333	171,111	(34,222)		205,333	0	
Transfers-In - Encumbrances	0	0	0	0	0		0	0	
Transfers-In - Fund Balance	3,891,489	0	5,690,487	0	(5,690,487)		5,690,706	219	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	0	0	0	0	0		0	0	
Net Transfers	3,891,489	0	5,895,820	171,111	(5,724,709)		5,896,039	219	
Difference	\$0	(\$2,365,313)	\$0	(\$2,650,982)	(\$8,546,802)		\$0	\$0	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2022 Budget and Actual Results for the ten months ended April 30, 2022 with FY 2021 Comparisons

Continuing and Professional Education (formerly Workforce Training Solutions)	FY21		FY22						
	YTD	YTD	Original Budget	YTD April 30	Actual to Original Budget		Projected June 30	Projection to Budget	
	June 30	April 30			\$	%		\$	%
Revenues	\$367,134	\$281,252	\$595,000	\$551,568	(\$43,432)	93%	\$680,000	\$85,000	114%
Payroll	227,332	181,627	282,832	239,537	43,295		277,000	5,832	
Fringes	57,901	48,046	58,158	59,240	(1,082)		77,000	(18,842)	
Total Compensation	285,233	229,673	340,990	298,777	42,213	88%	354,000	(13,010)	104%
Operating	93,964	70,820	252,730	275,324	(22,594)		296,000	(43,270)	
Premiums and Claims	0	0	0	0	0		0	0	
Capital	0	0	0	0	0		0	0	
Total Non Personnel	93,964	70,820	252,730	275,324	(22,594)	109%	296,000	(43,270)	117%
Re-charge of prior-year expenditures	0	0	0	0	0		0	0	
Re-charge of current-year expenditures	0	0	0	0	0		0	0	
Total Net Expenditures	379,197	300,493	593,720	574,101	19,619	97%	650,000	(56,280)	109%
Net Before Transfers	(12,063)	(19,241)	1,280	(22,533)	(22,533)		30,000	28,720	
Transfers-In - Other	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	0	0	0	0	0		0	0	
Transfers-In - Fund Balance	12,063	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	0	0	0	0	0		0	0	
Net Transfers	12,063	0	0	0	0		0	0	
Difference	\$0	(\$19,241)	\$1,280	(22,533)	(\$22,533)		\$30,000	\$28,720	

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FY 2022 Budget and Actual Results for the ten months ended April 30, 2022 with FY 2021 Comparisons

	FY21		FY22						
	YTD	YTD	Original Budget	YTD April 30	Actual to Original Budget		Projected June 30	Projection to Budget	
	June 30	April 30			\$	%		\$	%
Revenues	\$396,475	\$320,250	\$385,000	\$332,685	(\$52,315)	86%	\$385,000	\$0	100%
Payroll	117,653	103,946	125,403	99,596	25,807		125,403	0	
Fringes	39,647	31,621	44,726	31,042	13,684		44,726	0	
Total Compensation	157,300	135,567	170,129	130,638	39,491	77%	170,129	0	100%
Operating	104,632	49,628	378,199	223,105	155,094		378,199	0	
Premiums and Claims	0	0	0	0	0		0	0	
Capital	0	0	0	0	0		0	0	
Total Non Personnel	104,632	49,628	378,199	223,105	155,094	59%	378,199	0	100%
Re-charge of prior-year expenditures	0	0	0	0	0		0	0	
Re-charge of current-year expenditures	0	0	0	0	0		0	0	
Total Net Expenditures	261,932	185,195	548,328	353,743	194,585	65%	548,328	0	100%
Net Before Transfers	134,543	135,055	(163,328)	(21,058)	(21,058)		(163,328)	0	
Transfers-In - Other	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	0	0	0	0	0		0	0	
Transfers-In - Fund Balance	0	0	163,328	0	(163,328)		163,328	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	0	0	0	0	0		0	0	
Net Transfers	0	0	163,328	0	(163,328)		163,328	0	
Difference	\$134,543	\$135,055	\$0	(\$21,058)	(\$184,386)		\$0	\$0	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2022 Budget and Actual Results for the ten months ended April 30, 2022 with FY 2021 Comparisons

Other	FY21		FY22						
	YTD	YTD	Original Budget	YTD April 30	Actual to Original Budget		Projected June 30	Projection to Budget	
	June 30	April 30			\$	%		\$	%
Revenues	\$4,154,312	\$3,450,830	\$4,760,578	\$3,953,512	(\$807,066)	83%	\$4,760,578	\$0	100%
Payroll	2,055,114	1,732,697	1,806,653	1,399,497	407,156		1,842,000	(35,347)	
Fringes	557,780	486,005	458,866	378,742	80,124		391,000	67,866	
Total Compensation	2,612,894	2,218,702	2,265,519	1,778,239	487,280	78%	2,233,000	32,519	99%
Operating	1,542,579	1,609,450	2,218,959	2,018,080	200,879		2,218,959	0	
Premiums and Claims	0	0	0	0	0		0	0	
Capital	117,946	49,052	0	88,585	(88,585)		88,585	(88,585)	
Total Non Personnel	1,660,525	1,658,502	2,218,959	2,106,665	112,294	95%	2,307,544	(88,585)	104%
Re-charge of prior-year expenditures	(8,308)	(8,308)	0	0	0		0	0	
Re-charge of current-year expenditures	0	0	0	0	0		0	0	
Total Net Expenditures	4,265,111	3,868,896	4,484,478	3,884,904	599,574	87%	4,540,544	(56,066)	101%
Net Before Transfers	(110,799)	(418,066)	276,100	68,608	68,608		220,034	(56,066)	
Transfers-In - Other	0	0	0	97,378	97,378		0	0	
Transfers-In - Encumbrances	176,323	176,323	0	224,127	224,127		0	0	
Transfers-In - Fund Balance	158,603	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	(112)	112		0	0	
Transfers-Out - Encumbrances	(224,127)	0	0	0	0		0	0	
Net Transfers	110,799	176,323	0	321,393	321,617		0	0	
Difference	\$0	(\$241,743)	\$276,100	\$390,001	\$390,225		\$220,034	(\$56,066)	

Overall Assumptions

The COVID-19 pandemic has complicated the instructional process; however, all efforts will be made to provide quality instruction to our valued students while providing a level of protection to students and our campus community.

- The University will provide face to face instruction; and
- The University will practice the recommended safety measures in compliance with Governor DeWine's guidelines.

Payroll and Fringes

- No increase for bargaining unit employees;
- No raise pool equivalent for qualifying non-represented employees;
- Application of the pooled rate for benefits such as 14 percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee permits; and
- Pooled fringe rates: 30.2 percent – full time; 15 percent – part time; 2.55 percent – graduate assistants and student assistants.

Fund Assumptions

Self-Insurance Health Care

Revenues

- University contributions to employee-provided benefits such as medical, prescription drug, dental, long-term disability, and life insurance with fringe rate reduction; and
- Employee and retiree contributions for coverage that requires an employee cost share or is voluntary (100 percent employee paid) such as medical, prescription drug, short-term and long-term disability, life insurance, vision, and flexible spending accounts.

Operating

- Amounts expected to be paid for administrative and consulting fees;
- The Self-Insurance Health Care reserves will cover run-out claims for the retiree dependent health care premiums for the program that ended January 31, 2021; and
- NOU/FOP keep higher 25% rate half year and revert back to 19% on January 1, 2022.

Premiums and Claims

- Estimated cost for insurance premiums and self-insured claim payments related to employee benefit program; and
- Medical, prescription drug, dental, stop loss insurance, and other ancillary benefits.

Transfers-In

- From General Fund in support of items not included in fringe rate; and
- From fund balance to offset shortfall.

**The University of Akron
Departmental Sales and Services
FY 2022 Budget Assumptions**

Workforce Training Solutions

Revenues

- Open enrollment and contract training fees revenues to support the coordination of noncredit professional development classes open to the public and to provide customized training for local businesses.

Operating

- Student assistants, supplies and services, and travel and hospitality;
- Workforce Training Solutions will manage to ensure expenditures are limited to revenues; and
- Certain companies are beginning to show interest in scheduling training for the fall; Other companies are still in a “wait and see what happens” before moving forward. Many customers/companies either do not want virtual classes, or do not feel comfortable with in-person classes (either on campus or onsite) and therefore are postponing classes.

New Student Orientation

Revenues

- Fee revenues to support the activities related to orientation and first-year experience programs.

Operating

- New Roo Weekend, Akron Forefront, NSO programs, student assistants, supplies and services, and travel and hospitality;
- New Student Orientation will monitor expenditures; however, the budgeted deficit will be offset by the New Student Orientation carryover from fiscal year ended June 30, 2021; and
- Student Assistants staffing levels in the NSO office will return back two student assistants at one time as the university returns to campus. Anticipated return to in-person orientation days for summer 2022 and programs will have a higher capacity and student/guest count on a given day. A virtual orientation option will also be available.

Other

Revenues

- Includes about 126 smaller, revenue-generating activities such as internal Printing Services, Hearing Aid Dispensary, and Akron Polymer Technology Services.

Operating

- Student assistants, cost of goods sold (Hearing Aid Dispensary), supplies and services, and travel and hospitality;
- Individual management and the units will manage to ensure expenditures are limited to revenues; and
- In general, the units are anticipated to “break-even” or generate surpluses.

Capital

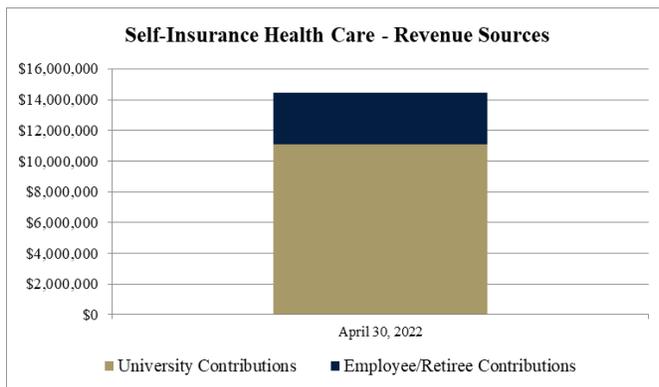
- Equipment replacements not anticipated, barring unforeseen equipment failure.

**The University of Akron
 Departmental Sales and Services
 Narrative of FY 2022 Budget and Actual Results for the ten months ended April 30, 2022**

Self-Insurance Health Care

Self-Insurance Health Care revenues total \$14.5 million to date or 80 percent of the \$18.1 million annual budget.

The revenues are derived from the University’s contributions (77 percent) and employee contributions (23 percent). Benefits are funded by the University and employees as follows: medical (University and employee), prescription drug (University and employee), dental (University and employee), short-term disability (employee), long-term disability (University and employee), life insurance (University and employee), vision (employee), and flexible spending accounts (University and employee).



Operating expenditures total \$136,000 to date or 66 percent of the \$205,333 annual budget. Operating expenses consist of consulting and administrative services. Projections suggest expenditures will remain at or below budget.

Premiums and Claims expenditures total \$17.2 million to date or 72 percent of the \$23.8 million annual budget.

Transfers-In-Other total \$171,111 to date or 83 percent of the \$205,333 annual budget for health care administrative costs not covered by the fringe rate such as the employee assistance program and third-party administrative services for retirement and benefit plans.

The Self-Insurance fund has a planned fiscal year shortfall in the amount of \$5.7 million.

Continuing and Professional Education (formerly Workforce Training Solutions)

Continuing and Professional Education revenues to date from open enrollment and contract training fees total \$552,000 or 93 percent of the \$595,000 annual budget. Projections suggest budgeted revenues will total \$680,000, or \$85,000 greater than budget.

Payroll and fringes total \$299,000 to date or 88 percent of the \$341,000 annual budget. Generally, payroll costs related to contract training are incurred prior to the associated revenue being collected. Projections suggest compensation will total \$354,000, or \$13,000 greater than budget.

Operating expenditures total \$275,000 to date or 109 percent of the \$253,000 annual budget. The principal operating expenditures include supplies and services related to training and instructional support. Included in operating costs were the purchase of new laptops and desk top computers for the lab. Projections suggest expenditures will approximate \$296,000 or \$43,000 above budget.

New Student Orientation

New Student Orientation revenues total \$333,000 to date or 86 percent of the \$385,000 annual budget. Projections suggest budgeted revenues will be achieved.

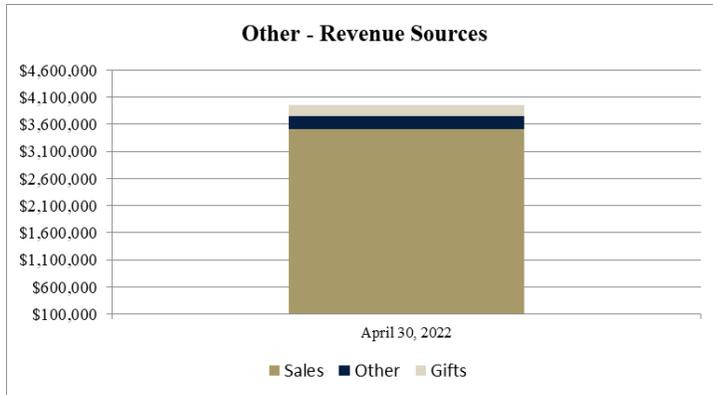
Payroll and fringes total \$131,000 to date or 77 percent of the \$170,000 annual budget.

Operating expenditures total \$223,000 to date or 59 percent of the \$378,000 annual budget. Expense activity increases late spring and summer for onboarding new students. The principal operating expenditures include New Roo Weekend (32 percent), student assistants (26 percent), and hospitality (20 percent). Projections suggest expenditures will remain at or below budget.

The University of Akron
Departmental Sales and Services
Narrative of FY 2022 Budget and Actual Results for the ten months ended April 30, 2022

Other

The Other departmental sales and services revenues total \$4.0 million to date or 83 percent of the \$4.8 million annual budget. Revenues are generated from roughly 78 activities including Printing Services (12 percent), College of Business Executive Education (nine percent), and Hearing Aid Dispensary (eight percent). Projections suggest budgeted revenues will be achieved.



Payroll and fringes total \$1.8 million to date or 78 percent of the \$2.3 million annual budget. Compensation is projected to approximate \$2.2 million.

Operating expenditures total \$2.0 million to date or 91 percent of the \$2.2 million annual budget. Supplies and services (83 percent) are the primary operating expense. Capital expenditures

total \$89,000. The capital expenditures are associated with maintenance of corrosion engineering equipment completed last fiscal year, the purchase of an augmentative communication device for the Audiology and Speech Center, an extruder and AFM-IR instrument for Polymer, and a digital source meter for Engineering. Projections suggest individual units will manage their budgets to ensure expenditures don't exceed revenues.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$224,000 Transfers-In – Encumbrances represents those types of commitments.

THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Acceptance of the Financial Report for the Ten Months Ended April 30, 2022

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on June 15, 2022, accepting the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds Financial Report for the Ten Months Ended April 30, 2022, be approved.

M. Celeste Cook, Secretary
Board of Trustees

June 15, 2022

FINANCE & ADMINISTRATION COMMITTEE

TAB 4

PROCUREMENT FOR MORE THAN \$500,000



DATE: May 26, 2022

TO: Dallas A. Grundy, MBA
Senior Vice President and Chief Financial Officer

FROM: *Shandra L. Irish*
Shandra L. Irish
Director of Purchasing

SUBJECT: Award Exceeding \$500,000 for Board of Trustees Approval

As requested of me, I provide to you the following procurement, which exceeds \$500,000 for Board of Trustees consideration and approval at its meeting on June 15, 2022.

1. One Year Agreement for Maintenance and Support for PeopleSoft (Locally Funded)

The Department of Purchasing is proposing an award to Mythics, Inc., a certified reseller for Oracle Inc., for support and license fees for PeopleSoft, the enterprise resource software, in the amount of \$1,125,310 for a period of one year.

PeopleSoft is currently used by the University to enable administrative functions for such things as budgeting, accounting, financial and data reporting, payroll, human capital management, student registration, student financial aid, etc.

The licensing fees are required by contractual agreement to utilize the applications and also provide for administrative support for regulatory requirements. For instance, tax updates, student loan regulatory, end of year payroll and tax processing, and mandated reporting are some of the support services. The total period of the maintenance support is August 5, 2022 through August 4, 2023.

This support and license fees are acceptable to the Department of Information Technology Services, the Department of Purchasing, and the Office of General Counsel. This award is being established under the Midwestern Higher Education Compact (MHEC) agreement for Oracle.

I recommend that an award be made to Mythics, Inc. in the amount of \$1,125,310 for the one-year term of maintenance and support of the ERP software and request your approval and that of the Board of Trustees at its meeting on June 15, 2022.

Department of Purchasing
Akron, OH 44325-9001
330-972-5965 Office · 330-972-5564 Fax

THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Acceptance of Procurement for More Than \$500,000

BE IT RESOLVED, That the following recommendation presented by the Finance & Administration Committee on June 15, 2022 be approved:

Award to Mythics, Inc., a certified reseller for Oracle Inc., a contract for support and license fees for PeopleSoft, the enterprise resource software, for a period of one year, in the amount of \$1,125,310.

M. Celeste Cook, Secretary
Board of Trustees

June 15, 2022

FINANCE & ADMINISTRATION COMMITTEE

TAB 5

GRANT OF EASEMENT



INTEROFFICE CORRESPONDENCE
Capital Planning and Facilities Management
EXT - 8316 FAX - 5838

TO: Dallas A. Grundy
Senior Vice President and Chief Financial Officer

FROM: Stephen L. Myers, NCARB, LEED AP BD+C 
Chief Planning and Facilities Officer

DATE: May 26, 2022

SUBJECT: Grant of Easement related to the East Exchange Street Complete Street Project

The City of Akron and the Ohio Department of Transportation are preparing to undertake a “Complete Street” renovation of the portion of East Exchange Street adjacent to the University of Akron. This project will enhance the safety of pedestrians along exchange street and will include many improved amenities for our community including dedicated bike lanes, new lighting, and improved intersections and crosswalks.

As part of the East Exchange Street project, the City of Akron is incorporating the realignment of Sumner Street into the project, providing engineering and project management services for the project, and reducing the cost of the realignment to the University by incorporating it into their larger project.

The City of Akron requires property rights to 0.39 acre of real property from the University of Akron in the form of a narrow strip of land on the north side of Exchange Street, from Sumner Street to Goodkirk Street.

The accompanying resolution, if approved by the Board, grants the administration the ability, upon review and approval by the President and the Vice President and General Counsel, to execute such documents and instruments as necessary to permit the Project.

I recommend the University of Akron grant the administration the ability to execute said documents and instruments and request your approval and that of the Board of Trustees at its meeting on June 15, 2022.

THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Grant of Easement Related to the
East Exchange Street Complete Streets Project

WHEREAS, The City of Akron (the “City”) and the Ohio Department of Transportation (“ODOT”) are undertaking a renovation of Exchange Street pursuant to a project entitled the “East Exchange Complete Streets Project” (the “Project”); and

WHEREAS, The Project will require certain property rights from The University of Akron (the “University”), including but not limited to fee simple title, easements in perpetuity, licenses, and agreements in connection with the reconstruction work and the acquisition of permanent highway rights of way from the University to complete the Project; and

WHEREAS, The University real property (the “Property”) necessary for the Project consists of approximately 0.39 acres in the form of narrow strips of land along the north side of Exchange street from Sumner Street to Goodkirk Street, and the Property is not buildable or usable for any purpose other than the proposed use; and

WHEREAS, The relinquished Property will allow for the inclusion of protected bike lanes, newly renovated pedestrian walks and lighting, and re-configured intersections and crosswalks, which will enhance student and pedestrian safety along Exchange Street; and

WHEREAS, The University is working with the City to incorporate into the Project the re-alignment of Sumner Street and the Exchange Street parking facility driveway into a single intersection, which will cost less than if the University were to design and contract for this project on its own; and

WHEREAS, Ohio Revised Code Section 3345.18 provides, in part, that “... *boards of trustees of the state universities . . . may upon such consideration, terms, and conditions as are approved by them, grant to any municipal corporation or county, or transfer to the director of transportation, the right to use in perpetuity . . . any lands owned by any such university or college or any lands of the state under its supervision or control, for any street, road, or highway purpose ...*,” and “*Such grant or transfer shall be authorized by resolution of the board of trustees ...*” Now, Therefore,

BE IT RESOLVED, That the administration may, upon such consideration, terms and conditions, and reservation of rights generally provided to landowners by the Ohio Department of Transportation and the City in connection with such projects, negotiate and draft such agreements, licenses, easements, and fee simple titles as necessary to permit the Project; and upon review and approval by the President and the Vice President and General Counsel, execute such documents and instruments as necessary to permit the Project.

M. Celeste Cook, Secretary
Board of Trustees

June 15, 2022

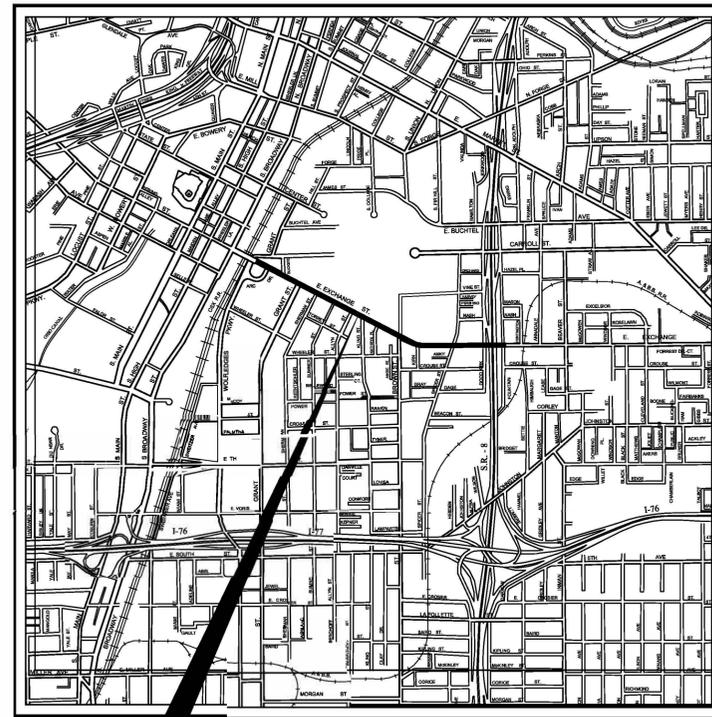
EAST EXCHANGE STREET COMPLETE STREETS

RIGHT-OF-WAY

PID #102701

LEGEND

- EX. MANHOLE
- ADJ. MANHOLE
- RECONST. MANHOLE
- PROP. MANHOLE
- EX. NO. 3 INLET
- ADJ. NO. 3 INLET
- RECONST. NO. 3 INLET
- PROP. NO. 3 INLET
- EX. NO. 5 INLET
- PROP. NO. 5 INLET
- PROP. DBL. NO. 5 INLET
- RECONST. DBL. NO. 5 INLET
- EX. DRAIN
- EX. HYDRANT
- RELOCATE OR ADJ. HYDRANT
- PROP. HYDRANT
- EX. WATER VALVE
- ADJ. WATER VALVE
- PROP. WATER VALVE
- EX. WATER BOX OR PIT
- EX. GAS VALVE
- EX. POWER POLE
- EX. LIGHT POLE
- EX. TRAFFIC SIGNAL POLE
- EX. MONUMENT
- PROP. MONUMENT
- EX. STREET NAME SIGN
- EX. TRAFFIC SIGN
- PROP. OR REPLACED TRAFFIC SIGN DESIGNATION
- EX. VEGETATION
- PROP. TREE
- PROP. TREE W/GRATE
- REMOVE VEGETATION
- EX. C.L. FENCE
- EX. WOOD FENCE



PROJECT LOCATION

VICINITY MAP



SHEET INDEX

TITLE SHEET	1
RIGHT-OF-WAY PLAT	78 - 79
PROPERTY MAP	80 - 81
SUMMARY OF ADDITIONAL RIGHT OF WAY	82 - 83
RIGHT-OF-WAY TOPOGRAPHIC MAP	84 - 86
RIGHT OF WAY BOUNDARY SHEET	87 - 89

UTILITY CONTACT INFORMATION

AKRON SEWER MAINTENANCE
2460 AKRON PENINSULA RD.
AKRON, OH 44313
(330) 375-2666
ATTN: JOE HARBESON

OHIO EDISON
1910 W. MARKET ST.
AKRON, OH 44313
(330) 436-4065
ATTN: MATTHEW A. LEWIS

BARBERTON WATER AND SEWER
576 W. PARK AVE.
BARBERTON, OH 44203
(330) 564-2533
ATTN: GREG TRACY

AKRON WATER DISTRIBUTION
1460 TRIPLETT BLVD.
AKRON, OH 44306
(330) 375-2420
ATTN: TONY PUGLIA

LIGHTS:
ATTN: NATHAN SMABY
330 436 4059

DOMINION EAST OHIO GAS
ENGINEERING REVIEW & RESPONSE TEAM
320 SPRINGSIDE DRIVE, SUITE 320
(330) 664-2477
ATTN: UMBERTO POLIZZI

AKRON TRAFFIC ENGINEERING
1420 TRIPLETT BLVD. BLDG. #2
AKRON, OH 44306
(330) 375-2851
ATTN: ADAM STALLER

UNDERGROUND:
ATTN: RYAN GIVLER
330 436 4014

CHARTER COMMUNICATIONS
1200 BROWNSTONE
AKRON, OH 44310
(330) 633-9203 ext. 7322
ATTN: CHRISTINE LIENHARDT

AKRON COMMUNICATIONS
1432 TRIPLETT BLVD. BLDG. #5
AKRON, OH 44306
(330) 375-2685
ATTN: JOHN HEFFERNAN

ENGINEERING:
ATTN: LUCIE HINSHAW
330 384-3048 - OFFICE

CONSTRUCTION:
ATTN: JEFF ZEHNER
330 384-3247 - OFFICE
330 524-4725 - CELL

PARCEL IDENTIFIER LEGEND:
SH = STANDARD HIGHWAY EASEMENT
U = UTILITY EASEMENT
T = TEMPORARY TAKE

STRUCTURAL KEY:
 COMMERCIAL BUILDING

PROJECT DATE: October 2021

STANDARD DRAWINGS AND SPECIFICATIONS

THE STANDARD CONSTRUCTION DRAWINGS, LATEST REVISIONS AND THE "CONSTRUCTION AND MATERIAL SPECIFICATIONS" OF THE CITY OF AKRON, OHIO, DEPARTMENT OF PUBLIC SERVICE, AKRON ENGINEERING BUREAU, 2008 EDITION, INCLUDING CHANGES AND SUPPLEMENTAL SPECIFICATIONS LISTED IN THE PROPOSAL SHALL GOVERN THIS IMPROVEMENT.



DANIEL HARRIGAN, MAYOR

CITY OF AKRON
DEPARTMENT OF PUBLIC SERVICE
AKRON ENGINEERING BUREAU

166 SOUTH HIGH STREET
AKRON, OHIO 44308

SERVICE DIRECTOR
CHRIS J. LUDLE

MAYOR
DANIEL M. HARRIGAN

CITY ENGINEER
TRAVIS L. CAPPER, P.E.

SUBMITTED _____
DESIGN DIVISION MANAGER

SUBMITTED _____
CONSTRUCTION DIVISION MANAGER

SUBMITTED _____
CITY ENGINEER

APPROVED _____
DIRECTOR OF PUBLIC SERVICE

PROJECT ENGINEER

PROJECT SURVEYOR

CHRISTINE JONKE, P.E.

DATE

PAUL COUCH

DATE

PROJECT DESCRIPTION
THIS PROJECT CONSISTS OF 0.841 MILES OF ROADWAY, SIGNAL AND UTILITY IMPROVEMENTS ALONG EAST EXCHANGE STREET. THE CURB IS CUT AWAY OR BUMPED OUT WHERE NEEDED AND BIKE LANES ARE INCORPORATED WITH CAR PARKING ACTING AS A BUFFER WHERE PARKING IS IMPLEMENTED. OTHER IMPROVEMENTS ALONG THE ENTIRE 0.841 MILES INCLUDE CREATING AN INTERCONNECTED SIGNAL SYSTEM, REPAIRING STORM AND SANITARY SEWERS AND MANHOLES, AND REPLACING CURB RAMPS, LIGHT FIXTURES, AND PLANTING TREES.

EAST EXCHANGE STREET COMPLETE STREETS

FULL IMPROVEMENTS

ARC DR. TO FOUNTAIN ST.

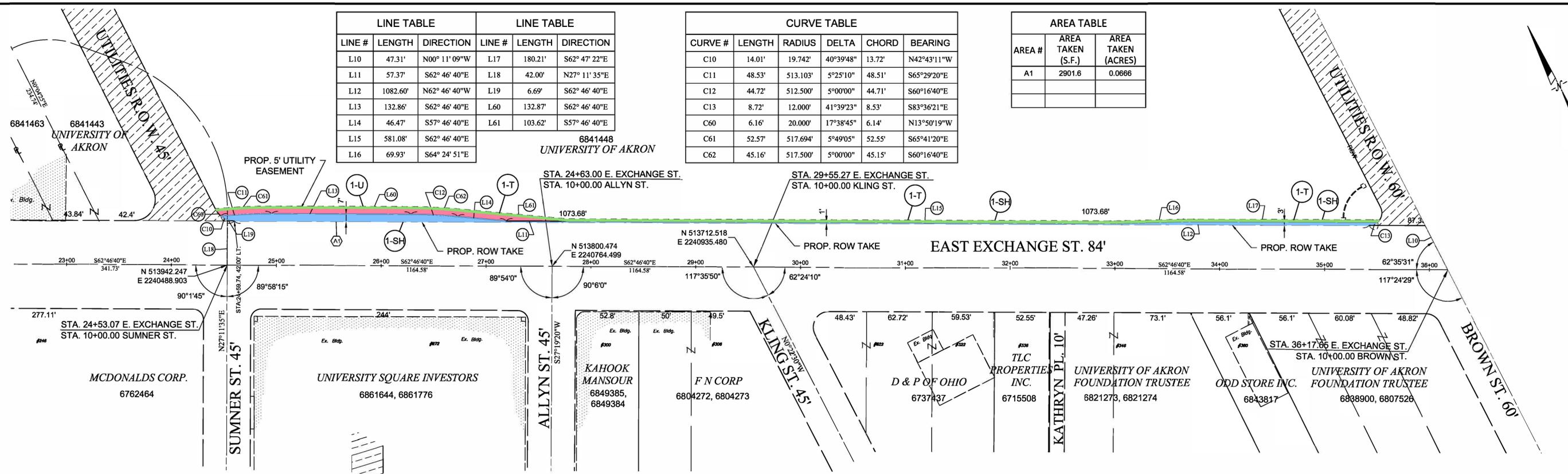
1
89

2016-007-00

LINE TABLE			LINE TABLE		
LINE #	LENGTH	DIRECTION	LINE #	LENGTH	DIRECTION
L10	47.31'	N00° 11' 09" W	L17	180.21'	S62° 47' 22" E
L11	57.37'	S62° 46' 40" E	L18	42.00'	N27° 11' 35" E
L12	1082.60'	N62° 46' 40" W	L19	6.69'	S62° 46' 40" E
L13	132.86'	S62° 46' 40" E	L60	132.87'	S62° 46' 40" E
L14	46.47'	S57° 46' 40" E	L61	103.62'	S57° 46' 40" E
L15	581.08'	S62° 46' 40" E			
L16	69.93'	S64° 24' 51" E			

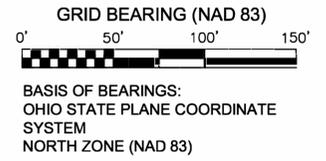
CURVE TABLE					
CURVE #	LENGTH	RADIUS	DELTA	CHORD	BEARING
C10	14.01'	19.742'	40°39'48"	13.72'	N42°43'11" W
C11	48.53'	513.103'	5°25'10"	48.51'	S65°29'20" E
C12	44.72'	512.500'	5°00'00"	44.71'	S60°16'40" E
C13	8.72'	12.000'	41°39'23"	8.53'	S83°36'21" E
C60	6.16'	20.000'	17°38'45"	6.14'	N13°50'19" W
C61	52.57'	517.694'	5°49'05"	52.55'	S65°41'20" E
C62	45.16'	517.500'	5°00'00"	45.15'	S60°16'40" E

AREA TABLE		
AREA #	AREA TAKEN (S.F.)	AREA TAKEN (ACRES)
A1	2901.6	0.0666



LINE TABLE			CURVE TABLE					
LINE #	LENGTH	DIRECTION	CURVE #	LENGTH	RADIUS	DELTA	CHORD	BEARING
L20	45.95'	S62° 46' 40" E	C20	21.85'	20.000'	62°35'31"	20.78'	S31°28'54" E
L21	5.00'	N90° 00' 00" W	C21	16.37'	15.000'	62°31'48"	15.57'	N31°30'46" W
L22	266.12'	N62° 46' 40" W	C22	163.11'	333.000'	28°03'51"	161.48'	N76°48'35" W
L23	406.58'	S89° 09' 29" W	C23	16.09'	25.000'	36°52'12"	15.81'	N70°43'23" E
L24	391.58'	N89° 09' 29" E	C24	165.56'	338.009'	28°03'48"	163.91'	S76°48'35" E
L25	266.12'	S62° 46' 40" E						

- LEGEND**
- ⊙ = CAPPED #5 REBAR FOUND & USED
 - = IRON PIPE FOUND & USED
 - = CAPPED CITY OF AKRON #5 REBAR SET
 - = CENTERLINE MONUMENT FOUND & USED
 - △ = ANGLE POINT
 - ▭ = UTILITY EASEMENT
 - ▭ = PROPOSED STANDARD HIGHWAY EASEMENT
 - ▭ = TEMPORARY TAKE



As Surveyed By:
THE CITY OF AKRON
DEPARTMENT OF PUBLIC SERVICE
AKRON ENGINEERING BUREAU

CENTERLINE AND RIGHT-OF-WAY PLAT FOR RIGHT-OF-WAY ACQUISITION FOR EAST EXCHANGE STREET
RECEPTION NO. #####
PART OF ORIGINAL LOT XX
FORMERLY OF XXX TOWNSHIP
CITY OF AKRON, SUMMIT COUNTY, OHIO
AUGUST 2021

NOT FOR CONSTRUCTION

RIGHT-OF-WAY PLAT
EAST EXCHANGE STREET
COMPLETE STREETS

CITY OF AKRON
DEPARTMENT OF PUBLIC SERVICE
AKRON ENGINEERING BUREAU

2016-007-00
78
89

R:\Projects\2016007-00 East Exchange Complete Streets\Sheets\Exchange ROW Plt.dwg: 3/10/2022 9:59 AM: fischer, rick

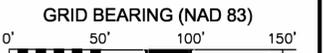
Mike Antenucci Zoning Department
I hereby certify that the survey delineated hereon was made under my direction during CURRENT DATE, and the survey is true and complete as shown.
Paul R. Couch Professional Surveyor No. 7824

LINE TABLE				CURVE TABLE				
LINE #	LENGTH	DIRECTION	CURVE #	LENGTH	RADIUS	DELTA	CHORD	BEARING
L30	42.00'	N00° 35' 35"W	C30	9.78'	10.000'	56°01'51"	9.39'	N61°08'34"E
L31	34.96'	S89° 09' 29"W	C31	13.09'	10.000'	75°00'15"	12.18'	S51°39'22"W
L32	222.23'	S89° 09' 29"W	C32	13.73'	20.000'	39°20'14"	13.46'	S71°10'24"E
L33	3.00'	N00° 49' 44"W	C33	6.84'	15.000'	26°06'57"	6.78'	S77°47'02"E
L34	223.60'	N89° 09' 29"E	C63	2.57'	10.012'	14°43'09"	2.56'	S06°46'17"W
L35	413.04'	S89° 09' 29"W						
L36	3.00'	N00° 49' 44"W						
L37	420.48'	N89° 09' 29"E						
L38	150.81'	S89° 09' 29"W						
L39	156.89'	N89° 09' 29"E						
L62	4.64'	S89° 09' 29"W						
L63	17.15'	N49° 57' 45"E						
L64	3.88'	S00° 35' 35"E						

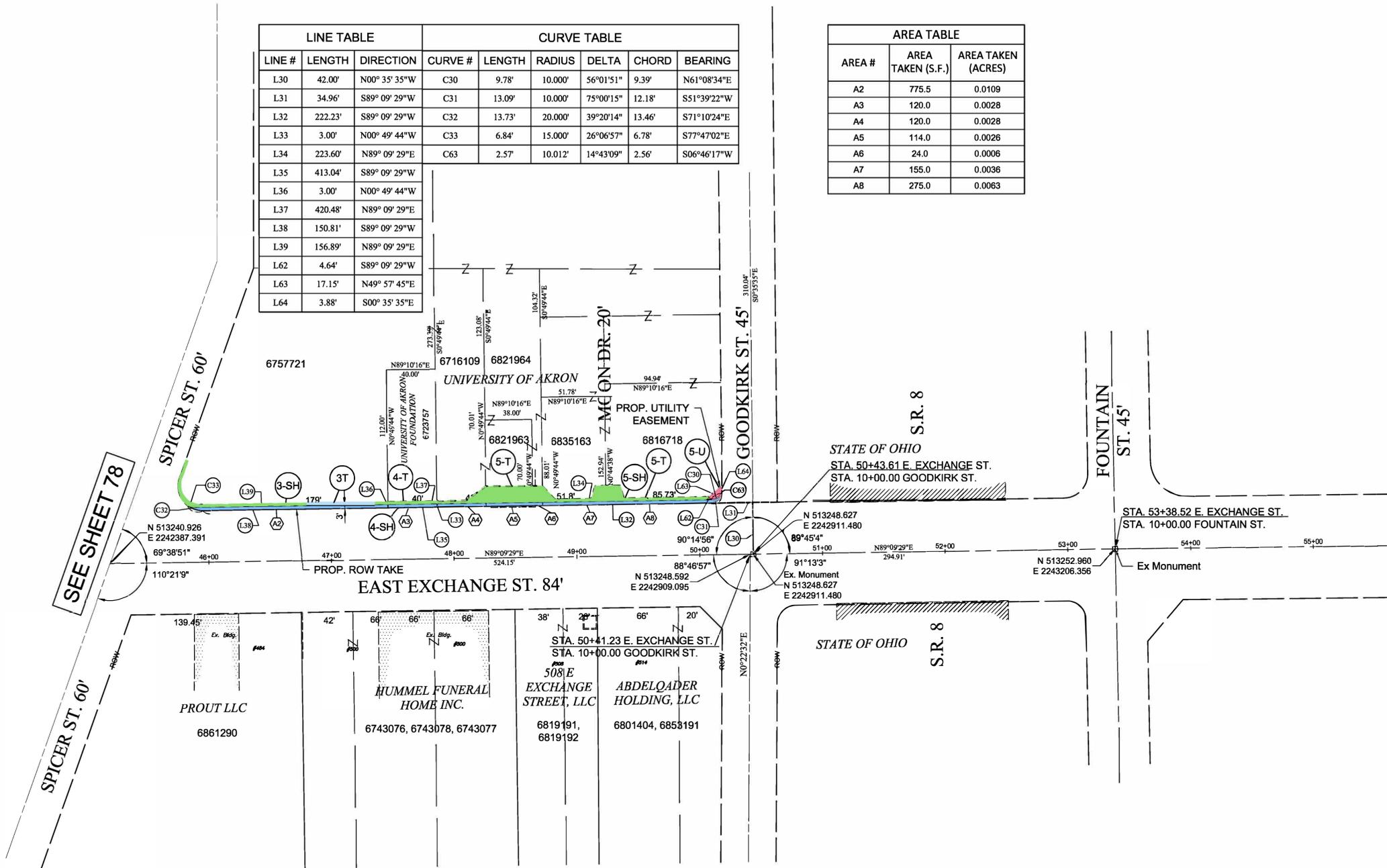
AREA TABLE		
AREA #	AREA TAKEN (S.F.)	AREA TAKEN (ACRES)
A2	775.5	0.0109
A3	120.0	0.0028
A4	120.0	0.0028
A5	114.0	0.0026
A6	24.0	0.0006
A7	155.0	0.0036
A8	275.0	0.0063

LEGEND

- ⊙ = CAPPED #5 REBAR FOUND & USED
- = IRON PIPE FOUND & USED
- = CAPPED CITY OF AKRON #5 REBAR SET
- ⊠ = CENTERLINE MONUMENT FOUND & USED
- △ = ANGLE POINT
- ▭ (pink) = UTILITY EASEMENT
- ▭ (blue) = PROPOSED STANDARD HIGHWAY EASEMENT
- ▭ (green) = TEMPORARY TAKE



BASIS OF BEARINGS:
OHIO STATE PLANE COORDINATE SYSTEM
NORTH ZONE (NAD 83)



SEE SHEET 78

NOT FOR CONSTRUCTION

RIGHT-OF-WAY PLAT SHEET

EAST EXCHANGE STREET COMPLETE STREETS

CITY OF AKRON
DEPARTMENT OF PUBLIC SERVICE
AKRON ENGINEERING BUREAU

2016-007-00

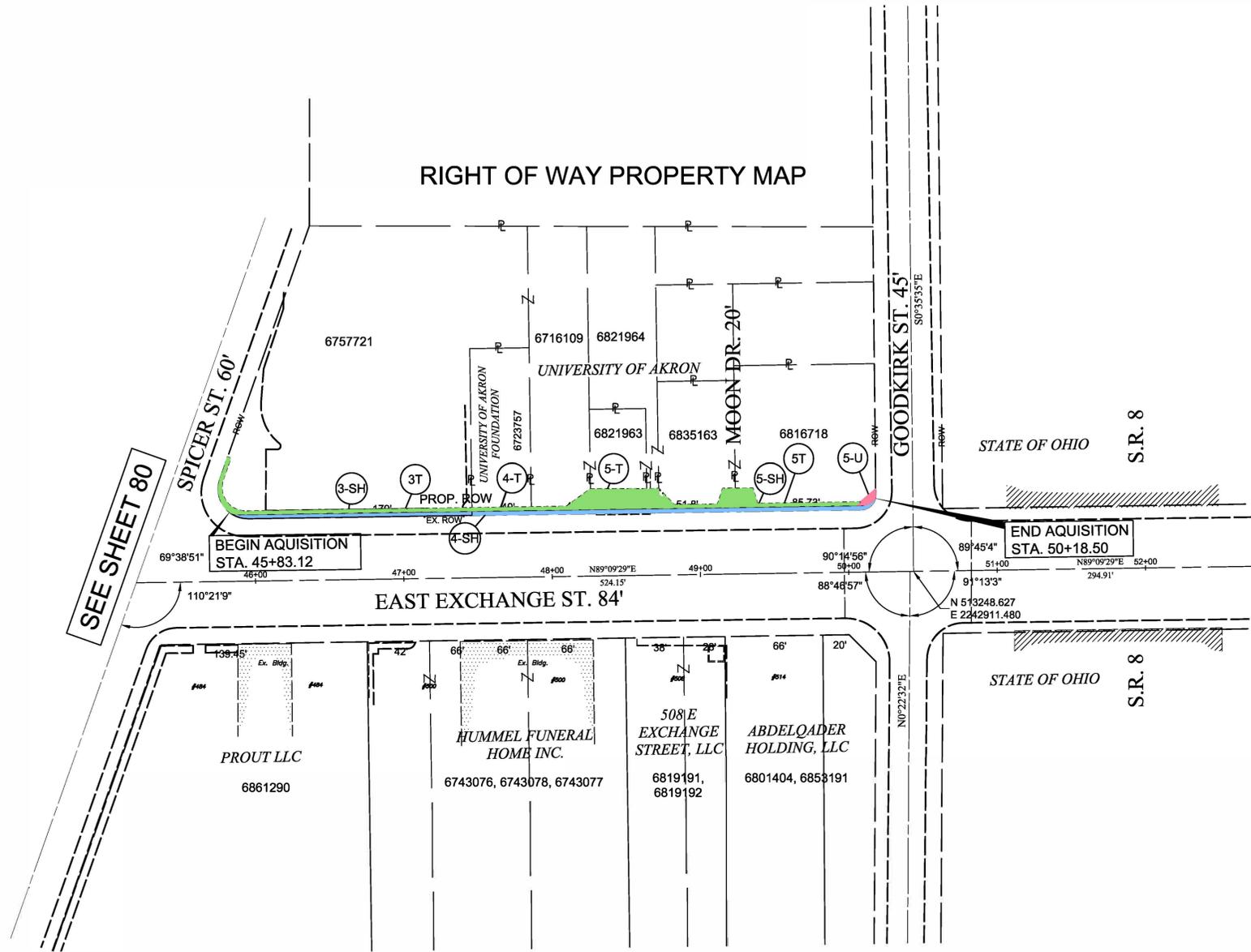


Mike Antenucci Zoning Department

I hereby certify that the survey delineated hereon was made under my direction during CURRENT DATE, and the survey is true and complete as shown.

Paul R. Couch Professional Surveyor No. 7824

R:\Projects\2016007-00 East Exchange Complete Streets\Sheets\Exchange ROW Property.dwg, 3/10/2022 9:59 AM, ifischer, rick



SEE SHEET 80



GRANTEE NOTE:
ALL RIGHT-OF-WAY ACQUIRED IN THE NAME OF THE CITY OF AKRON.

TOTAL NUMBER OF:
2 - OWNERSHIP
3 - PARCELS
3 - TOTAL TAKES

PARCEL IDENTIFIER LEGEND:
SH = STANDARD HIGHWAY EASEMENT
U = UTILITY EASEMENT
T = TEMPORARY TAKE

2016-007-00		CITY OF AKRON DEPARTMENT OF PUBLIC SERVICE AKRON ENGINEERING BUREAU	EAST EXCHANGE STREET COMPLETE STREETS	PROPERTY MAP	REVISIONS	DATE
					DRAWN RWF	CHECKED RWF

NOT FOR CONSTRUCTION

TOTAL NUMBER OF :
 2 OWNERSHIPS
 5 TOTAL TAKES
 5 PARCELS
 0 OWNERSHIPS W/ STRUCTURES INVOLVED

NET RESIDUE = RECORD AREA - TOTAL P.R.O. - NET TAKE

GRANTEE:
 ALL RIGHT OF WAY ACQUIRED IN THE NAME OF THE
 CITY OF AKRON UNLESS OTHERWISE SHOWN.

ALL AREAS IN ACRES

PARCEL NO.	OWNER	SHEET NO.	OWNERS RECORD		AUDITOR'S PARCEL	RECORD AREA	TOTAL P.R.O.	GROSS TAKE	P.R.O. IN TAKE	NET TAKE	STRUCTURE	NET RESIDUE		TYPE FUND	REMARKS	AS ACQUIRED	
			BOOK	PAGE								LEFT	RIGHT			BOOK	PAGE
1-SH	UNIVERSITY OF AKRON	80			6841448	12.8300		0.1376		0.1376	NO	12.6924			Roadway Reconstruction, Take 23 Trees		
1-U	UNIVERSITY OF AKRON	80			6841448	12.6924		0.0348		0.0348	NO	12.6576			Utility Easement		
1-T	UNIVERSITY OF AKRON	80			6841448	12.6576		0.0509		0.0509		12.6067			Grading		
2-U	UNIVERSITY OF AKRON	80			6841447	0.0898		0.0058		0.0058		0.0840			Utility Easement		
	UNIVERSITY OF AKRON	80			6744116	0.1297		0.0041		0.0041		0.1256			Utility Easement		
	UNIVERSITY OF AKRON	80			6730139	0.1333		0.0042		0.0042		0.1291			Utility Easement		
	UNIVERSITY OF AKRON	80			6854343	0.3204		0.0102		0.0102		0.3102			Utility Easement		
	UNIVERSITY OF AKRON	80			6762714	11.9947		0.0188		0.0188		11.9759			Utility Easement		
	UNIVERSITY OF AKRON	80			6719032	0.1227		0.0055		0.0055		0.1172			Utility Easement		
	UNIVERSITY OF AKRON	80			6737314	0.3242		0.0078		0.0078		0.3164			Utility Easement		
	UNIVERSITY OF AKRON	80			6717778	0.2528		0.0061		0.0061		0.2467			Utility Easement		
	UNIVERSITY OF AKRON	80			6802815	0.2623		0.0063		0.0063		0.2560			Utility Easement		
	UNIVERSITY OF AKRON	80			6731544	0.2622		0.0063		0.0063		0.2559			Utility Easement		
	UNIVERSITY OF AKRON	80			6724122	0.1900		0.0063		0.0063		0.1837			Utility Easement		
	UNIVERSITY OF AKRON	80			6833702	0.0927		0.0046		0.0046		0.0881			Utility Easement		
	UNIVERSITY OF AKRON	80			6833701	0.0656		0.0032		0.0032		0.0624			Utility Easement		
	UNIVERSITY OF AKRON	80			6822741	0.2025		0.0084		0.0084		0.1941			Utility Easement		
					Total	14.4429		0.0976		0.0976		14.3453					
2-T	UNIVERSITY OF AKRON	80			6841447	0.0840		0.0025		0.0025		0.0815			Grading		
	UNIVERSITY OF AKRON	80			6744116	0.1256		0.0017		0.0017		0.1239			Grading		
	UNIVERSITY OF AKRON	80			6730139	0.1291		0.0017		0.0017		0.1274			Grading		
	UNIVERSITY OF AKRON	80			6854343	0.3102		0.0041		0.0041		0.3061			Grading		
	UNIVERSITY OF AKRON	80			6762714	11.9759		0.0075		0.0075		11.9684			Grading		
	UNIVERSITY OF AKRON	80			6719032	0.1172		0.0022		0.0022		0.1150			Grading		
	UNIVERSITY OF AKRON	80			6737314	0.3164		0.0031		0.0031		0.3133			Grading		
	UNIVERSITY OF AKRON	80			6717778	0.2467		0.0024		0.0024		0.2443			Grading		
	UNIVERSITY OF AKRON	80			6802815	0.2560		0.0025		0.0025		0.2535			Grading		
	UNIVERSITY OF AKRON	80			6731544	0.2559		0.0025		0.0025		0.2534			Grading		
	UNIVERSITY OF AKRON	80			6724122	0.1837		0.0025		0.0025		0.1812			Grading		
	UNIVERSITY OF AKRON	80			6833702	0.0881		0.0018		0.0018		0.0863			Grading		
	UNIVERSITY OF AKRON	80			6833701	0.0624		0.0013		0.0013		0.0611			Grading		
	UNIVERSITY OF AKRON	80			6822741	0.1941		0.0036		0.0036		0.1905			Grading		
					Total	14.3453		0.0394		0.0394		14.3059					
3-SH	UNIVERSITY OF AKRON	81			6757721	0.7137		0.0109		0.0109		0.7028			Roadway Reconstruction, Take 1 Lightpole		
3-T	UNIVERSITY OF AKRON	81			6757721	0.7028		0.0098		0.0098		0.6930			Grading		
4-SH	UNIVERSITY OF AKRON FOUNDATION	81			6723757	0.1028		0.0036		0.0036		0.0992			Roadway Reconstruction		
4-T	UNIVERSITY OF AKRON FOUNDATION	81			6723757	0.0992		0.0018		0.0018		0.0974			Grading		
5-SH	UNIVERSITY OF AKRON	81			6716109	0.0107		0.0036		0.0036		0.0071			Roadway Reconstruction		
	UNIVERSITY OF AKRON	81			6821963	0.0611		0.0035		0.0035		0.0576			Roadway Reconstruction, Take Brick Ret. Walls		
	UNIVERSITY OF AKRON	81			6821964	0.1425		0.0007		0.0007		0.1418			Roadway Reconstruction, Take Brick Ret. Wall		
	UNIVERSITY OF AKRON	81			6835163	0.1045		0.0047		0.0047		0.0998			Roadway Reconstruction		
	UNIVERSITY OF AKRON	81			6816718	0.2123		0.0087		0.0087		0.2036			Roadway Reconstruction		
					Total	0.5311		0.0212		0.0212		0.5099					

SUMMARY OF ADDITIONAL RIGHT OF WAY
 NOT FOR CONSTRUCTION
 EAST EXCHANGE STREET COMPLETE STREETS
 CITY OF AKRON DEPARTMENT OF PUBLIC SERVICE AKRON ENGINEERING BUREAU

DATE: 3/10/22
 CHECKED: RWK
 DRAWN: RWK
 SCALE: NO SCALE
 REVISIONS:

R:\Projects\201607-00 East Exchange Complete Streets\Sheets\Summary of Right of Way.dwg, 3/10/2022 9:59 AM, fischer_rick

TYPES OF TITLE LEGEND:
 SH = STANDARD HIGHWAY EASEMENT
 U = UTILITY EASEMENT
 T = TEMPORARY EASEMENT

2016- 07-00

 82
 89

TOTAL NUMBER OF :
 2 OWNERSHIPS
 5 TOTAL TAKES
 5 PARCELS
 0 OWNERSHIPS W/ STRUCTURES INVOLVED

NET RESIDUE = RECORD AREA - TOTAL P.R.O. - NET TAKE

GRANTEE:
 ALL RIGHT OF WAY ACQUIRED IN THE NAME OF THE
 CITY OF AKRON UNLESS OTHERWISE SHOWN.

ALL AREAS IN ACRES

PARCEL NO.	OWNER	SHEET NO.	OWNERS RECORD		AUDITOR'S PARCEL	RECORD AREA	TOTAL P.R.O.	GROSS TAKE	P.R.O. IN TAKE	NET TAKE	STRUCTURE	NET RESIDUE		TYPE FUND	REMARKS	AS ACQUIRED	
			BOOK	PAGE								LEFT	RIGHT			BOOK	PAGE
5-T	UNIVERSITY OF AKRON	81			6716109	0.0071		0.0040		0.0040		0.0031			Grading		
	UNIVERSITY OF AKRON	81			6821963	0.0576		0.0116		0.0116		0.0460			Grading, Take Brick Ret. Walls & Steps		
	UNIVERSITY OF AKRON	81			6821964	0.1418		0.0024		0.0024		0.1394			Grading, Take Brick Ret. Wall & Driveway		
	UNIVERSITY OF AKRON	81			6825163	0.0998		0.0061		0.0061		0.0937			Grading, Take Walk & Driveway		
	UNIVERSITY OF AKRON	81			6816718	0.2036		0.0069		0.0069		0.1967			Grading, Take Walk & Driveway		
					Total	0.5099		0.0310		0.0310		0.4789					
5-U	UNIVERSITY OF AKRON	81			6816718	0.2123		0.0014		0.0014		0.2109			Utility Easement		
															RIGHT OF WAY FUNDING = 20% / 80% FEDERAL E170128		

DATE: 3/10/22
 CHECKED: RWK
 DRAWN: RWF
 SCALE: NO SCALE
 REVISIONS: DATE

NOT FOR CONSTRUCTION

SUMMARY OF ADDITIONAL RIGHT OF WAY

EAST EXCHANGE STREET COMPLETE STREETS

CITY OF AKRON
 DEPARTMENT OF PUBLIC SERVICE
 AKRON ENGINEERING BUREAU

2016-007-00

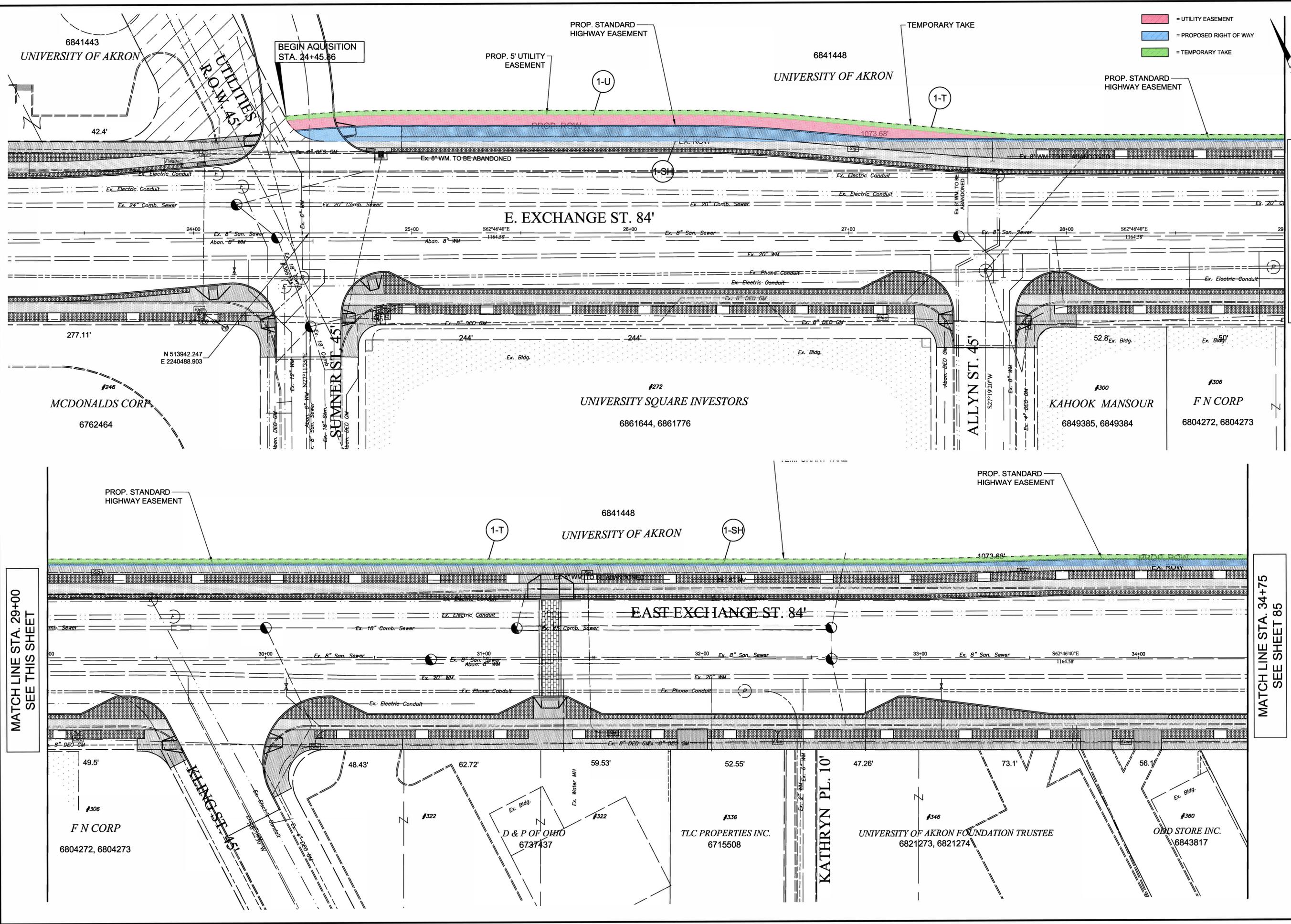


83
89

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TYPES OF TITLE LEGEND:
 SH = STANDARD HIGHWAY EASEMENT
 U = UTILITY EASEMENT
 T = TEMPORARY EASEMENT

R:\Projects\2016\007-00 East Exchange Complete Streets\Sheet\Exchange ROW Top20.dwg, 3/10/2022 10:00 AM, fischer, rick



- = UTILITY EASEMENT
- = PROPOSED RIGHT OF WAY
- = TEMPORARY TAKE



MATCH LINE STA. 29+00
SEE THIS SHEET

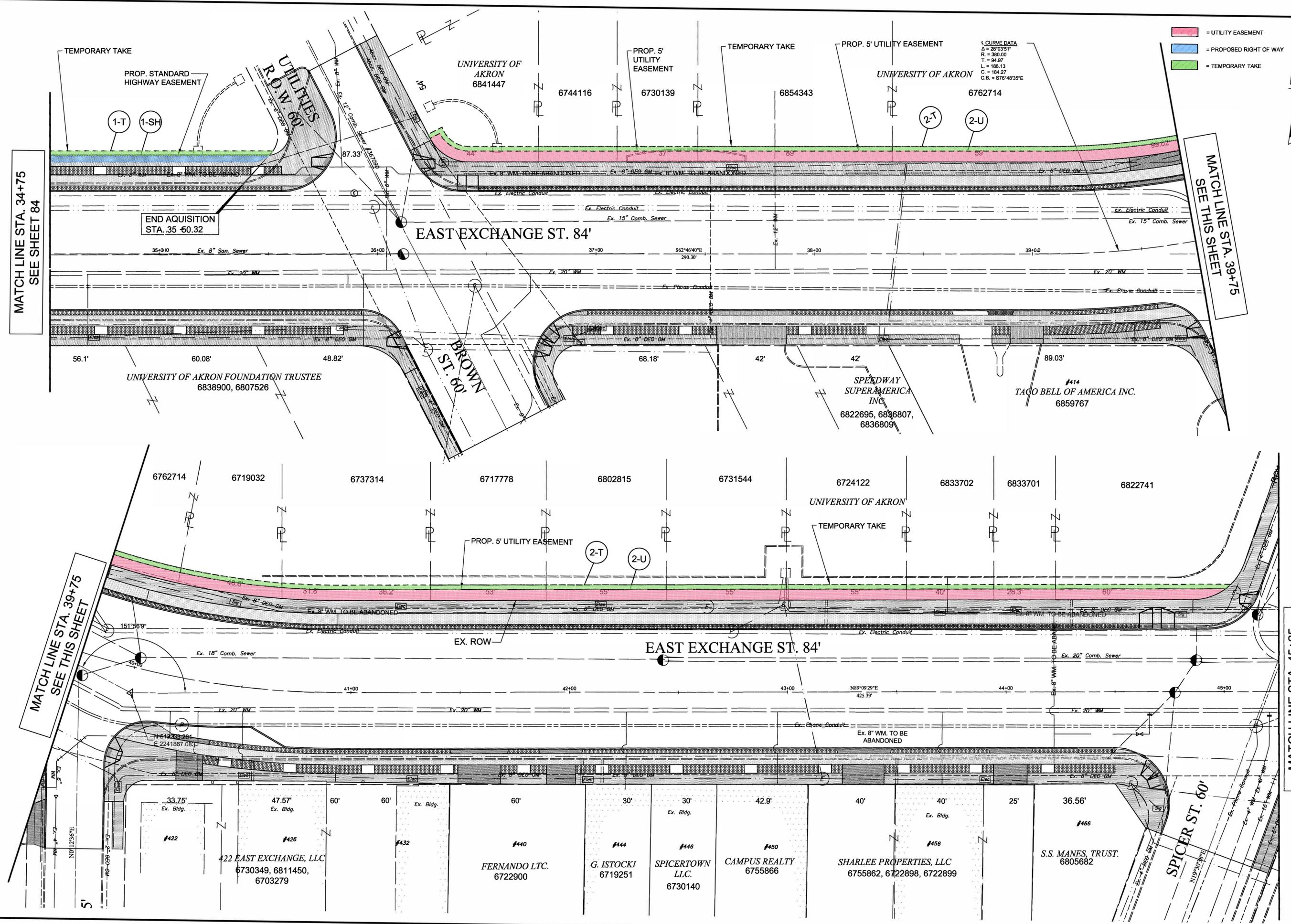
MATCH LINE STA. 34+75
SEE SHEET 85

MATCH LINE STA. 29+00
SEE THIS SHEET

NOT FOR CONSTRUCTION

DATE 3/10/22	DRAWN RWK	CHECKED RWK	SCALE: 1" = 20'
DATE	DATE	REVISIONS	
RIGHT-OF-WAY TOPOGRAPHIC MAP			
EAST EXCHANGE STREET COMPLETE STREETS			
CITY OF AKRON DEPARTMENT OF PUBLIC SERVICE AKRON ENGINEERING BUREAU			
2016-007-00	84	89	

R:\Projects\2016\07-00 East Exchange Street\Sheet\Exchange ROW Topo.dwg, 3/10/2022 10:00 AM, fischer, rick



- = UTILITY EASEMENT
- = PROPOSED RIGHT OF WAY
- = TEMPORARY TAKE

CURVE DATA
 $\Delta = 26^{\circ}03'51''$
 $R = 380.00$
 $T = 94.97$
 $L = 186.13$
 $C = 184.27$
 $C.B. = S76^{\circ}48'35''E$



MATCH LINE STA. 34+75
SEE SHEET 84

MATCH LINE STA. 39+75
SEE THIS SHEET

MATCH LINE STA. 39+75
SEE THIS SHEET

MATCH LINE STA. 45+25
SEE SHEET 86

2016-007-00	85 89	CITY OF AKRON DEPARTMENT OF PUBLIC SERVICE AKRON ENGINEERING BUREAU	EAST EXCHANGE STREET COMPLETE STREETS	RIGHT-OF-WAY TOPOGRAPHIC MAP	DATE 3/10/22
NOT FOR CONSTRUCTION					
			SCALE: 1" = 20'		
			REVISIONS		
			DATE		

- = CAPPED #5 REBAR FOUND & USED
- = IRON PIPE FOUND & USED
- = CAPPED PIPE OF AKRON # 5 REBAR SET
- = CENTERLINE MONUMENT FOUND & USED
- △ = ANGLE POINT
- = PROPOSED STANDARD HIGHWAY EASEMENT
- = UTILITY EASEMENT
- = TEMPORARY TAKE

DATE	3/10/22
CHECKED	RWV
DRAWN	RWV
SCALE:	1" = 20'

REVISIONS	DATE

RIGHT OF WAY BOUNDARY SHEET

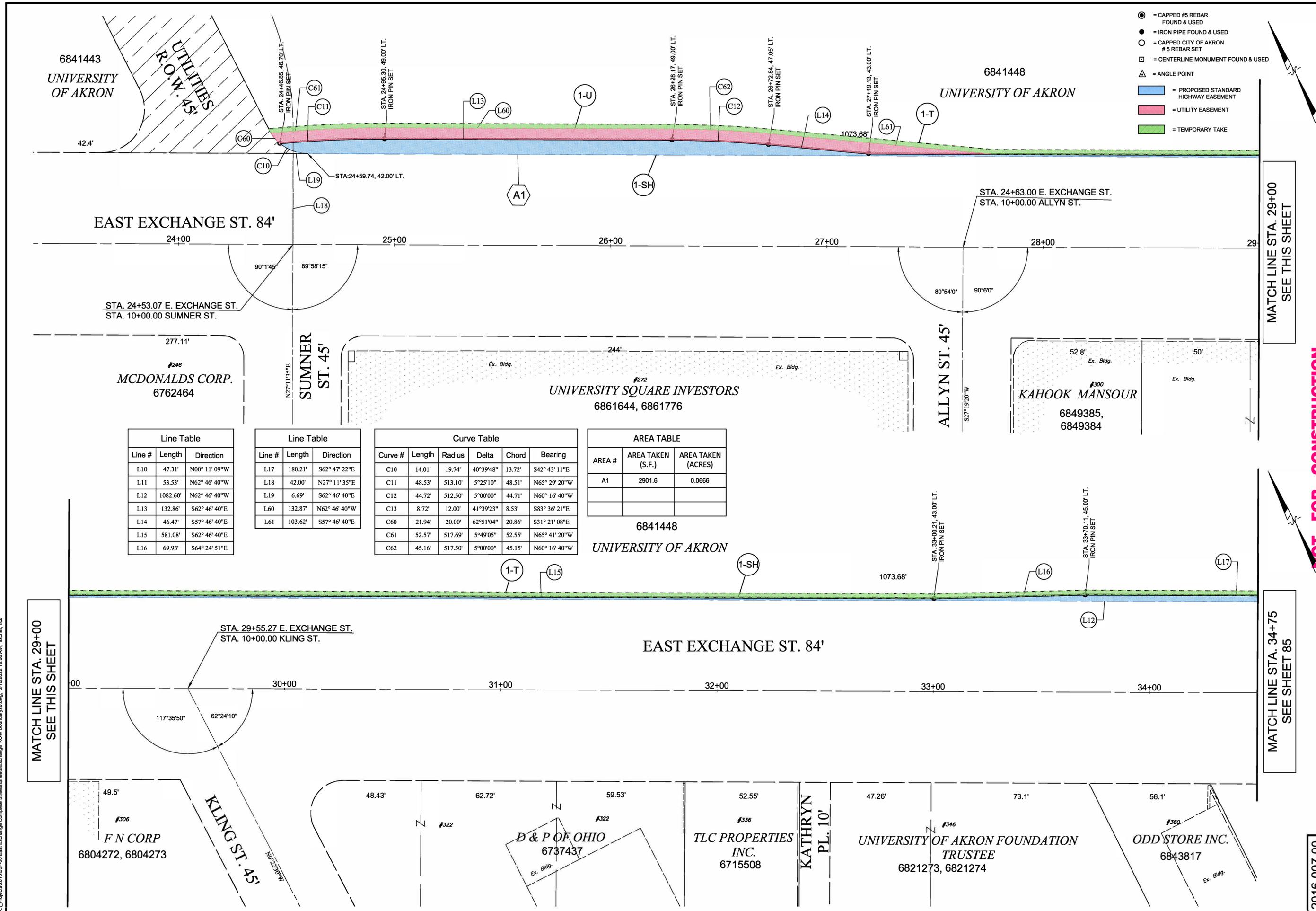
NOT FOR CONSTRUCTION

EAST EXCHANGE STREET COMPLETE STREETS

CITY OF AKRON
DEPARTMENT OF PUBLIC SERVICE
AKRON ENGINEERING BUREAU

2016-007-00

87
89



Line #	Length	Direction
L10	47.31'	N00° 11' 09"W
L11	53.53'	N62° 46' 40"W
L12	1082.60'	N62° 46' 40"W
L13	132.86'	S62° 46' 40"E
L14	46.47'	S57° 46' 40"E
L15	581.08'	S62° 46' 40"E
L16	69.93'	S64° 24' 51"E

Line #	Length	Direction
L17	180.21'	S62° 47' 22"E
L18	42.00'	N27° 11' 35"E
L19	6.69'	S62° 46' 40"E
L60	132.87'	N62° 46' 40"W
L61	103.62'	S57° 46' 40"E

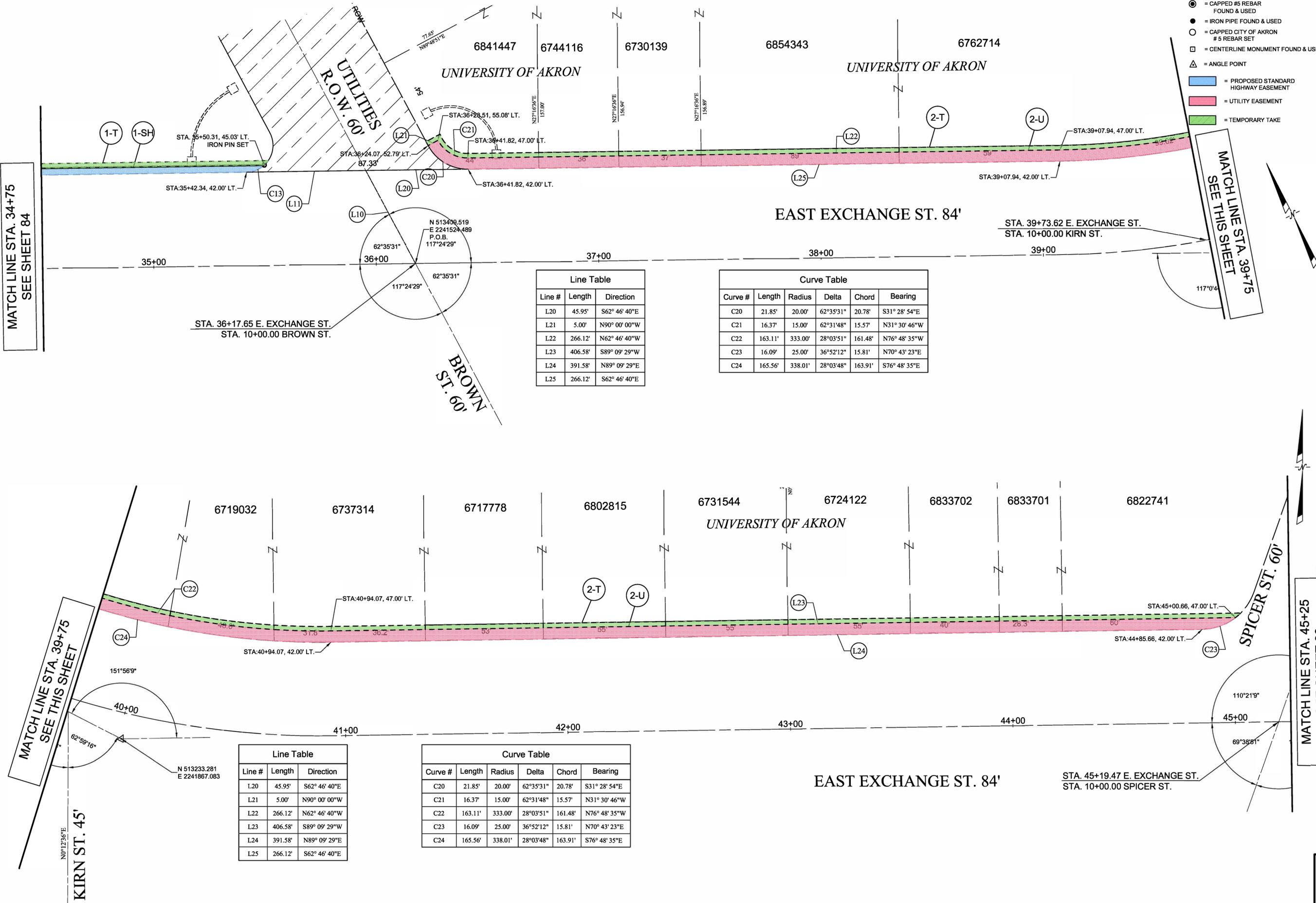
Curve #	Length	Radius	Delta	Chord	Bearing
C10	14.01'	19.74'	40°39'48"	13.72'	S42° 43' 11"E
C11	48.53'	513.10'	5°25'10"	48.51'	N65° 29' 20"W
C12	44.72'	512.50'	5°00'00"	44.71'	N60° 16' 40"W
C13	8.72'	12.00'	41°39'23"	8.53'	S83° 36' 21"E
C60	21.94'	20.00'	62°51'04"	20.86'	S31° 21' 08"E
C61	52.57'	517.69'	5°49'05"	52.55'	N65° 41' 20"W
C62	45.16'	517.50'	5°00'00"	45.15'	N60° 16' 40"W

AREA #	AREA TAKEN (S.F.)	AREA TAKEN (ACRES)
A1	2901.6	0.0666

6841448
UNIVERSITY OF AKRON

R:\Projects\2016007-00 East Exchange Complete Streets\Sheets\Exchange ROW Boundary.dwg, 3/10/2022 10:30 AM, fischer, rick

F:\Projects\2016007-00 East Exchange Complete Streets\Sheets\Exchange ROW Boundary.dwg, 3/10/2022 10:00 AM, fischer, rick



- = CAPPED #5 REBAR FOUND & USED
- = IRON PIPE FOUND & USED
- = CAPPED CITY OF AKRON # 5 REBAR SET
- = CENTERLINE MONUMENT FOUND & USED
- △ = ANGLE POINT
- = PROPOSED STANDARD HIGHWAY EASEMENT
- = UTILITY EASEMENT
- = TEMPORARY TAKE

Line Table		
Line #	Length	Direction
L20	45.95'	S62° 46' 40"E
L21	5.00'	N90° 00' 00"W
L22	266.12'	N62° 46' 40"W
L23	406.58'	S89° 09' 29"W
L24	391.58'	N89° 09' 29"E
L25	266.12'	S62° 46' 40"E

Curve Table					
Curve #	Length	Radius	Delta	Chord	Bearing
C20	21.85'	20.00'	62°35'31"	20.78'	S31° 28' 54"E
C21	16.37'	15.00'	62°31'48"	15.57'	N31° 30' 46"W
C22	163.11'	333.00'	28°03'51"	161.48'	N76° 48' 35"W
C23	16.09'	25.00'	36°52'12"	15.81'	N70° 43' 23"E
C24	165.56'	338.01'	28°03'48"	163.91'	S76° 48' 35"E

Line Table		
Line #	Length	Direction
L20	45.95'	S62° 46' 40"E
L21	5.00'	N90° 00' 00"W
L22	266.12'	N62° 46' 40"W
L23	406.58'	S89° 09' 29"W
L24	391.58'	N89° 09' 29"E
L25	266.12'	S62° 46' 40"E

Curve Table					
Curve #	Length	Radius	Delta	Chord	Bearing
C20	21.85'	20.00'	62°35'31"	20.78'	S31° 28' 54"E
C21	16.37'	15.00'	62°31'48"	15.57'	N31° 30' 46"W
C22	163.11'	333.00'	28°03'51"	161.48'	N76° 48' 35"W
C23	16.09'	25.00'	36°52'12"	15.81'	N70° 43' 23"E
C24	165.56'	338.01'	28°03'48"	163.91'	S76° 48' 35"E

DATE	3/10/22
	CHECKED
DRAWN	RWK
	SCALE: 1" = 20'
RIGHT OF WAY BOUNDARY SHEET	
EAST EXCHANGE STREET COMPLETE STREETS	
CITY OF AKRON DEPARTMENT OF PUBLIC SERVICE AKRON ENGINEERING BUREAU	
2016-007-00	

NOT FOR CONSTRUCTION

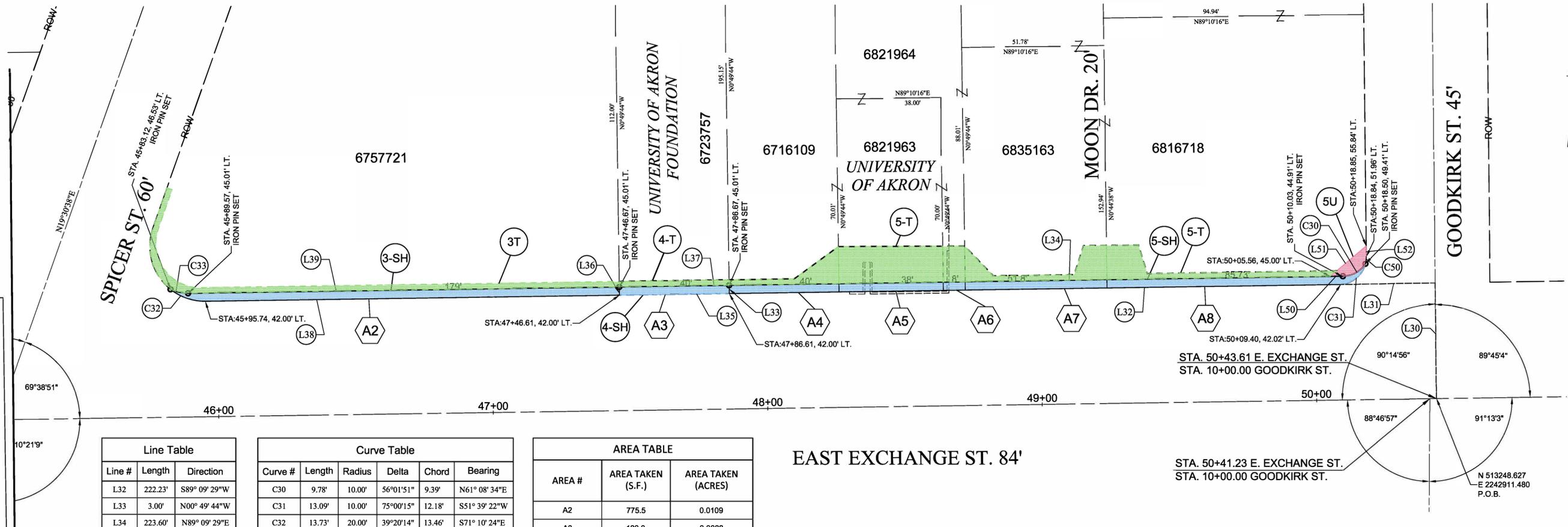
MATCH LINE STA. 34+75
SEE SHEET 84

MATCH LINE STA. 39+75
SEE THIS SHEET

MATCH LINE STA. 39+75
SEE THIS SHEET

MATCH LINE STA. 45+25
SEE SHEET 86

MATCH LINE STA. 45+25
SEE SHEET 85



Line Table		
Line #	Length	Direction
L32	222.23'	S89° 09' 29"W
L33	3.00'	N00° 49' 44"W
L34	223.60'	N89° 09' 29"E
L35	413.04'	S89° 09' 29"W
L36	3.00'	N00° 49' 44"W
L37	420.48'	N89° 09' 29"E
L38	150.81'	S89° 09' 29"W
L39	156.89'	N89° 09' 29"E
L50	4.64'	S89° 09' 29"W
L51	17.15'	N49° 57' 45"E
L52	3.88'	S00° 35' 35"E

Curve Table					
Curve #	Length	Radius	Delta	Chord	Bearing
C30	9.78'	10.00'	56°01'51"	9.39'	N61° 08' 34"E
C31	13.09'	10.00'	75°00'15"	12.18'	S51° 39' 22"W
C32	13.73'	20.00'	39°20'14"	13.46'	S71° 10' 24"E
C33	6.84'	15.00'	26°06'57"	6.78'	S77° 47' 02"E
C50	2.57'	10.01'	14°43'09"	2.56'	S06° 46' 17"W

AREA TABLE		
AREA #	AREA TAKEN (S.F.)	AREA TAKEN (ACRES)
A2	775.5	0.0109
A3	120.0	0.0028
A4	120.0	0.0028
A5	114.0	0.0026
A6	24.0	0.0006
A7	155.0	0.0036
A8	275.0	0.0063

EAST EXCHANGE ST. 84'

STA. 50+41.23 E. EXCHANGE ST.
STA. 10+00.00 GOODKIRK ST.

- = CAPPED #5 REBAR FOUND & USED
- = IRON PIPE FOUND & USED
- = CAPPED CITY OF AKRON # 5 REBAR SET
- = CENTERLINE MONUMENT FOUND & USED
- △ = ANGLE POINT
- = PROPOSED STANDARD HIGHWAY EASEMENT
- = UTILITY EASEMENT
- = TEMPORARY TAKE

NOT FOR CONSTRUCTION

RIGHT OF WAY BOUNDARY SHEET

CITY OF AKRON
DEPARTMENT OF PUBLIC SERVICE
AKRON ENGINEERING BUREAU

2016-007-00

DATE	REVISIONS
3/10/22 <td></td>	

DATE	CHECKED	SCALE:
3/10/22 <td>RWK <td>1" = 20'</td> </td>	RWK <td>1" = 20'</td>	1" = 20'

FINANCE & ADMINISTRATION COMMITTEE

TAB 6

**LOCAL ADMINISTRATION OF
STATE-FUNDED CAPITAL PROJECTS**



INTEROFFICE CORRESPONDENCE
Capital Planning and Facilities Management
EXT - 8316 FAX - 5838

TO: Dallas A. Grundy
Senior Vice President and Chief Financial Officer

FROM: Stephen L. Myers, NCARB, LEED AP BD+C
Chief Planning and Facilities Officer

A handwritten signature in blue ink, appearing to read "SLM", with a long horizontal line extending to the right.

DATE: May 26, 2022

SUBJECT: Local Administration of State Funded Capital Projects

The Ohio Department of Administrative Services implemented the Local Administration Competency Certification Program for state funded capital projects. The process permits colleges and universities to locally administer stated funded capital projects instead of the Department of Administrative Services performing that role. Local administration results in project timeline efficiencies and fiscally benefits the participants as the 1.5 percent administrative fee accrues to the benefit of the respective college or university.

Those colleges and universities that participate in the program must provide written notice to the Ohio Department of Higher Education via a Board of Trustee's resolution that asserts the college or university will comply with the laws that govern the selection of consultants, preparation and approval of contract documents, receipt of bids, and award of contacts.

To participate, the University of Akron's Board of Trustees (Board) must periodically assert its approval. Our Board most recently provided its approval during its October 10, 2018 meeting via Resolution 10- 04-18.

This resolution is identical to Resolution 10-04-18 with one exception: in accordance with current rules, the Ohio Facilities Construction Commission replaces the Ohio Department of Administrative Services.

The accompanying resolution, if approved by the Board, satisfies the requirements, and will enable the University to continue to locally manage its state capital funded projects.

I recommend the University of Akron continues its participation in the Local Administration Competency Certification Program and request your approval and that of the Board of Trustees at its meeting on June 15, 2022.

THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Local Administration of Capital Projects

WHEREAS, The Local Administration Competency Certification Program (the “Program”) allows institutions of higher education to administer state-funded capital facilities projects pursuant to Ohio Revised Code §3345.51, without the supervision, control or approval of the Ohio Department of Administrative Services; and

WHEREAS, The University desires to participate in the Program and administer its own capital facilities program for State funded projects: Now, Therefore,

BE IT RESOLVED, That the appropriate University officials are directed to take all necessary steps to accomplish that purpose, including without limitation, giving written notice to the Chancellor of Ohio Department of Higher Education, pursuant to Ohio Revised Code §3345.51(A)(2), of the Board of Trustees’ request to administer a capital facilities project; and

BE IT FURTHER RESOLVED, That pursuant to the requirements of Ohio Revised Code §3345.51(A)(3), the University intends to comply with Ohio Revised Code §153.13 and the guidelines established pursuant to Ohio Revised Code §153.16, as well as all laws that govern the selection of consultants, preparation and approval of contract documents, receipt of bids and award of contracts with respect to the project; and

BE IT FURTHER RESOLVED, That pursuant to the requirements of Ohio Revised Code §123.24(D)(6), the University agrees to indemnify and hold harmless the state of Ohio and the Ohio Facilities Construction Commission for any claim of injury, loss or damage that results from the University’s administration of a capital facilities project pursuant to the Program; and

BE IT FURTHER RESOLVED, That pursuant to the requirements of Ohio Revised Code §123.24(D)(5), the University will conduct biennial audits of the University’s administration of capital facilities projects in accordance with Ohio Revised Code §3345.51(C); and,

BE IT FURTHER RESOLVED, That pursuant to the requirement of Ohio Revised Code §123.24(D)(2), the University will select new employees to participate in the Program as necessary to compensate for employee turnover.

M. Celeste Cook, Secretary
Board of Trustees

June 15, 2022

FINANCE & ADMINISTRATION COMMITTEE

TAB 7

REAL ESTATE AUTHORIZATION



INTEROFFICE CORRESPONDENCE
Capital Planning and Facilities Management
EXT - 8316 FAX - 5838

TO: Dallas A. Grundy
Senior Vice President and Chief Financial Officer

FROM: Stephen L. Myers, NCARB, LEED AP BD+C 
Chief Planning and Facilities Officer

DATE: May 26, 2022

SUBJECT: Extension of the Resolution 10-3-19. Pertaining to the Acquisition, Exchange, and Disposition of Real and Improved Property.

The University administration is managing ongoing discussions related to property matters on a number of fronts. Resolution 10-3-19 expired in June 2021. The attached resolution provides for the continuous authorization, without interruption, of the authority to manage property matters through June 30, 2024. All transactions will continue the requirement to report back to the Board of Trustees.

I recommend the University of Akron grant the Senior Vice President and CFO the authority to manage property matters in accordance with the attached resolution and resolution 10-3-19 until June 30, 2024 and request your approval and that of the Board of Trustees at its meeting on June 15, 2022.

THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Pertaining to the Acquisition, Exchange, and Disposition
of Real and Improved Property

WHEREAS, The University of Akron (the "University") adopted Resolution 10-3-19 (attached as Exhibit A) at its October 9, 2019 meeting of the Board of Trustees, which authorized the University's administration to obtain, exchange, and/or dispose of real and improved property to better align the University's property ownership with what is necessary to meet the needs of the University's mission; and

WHEREAS, Pursuant to this authority, the University administration has undertaken steps to better align its real and improved property assets with its mission, and the administration continues in these efforts; and

WHEREAS, The Board desires to extend the authority granted in Resolution 10-3-19; Now, Therefore,

BE IT RESOLVED, That the authority granted in Resolution 10-3-19 is extended as without interruption, and that the authority originally granted to the Vice President for Finance and Administration/CFO through Resolution 10-3-19 now is granted to the Senior Vice President/CFO, consistent with the requirements of the original resolution; and

BE IT FURTHER RESOLVED, That such authority remains effective through June 30, 2024, unless otherwise revoked, modified, or extended by the Board.

M. Celeste Cook, Secretary
Board of Trustees

THE UNIVERSITY OF AKRON

RESOLUTION 10-3-19

Pertaining to the Acquisition, Exchange, and Disposition of
Real and Improved Property

WHEREAS, The University of Akron (the "University") periodically reviews its need for space and facilities on its campus in relation to the performance of its mission; and

WHEREAS, From time to time, the University may determine that certain real and improved property no longer is critical to its mission, and/or that certain real and improved property is better suited to meet the needs of the University's mission; and

WHEREAS, The University desires to be able to manage these needs in a timely and efficient manner; Now, Therefore,

BE IT RESOLVED, That the Vice President for Finance and Administration/CFO is authorized to obtain, exchange and/or dispose of real and improved property, subject to the written approval of the Chair of the Board of Trustees, the Chair of the Finance and Administration Committee of the Board of Trustees, and the President; and

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO is authorized to execute such documents as may be necessary to conclude the transaction, subject to review for legal form and sufficiency by the Office of General Counsel and consistent with the requirements of the State of Ohio and its Department of Administrative Services; and

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO will report back to the Board of Trustees at a future meeting soon following the conclusion of the transaction; and

BE IT FURTHER RESOLVED, That such authority is effective upon the approval of this resolution through June 30, 2021, unless otherwise revoked, modified, or extended by the Board.




M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 8

**FALL 2022 COHORT TUITION GUARANTEE,
REGIONAL TUITION GUARANTEE, AND
FISCAL YEAR 2022-23 TUITION WAIVERS**



DATE: May 26, 2022

TO: Dallas A. Grundy, MBA
Senior Vice President and Chief Financial Officer

FROM: Misty M. Villers, CPA 
Interim Director of Budget, Planning & Strategy

SUBJECT: FY2022-23 Tuition, Fees and Waiver renewal

As requested of me, I provide the accompanying appendices, which detail the guaranteed tuition rates for the main and regional campuses as well as an updated tuition waiver for the RN to BSN program.

Where appropriate, upon Board approval, changes will be submitted to the Ohio Department of Education (ODHE) for review and approval. Changes that require ODHE approval will not be instituted without such approval.

The proposed changes are as follows:

- Appendix A: Tuition Guarantee (for consideration and approval)

As permitted by enabling legislation, an increase of 4.6 percent for the Akron and Regional Guaranteed Tuition Program rates effective for the Fall 2022 cohort.
- Appendix B: Renewal of RN to BSN tuition waiver (for consideration and approval)

These recommendations should be presented for consideration and approval at the June 15, 2022 Board of Trustees meeting.

Resource Analysis & Budgeting
Akron, OH 44325-6202
330-972-7019 Office · 330-972-6317 Fax

THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Acceptance of Fall 2022 Cohort Tuition Guarantee, Regional Tuition Guarantee,
and Fiscal Year 2022-23 Rate Changes

WHEREAS, Consistent with Ohio Revised Code Section 3345.48, The University of Akron (the “University”) implemented an undergraduate Tuition Guarantee Program for tuition, room and board, and select University fees (the “Tuition Guarantee”); and

WHEREAS, Per Resolution 4-5-21, the Board did not increase the Tuition Guarantee or the Regional Tuition Guarantee in fall 2021 for Fiscal Year 2021-22; and

WHEREAS, Ohio Revised Code Section 3345.48 permits the University’s Board of Trustees (the “Board”) to increase the Tuition Guarantee for each subsequent cohort by up to the sum of: (a) the average rate of inflation for the previous thirty-six-month period and, (b) the percentage amount the General Assembly restrains increases on in-state undergraduate instructional and general fees for the applicable fiscal year; and

WHEREAS, The Board desires to increase the Tuition Guarantee pricing for the fall 2022 Cohort, consistent with the amounts permissible under Ohio Revised Code Section 3345.48; and

WHEREAS, The Board desires to increase the Regional Tuition Guarantee pricing for the fall 2022 Cohort, consistent with the amounts permissible under Ohio Revised Code Section 3345.48; and

WHEREAS, The University desires to modify or eliminate certain tuition rates and waivers to better reflect the services to which the fees apply, which are not part of the Tuition Guarantee Program (the “Rate Changes” for the Fiscal Year 2022-23) and

WHEREAS, These changes are reflected in the attached Appendices A and B; Now, Therefore,

BE IT RESOLVED, That the 2022 Cohort Tuition Guarantee and fall 2022 Cohort Regional Tuition Guarantee be approved; and

BE IT FURTHER RESOLVED, That the Fiscal Year 2022-23 adjusted tuition waivers for students participating in the RN to BSN program be approved.

M. Celeste Cook, Secretary
Board of Trustees

June 15, 2022

**APPENDIX A
THE UNIVERSITY OF AKRON
FY2022-23 TUITION GUARANTEE**

	Current TG21	Proposed TG22	Dollar Change	Percentage Change
Akron Tuition Guarantee (per SCH)	\$ 495.00	\$ 517.77	\$ 22.77	4.6%

	Current RG21	Proposed RG22	Dollar Change	Percentage Change
Regional Tuition Guarantee (per SCH)				
Lower Level	up to \$ 294.21	\$ 307.74	\$ 13.53	4.6%
Upper Level	up to \$ 330.44	\$ 345.64	\$ 15.20	4.6%

**APPENDIX B
THE UNIVERSITY OF AKRON
FY2021-2022 AND 2022-23 TUITION WAIVER RENEWALS**

	UA Tuition & Select Fees¹	Waiver	Amount Student Pays	Waiver as % of Tuition
Fall 21 actual (32 credit hour program)				
RN to BSN Tuition (per credit hour)	\$438.00	\$91.92	\$346.08	21%
RN to BSN Tuition for Ohio RNs (per credit hour)	\$438.00	\$155.42	\$282.58	35%
Fall 22 proposed waiver (31 credit hour program)				
RN to BSN Tuition (per credit hour)	\$458.89	\$96.89	\$362.00	21%
increase from FY22			4.6%	
RN to BSN Tuition for Ohio RNs (per credit hour)	\$458.89	\$163.31	\$295.58	36%
increase from FY22			4.6%	

¹ Per Directive 2021-011 the RN to BSN students will pay the General Service Fee and Admin Fee (\$35.70 + \$30/term) in addition to the reduced tuition.

² The \$1/credit hour non-resident surcharge would also be assessed where applicable.

FINANCE & ADMINISTRATION COMMITTEE

TAB 9

GIFTS

WE RISE TOGETHER

The Campaign for
The University of Akron

DATE: May 26, 2022

TO: Kimberly M. Cole
Vice President, Advancement
Executive Director, The University of Akron Foundation

FROM: Terrie L. Sampson 
Director of Development, Stewardship

SUBJECT: Gift Attainment for Fiscal Year 2022 (July 1, 2021 – April 30, 2022)

Attached are a progress report for the We Rise Together Campaign and gift attainment charts for fiscal year 2022. **Attachment A** provides a summary of The University of Akron's progress toward the \$150 million campaign goal, and **Attachment B** details giving through cash, pledges due, bequests received, as well as gifts-in-kind from University of Akron constituents from July 1, 2021, through April 30, 2022.

Of note:

- Total attainment for fiscal year 2022 from July 1, 2021, through April 30, 2022, is \$11,337,351.
- Since July 1, 2021, support for endowed funds totaled \$3,619,556, seventy percent of which (\$2,571,183) was designated to endowed scholarships.
- Since the launch of the We Rise Together Campaign in February 2020, The University of Akron has generated \$49,619,103 in commitments, reaching 33% of the \$150 million goal as of April 30, 2022.

With your approval, I request submission of this report to the Board of Trustees for approval at its June 15, 2022, meeting.

Department of Development
Akron, Ohio 44325-2603
330-972-7238 (Office) 330-972-3800 (Fax)



The University of Akron
 Campaign Progress to Goal
 April 30, 2022 Report

**WE RISE
 TOGETHER**

The Campaign for
 The University of Akron

February 1, 2020 – April 30, 2022

OVERALL CAMPAIGN GOAL

\$150,000,000

Total Gifts Received	\$32,644,504
People	\$15,135,097
Place	\$1,823,779
Promise	\$15,685,628
New Gift Pledges Not Yet Realized	\$4,155,324
People	\$1,441,224
Place	\$0
Promise	\$2,714,100
Research Grants (as of August 31, 2021)	\$4,790,376
New Bequests Pledges Not Yet Realized	\$8,028,900
People	\$4,631,932
Place	\$400,001
Promise	\$2,996,967
# of New Bequest Pledges	36

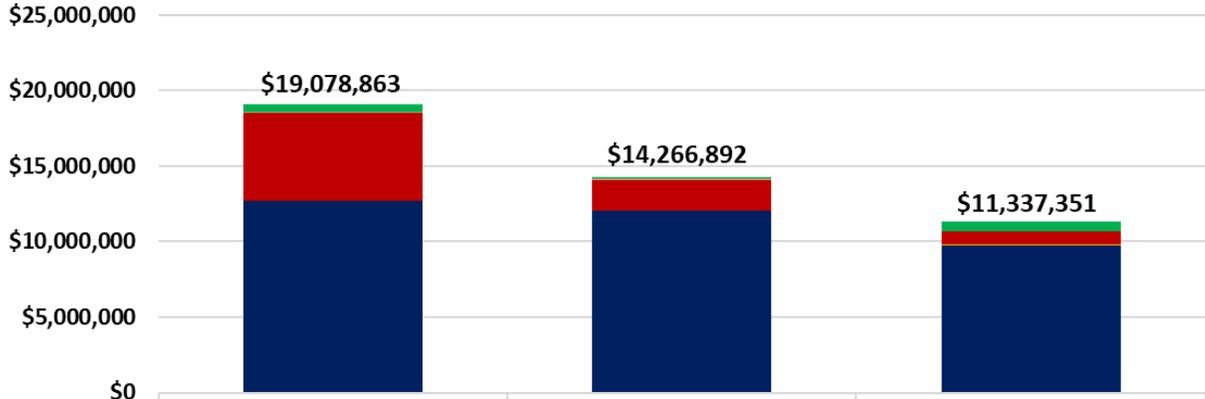
Total Campaign Commitments	\$49,619,103
% To Goal	33%

Total Commitments - People	\$21,208,252
Total Commitments - Place	\$2,223,780
Total Commitments - Promise	\$21,396,694
Research Grants	\$4,790,376

Attachment B

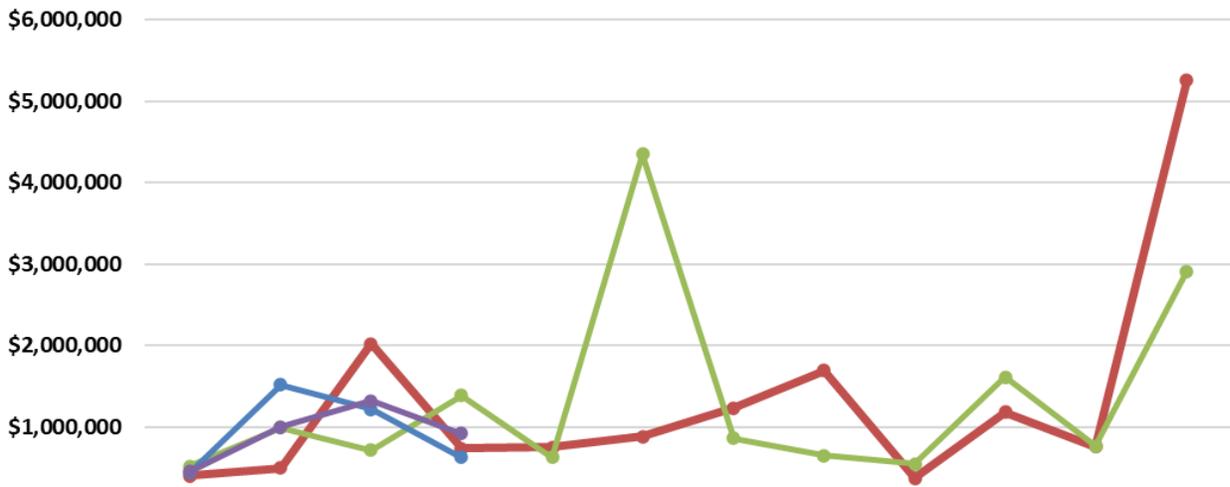
**DEPARTMENT OF DEVELOPMENT
FY 2022 Attainment
July 1, 2021 – April 30, 2022**

**The University of Akron and The University of Akron Foundation
Gifts and Pledges
July 1 - April 30 | FY2020 - FY2022**



	2019-20	2020-21	2021-22
■ Gifts-in-Kind - all others	\$524,633	\$89,533	\$667,246
■ Gifts-in-Kind - corporate	\$58,324	\$98,527	\$8,069
■ Bequests received	\$5,778,829	\$2,013,289	\$829,706
■ Pledges due	\$5,000	\$22,000	\$74,284
■ Cash	\$12,712,078	\$12,043,542	\$9,758,047

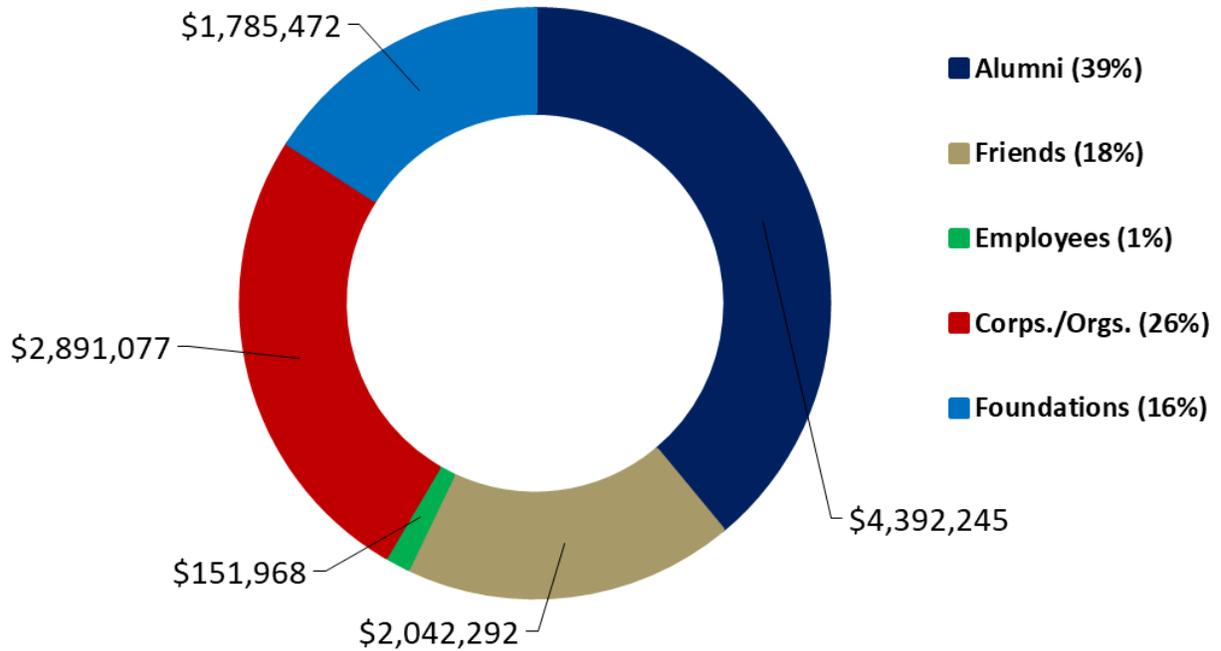
**The University of Akron and The University of Akron Foundation
Monthly Trend Report - Giving
Calendar Years 2020 - 2022**



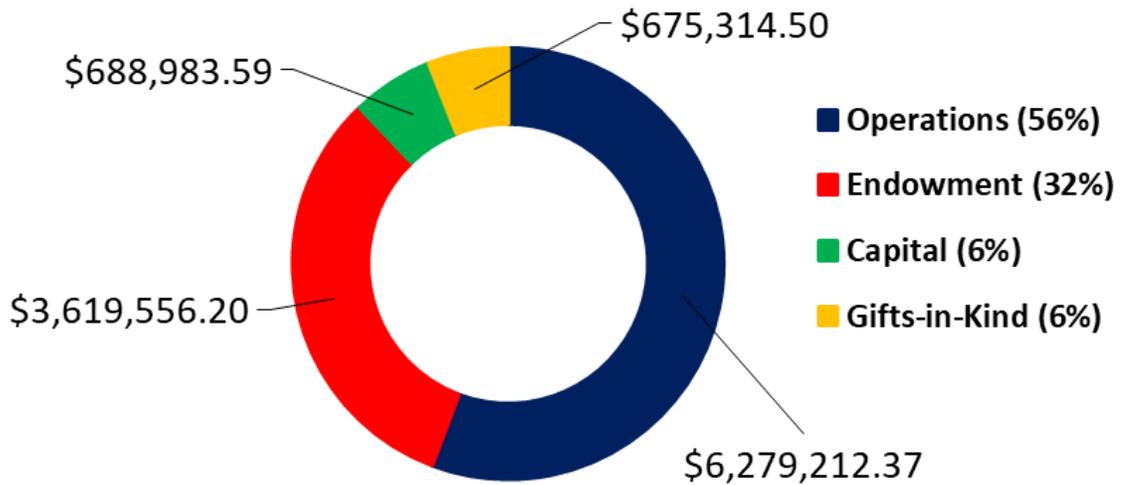
	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec
— 2020	\$399,791	\$498,798	\$2,024,510	\$740,291	\$753,893	\$882,533	\$1,232,942	\$1,694,239	\$371,577	\$1,181,409	\$761,137	\$5,251,989
— 2021	\$523,672	\$996,624	\$716,241	\$1,387,823	\$630,317	\$4,350,368	\$865,333	\$651,444	\$547,515	\$1,613,458	\$767,895	\$2,915,173
— 2022	\$440,171	\$1,516,118	\$1,223,152	\$632,083								
— Avg 2020-2022	\$454,545	\$1,003,847	\$1,321,301	\$920,066								

Attachment B

The University of Akron and The University of Akron Foundation
Giving by Constituent Type
July 1, 2021 - April 30, 2022 | FY 2022

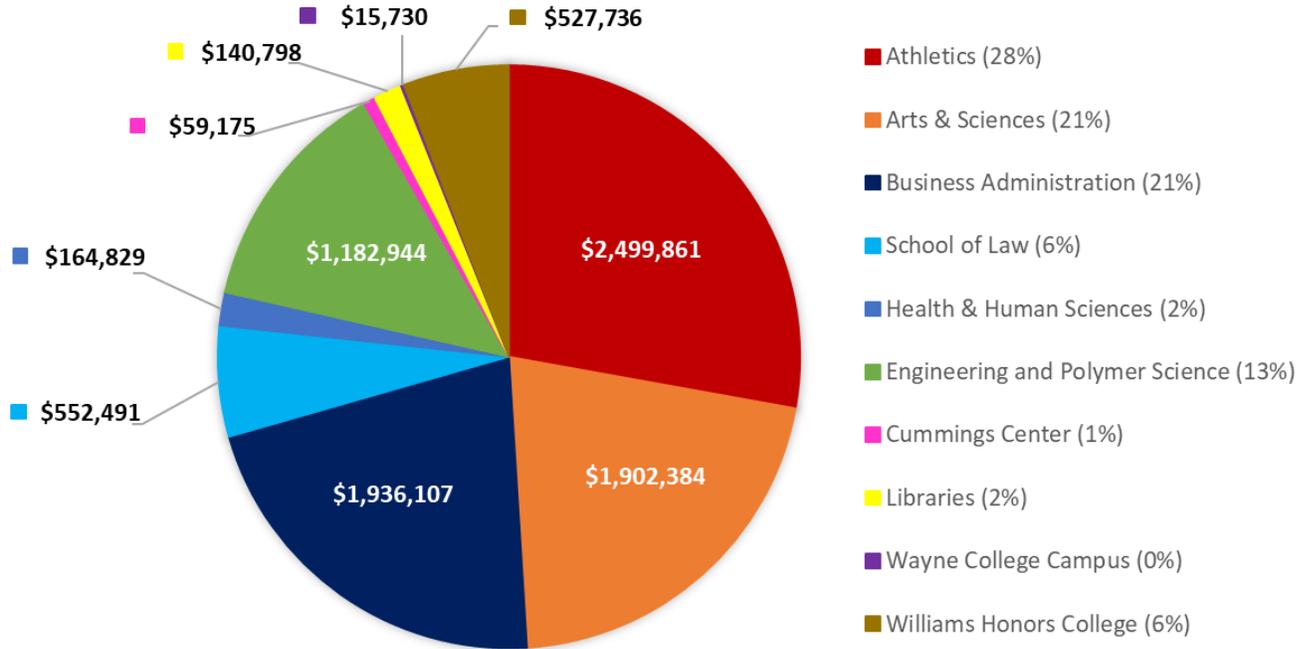


The University of Akron and The University of Akron Foundation
Gifts by Classification Type
July 1, 2021 - April 30, 2022 | FY 2022

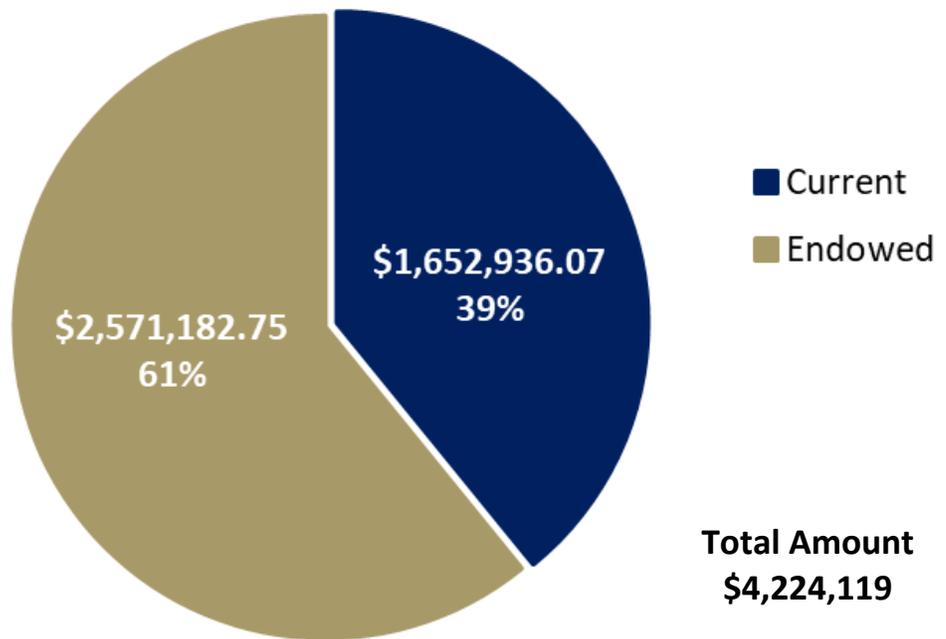


Attachment B

THE UNIVERSITY OF AKRON AND THE UNIVERSITY OF AKRON FOUNDATION
GIFTS (NO PLEDGES) BY ACADEMIC COLLEGE/AREA
JULY 1, 2021 - APRIL 30, 2022 | FY 2022



The University of Akron and The University of Akron Foundation
Giving to Scholarships by Fund Type | Includes Bequests
July 1, 2021 - April 30, 2022 | FY 2022



THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Acceptance of Gift Income Report for July 1, 2021 through April 30, 2022

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on June 15, 2022 pertaining to acceptance of the Gift Income Report for July 1, 2021 through April 30, 2022 be approved.

M. Celeste Cook, Secretary
Board of Trustees

June 15, 2022

FINANCE & ADMINISTRATION COMMITTEE

TAB 10

PURCHASES \$25,000 TO \$500,000 REPORT



DATE: May 26, 2022

TO: Dallas A. Grundy, MBA
Senior Vice President and Chief Financial Officer

FROM: Shandra L. Irish
Director of Purchasing

SUBJECT: Board Informational Reports: Purchases Between \$25,000 and \$500,000

The following purchases, all of which were entered into following University policy, were made subsequent to the last meeting of the Board of Trustees.

The accompanying Reports for March and April 2022 are submitted for the Board's information.

Department of Purchasing
Akron, OH 44325-9001
330-972-5965 Office · 330-972-5564 Fax

**The University of Akron
Purchases Between \$25,000 and \$500,000
March 2022
Informational Report**

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Stellic Inc.	104159	\$ 213,000	Degree Management Software Platform
	TCT LLC	104186	93,000	The College Tour Video Production
	WOIO TV 19	104179	69,530	WOIO Spring Television Advertisement
	Akron Civic Theatre	104153	60,000	Civic Theater Service Agreement
	Qualtrics LLC	104137	60,000	Maintenance and Support Software for FY2021
	BarBri Inc.	104149	58,050	Winter 2022 Bar Review (27 Students)
	Huron Consulting Services LLC	104184	51,564	ECRT Maintenance Fee
	Subtotal		\$ 605,144	
Auxiliary	Bob McCloskey Agency LLC	104185	\$ 75,000	Insurance Renewal for College Sports
	Transact Campus Inc.	102415	73,090	POS System for Main Campus
	Pritt Entertainment Group LLC	103554	57,925	Video Board Production - Athletics
	Subtotal		\$ 206,015	
Plant	PRIME AE Group Inc.	104250	\$ 101,050	Design Fees for SRWC Blue Gym Renovation
	Subtotal		\$ 101,050	
	Total		\$ 912,209	

Note: As prescribed by Board Rule, this Report reflects all goods and services exceeding \$25,000 and \$50,000, respectively.

The University of Akron
Purchases Between \$25,000 and \$500,000
April 2022
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Ready Field Solutions LLC	104397	<u>\$ 127,375</u>	Landscaping Services
Auxiliary	Holiday Inn	Pcard	<u>\$ 90,804</u>	Hotel Stay for International Professionals
Grant	JEOL USA Inc.	104370	<u>\$ 31,680</u>	Direct Write Flexible Circuit Printer for Polymer Engineering
Restricted	Axon Enterprises Inc.	104316	<u>\$ 215,572</u>	Body Cams for University of Akron Police Department
Plant	CRS Metalworx Inc.	104284	\$ 401,041	Lighting Facade Repair at James A. Rhodes Arena
	PRIME AE Group of America Inc.	104395	101,050	Blue Gym Renovation
	Dell Computer Corp.	104281	36,413	IT Equipment for Campus Surveillance Camera Project
		Subtotal	<u>\$ 538,504</u>	
		Total	<u>\$ 1,003,935</u>	

Note 1: As prescribed by Board Rule, this Report reflects all goods and services exceeding \$25,000 and \$50,000, respectively.

FINANCE & ADMINISTRATION COMMITTEE

TAB 11

CAPITAL PROJECTS REPORT



INTEROFFICE CORRESPONDENCE
Capital Planning and Facilities Management
EXT - 8316 FAX - 5838

TO: Dallas A. Grundy, MBA
Senior Vice President and Chief Financial Officer

FROM: Stephen Myers 
Chief Planning & Facilities Officer

DATE: May 19, 2022

SUBJECT: Capital Planning and Facilities Management: Informational Report for the Board of Trustees as of April 30, 2022.

Accompanying please find the following sections for the Capital Planning & Facilities Management report:

- A. Status of Projects \$100,000 or larger
- B. Change Orders
- C. State Capital Appropriations
- D. Photos of Select Projects

Project Delivery Methods:

- General Contracting (GC) – A design-bid-build process in which the owner selects an Architect/Engineer (A/E) to fully document the project criteria and design prior to bidding. The lowest responsive and responsible GC (single prime) is awarded the contract. The owner holds a single contract with the GC.
- Multiple Prime Contracting – A design-bid-build process in which the owner selects an A/E to fully document the project criteria and design prior to bidding. Multiple packages are separately bid and awarded to the lowest responsive and responsible prime contractors. The owner holds all prime contracts and is responsible for coordination during construction.
- Design/Build (DB) – A single entity is hired through a best value selection process to deliver a complete project. The owner's criteria and design intent are documented by a separate criteria architect. The design is completed by the DB entity and a guaranteed maximum price is provided to the owner prior to bidding. The DB entity bids to prequalified subcontractors and holds all subcontracts for construction.
- Construction Manager at Risk (CMR) – A contractor is hired through a best value selection process during the design phase. The owner's criteria and full design is documented by a separate A/E. CMR provides a guaranteed maximum price to the owner prior to bidding. The CMR bids to prequalified subcontractors and holds all subcontracts for construction.

SECTION

A

**Status of Projects
\$100,000 or larger**

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
ASEC Vivarium Air Handler Replacement (Design/Build) (BOT Approval: 12/11/19)	\$1,260,000 State* 200,000 Local <u>\$1,460,000</u> Total *State Capital Funds		Replace vivarium air handler and condensate piping and humidifiers. <u>Construction schedule: 05/2021 updated to 07/2021 - 06/2022</u>		Construction 70% complete.
Buckingham McClain Gallery (General Contracting)	\$357,000 State Capital Funds		Renovations and signage for the McClain Gallery. <u>Construction schedule: 3/22 - 8/22</u>		Construction 20% complete.
Campus Air Damper Replacements (General Contracting)	\$665,000 Grant Funds		Replace up to 34 air exhaust and return damper units in 11 campus buildings. Replace pneumatic controls as needed. <u>Construction schedule: 1/22 - 5/22</u>		Construction 98% complete.
Campus Camera Initiative (General Contracting)	\$460,000 (Phase I) \$800,000* (Phase II) \$TBD (Phase III) Local Funds *\$360,000 of this Phase was funded by the Foundation and \$430,000 by Grant		Phase I: Add 206 digital cameras to entrance/exits of select buildings. Phase II: Add 150 digital cameras to parking decks, open areas, and athletic fields. Phase III: Replace 600 existing analog cameras. <u>Construction schedule Phase II: 3/22 - 9/22 Construction schedule Phase III: TBD</u>		Phase I closeout complete. Phase II - Construction 7% complete.
Center for Precision Manufacturing (General Contracting)	\$3,250,000 Donations		Renovate the Akron Polymer Training Center building to house the Center for Precision Manufacturing. <u>Construction schedule: TBD</u>		Design in progress.
Classroom Furniture (Contract)	\$250,000 Local Funds		Replace furniture in select general purpose classrooms. <u>Schedule: 06/2022 - 08/2022</u>		Fabrication in progress.
Computer Center Air Conditioning Unit Replacements (General Contracting)	\$560,000 State Capital Funds		Replace existing air conditioning units.		Construction complete. Closeout in progress.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

- Project over budget or delayed.
- Project within budget and on schedule.
- Project substantially complete and/or closeout underway.

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
Crouse/Ayer Hall Consolidation (CMR) (BOT Approval: 04/10/19 & 02/12/20)	\$23,260,000 State* 35,000 Local <u>\$23,295,000</u> Total *State Capital Funds		Rehabilitate/addition to Crouse Hall. Abate and raze Ayer Hall. Green space portion of existing Ayer Hall footprint. <u>Construction schedule: 08/2020 updated to 04/2021 - 01/2023</u>		Construction 40% complete.
EJT Concrete Repairs (General Contracting)	\$365,000 Local Funds		Repair a portion of the parking deck ramp and portions of the concrete in lower level mechanical rooms. <u>Construction schedule: 06/2021 updated to 10/2021 - 06/2022 (to be completed when weather allows).</u>		Construction 90% complete.
Exchange/ Sumner Street Realignment (General Contracting)	\$250,000 Local Funds		Realign and add a lane to Sumner Street entrance at Exchange Street. <u>Construction schedule: TBD</u>		To be completed in conjunction with the City of Akron Exchange Street Project.
Fire Alarm Upgrades Phase 6 (General Contracting)	\$840,000 State Capital Funds		Upgrade and replace antiquated fire alarm systems in Bierce Library, Olson Hall, and the College of Business Administration. <u>Construction schedule: 5/22 - 5/23</u>		Speelman Electric apparent low bid. Shop drawings in progress.
InfoCision Stadium Turf Replacement (General Contracting)	\$650,000 Donations		Replacement of original turf in InfoCision Stadium. <u>Construction schedule: 5/22-7/22</u>		AstroTurf is apparent low bid.
Infrastructure Improvements - Electrical (General Contracting) (BOT Approval: 10/09/19)	\$1,502,220 State Capital Funds		Campus electrical improvements.	 	Phase II - Closeout complete. Phase III - Design in progress.
JAR Lighting/Façade Repair (General Contracting)	\$470,000 Local Funds		Replace exterior light fixtures. Repair/replace window system at second floor south façade. <u>Construction schedule: 5/22 - 10/22</u>		Shop drawings in progress. Construction 0% complete.
Lee Jackson Field Track Renovation (General Contracting)	\$1,690,000 Foundation LOC The Foundation loaned \$1,690,000 to the University via a line of credit (LOC) for this project.		Renovate the Lee Jackson Field Track Facility. Replace and repair track surface. <u>Construction schedule: 5/22-12/22.</u>		Vasco is apparent low bid.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

- Project over budget or delayed.
- Project within budget and on schedule.
- Project substantially complete and/or closeout underway.

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
North Quad Piping Replacement (General Contracting)	\$175,000 Local Funds		Replacement of existing piping and valves of the heating hot water supply return system in Spanton Hall. <u>Construction schedule: 5/22-9/22</u>	●	Synergy, LLC is apparent low.
North Quad Residence Halls FCU Replacement (General Contracting)	\$1,728,863 Grant Funds		Replace 296 fan coil units and controls in Bulger and Sisler Residence Halls. <u>Construction schedule: 05/2022 - 08/2022</u>	●	Synergy, LLC is apparent low bid.
Polsky Arts Center (General Contracting)	\$4,500,000 State* <u>2,000,000</u> Donations <u>\$6,500,000</u> Total *State Capital Funds		Renovate a portion of the Main Street level for an interdisciplinary arts center. Relocate affected occupants within Polsky. <u>Construction schedule: TBD</u>	●	Design in progress.
SRWC Blue Gym Renovation (General Contracting)	\$1,410,000 Foundation LOC The Foundation loaned \$1,410,000 to the University via a line of credit (LOC) for this project.		Renovate existing gymnasium for Athletics practice facility. <u>Construction schedule: 07/2022 - 05/2023</u>	●	Design in progress.
Wonder Bread Site (General Contracting)	\$120,000 Local Funds		Relocate yard material to Lot 29 and aesthetically improve vacated site. <u>Construction schedule: 04/2021 - 06/2022 updated to Spring 2022</u>	●	Construction 60% complete.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

- Project over budget or delayed.
- Project within budget and on schedule.
- Project substantially complete and/or closeout underway.

SECTION

B

Change Orders

CHANGE ORDERS PROCESSED FROM MARCH 1, 2022 THROUGH APRIL 30, 2022

ASEC VIVARIUM AIR HANDLER REPLACEMENT

009-01	Remove leaky 4" sanitary line and replace with new pipe	\$753
		<u>\$753</u>

CAMPUS SURVEILLANCE CAMERA UPDATES

001-01	Removal of a homemade underground junction box and installation of a communications junction box	\$5,821
		<u>\$5,821</u>

COMPUTER CENTER AIR HANDLER REPLACEMENT

005-01	Furnish and install new humidifier canisters	\$4,888
		<u>\$4,888</u>

CROUSE/AYER HALL CONSOLIDATION

004-01	Performed a delegated design on the revised micropile/additional casing	\$13,615
		<u>\$13,615</u>

NORTH QUAD RESIDENCE HALL FCU REPLACEMENT

001-01	Revised scope to add temperature controls, outside air dampers, and condensate drain alarms	\$0
		<u>\$0</u>

Net	<u>\$25,077</u>
-----	-----------------

SECTION

C

State Capital Appropriations

The University of Akron
State Capital Appropriations
As of the month ended 4/30/2022

Description	Appropriation	Released	Encumbered	Expended	Not Yet Encumbered	Remaining (Unreleased)
CROUSE/AYER HALL CONSOLIDATION	\$18,138,275	\$17,839,400	\$11,579,384	\$6,260,016	\$0	\$298,875
Capital Appropriation FY21-22	\$18,138,275	\$17,839,400	\$11,579,384	\$6,260,016	\$0	\$298,875

AUBURN SCIENCE & ENGINEERING CENTER VIVARIUM	\$1,157,650	\$1,157,650	\$362,491	\$795,159	\$0	\$0
BASIC RENOVATIONS	6,489,735	6,489,735	1,090,345	5,297,766	101,625	0
BUCKINGHAM BUILDING RENOVATIONS	1,585,752	1,585,752	0	1,585,752	0	0
CAMPUS HARDSCAPE	1,000,000	1,000,000	0	1,000,000	0	0
CAMPUS INFRASTRUCTURE IMPROVEMENTS	3,001,157	3,001,157	122,535	2,878,622	0	0
CROUSE/AYER HALL CONSOLIDATION	4,400,399	4,400,399	0	4,400,399	0	0
WHITBY HALL AIR HANDLER & ROOF	1,176,562	1,176,562	0	1,176,562	0	0
Capital Appropriation FY19-20	\$18,811,255	\$18,811,255	\$1,575,371	\$17,134,259	\$101,625	\$0

MEDINA BATTERED WOMEN'S SHELTER	\$500,000					\$500,000
CANTON JEWISH COMMUNITY PROJECT	50,000					50,000
SOUTH OF EXCHANGE SAFETY INITIATIVE	100,000	100,000	100,000			0
MCCLAIN GALLERY	357,000	357,000	330,595	26,405	0	0
SUMMIT BATTERED WOMEN'S SHELTER	400,000					400,000
CAMPUS SAFETY GRANT PROGRAM	430,000	430,000	430,000			0
Community Projects FY21-22	\$1,837,000	\$887,000	\$860,595	\$26,405	\$0	\$950,000

ASHLAND COUNTY-W HOLMES CAREER WORKFORCE	\$300,000	\$0	\$0	\$0	\$0	\$300,000
BATTERED WOMEN'S SHELTER MEDINA/SUMMIT	500,000	500,000	222,416	277,584	0	0
BIERCE LIBRARY RENOVATIONS	830,658	830,658	0	830,658	0	0
OHIO CYBER RANGE	1,188,722	1,188,722	0	1,188,722	0	0
WORKFORCED BASED TRAINING & EQUIPMENT	286,667	286,667	0	286,667	0	0
Community Projects FY19-20	\$3,106,047	\$2,806,047	\$222,416	\$2,583,631	\$0	\$300,000

Total	\$41,892,577	\$40,343,703	\$14,237,766	\$26,004,312	\$101,625	\$1,548,875
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SECTION

D

Photos of Select Projects

ASEC Vivarium Air Handler Replacement



Buckingham McClain Gallery



Campus Air Damper Replacements



Campus Camera Initiative



Center for Precision Manufacturing



Crouse/Ayer Hall Consolidation



Crouse/Aver Hall Consolidation



EJT Concrete Repairs



North Quad Residence Halls FCU Replacements



Wonder Bread Site



FINANCE & ADMINISTRATION COMMITTEE

TAB 12

INFORMATION TECHNOLOGY REPORT



DATE: May 26, 2022

TO: Dallas A. Grundy, MBA
Senior Vice President and Chief Financial Officer

FROM: John Corby 
Chief Information Officer

SUBJECT: ITS Informational Report for the Board of Trustees

As requested of me, I provide the accompanying report of the ITS Projects and Activities for the Board of Trustees information at its June 15, 2022 meeting. The accompanying report provides a Status of Projects and Activities.

Information Technology Services

Informational Report for the Board of Trustees

June 15, 2022

Prepared effective April 30, 2022



Information Technology Services

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Data Lake Migration – Phase II	1
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SaaS ERP System Selection and Implementation	1
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CYBERSECURITY SERVICES PROJECTS & ACTIVITIES.....	2
Business Continuity (BC) and Disaster Recovery (DR) Program Initiative	2
Data Classification and Governance Initiative.....	2
Identity Management Process Improvement Initiative	2
INFRASTRUCTURE SERVICES PROJECTS & ACTIVITIES.....	3
IPv4 and IPv6 Migration	3
Microsoft OneDrive and SharePoint Migration	3
Network and Telecommunications Continuity Initiative	3
USER TECHNOLOGY SERVICES PROJECTS & ACTIVITIES	4
IT Asset Management System Implementation	4
IT Service Desk System Implementation	4

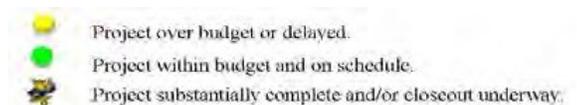
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
APPLICATION SERVICES					
Data Lake Migration - Phase II	None		Continue migration of key institutional data sources to a cloud-based Data Lake solution on Microsoft Azure providing faster performance, scalability, and a central repository for the data necessary to the University's analytics needs. Work on this phase will be provided by Microsoft at no cost to the University. <u>Schedule: 09/2021 – 02/2022 updated to 06/2022</u>		Project activities 80% complete.
New Portal Implementation	None The University expects this will replace existing spend approximating \$40,000 annually.		Implement a portal platform using Microsoft Viva. This migration will provide state-of-the-art technology to replace the current portal. Initial work on this will be provided by Microsoft at no cost to the University. <u>Schedule: 07/2021- 08/2022</u>		Project activities 60% complete.
SaaS ERP System Selection and Implementation	\$19,824,676 General Fund The University expects this will replace existing spend approximating \$2,200,000 annually		Select and implement a Software-as-a-Service (SaaS) enterprise resource planning (ERP) system to better manage and automate the University's financial, human resource, and student administration functions. Phase 1: Release RFP and select SaaS ERP solution and implementation provider. <u>Schedule: 07/2021 – 12/2021</u> Phase 2: Implement Workday HCM and Financials pillars. <u>Schedule: 12/2021 – 01/2023</u> Phase 3: Implement Workday Student pillar. <u>Schedule: 06/2021 – 09/2024</u>		Phase 1 completed. Phase 2 activities 35% complete.
Student Bill Redesign	\$11,000 General Fund		Redesign student bill to improve the experience for all recipients. The redesign will improve the understanding of current and past charges, along with applied and estimated financial aid. <u>Schedule: 10/2021 – 01/2022 updated to 06/2022</u>		Project Activities 90% complete.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

-  Project over budget or delayed.
-  Project within budget and on schedule.
-  Project substantially complete and/or closeout underway.

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS
CYBERSECURITY SERVICES				
Business Continuity (BC) and Disaster Recovery (DR) Program Initiative	None		<p>Create a policy and program for business continuity (BC) and disaster recovery (DR) for the University developing procedures for each functional unit to continue operations in the event of a system outage, or to recover from a critical outage. This program will improve insurability and reduce risk to the University by defining a process to manage system outages.</p> <p>Phase 1: Create a policy to outline the University's Business Continuity and Disaster Recovery program. <u>Schedule: 03/2022 – 04/2022</u></p> <p>Phase 2: Catalog each functional unit's critical processes and define business continuity options. <u>Schedule: 05/2022 – 09/2022</u></p> <p>Phase 3: Define and test procedures for ITS and the functional units to implement BC/DR processes. <u>Schedule: 09/2022 – 12/2022</u></p>	● Phase 1 activities complete. Phase 2 activities started.
Data Classification and Governance Initiative	None		<p>Implement data governance program to define and mark all data and train all constituents to mark and handle data appropriately. This project will reduce the risk of accidental disclosure of sensitive information and reduce the financial risk to the University.</p> <p>Phase 1: Create and document a policy to outline data classification. <u>Schedule: 10/2021 – 02/2022</u></p> <p>Phase 2: Define the data across the organization and apply appropriate classification. <u>Schedule: 03/2022 – 12/2022</u></p> <p>Phase 3: Apply the appropriate classification labels to the data. <u>Schedule: 09/2022 – 09/2023</u></p> <p>Phase 4: Train constituents in how to properly treat data based on its classification. <u>Schedule: 10/2022 – 12/2023</u></p>	● Phase 1 activities complete. Phase 2 activities 20% complete.
Identity Management Process Improvement Initiative	None		<p>Improve the lifecycle management of user accounts. This will improve onboarding for new constituents and address appropriate access to systems automatically.</p> <p>Phase 1: Improve new hire process. <u>Schedule: 10/2021 – 12/2021 updated to 08/2022</u></p> <p>Phase 2: Improve employee separation process. <u>Schedule: 10/2021 – 02/2022 updated to 05/2022</u></p> <p>Phase 3: Improve process for role/department changes. <u>Schedule: 02/2022 – 06/2022</u></p>	● Phase 1 activities 80% complete. Phase 2 activities 60% complete.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.



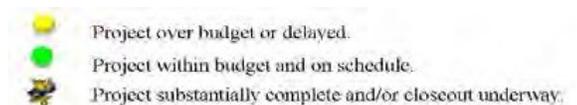
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
INFRASTRUCTURE SERVICES					
IPv4 and IPv6 Migration	None		<p>IPv6 is the next generation internet protocol to IPv4. Migration to IPv6 will improve the routing and capacity for the addressing of devices in the University's network. It also improves the security within the network. Finally, this migration provided the opportunity to sell the existing IPv4 addresses to cloud providers.</p> <p>Phase 1: Obtain IPv6 addresses and assess device compatibility. Pilot changes. <u>Schedule: 02/2021 - 12/2021 updated to 08/2021</u></p> <p>Phase 2: Implement necessary configuration changes in network. <u>Schedule: 09/2021 - 06/2022</u></p>		All project closeout tasks and activities completed.
Microsoft OneDrive and SharePoint Migration	None		<p>Migrate individual and departmental file shares on legacy on-premises hardware to cloud-based infrastructure provided by Microsoft. Migration will move individual file shares to OneDrive and departmental file shares to SharePoint. Users will have an improved interface to access files from any location on a more secure and resilient platform. The migration avoids replacement of on-premises hardware which goes off support in calendar year 2021.</p> <p><u>Schedule: 05/2020 - 06/2021 updated to 06/2022</u></p>		Project activities 95% complete.
Network and Telecommunications Continuity Initiative	None		<p>Implement backup capability for critical communication systems to maintain network and telecommunications connectivity within the campus in the event of a significant outage at the Computer Center. Redundant communications and network hardware is being deployed at two backup sites on the University campus.</p> <p><u>Schedule: 10/2021 - 03/2022 updated to 08/2022</u></p>		Project activities 90% complete

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

- Project over budget or delayed.
- Project within budget and on schedule.
- Project substantially complete and/or closeout underway.

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS
USER TECHNOLOGY SERVICES				
IT Asset Management System Implementation	None		<p>Implement system to track and monitor all University IT hardware and software assets. Leverages functionality provided with the new IT Service Desk System</p> <p>Phase 1: Setup functionality to use the IT Asset Management module in ServiceDesk Plus. Schedule: 09/2021 – 10/2021</p> <p>Phase 2: Inventory and load information for IT hardware assets. Schedule: 11/2021 – 12/2021 updated to 08/2022</p> <p>Phase 3: Inventory and load information for IT software assets. Schedule: 08/2022 – 10/2022</p>	● Phase 1 completed. Phase 2 activities 70% complete.
IT Service Desk System Implementation	\$33,000 General Fund		<p>Complete migration from an on-premises to a cloud-based IT service desk system. The new system provides a much richer user experience utilizing current AI and automation technology. It is cloud based allowing for easier remote-level support and eliminates the need to refresh supporting hardware.</p> <p>Phase 1: Build out incident management and self-support knowledgebase pieces. Schedule: 03/2021 – 06/2021 updated to 08/2021</p> <p>Phase 2: Build out change/project management and remaining features. Schedule: 05/2021 – 08/2021 updated to 08/2022</p>	● Phase 1 completed. Phase 2 activities 75% complete.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.



FINANCE & ADMINISTRATION COMMITTEE

TAB 13

ADVANCEMENT REPORT



DONOR SPOTLIGHT

Robert G. (Bob) Kenyon '81

is a retired senior research chemist with Ricerca, Inc., who has spent a lifetime helping others, trying to limit difficulties others face on their pathways forward.



MEET BOB KENYON:

- His efforts began as a young boy whose interest in scouting began around age 11 and continues to this day.
- A native of Ashtabula County, Bob is a lifelong member and volunteer of the Boy Scouts of America (BSA), who earned the rank of Eagle Scout at age 13, years earlier than most who earn it closer to age 18.
- Bob credits scouting as an early teaching vehicle, giving him the chance to camp and hike, bringing him closer to the outdoor activities he loves. He says scouting's biggest lesson however—leadership—has reverberated throughout his life.
- After retiring from a distinguished career as a chemist, Bob spent eight years as Program

“Leadership is not telling others what to do,” Bob says. “It is a way of helping people. In my professional life, I wanted my coworkers to be able to develop and grow into management positions. At every point, I’ve wanted to demonstrate leadership through some sort of service.”

Secretary of the Greater Western Reserve Council, (BSA), based in Warren, Ohio, retiring from that post in 2012.

- Bob enrolled as a University of Akron student after two years at Lakeland Community College. “Akron was known as the rubber capital. I visited, toured the chemistry

Continued on page 2

DONOR SPOTLIGHT: BOB KENYON

department, and found it to be a great fit. Faculty were extremely helpful, which I always appreciated because it wasn't easy coming in as a transfer-student. But (faculty) took the time to sit and talk with me and helped me make my way through."

■ Bob graduated with a Bachelor of Science in Chemistry in 1981. Those memories helped cement Bob's connection to UA throughout his career.

■ He has made numerous contributions, including support for the chemistry department or the College of Arts and Sciences.

■ In 2018, he established The Robert G. Kenyon Endowed Scholarship, designed to assist full-time students who have reached the rank of Eagle Scout with the Boy Scouts.

"My heart felt good to do something to help people."

■ Additionally, since 2019 Bob has given significant support gifts for ZipAssist, an on-campus program helping students deal with a range of short-term needs including food insecurity and emergency financial assistance."I was so impressed by what

Ali (Alison Doehring, director, ZipAssist) was doing in her area, helping both undergraduate and graduate students. That's so vitally needed.

■ "It (ZipAssist) fit for me because I was helping students. I'm a background person, not one for recognition, but efforts like this help our students make it through, they can use all the help they can get," Bob says.

■ Bob's generosity is emblematic of the can-do spirit of many Zips alumni.

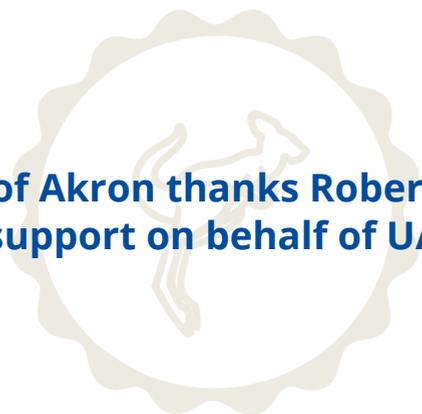
■ Still active in his community, Bob volunteers at several local hospitals as well as provides donated services to Volunteer Income Tax Assistance (VITA), offered by Lifeline, a community service agency in Lake County.

■ He previously offered similar volunteer services on behalf of the American Association for Retired Persons through a program known as Tax Aide.

■ "People just have to commit themselves to finding ways to help. It doesn't take a lot and it makes a difference for so many."

"There was no ZipAssist when I was in school. I'd urge others, if you can help students finish school, get out and make their own contribution, you really should consider doing it. It's so worthwhile."

The University of Akron thanks Robert Kenyon for his generous support on behalf of UA students.



THANKFUL THURSDAY TWEETS

We love to say, 'thank you!' The University of Akron Foundation always enjoys recognizing generous donors who change the lives of students and enrich the UA learning experience.

In addition to sending cards and making calls, the UA Foundation expresses donor appreciation through its Twitter account. Each Thursday, @UAgives selects a donor for this special shout-out and tweets a personal message of thanks that includes the donor's gift designation.

#ThankfulThursday



NEW NAMED FUNDS ESTABLISHED

The University of Akron is honored to assist talented, deserving students through the kindness and generosity of UA alumni and friends, corporations, and foundations, who created the following named funds in April:

The Cummings Center Endowed Fund

Howard and Sylvia DeVries Endowed Memorial Scholarship in Accounting

Loius R. DeVries Endowed Memorial Scholarship in Instrumental Music Performance

The Darrell H. Reneker, Ph.D., Endowed Award in Polymer Science and Polymer Engineering

To view details about these and previously created funds, visit: uakron.edu/development/funds



2022 DR. FRANK L. SIMONETTI DISTINGUISHED BUSINESS ALUMNI AWARDS

Nearly 300 people attended the annual Dr. Frank L. Simonetti Distinguished Business Alumni Awards ceremony April 22 in the Jean Hower Taber Student Union grand ballrooms. The UA Alumni Association presented this year's awards to six distinguished alumni.



Kendall Boyd '01, '03
Executive Director of Louisville
Metro Human Relations
Commission



Thomas J. Clark '75, '83
Managing Partner, Clark Guillian
Bertsch Wealth Management



Bill Fritsch '73
Retired CEO,
Digital Kitchen



Charles F. Mullen '95, '00
Chairman,
Apple Growth Partners



Christy L. Page '92
President & CEO, Better Business
Bureau of Akron and Chief Financial
Officer, International Association of
Better Business Bureaus



George L. Wilson '91
President and CEO,
Quantex Building Products



BUCHTEL COLLEGE OF ARTS AND SCIENCES ALUMNI COUNCIL



The Buchtel College of Arts and Sciences has established a new alumni council. The advisory panel has 19 members and represents nearly all disciplines within the college. Council members will work closely with Dean Mitchell McKinney regarding curriculum, internship and job opportunities and alumni engagement.

Anthropology

Meghan (Pearson) Cochran '15

Biology

Dr. Brittany (Ciara Helflin) Koy '09

Chemistry

Tim Money Penny '14

Communication

Dr. Cristina Gonzalez Alcala '10, '12, '20

Criminal Justice Studies

Mark Bruns '11, '13

David Patron '16

English

Abbey Bashor '19

Education

Dr. Jeremy Brueck '01, '07, '14

Elizabeth (Betsy) A. (Dunn) Petit '05

Geosciences

Theresa (McQuade) Egresi '10, '12

History

Scott Vollmer '00

Mathematics

Julie (Shallman) Hoyer '18

Marlena Gouin '11

Philosophy

Ellen (Lander) Nischt '12, '19

Political Science

Catey Breck '06

Psychology

Dr. Ariel Roberts '13, '15, '20

Sociology

Amanda Barna '00, '04

David Hamilton '07

Statistics

Nick Schneider '08

Student Representative

Mason Doerrer (Biology)

Faculty Representative

Dr. Katie Cerrone-Arnold '04, '06, '12

(Professor of Technical Mathematics)

Staff Representative

Lara Roketenetz '15 (Field Station Director)

LEGACY BREAKFAST

Parents and prospective students were guests of the University's Legacy Breakfast on March 19 in the James A. Rhodes Arena. Sponsored by the offices of Alumni Relations and Admissions, the festive gathering invites prospective students whose parents or guardians previously attended UA. More than 50 prospective students heard from current UA students and administrators as well as representatives from the Downtown Akron Partnership.



U
LEGACY



ALUMNI SOCIALS

The University of Akron Alumni Association recently hosted alumni socials in Atlanta, Georgia and Los Angeles, California.



More than 54 alumni and guests attended the Atlanta alumni social on March 22. The event was held at the Atlanta Botanical Garden.



A gathering of more than 50 alumni attended the Los Angeles alumni social on March 25. Held at the The Eveleigh on Los Angeles' sunset strip in West Hollywood, Dean R.J. Nemer, dean of the College of Business, met with several CoB graduates.



FINANCE & ADMINISTRATION COMMITTEE

TAB 14

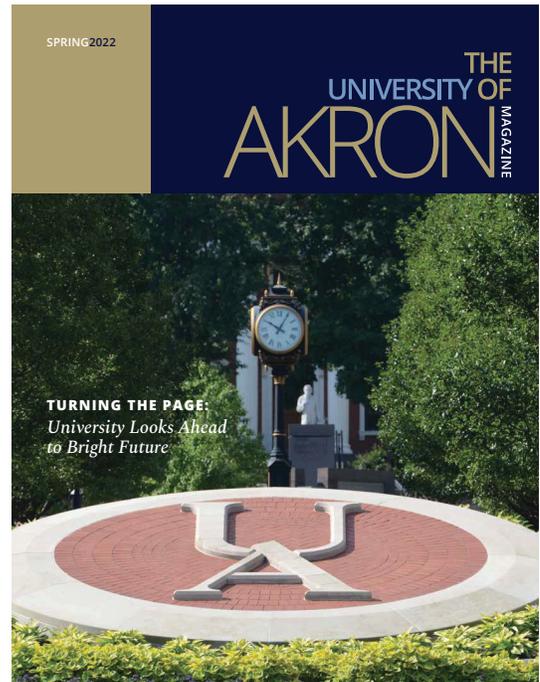
**UNIVERSITY COMMUNICATIONS AND
MARKETING REPORT**



The University of Akron Magazine

UCM was excited and proud to resurrect The University of Akron Magazine after more than a five-year absence. Some 175,000 alumni, employees, donors, area legislators and friends of UA received the magazine in early May. The feedback has been very positive, including these remarks:

- Thank you for the great efforts put into the re-opening of this communication channel! Nothing can beat a beautifully printed world-class magazine like this! We love the content put together (that is) interesting to everyone (current/future students, alumni and the surrounding community).
- Congratulations on producing such an interesting and informative magazine. The University of Akron has a proud legacy in many fields. And the athletic accomplishments lately really round out that legacy. I hope this magazine is given wide circulation in the area. I learned something new, I hadn't realized that the Law School has existed for a century. Also, as a holder of 20 U.S. patents and former Director of R and D for UTC (Goodrich) Aerospace, I really appreciated the emphasis on the development of valuable intellectual property. Keep up the good work!
- Love that @uakron and @uakronpresident brought back the magazine!

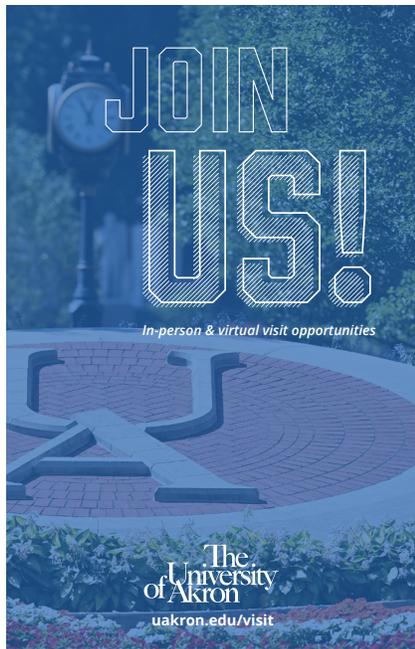


- I just had to drop you a note to tell you how impressed I am by the new alumni magazine. Great mix of human-interest stories and information about what's happening at the University - very nice focus on research, too! I was already proud to be faculty here, you just reminded me why. I have no idea how you will follow this one up, but kudos to you and your team, and THANK YOU!

Thanks to the University of Akron Foundation for funding this worthwhile communication piece and helping us to share the good news about UA.

Spring Events Mailer

Approximately 23,000 students in the high school class of 2023, received their second direct mail piece. The purpose of this piece was to invite students to visit campus and learn more about the UA experience. Students and their families were encouraged to join us for a daily information session and campus tour, Spring Visit Day and to attend virtual information sessions offered through the Office of Admissions.



ADMISSIONS INFO SESSIONS & CAMPUS TOURS
MONDAY – FRIDAY*

**Select Saturdays*

Learn more about the UA experience during a 45-minute information session with an Admissions Counselor. Once the info session concludes, follow a current Akron Zip as they spend about 90 minutes showing you their favorite spots around campus.

VIRTUAL VISITS

We host a variety of virtual sessions that you can register for to learn more about academics, student services, the enrollment process and more.

Register for a visit

Explore virtual opportunities!

A rectangular graphic with a blue background. The top half features a photograph of a young woman and a young man sitting at a table with laptops, engaged in conversation. Below the photo, there are two sections of text. The first section is titled "ADMISSIONS INFO SESSIONS & CAMPUS TOURS" and "MONDAY – FRIDAY*" with a sub-note "*Select Saturdays". It describes a 45-minute information session. The second section is titled "VIRTUAL VISITS" and describes various virtual sessions. Two QR codes are included, one for "Register for a visit" and one for "Explore virtual opportunities!".

SPRING VISIT DAY
SATURDAY, APRIL 23

As your school year quickly comes to a close, the colleges you're considering become a more prominent part of your conversations with family, teachers and friends. Start your college search by getting an inside look at what life as an Akron Zip could look like for you at Spring Visit Day!



Save your spot

A rectangular graphic with a white background. The top section contains the text "SPRING VISIT DAY" and "SATURDAY, APRIL 23". Below this is a paragraph of text. The bottom section features a photograph of a young man walking on a campus path, looking at his phone. A QR code is located in the bottom left corner of the photo area, with the text "Save your spot" below it. The right side of the graphic is decorated with a vertical border of blue geometric patterns.

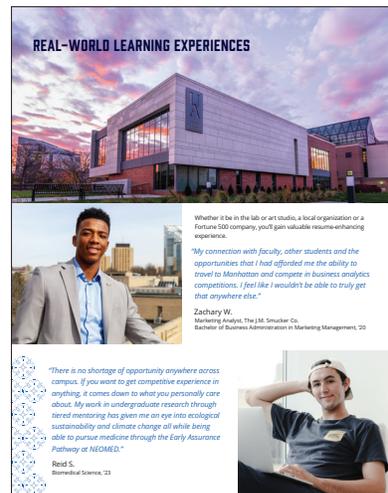
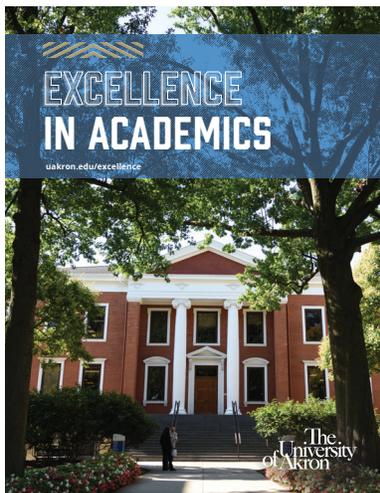
Encourage to Apply Postcard

A postcard was sent to a targeted audience within the class of 2022 – high school seniors living within a two-hour radius of UA with a GPA between 2.3 and 3.89. The postcard was sent to approximately 6,100 students to encourage them to submit the application to UA for the 2022 fall semester.



Academic Focus Piece

The academic focus piece is the third mailing to be sent to the high school class of 2023, encouraging them to add The University of Akron to their college consideration list. The piece focuses on our high-quality academics, global recognitions and outcomes, and provides student testimonials. The piece is being sent this month to approximately 25,500 students.



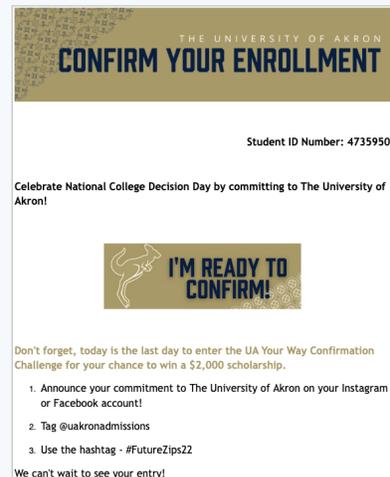
SOCIAL MEDIA

Confirmation Challenge

We created the UA Your Way Confirmation Challenge to encourage students to confirm their enrollment, show their Zips pride and get them excited about their future at UA. The contest ran from Friday, April 1, until Sunday, May 1. Students were encouraged to share their commitment to UA on their Instagram or Facebook accounts and to use the hashtag #FutureZips22. This contest was promoted via social media and email. We received a total of 52 entries.



In support of the UA Your Way Confirmation Challenge on social media, emails were sent throughout the contest period to encourage students to confirm their enrollment and enter for their chance to win.



2022 Summer Life as a Zip Team

Recruited students to apply for the summer Life as a Zip team, which is an Instagram account run by a team of students who highlight their UA experience. Life as a Zip team volunteers are responsible for taking over the Instagram account 1-2 times a month from May through August. The account is primarily used as a marketing tool to encourage high school students to apply to UA, but is also used to showcase the many opportunities available on campus/around campus for current UA students.

MEDIA RELATIONS

Telling our story

The UCM staff have continued to develop and pitch stories and faculty experts to the media. Here are some highlights since the last Board meeting:

- WEWS-TV shared the good news that UA ranks #12 on the list of highest-earning female alumni under the age of 40 in the Midwest. The study examined R2 universities, or universities with doctoral programs and high research activity. Emily Janoski-Haehlen, dean of the School of Law, and Alecia Bencze, assistant director of Career Services for Akron Law, spoke with the station about the many ways UA women are prepared for success while they are students.

- Dr. David B. Cohen, professor of political science, director of the Applied Politics Program and fellow, Ray C. Bliss Institute of Applied Politics, commented on a variety of mid-term electoral topics including Nan Whaley as being a noteworthy opponent for Governor DeWine; the impact of former President



The Akron Beacon Journal covered the story of University of Akron students who revived birds from a 118-year-old collection and developed a community display at the Cummings Center for the History of Psychology as part of a University “[Un]class.”

Trump’s endorsement to candidate success; gerrymandering in Ohio; and more. Coverage was found in Ohio Capital Journal, Crain’s Cleveland Business, CityBeat, Cleveland.com, New York Times, Newsweek, U.S. News & World Report, VOX, MSN, NPR and many others.

- Dr. Hunter King, assistant professor of polymer science, biology and physics, spoke with Science News on why bird nests are so sturdy and the research he conducts in this field.

- Dr. Karl Kaltenthaler, director of the Center for Intelligence and Security Studies and

professor of political science, gave an interview on Pakistani television channel PTV about the recent clashes between Palestinians and Israelis. He was also interviewed by Iranian TV 24 News regarding the Russian invasion of Ukraine and negotiations over the Iran nuclear deal.

- Dr. Hazel Barton, professor of biology and director of the Integrated Bioscience Program, collected the fossilized remains of a pine marten that was discovered in Wind Cave. The fossil was then sent to The Mammoth Site in Hot Springs where radiocarbon dating estimates

Continued from previous page.

have shown it is around 11,100 years old. The story was covered in the Fall River County Herald Star.

- Akron Jewish News and Akron Legal News both printed stories spotlighting the career and retirement of Martin H. Belsky, dean emeritus of the School of Law.
- The University received coverage in Crain's Cleveland Business for its many grants received, including a \$249,995 grant from the National Science Foundation for tire research at the CenTiRe Center. Craig Menzemer, dean of the College of Engineering and Polymer Science, said since the Center was started in 2012, it has provided a common platform for educating the next tire industry workforce.
- The Ohio Third Frontier Commission approved \$2.5 million in funding that will provide capital to technology startup companies in industries ranging from health care to military applications, including UA's Research Foundation, which was awarded \$100,000 for the Spark Fund. Coverage was received in Ohio Ag Connection, Crain's Cleveland Business and Yahoo! News.
- A segment on WKSU highlighted the five-year, \$2 million grant awarded to the College of Engineering and Polymer Science from the National Science Foundation. The funding will train students in using digital data to solve materials science problems.
- A California company, Lighter Than Air, has been working with University of Akron students to research unmanned aircraft systems and



The graduation of 81-year-old Dora Clark with a bachelor's degree from The University of Akron was celebrated by the Akron Beacon Journal, USA Today and Yahoo! News.

electric-powered airships that will reduce emissions, find new solutions to delivering aid and continue the Akron Air Dock's legacy as a home of cutting-edge airship technology. The story was featured in Akron Life Magazine, Crain's Cleveland Business, Akron Beacon Journal and Bloomberg.

- A feature story in the Akron Beacon Journal focused on the new bachelor's degree in polymer science and polymer engineering at UA, the first to be offered at a public university in Ohio. Plastics News, Plastics Technology and a variety of plastics and polymer-related blogs also covered the news.
- An Economic Forum sponsored by UA's College of Business and featuring Cleveland Fed Chief

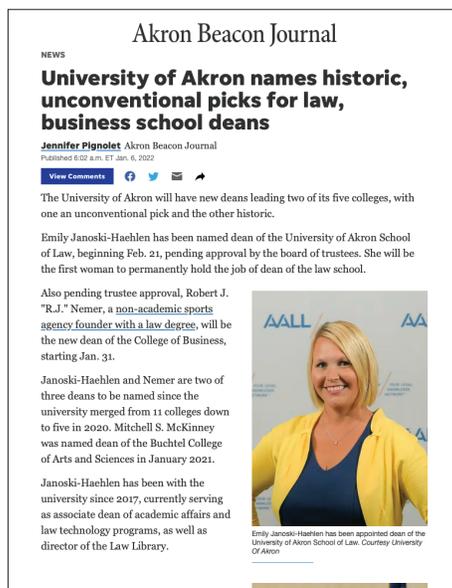
UNIVERSITY COMMUNICATIONS AND MARKETING

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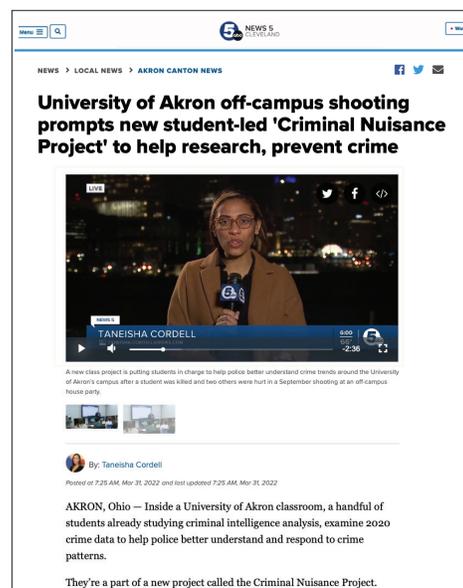
- Loretta Mester as its keynote speaker, received media mentions in investing.com, the Epoch Times, Akron Beacon Journal, Crain's Cleveland Business, Reuters, Bloomberg, MSN.com, Daily Magazine, Yahoo! Finance, AdvisorNews, The Business Times, MarketScreener, WTVB-TV and the Orange County Register, among many others.
- The University of Akron Steel Drum Band is one of the oldest collegiate 'panorama style' steel drum bands in the country. Founded in 1980 by Dr. Larry Snider, UA's ensemble is made up of percussion majors with a passion for the musical art form of Trinidad. Its recent

performance at E.J. Thomas Hall was covered in Akron Beacon Journal, WKYC-TV and WJW-TV.

- Coverage of Dr. Craig Menzemer being named dean of UA's College of Engineering and Polymer Science was received in Crain's Cleveland Business and the Akron Beacon Journal.
- The University of Akron's part-time School of Law program landed in the top 50 rankings, according to the new 2023 U.S. News & World Report Best Graduate Programs Rankings. Crain's Cleveland Business also covered the good news.



The announcement of Emily Janoski-Haehlen as first permanent female dean of the School of Law was celebrated by many outlets including Crain's Cleveland Business, Cleveland Jewish News, Akron Legal News and Owensboro Messenger-Inquirer.



WEWS-TV featured a story on UA students, who are already studying criminal intelligence analysis, as they examine 2020 crime data to help police better understand and respond to crime patterns. They're a part of a new initiative called the Criminal Nuisance Project.

VIDEO HIGHLIGHTS

Capturing student and faculty achievement

Here are highlights of our work in video since our last report. See the videos on the University's YouTube channel at youtube.com/uakron.

THE PRESIDENT'S OFFICE



Good News With Gary Episodes



President Miller's Campus Update

GRADUATION



Congratulations, Class of 2022



Where Are You Going, Zips?

COLLEGE OF ARTS & SCIENCES



20 Questions With John Senko

FINANCE & ADMINISTRATION COMMITTEE

TAB 15

**PUBLIC LIAISON AND
GOVERNMENT RELATIONS UPDATE**

GOVERNMENT RELATIONS UPDATE

May-June 2022

The University of Akron's government relations team communicates with local, state, and federal elected officials and staff about University priorities and objectives. We monitor and track legislation, regulations, and financial issues and opportunities that could impact higher education in general and the University in particular. During the months of May and June, we worked with the Inter-University Council of Ohio (IUC), which represents all 14 Ohio public four-year universities, and the Association of Public Land-Grant Universities (APLU), which represents hundreds of public research universities, land-grant institutions, state university systems, and affiliated organizations across the country, to formulate legislative and budgetary requests to both state and federal governments. We worked closely with city and county officials and local government on a variety of issues. We participated in virtual and in-person meetings with elected officials and community leaders and connected them with our administration, our faculty and staff, and our students. A detailed state legislative update is found in this report.

FEDERAL UPDATE



U.S. Capitol Building

APLU Council of Government Affairs Spring Meeting

UA Government Relations traveled to Washington, D.C. for the APLU Council of Government Affairs (CGA) Spring Meeting on May 12 and 13. Topics at the conference included Speaker Pelosi's higher education agenda, research opportunities with the Department of Transportation and the Department of Homeland Security, and legislative and policy strategy sessions for the CGA. In addition to the informational sessions, the Spring Meeting allows UA Government Relations to connect and network with policy makers and higher education government relations colleagues from around the country.

Ohio Birthday Party and Federal Advocacy

UA Government Relations will travel to Washington, D.C. during the week of June 20 for federal advocacy and the Ohio Birthday Party. Due to the ongoing COVID pandemic and the

limited number of guests permitted at events in federal government buildings in Washington, D.C., we postponed the Ohio Birthday Party, which normally takes place in March, to June 22, 2022. This popular annual event, hosted by The University of Akron with help from many sponsors, draws most of the Ohio congressional delegation and hundreds of guests.

The University of Akron, the Greater Akron Chamber, and others will meet with our congressional delegation and other federal elected officials and agencies to advocate for the Phase II application for the Economic Development Administration’s (EDA) FY2021 American Rescue Plan Act (ARPA) Build Back Regional Challenge. UA is partnering in the \$75-\$100 million proposal submitted by the Manufacturing Advocacy and Growth Network (MAGNET). UA is leading Project 5: “The Polymer R&D Production Facility,” a roughly \$15 million project. Our proposal was one of only 60 selected nationally from a pool of more than 500 to compete for this investment, and it was the only proposal from Ohio selected. We also will request that rubber be designated as a national strategic material. Such a designation would drive National Science Foundation and other funding support toward research. We will discuss several other projects complementary to our polymer focus.

Federal Appropriations

Congresswoman Shontel Brown included a UA project on her FY23 Community Project Funding Request. The project establishes a research and training center at UA that focuses on transportation infrastructure materials and rehabilitation. This center will aim to form partnerships with local public agencies (LPAs) in cities, counties, townships, and villages in Northeast Ohio to facilitate the sharing of best practices in infrastructure rehabilitation, provide education on recent advancements in engineering and construction practices, and provide access to the expertise available at the University to assist LPAs in making informed decisions regarding the rehabilitation of their infrastructure assets.



Ohio Statehouse

STATE UPDATE

Legislative Meetings and Events

President Miller and UA Government Affairs continue to meet with UA's legislative delegation, Chancellor Gardner, and key policymakers. Each of these has been an important means of informing key decision-makers of UA-related updates as well as to push for critical capital budget support and key legislative initiatives.

Greater Akron Chamber and the GROW Act



President Gary L. Miller, J.P. Garchar (Undergraduate Student Government President), Grace Kasunic (Undergraduate Student Government Past President), and Representative Jon Cross

On Friday, April 29, President Gary L. Miller, USG President Grace Kasunic and USG President-elect J.P. Garchar joined Representative Jon Cross and community leaders at the Greater Akron Chamber to discuss Ohio's efforts to support statewide workforce development efforts. The discussion focused on Representative Cross's House Bill 514, otherwise known as the Ohio GROW (Graduate and Retain Ohio's Workforce) Act. This legislation will help recruit and retain the best and brightest young people for Ohio's workforce needs and will complement The University of Akron's efforts to educate Ohio's current and future workforce. The bill gives businesses tax credits for providing students with paid internships and co-ops, rewards students who remain in Ohio after graduation with 100 percent refundable income tax for up to three years, allocates additional funding for the Choose Ohio First Program, and allows students who

earn an associate degree to obtain an additional Ohio College Opportunity Grant (OCOG) in pursuit of a four-year degree.

In his proponent testimony on the bill, President Miller stated, “I have been involved in higher education for more than 30 years, serving in leadership roles in universities in various states, and this is one of the most innovative pieces of legislation directed at higher education that I have seen.”

Kasunic and Garchar shared with Representative Cross and community leaders how the bill will benefit students.

Attorney General Yost Visits Campus



Dr. Jeffrey Pellegrino, Ben Rochester, Professor Stanley Smith, Commander Bill Holland, Ohio Attorney General Dave Yost, Dr. Stacy Willett, Kathy Shaffer and President Gary L. Miller

The University of Akron/Summit County Sheriff’s Office Police Academy has earned certification as a STAR Academy by Ohio Attorney General **Dave Yost** for its rigorous training and certification standards for cadets. Yost, Ohio’s top law enforcement official, visited UA last week to present a certificate to members of the police academy and the School of Disaster Science and Emergency Services.

Legislative Update

The ongoing redistricting/judicial process has required a lot of the General Assembly’s time. The committee processes for both chambers, however, have been steadily working through several

priority areas, such as education (K-12 and higher ed), criminal justice reform, pro-second amendment bills, the capital reappropriations budget, and gubernatorial appointments to various boards and commissions.

In terms of education policy, House Bill 327 remains pending in the House State and Local Government Committee. It has not had a hearing since mid-February of this year and appears to be stalled. The bill would prohibit the teaching of divisive concepts in both K-12 and higher education spaces. This bill is colloquially known as the anti-CRT (critical race theory) bill. In its place, House Bill 616 was recently introduced with additional provisions that prohibit the teaching of sexual orientation and gender identity to young school-age children and establishes parameters around what can be taught to older school-age children and high schoolers on those subjects. HB 616 does not include higher education and was recently referred to the House State and Local Government Committee, the same committee that dealt with HB 327. We expect that the committee may have at least one hearing on HB 616 prior to breaking for summer recess.

Other education bills pending before both chambers include House Bill 583, which addresses the current K-12 teacher shortage and substitute teacher licensure process, and Senate Bill 306, which focuses on creating a statewide tutoring program that expands remedial services across Ohio. Senate Bill 306 was originally drafted to include higher education, as its aim was to expand the number of paid tutors in Ohio to encompass students in Ed Prep programs at Ohio's colleges of education. With the announcement of the Ed Prep Grants for Tutoring by the Ohio Department of Higher Education (ODHE), in conjunction with Governor DeWine's State of the State address on this issue, SB 306 no longer includes that population. SB 306 will now focus on former, retired teachers and substitutes and work with them on returning, either voluntarily or via compensation, to the classroom to tutor K-12 students in English language arts, math, science, and social studies. We expect that SB 306 will be amended into HB 583 and for HB 583 to garner several more amendments and become an education omnibus bill.

A few higher education specific pieces of legislation continue to make their way through the legislative process. House Bill 440, the companion bill to SB 241, that deals with credit enhancements advanced by the Treasurer of State (TOS), was signed by Governor DeWine on April 21, with most of its provisions going into effect immediately and the rest to be effective come July 21 of this year. The bill would help institutions of higher education leverage their SSI when debt is issued to the TOS. Almost all universities, including UA's Senior Vice President and CFO Dallas Grundy, had meetings with the TOS staff and provided proponent testimony in support of the bill as it made its way through both chambers.

Senate Bill 135 was voted out of both the House and Senate on April 6 and signed by Governor DeWine on April 21. A few appropriations contained within the legislation were effective immediately upon signing, with the rest of the provisions effective on July 21. House Bill 514, introduced by Reps. Cross and Denson and colloquially known as the GROW Act, had its fourth hearing in the House Higher Education and Career Readiness Committee on May 17, where the Ohio Chamber, OACC, the Manufacturers' Association, and Ohio Excels all provided proponent testimony. As HB 514 contains an appropriation, a vote was taken in the committee, and the bill was unanimously re-referred to the House Ways and Means Committee for further processing.

Senate Bill 332, sponsored by Sen. Sandra O'Brien, was introduced on May 3 and assigned to the Senate Local Government and Elections Committee, where it received its first sponsor hearing on May 18. This long-awaited land conveyance legislation will help institutions of higher education, among others, convey parcels that have been pending conveyance for quite some time. Without infringing on the provisions related to land conveyance that were amended into SB 135, SB 332 will allow for specific and named parcels to be conveyed immediately upon passage of this legislation. For the University of Akron, the two parcels to be conveyed are one on George Washington Boulevard and another on Orchard Street.

There have been some inquiries from legislators regarding logo usage by organizations and colleges/departments of institutions of higher education. This may result in legislation, and we have worked with IUC to provide answers to the inquiring legislators.

We expect the Capital Budget to be introduced in mid-May and passed out of both chambers by early June before the Legislature breaks for summer recess. UA Government Relations met with delegation members and the finance directors of both the House and Senate over the past several months, both in Akron and in Columbus to discuss UA's capital request for E.J. Thomas Hall. All members and both finance directors gave positive feedback on the E.J. Thomas Hall project.

Legislation Affecting UA

SB 343 – The Capital Budget

The House and Senate have processed all projects, and each member submitted their projects list to their respective finance chairman on April 1, 2022. Traditionally, once introduced, the Capital Budget is passed and signed within a week or two.

HB 440/SB 241– The Ohio Gains Initiative (Swearingen/White and Cirino/Rulli) **HB 440 was signed by Governor DeWine – Effective 4/21 and 7/21**

HB 440/SB 241 were drafted and introduced at the request of the Treasurer of State. The legislation decreases borrowing costs and lowers the bonding rates of Ohio's colleges and universities, as well as those of farmers and hospitals. UA's Dallas Grundy offered written, proponent testimony for the legislation in both chambers' financial institutions committees. HB 440 was passed out of the House and Senate unanimously before being sent to the governor.

SB 135 – Higher Education Reform Bill (Cirino) **Enrolled, signed by Governor DeWine – Effective 4/21 and 7/21**

Senate Bill 135, passed unanimously out of the Ohio House (96-0) and almost unanimously out of the Ohio Senate (31-1), was signed by Governor DeWine on April 21 with the appropriations contained within the bill taking effect immediately and the policy sections on July 21, 2022. The Senate concurred upon the House amendments to the bill, which included: authorizing the Director of Administrative Services to sell state-owned land held by institutions of higher education of an amount up to \$10 million, with Controlling Board approval; removes the "Donor Intent" language entirely; removes the K-12 free speech provisions; removes the section related to nursing bachelor's degree programs at community colleges, as those provisions became law with HB 110; amends the Second Chance Grant Program; and removes the College Credit Plus

Subprogram and instead asks the Chancellor and the Ohio Department of Job and Family Services (ODJFS) to develop a proposal to implement a statewide apprenticeship program.

HB 514 – G.R.O.W. Act (Cross/Denson) *Re-referred to House Ways and Means Committee*

The bill requires the Chancellor of Higher Education to award supplemental OCOG grants to eligible students under current law and requires the Chancellor to establish a Choose Ohio First subprogram to make forgivable loans to both in-state and out-of-state students who meet eligibility requirements. The bill specifies that a student participating in the subprogram must receive a first-time loan of \$10,000 but permits the student to apply for additional loans of \$5,000 for each of the three subsequent academic years. It requires the Chancellor to forgive a participating student's outstanding loans under the subprogram if, after graduating, the student is an Ohio resident. The bill authorizes a graduate from an Ohio institution of higher education to claim an income tax deduction for up to three years post-graduation and authorizes a refundable income or commercial activity tax credit equal to 30 percent of the compensation paid by an employer to a student intern. President Miller provided written, proponent testimony for the bill on April 5.

HB 327 – Divisive Content (Grendell/Fowler-Arthur) *Pending in House Committee*

This bill would prohibit school districts, community schools, STEM schools, state universities, and state agencies from teaching, advocating, or promoting divisive concepts. This is one of two bills that deal, indirectly, with critical race theory, but the only one to list higher education in the bill's prohibitions. HB 327 has not had a hearing since mid-February.

SB 332 – Land Conveyance Legislation (O'Brien) *Introduced, Pending in Senate Committee*

Senate Bill 332 will allow for land conveyances from state agencies, commissions, and universities on a case-by-case basis, specifically as it relates to the state-owned real estate named in SB 332. The bill includes 34 land conveyances from different entities, including parcels owned by the University of Akron—one on George Washington Boulevard and the other on Orchard Street. While the land conveyance section of SB 135 will resolve most of the land conveyance issues currently affecting Ohio's state agencies, commissions, and universities, SB 332 was drafted to make sure the parcels included in the bill will move in a much quicker manner as they have been sitting for quite some time.

HB 529 –Requires School Curriculum Posting (Hillyer/Roemer) *Pending, House Primary and Secondary Committee*

The legislation would require public and nonpublic schools and public colleges participating in the College Credit Plus Program to post course curricula and other relative information online. The material would be posted by July 1 for the upcoming school year, and any adjustments made after the original posting would need to be added to the website in real time. The goal of this legislation is to ensure that parents know what their children are learning.

HB 616 – Regards Promotion of Teaching of Divisive or Inherently Racist Concepts in Public Schools (Schmidt/Loychik) *Referred to House State and Local Government Committee*

This legislation prohibits public and nonpublic schools from teaching or providing training that promotes or endorses divisive or inherently racist concepts, including critical race theory, intersectional theory, the 1619 project, diversity, equity and inclusion learning outcomes,

inherited racial guilt, and any other concept that the State Board of Education defines as divisive or inherently racist. Additionally, the bill prohibits public and nonpublic schools and any employee or other third party representing a school district or school from providing instruction or materials on sexual orientation or gender identity to students in grades K-3 or students in grades 4-12 that is not developmentally or age-appropriate. The bill was referred to House State and Local Government Committee on May 17, and we expect it to have at least one hearing prior to the legislature breaking for summer recess.

SB 306 – Statewide Tutoring Program (Brenner) *Pending in Senate Primary Secondary Education Committee*

The legislation would create a statewide tutoring program to be developed and implemented by the Ohio Department of Education in consultation with the ESC of Central Ohio and utilized by school districts and the regional ESC system to better serve students in need of extra tutoring and remediation in English Language Arts, Math, Science, and Social Studies. Due to Governor DeWine announcing a combined scholarship/mentorship program during his State of the State address, SB 306 was amended to only cover retired teachers, substitutes, and persons who may meet the criteria of a tutor established by ODE. Ed Prep students at Ohio’s colleges and universities were specifically left out of this bill, as Governor DeWine’s tutoring grants will be made available for those institutions who wish to utilize them. We expect SB 306 to be amended into HB 583 prior to the legislature breaking for summer recess.

HB 569 – Authorize Establishment – Ohio Hidden Hero Scholarship Programs (Holmes/White) *Pending House Floor Vote*

The legislation would authorize state institutions of higher education; private, nonprofit colleges and universities; and for-profit career colleges to establish Ohio Hidden Hero Scholarship Programs. These programs would cover the education costs of family members caring for 100-percent service-connected disabled veterans. The bill allows universities to provide 100-percent last-dollar tuition waivers, pay stipends, and grant college credits to scholarship recipients. Funding is provided solely by the institution of higher education, as the programs are optional. This legislation was passed out of the House Higher Education and Career Readiness Committee unanimously and is awaiting a vote on the House floor.



LOCAL UPDATE

The City of Akron and The University of Akron continue to meet regularly to discuss issues affecting both the University and the City, including safety issues. The University of Akron, the City of Akron, and the County of Summit continue to move forward on the South of Exchange Camera Project. If progress continues, cameras should be in place by fall semester 2022.

The City of Akron and UA also have discussed the placement and location of electric vehicle charging stations in and around campus. Faculty, staff, and students are meeting with the City to discuss ideas and potential use.



The Ray C. Bliss Institute of Applied Politics Update

Members of The Ray C. Bliss Institute of Applied Politics have spoken to local and national media and local business, economic, and civic groups about various political issues during the past several months.

Scholarships and Internships



UA Trustee Bryan C. Williams, Governor Mike DeWine, and UA Trustee William A. Scala

The Bliss Institute is awarding scholarships to deserving students this spring and summer. In addition to placing students in internships, the Bliss Institute, with the help of UA Trustees William Scala and Bryan Williams, held a fundraising event for the Alex Arshinkoff Internship Fund, which featured Ohio Governor Mike DeWine. Patrick Cook, a current UA student majoring in political science and current recipient of the Alex Arshinkoff Internship Fund, shared how his internship experience is helping him further his career and how the funding allows him to continue his education.

Academic Issues & Student Success

Update from the Provost

June 15, 2022

Committee Chair:

Lewis W. Adkins, Jr.

1

*Strategic Action Plan

2

*Retention and Completion Plan

For Information Only:

3

University of Akron Calendar Update

4

Research Report

5

Student Success Report

*

CONSENT AGENDA:
ITEMS 2, 3



BOARD OF TRUSTEES PRESENTATION

Provost's Report

John Wiencek
Executive Vice President & Provost

June 15, 2022

The
University
of Akron



STRATEGIC PLAN

STRATEGIC ACTION PLAN

(Present-June 2023)

VISION

The University of Akron will be a leading public urban research university with an unsurpassed commitment to community engagement with a great American legacy city, Akron.

We will be an opportunity university for all types of learners.

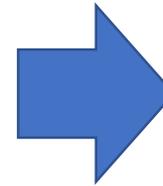
We will be known as a willing and constructive partner of business, government, and the non-profit sector.

We will be an institution of innovation willing to invest in unique approaches that increase opportunity for students and reduce costs.

We will be a diverse, equitable, and inclusive university.

We will sponsor an array of superb academic programs relevant to the future.

We will make and keep promises to our students, ourselves, and this community.



Promises

We promise to ensure the long-term viability of the University by ...

We promise to provide flexible learning opportunities and an array of superb academic programs by ...

We promise to increase diversity, equity, and inclusion by ...

We promise to nurture research and innovation by ...

We promise to connect to and serve our community by ...



Promises
Fulfilled

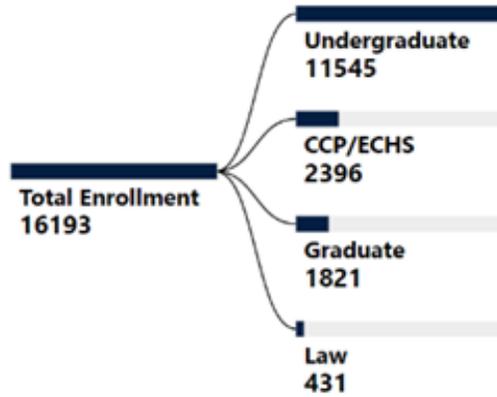
UA COLLEGE COMPLETION PLAN



Enrollments

TermYear

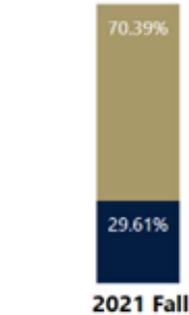
2021 Fall



By Student Type

Student Type	Enrollments	% Enrollment
Undergraduate	11545	71.30%
PHD	423	2.61%
Masters	1398	8.63%
Law	431	2.66%
ECHS	461	2.85%
CCP	1935	11.95%
Total	16193	100.00%

● New ● Returning



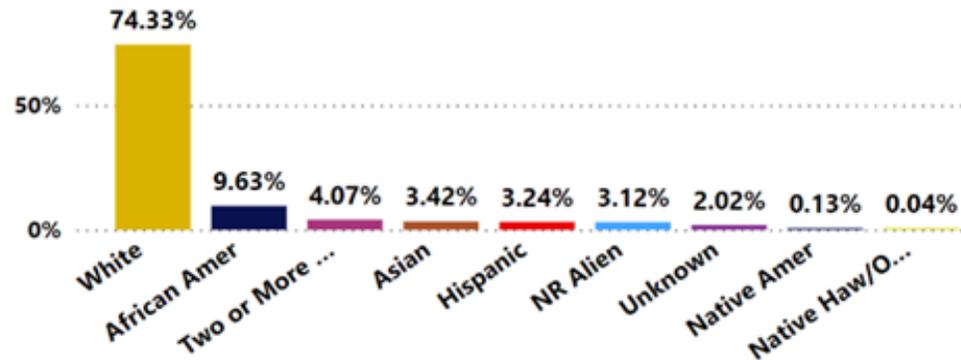
First Generation

3827
23.63%

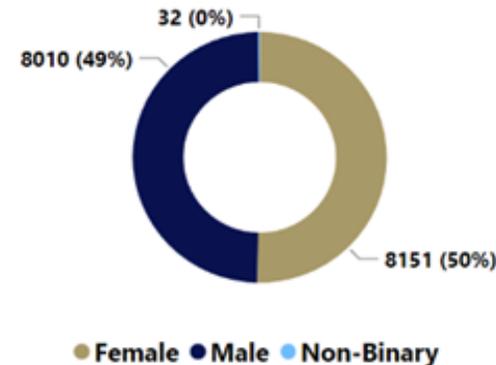
Pell Eligible

4581
28.29%

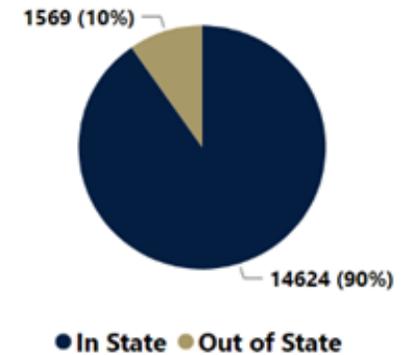
By Ethnicity



By Gender



By Residency



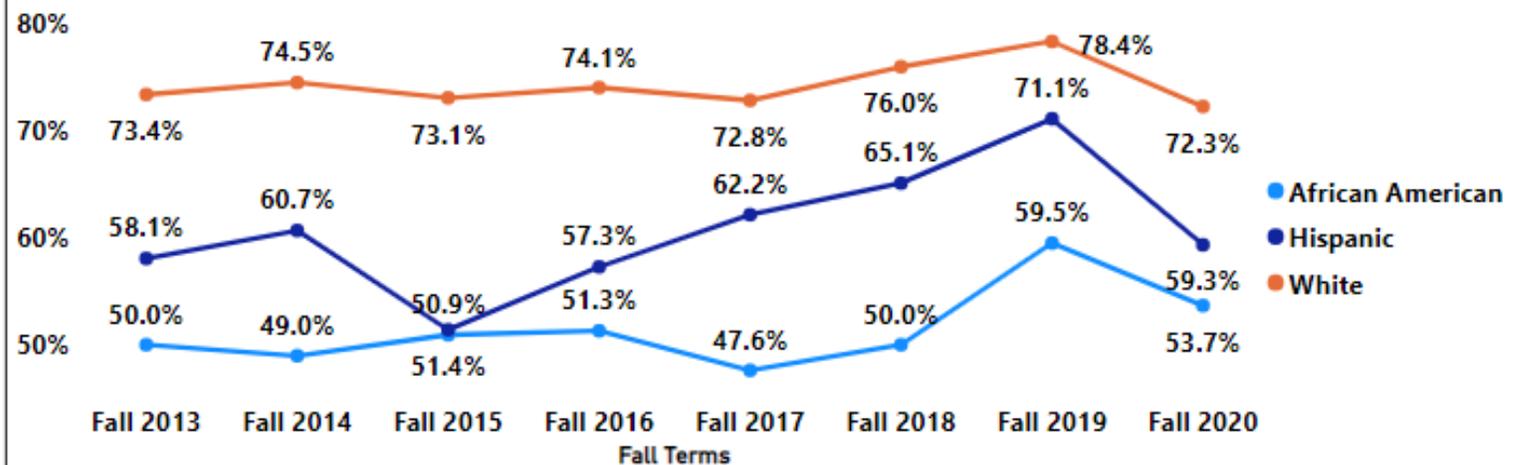
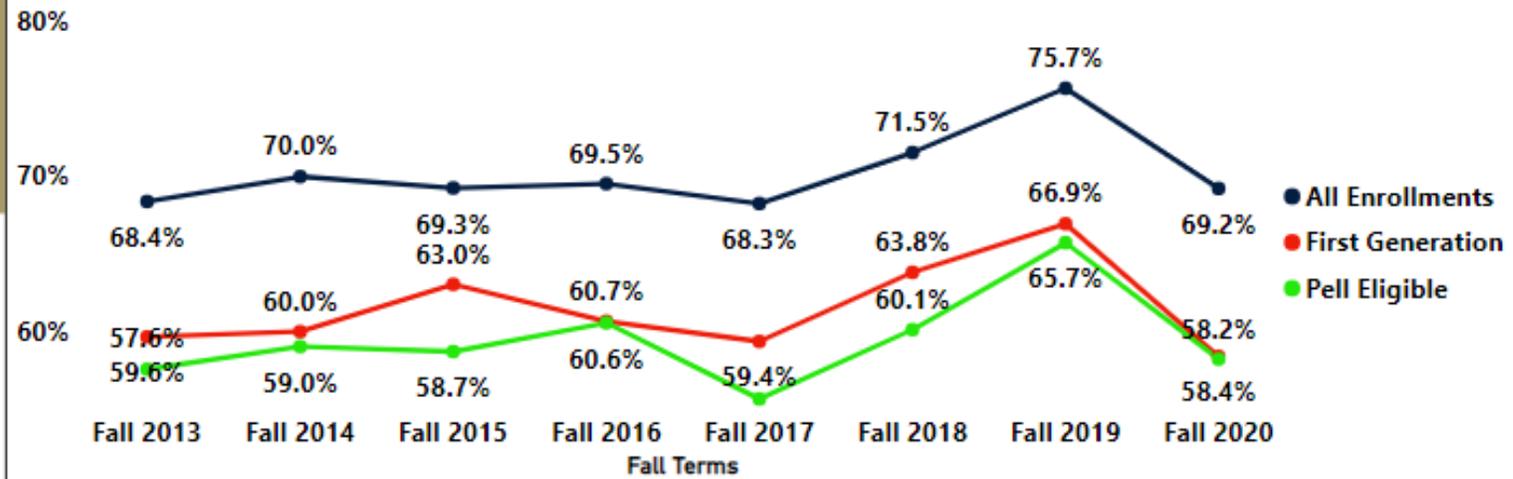
UA COLLEGE COMPLETION PLAN



Retention by Ethnicity, First Gen & Pell Eligibility

Admit Type

- Freshmen
- Transfer



UA COLLEGE COMPLETION PLAN

RETENTION AND COMPLETION GOALS FOR 2022-2024

In consideration of the critical challenges that the COVID-19 pandemic posed for University of Akron students, the University will seek to return to the gains achieved by the 2019 class. The academic and economic impact of the pandemic will be felt for several academic cycles.

These gains will be progressive in nature:

- Goal 1: Increase first year student retention 2% annually.
- Goal 2: Increase levels of completion and retention for first generation students, Pell- eligible students and traditionally underrepresented students by 3% annually.
- Goal 3: Maintain four-year graduation rates at 2017 level and six-year at 2015 level, respectively.
- Goal 4: Maintain current levels of graduating student placement. Increase by 1% annually in colleges below institutional average. Continue to align career placement with focus on Ohio workforce development priorities

UA COLLEGE COMPLETION PLAN

Our retention and completion goals for 2022-2024 are both aggressive and realistic and can be achieved through the following initiatives:

1. Enhance student support services and early alert initiatives to respond to students needing resources including crisis response and financial literacy (plus debt accumulation, repayment and regular budgeting);
2. Develop and implement a college-centered academic advising model that balances the program and career guidance and delineates course registration processes;
3. Design and launch programs that support degree progress that respond to broad preparedness levels;
4. Develop student engagement activities to address student connections, countering feelings of isolation, and supportive mental health, among others within current and possible future realities associated with social distancing and health priorities;
5. Increase efficiency in degree completion through revised class scheduling process; and specifically offering course options during times when students need them;
6. Address the needs of underrepresented students through intentional support including supplemental academic advising, learning communities and other strategic initiatives (such as racial equity and social justice);
7. Tailor the Akron Experience first-year seminar course to meet the specific programs in colleges and majors.
8. Assess execution of course delivery, campus support services, and new initiatives implemented as a result of COVID-19 to identify impact, gaps, and opportunities to continue practices/initiatives as a part of normal business practices; and
9. Expand experiential learning and research opportunities to all undergraduate programs.

LEADERSHIP APPOINTMENTS



Dr. Stephen McKellips

**Vice Provost for
Enrollment Management**

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 1

STRATEGIC ACTION PLAN

THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Endorsement of “Affirming Our Promises: The University of Akron’s Strategic Action Plan”

WHEREAS, The University of Akron has, with broad involvement by the University community, engaged in a strategic planning process under the guidance and leadership of the University Planning Group to develop “Affirming Our Promises: The University of Akron’s Strategic Action Plan,” (the “Plan”), attached as Exhibit A; and

WHEREAS, The Plan is based on a vision that The University of Akron will be a leading public urban research university with an unsurpassed commitment to community engagement with a great American legacy city, Akron, and will: be an opportunity university for all types of learners; be known as a willing and constructive partner with business, government, and the non-profit sector; be an institution of innovation willing to invest in unique approaches that increase opportunity for students and reduce costs; be a diverse and inclusive university; sponsor an array of superb academic programs relevant to the future; make and keep promises to our students, ourselves and this community; and

WHEREAS, The Plan includes five promises: (1) to ensure the long-term viability of the University; (2) to provide education to and share knowledge with those who seek it; (3) to increase our commitment to diversity, equity, and inclusion; (4) to nurture research and innovation; and (5) to connect and serve our community; and

WHEREAS, The University Council will drive the Plan and implementation process for our evolving planning activities; and

WHEREAS, The Plan frames short-term actions and activities in two-year intervals based on a framework of aspirations (A) that move us toward the vision articulated in our strategic plan, and key results (KRs) that help us measure our progress toward achieving such aspirations (the “AKR process”); Now, Therefore,

BE IT RESOLVED, That The University of Akron’s Board of Trustees endorses “Affirming Our Promises: The University of Akron’s Strategic Action Plan.”

M. Celeste Cook, Secretary
Board of Trustees

STRATEGIC ACTION PLAN (Present-June 2023)

VISION

The University of Akron will be a leading public urban research university with an unsurpassed commitment to community engagement with a great American legacy city, Akron.

We will be an opportunity university for all types of learners.

We will be known as a willing and constructive partner of business, government, and the non-profit sector.

We will be an institution of innovation willing to invest in unique approaches that increase opportunity for students and reduce costs.

We will be a diverse, equitable, and inclusive university.

We will sponsor an array of superb academic programs relevant to the future.

We will make and keep promises to our students, ourselves, and this community.

The following plan builds on the work of the Drafting and Integration Group (DIG) and the earlier document provided by the Strategic Working Group. The plan is organized around five promises included in the DIG's original plan.

We promise to ensure the long-term viability of the University by:

1. Developing a budget model that incentivizes enrollment growth across the University, including those that involve interdisciplinary collaborations.
2. Organizing faculty and staff efforts to promote increases in retention and progression.
3. Increasing faculty and staff interactions with current and prospective students both on- and off-campus.

-
4. Increasing regional yield and rebuilding non-resident (both international and out-of-state domestic) enrollments.
 5. Sharpening our storytelling of the Akron Experience—what students, faculty, alumni, and the community gain from their interaction with The University of Akron.

We promise to provide flexible learning opportunities and an array of superb academic programs by:

1. Aligning the student and academic affairs offices to increase and improve collaborations that better serve the needs of all learners, traditional and non-traditional.
2. Improving course delivery, academic success, student learning, student wellbeing, and student satisfaction.
3. Continuing to invest in and grow fully online programs aligned to student interest and market demand.
4. Enhancing support of high-demand programs along with the development and support of alternative, innovative pathways to learning and degree completion.

We promise to increase diversity, equity, and inclusion by:

1. Reducing, with the goal of and eventually eliminating, disparities in educational outcomes.
2. Recruiting a more diverse student body that is representative of Akron and our region.
3. Increasing the number of faculty and staff job applicants from marginalized populations.
4. Providing high-quality programs that will involve faculty, students, contract professionals and staff, both majority and minority, in deliberative and reflective conversations about how to advance diversity, equity, and inclusion at The University of Akron.

We promise to nurture research and innovation by:

1. Revitalizing the Office of Research Administration and the operations of the University of Akron Research Foundation, including hiring permanent leadership.

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2. Incentivize faculty to secure external support for their research and increase Facilities and Administration revenue to the General Fund.
 3. Identify and adjust policies and practices that hinder faculty in their scholarly and innovation pursuits.

We promise to connect to and serve our community by:

1. Investing in a single, one-stop professional and continuing education office that consolidates and improves support for all non-credit initiatives.
2. Partnering with local/regional business, government and non-profit enterprises in ways that serve their needs, provide experiential learning, service-learning, and applied research opportunities for students, and create outcomes that matter locally and globally.
3. Reconnecting and growing our cultural corridor in the surrounding region through the arts, especially through revitalized programming and community use of EJ Thomas Hall and connecting with downtown via our AkronArts plan.

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 2

RETENTION AND COMPLETION PLAN

THE UNIVERSITY OF AKRON

University Retention and Completion Plan

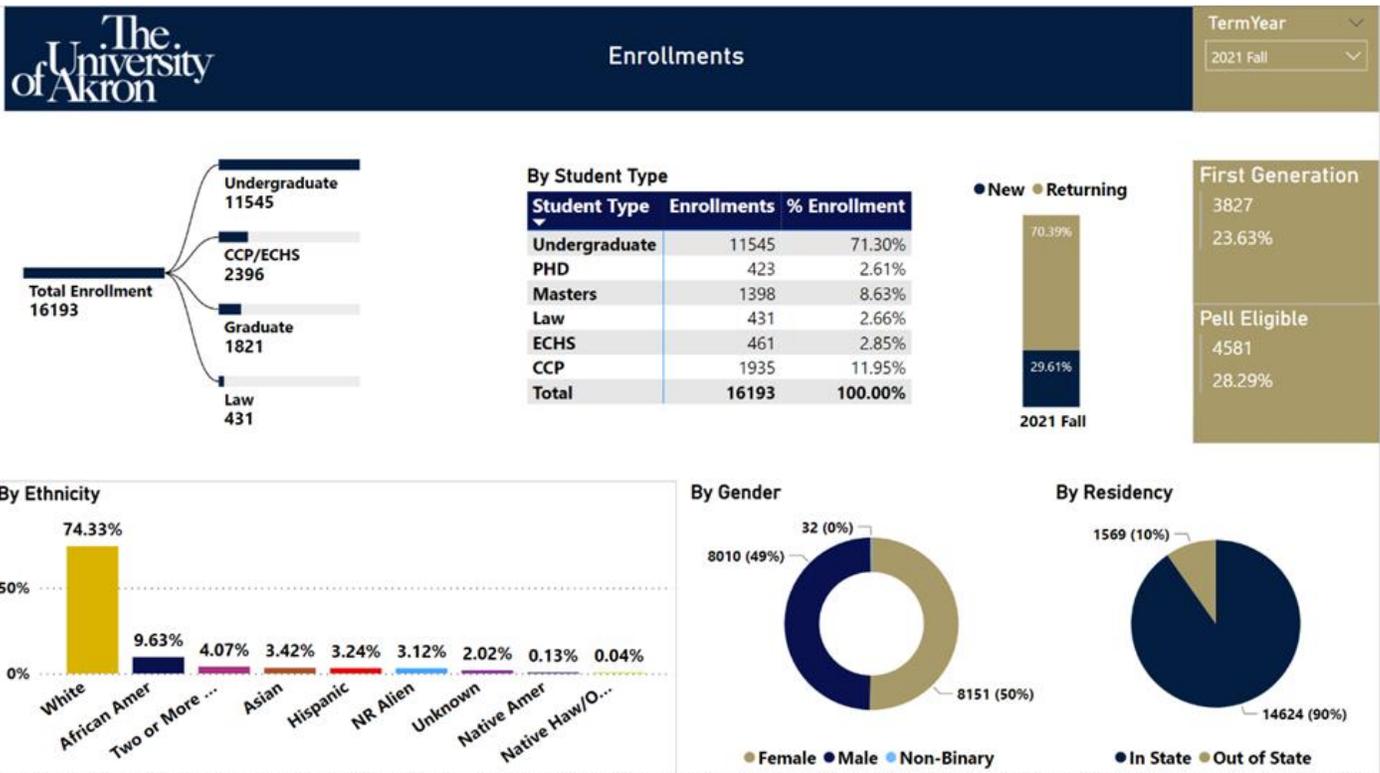
UNIVERSITY MISSION

The University of Akron (UA), a publicly assisted metropolitan institution, strives to develop enlightened members of society, offers comprehensive programs of instruction from associate through doctoral levels; pursues a vigorous agenda of research in the arts, sciences, and professions; and provides service to the community. The university pursues excellence in undergraduate education and distinction in selected areas of graduate instruction, inquiry, and creative activity.

STUDENT BODY PROFILE

The University offers many programs from associate degrees to doctoral degrees of varying competitiveness, to world-ranked graduate programs. Total UA enrollment for fall 2021 was 16,193: 13,941 undergraduates, 1,821 graduate students and 431 law (2,252 combined graduate and professional).

- Full-time students made up 71.99% of the student body; part-time students, 28.01%.
- Ethnically underrepresented (African American, American Indian, Asian American, Hispanic American, Native Hawaiian, two or more races, and non-resident alien) students made up 25.67% of the student body.
- Adults (25 years and older) made up 13.5% of the undergraduate population.
- First-generation students represented approximately:
 - First Generation undergraduates (*excluding CCP/ECHS*): 3223 out of 11545 (27.92%)
 - First Generation first-time freshmen: 711 out of 2340 (30.38%)
- 4209 (36.46%) of our undergraduate (*excluding CCP/ECHS*) students were Pell eligible.
 - 989 (42 %) of first-time freshman



The faculty and staff at The University of Akron value student development and academic success above all other goals. As a metropolitan university, Akron is experiencing many of the challenges that higher education faces today, particularly for public institutions that are inclusive in nature.

The impact of the COVID-19 pandemic has directly impacted student success pathways and will have lasting impact on the student experience.

The retention and completion strategies selected for this document have been chosen based upon the following principles:

1. Accepts a broad range of student-preparedness levels
2. Strives for inclusive excellence to support a diverse population of students
3. Strengthens support frameworks and resource programs to reach the depth and breadth of preparedness
4. Increases focus on retention and completion with particular attention to the student's first year, where most attrition occurs
5. Develops and implements specific strategies selected based upon best practices and literature review of student development and persistence for the diverse population of students we serve.

BARRIERS TO PERSISTENCE AND COMPLETION

1. COVID Impact

At the onset of the 2020 plan, the impact of COVID on student success variables was unknown. Retention and persistence data included in this report show the dramatic impact on retention the pandemic had on increasingly successful initiatives. Trajectory must emphasize COVID recovery for students.

2. Pell Eligibility

The University's significant percentage of Pell-eligible students faces challenges in both the transition to and persistence through college. Approximately 28.29% of our students are Pell-eligible attendees. The retention and completion goals of this plan offer a clear vision for improving student academic success and eliminating the barriers to completion at the University, with great attention to this group of students.

3. First Generation

The University's significant percentage of first-generation students faces challenges in both the transition to and persistence through college. Approximately 27.92% of our undergraduate students are first-generation college attendees (30.38% of first-time freshman). Throughout this plan, several engagement strategies will be outlined to increase first-year retention, persistence to degree and career placement that are designed to meet the specific needs of this sector.

4. Academic Preparedness

The Fall 2021 first-time, full-time new freshman cohort included 2280 students. In Fall 2021, the median high school grade point average for first-time freshman was a 3.46, with median ACT of 22, and SAT of 1060. In Fall 2020, the median high school grade point average for first-time freshman was a 3.49, with median ACT of 22, and SAT of 1070. For the 2021 fall semester, the following data represents first-year, domestic students at the Akron campus only.

2081 students enrolled

- 794 were direct admits (38% of class)
- 789 were college ready admits (37.9% of class)
- 498 were emergent admits (23.9% of class)

Direct and college-ready students (both directly admitted to an academic program of study, and those of higher preparedness who need to fulfill additional requirements at the institution as a pre-admission student)

- Pathway admission based upon a sliding scale by high school coursework, high school grade point average, and standardized test scores (ACT/SAT). Students admitted with a higher academic profile are admitted directly to their academic program of study.
- Demonstration of high achievement throughout high-school and ready to pursue academically challenging coursework that leads directly to degree completion.

Emergent students include those admitted to the University with a requirement of completing a set of prescribed courses and/or activities during their first year of enrollment as a condition of further enrollment and admission to an academic program of study.

- Pathway admission based upon a sliding scale by high school coursework, high school grade point average, and standardized test scores (ACT/SAT).
- High school GPA demonstrates the ability and desire to achieve through personal effort, benefitting from admittance as pre-majors and the receipt of intentional, intensive, and if necessary, intrusive support for major readiness.

Students applying to The University of Akron for the 2021 fall semester, had the option of applying test-optional for consideration for admission, merit scholarships and admission/scholarships for the Williams Honors College. Fifty-nine percent of the students who applied to The University of Akron for the 2021 fall semester chose to apply test optional. Students applying to UA for all upcoming terms will continue to have the opportunity to apply test optional.

In evaluation of the last three years of placement testing data, math placement testing is the highest need for incoming students. In 2021, over half of the incoming students required placement testing (68.8%); 94.4% of students selected for testing are selected for math testing. From 2017 to 2019, the need for overall testing dropped, which may be attributed to higher admissions criteria (65.5% to 56.3%). After adopting a test optional admission policy in 2020, the need for testing increased from 56.3% in 2019 to 68.8% in 2021. Additionally, the volume of students needing more than one placement test has increased more than 20%, from 42.5% in 2019 to 63.2% in 2021.

Placement Testing Evaluations for Incoming Freshman by Year:

	2017	2018	2019	2020	2021
Total Students Evaluated for Testing	3,628	3,277	3,131	2,874	2,487
No Testing Required	1,252 (34.5%)	1,448 (44.2%)	1,368 (43.7%)	1,165 (40.5%)	776 (31.2%)
Testing Required	2,376 (65.5%)	1,829 (55.8%)	1,763 (56.3%)	1,709 (59.5%)	1,711 (68.8)
<i>Math Testing</i>	2,164 (91.1%)	1,620 (88.6%)	1,574 (89.3%)	1,571 (91.9%)	1,615 (94.4%)
<i>2 or more areas</i>	1,198 (50.4%)	817 (44.7.9%)	750 (42.5%)	834 (48.8%)	1,082 (63.2%)

5. Financial Literacy and Management

Because we have many students who are Pell Grant eligible and the first generation in their families to seek post-secondary education, they arrive at the University with limited financial literacy skills. The challenges here are most apparent about financial aid regulations, regular budget management and the utilization of refunds for college related expenses. It is evident that we must provide education and support to these students to enhance and enrich their financial literacy skills to forestall potential issues with debt, personal finances, and student loan repayment. On the heels of the Student Emergency Financial Assistance [SEFA] grant, launched in 2017, the University's approach to financial literacy education broadened. In collaboration with Student Financial Aid, new programs were created to educate students on basic money management and budget.

Now, in addition to educating new students and parents on scholarships, loans, and grants, all students have access to free, confidential financial coaching, classroom-hosted workshops (focused on refund usage, income/debt ratio, and budget control), dedicated mentorship programs, nationally recognized financial wellness speakers, and monthly webinars and workshops. Collaborations with local business leaders, organizations, and nationally recognized literacy training tools equip students with solutions and resource-driven approaches to fiscal management.

An example of community partnerships is the JumpStart-Powered by PNC financial literacy education program, organized through the University's student advocacy and support office, ZipAssist. Focused on a cohort of first-generation, Pell-eligible students, this program brings together mentorship with access to technology and financial wellness education to create a three-pronged approach to student success. Started through an external pilot grant in August 2020, ZipAssist program assessment indicates increases in learning, community-building, and retention.



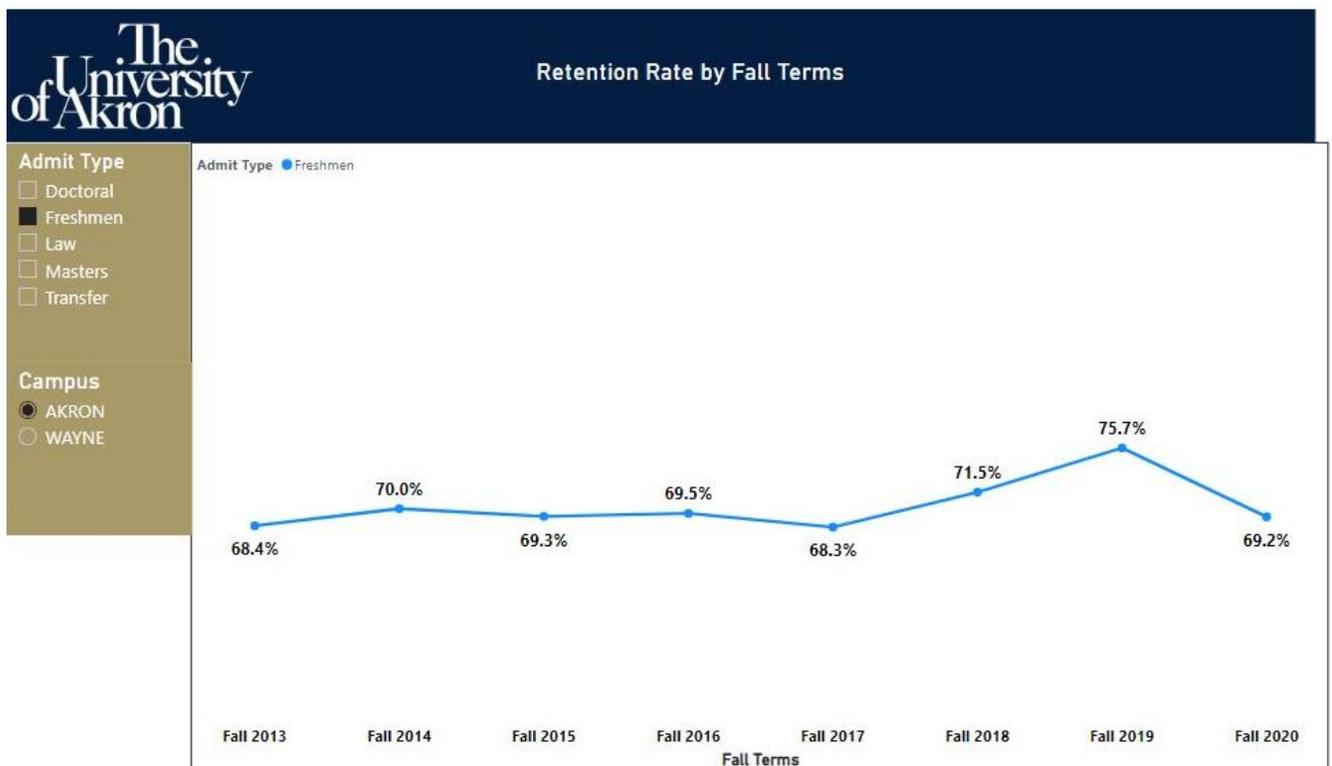
6. Part-time Enrollment

Over **4903** of our students attend part time (**30.2%** of total enrollment) and many juggle work and family responsibilities. In Ohio, part-time students seeking a bachelor's degree have eight-year graduation rates of less than 15% . This measurement does not include the challenges in timely degree completion and accurate tracking for students who earn credits from several institutions.

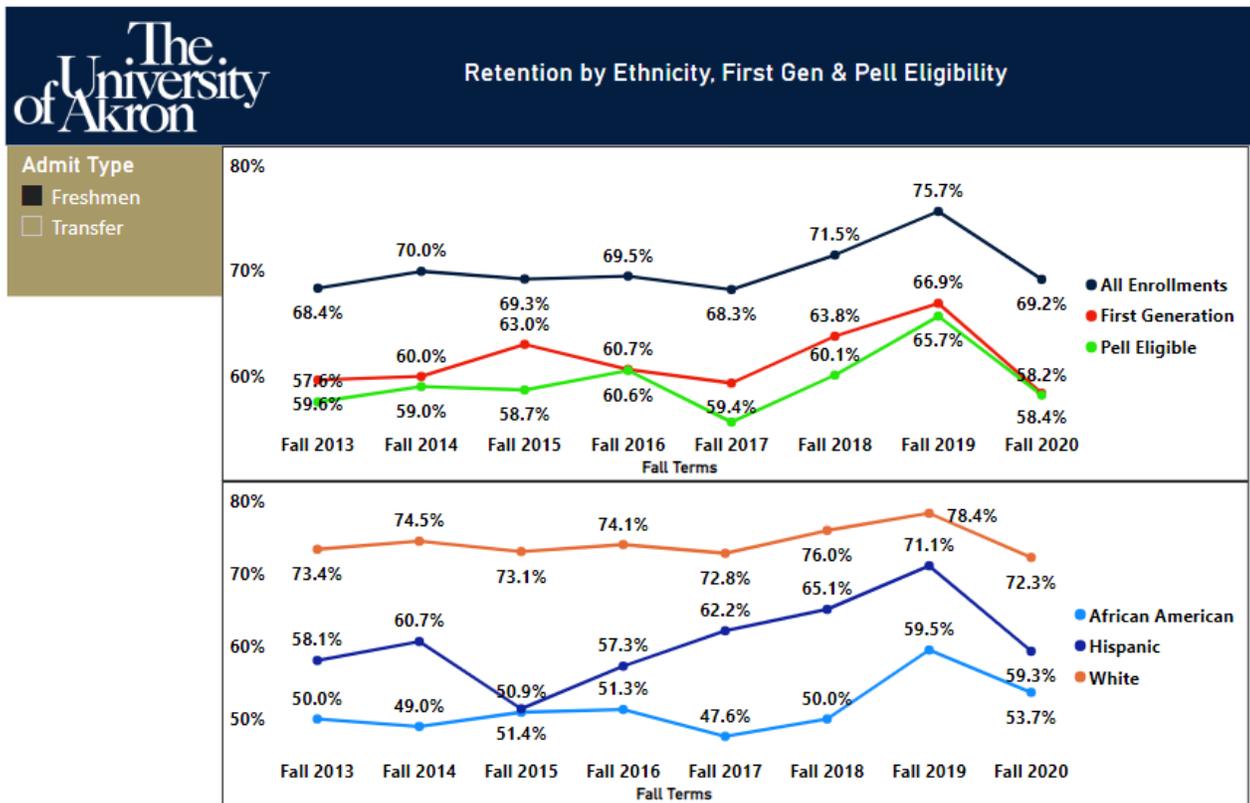
PROGRESS TOWARD INITIAL RETENTION AND COMPLETION GOALS

Our retention and completion goals were directly and negatively impacted by the COVID pandemic. Data below indicates challenges met across populations, widening gaps.

1. The first-year retention rate dropped 6.5% during the pandemic. The table below reflects the percentage of first year students who enrolled and attended the following fall.



2. Cohort achievement gaps, particularly in first-year retention, also reflected the impact of the pandemic.



3. Progress toward degree increased across all years until the pandemic, showing decline for the incoming class.

Cohort Class Fall Term	Class Size	Year 1	Year 2	Year 3
Fall 2013	3460	68.4%	56.3%	48.4%
Fall 2014	3542	70.0%	57.8%	50.7%
Fall 2015	3695	69.3%	59.4%	52.2%
Fall 2016	2905	69.5%	57.3%	49.3%
Fall 2017	3304	68.3%	55.6%	49.3%
Fall 2018	2723	71.5%	62.3%	54.3%
Fall 2019	2641	75.7%	64.4%	
Fall 2020	2271	69.2%		

4. Four and six-year graduation rates have showed continued improvement. The current six-year graduation rate is improving with the 2015 six-year rate at 49% and the 2017 rate increasing to 27.15%. (first-time, full-time Akron Campus bachelor's degree seeking);

Cohort Class Fall Terms	Class Size	4 year	5 year	6 year
Fall 2013	3460	21.97%	39.57%	43.73%
Fall 2014	3542	24.42%	43.45%	47.74%
Fall 2015	3695	24.41%	45.03%	49.17%
Fall 2016	2905	24.99%	43.10%	
Fall 2017	3304	27.15%		

5. The job/graduate school placement rate increased from 87% to 95%.

Spring 2019, 2020, 2021 Career Outcomes Comparison Summary by College Handshake First Destination Survey Results				
Degree	College	Career Outcomes Rate % (previously named Overall Placement Rate)		
		2019	2020	2021
Bachelors	Buchtel College of Arts and Sciences	88%	86%	88%
	College of Applied Science and Technology	80%	82%	n/a
	College of Business (formerly CBA)	82%	83%	93%
	College of Education	88%	83%	n/a
	College of Engineering & Polymer Science (formerly COE)	85%	87%	97%
	College of Health & Human Sciences (formerly COHP)	93%	87%	94%
	Bachelors Total		87%	86%
Associates	Buchtel College of Arts and Sciences	100%	86%	99%
	College of Applied Science and Technology	92%	96%	n/a
	College of Engineering & Polymer Science (formerly COE)	n/a	n/a	100%
	College of Health & Human Sciences (formerly COHP)	89%	100%	0%
	Wayne College	81%	92%	n/a
Associates Total		91%	95%	99%
Grand	Bachelors and Associates Grand Total	87%	87%	95%

RETENTION AND COMPLETION GOALS FOR 2022-2024

In consideration of the critical challenges that the COVID-19 pandemic posed for University of Akron students, the University will seek to return to the gains achieved by the 2019 class. The academic and economic impact of the pandemic will be felt for several academic cycles.

Appreciating the recapturing these gains will be progressive in nature:

- Goal 1: Increase first year student retention 2% annually.
- Goal 2: Increase levels of completion and retention for first generation students, Pell- eligible students and traditionally underrepresented students by 3% annually.
- Goal 3: Maintain four-year graduation rates at 2017 level and six-year at 2015 level respectively.
- Goal 4: Maintain current levels of graduating student placement. Increase by 1% annually in colleges below institutional average. Continue to align career placement with focus on Ohio workforce development priorities

Our retention and completion goals for 2022-2024 are both aggressive and realistic and can be achieved through the following initiatives:

1. Enhance student support services and early alert initiatives to respond to students needing resources including crisis response and financial literacy (plus debt accumulation, repayment and regular budgeting);
2. Develop and implement a college-centered academic advising model that balances the program and career guidance and delineates course registration processes;
3. Design and launch programs that support degree progress that respond to broad preparedness levels;
4. Develop student engagement activities to address student connections, countering feelings of isolation, and supportive mental health, among others within current and possible future realities associated with social distancing and health priorities;
5. Increase efficiency in degree completion through revised class scheduling process; and specifically offering course options during times when students need them;
6. Address the needs of underrepresented students through intentional support including supplemental academic advising, learning communities and other strategic initiatives (such as racial equity and social justice);
7. Tailor the Akron Experience first-year seminar course to meet the specific programs in colleges and majors.
8. Assess execution of course delivery, campus support services, and new initiatives implemented as a result of COVID-19 to identify impact, gaps, and opportunities to continue practices/initiatives as a part of normal business practices; and
9. Expand experiential learning and research opportunities to all undergraduate programs.

COMPLETION STRATEGIES

1. Pathways to Student Academic Success

Our fall 2021 first-time, full-time (FTFT), bachelor's degree-seeking students had an average ACT of 22 and a 3.46 high school grade point average. Our student support begins in admissions and remains focused on increasing first-year retention and graduation rates.

In Fall 2020, we implemented the Akron Rising Scholars initiative. The program is designed to increase access to the university by reviewing students through a holistic review criterion who were previously denied admission to the university. The Holistic Review Committee reviews each applicant and evaluates admission based upon various criteria. These include:

- College Prep Track in previous high school coursework
- Grade Point Average trends
- ACT/SAT test scores
- Letters of recommendation
- Personal statements and/or Common App essay
- CCP coursework, if applicable
- Local six-county region

Students admitted through Akron Rising Scholars participate with additional and intentional wrap-around support and academic services, including Summer bridge, tutoring, access to a Retention Coordinator, among others.

Akron Rises Fall 2020 cohort

- Confirmed incoming students: 175
- Retained to Spring 2021: 110 students
- Retained to Fall 2021: 64 students
- Retained to Spring 2022: 45

Many of incoming students from the 2020-2021 academic year struggled with online classes (especially asynchronous classes) and social isolation and lack of college readiness.

Akron Rises Fall 2021 cohort

- Confirmed incoming students: 165
- Retained to Spring 2022: 107

Many of the incoming students from the 2021-2022 academic year struggled with classes and activities going back to being in person while also being overly confident in their online classroom skills. These students struggled with asynchronous classes and lack of college readiness.

All Akron Rises students have the 1-on-1 help from a retention coordinator to make goals and assist in connecting them to resources they may need, such as tutoring and Zip Assist. The students also receive specialized programming based on group needs such as study skill programming, how to apply and write scholarship essays, FAFSA help, and finals prep. Majority of the Akron Rises students also take an Akron Experience class that is catered toward the program initiative. A significant obstacle facing many students was financial obligations and relied on external employment to subsidize college costs.

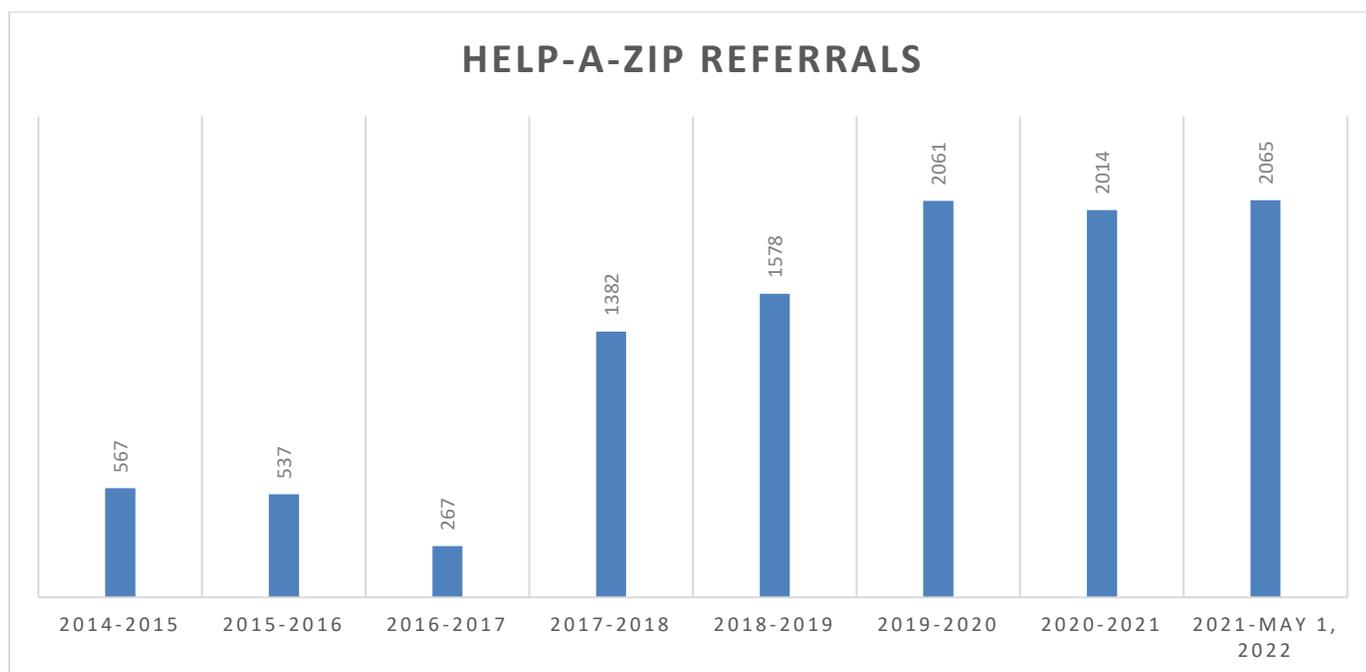
2. Early Alert Initiatives

Help-A-Zip and ZipAssist

ZipAssist serves as the University's multifaceted student advocacy and support office. The scope of ZipAssist was highlighted and broadened amid the COVID-19 pandemic as students and University community members sought additional resources and guidance for services outside the traditional scope of the University. ZipAssist currently operates a robust network of basic needs support, including the on-campus pantry program, Campus Cupboard. Recognizing the pivotal role that holistic wellbeing plays on a student's ability to succeed in the classroom, ZipAssist oversees several programs aimed at providing early intervention, connection, and guidance. An example of these initiatives/strategy includes financial literacy education, persistence grants, and several programs and partnerships focused on basic needs, emergency assistance/hardship, and general wellbeing.

The Help-A-Zip referral program was put in place in Fall 2015 to provide resources for students who are facing distress, looking for guidance, or are in jeopardy of leaving the University. Faculty, staff, parents, community members, peers, and students themselves can make a referral to ZipAssist on behalf of an enrolled student. A team of campus experts are then assigned to assist students with navigating University resources and finding needed services. Referrals are typically made for the following areas of concern: academic, personal/social, mental health, tuition/fees, emergency financial, and textbook assistance.

Through intentional communication and education to campus, the Help-A-Zip referral program experienced a 400% increase in FY18, as compared to the previous two years of the program. The success and utilization of the program has continued and since the beginning of the pandemic, the program experienced over a 30% growth. This increase has been sustained since spring 2020, with about 1,000 referrals submitted each semester.



During conversations with staff, students set goals, review Degree Progress Reports, discuss budgeting strategies, are provided campus/community resources and receive holistic mentorship. In addition to an initial meeting, each student referred will receive three points of outreach from the ZipAssist team.

While Help-A-Zip is intended as the University’s specified intervention program, proactive early alert and retention efforts are also a focus for units such as ZipAssist, academic advising, and various student support offices. Regular communication and strategic data collection provide the University with data-driven opportunities for programming and communication strategies. Examples of these efforts include:

- Interim grades
- Progress reports
- Formal mentorship programs
- Probationary academic intervention
- Wellbeing education
- Reenrollment strategies
- Persistence grants

Interim Progress Reports

Research has demonstrated that the earlier students have contact with full-time faculty, the more likely they are

to remain in school and succeed. The combination of full-time faculty contact with professional advisor and staff guidance and intervention will improve retention and persistence. Although faculty and staff contact take many forms, measurable feedback in relation to student progress includes the use of early-term progress reports, primarily for the 100- and 200-level courses, where faculty enter satisfactory or unsatisfactory indicators during the second to fifth week of the term. With this information, degree-granting colleges and other advising units pull reports from the system to outreach to those students identified at-risk for failing a course(s). Outreach includes email and telephone calls to invite students in to discuss interventions and to create success toward those courses. Interventions include tutoring, office hours, additional academic advising appointments, and access to additional resources such as counseling. In addition, the University is developing strategic and consistent deployment and utilization of the Brightspace platform for grade keeping and communication with students.

3. Student Emergency Financial Assistance (SEFA)

In May 2017, the University was selected as a national recipient of a grant provided by the DASH Emergency Grant, supported by the Great Lakes Higher Education Corporation & Affiliates. The grant, now called the Student Emergency Financial Assistance (SEFA) program on campus, provides emergency assistance for undergraduate students facing unexpected hardships. Through a referral system, students work with Zip Assist staff to determine eligibility and resources available, both on campus and within the community. The program is aimed at supporting low-income students with an Expected Financial Contribution of \$7,000 or less. The maximum grant a student can receive is \$1,000 towards non-tuition related expenses. As a catalyst for change, the SEFA program has provided the institution with data necessary to expand programs and increase student support. Supplemental support programs, such as Campus Cupboard, financial literacy education, emergency job placement, community partnerships, JumpStart-Powered by PNC, and ZipsTech, were created because of concerns learned through student interventions with SEFA.

Through collaborative work with the Department of Development, fundraising efforts have sustained this and other emergency financial support programs. To date, this program has supported nearly 800 students with one-time assistance, amounting to over \$558,000 in support. An analysis of the SEFA program's effectiveness confirms the program's success with over 98% of students remaining in higher education because of the emergency aid and intervention.

4. Persistence Grants

The retention and completion grant program targets a group of academically eligible students at risk of attrition. Retention & Completion Initiative Grants are administered through written recommendation and committee review. Colleagues in Student Financial Aid, ZipAssist, and Student Accounts review requests for completion funds based on the stated eligible guidelines. The committee review provides a streamlined and comprehensive assessment of the students' needs, knowing they may benefit from additional support (such as counseling, financial coaching, food assistance, social services, etc.). Students who may be eligible for funds (1) must be degree-seeking undergraduate students in good standing and (2) must have a FAFSA on file and stated needs [such as Pell-eligible]. Our research suggests the top two reasons students stop out of college are financial and personal issues. This model of wrap-around committee review provides various support units with the opportunity to make recommendations to students about additional resources or strategies for persistence.

Additionally, as is the case at institutions across the nation, most UA students who are dropped from classes for non-payment are in good academic standing and simply cannot return because of insufficient financing. For residential students, room and board balances exceeding \$1,000 may hinder reenrollment. After thoughtful review of this emerging concern amid the pandemic, the University's Department of Development sought increased support for students living on campus with limited and maximized financial assistance. Structured similarly to Retention & Completion Initiative Grants, a committee of colleagues from Student Financial Aid, ZipAssist, Residence Life & Housing, and Development/Advancement reviewed student referrals related to outstanding debt from room and

board.

Amid the pandemic, the financial needs of students have increased and highlighted the unique circumstances of students. Unemployment, family financial obligations, gap employment, reduced hours, and health concerns are some of the concerns voiced by students. In AY22, nearly \$200,000 was distributed to students in the form of Retention & Completion Initiative Grants and Room & Board Grants. Coupled with holistic mentorship and ongoing support, these initiatives show positive impacts on GPA, minimizing financial stress, and academic persistence.

5. Developmental Academic Advising

Academic advising transitioned into a decentralized system with an additional focus on a developmental model, intended to provide teaching, service, and one-on-one focus to every student. Consistent with college action plans, UA will continue to improve college-based student advising, with special attention to at-risk students. Changes to the academic reassessment policy, transient policy, and the Inter College Transfer policy which now allows students to transfer colleges while on academic probation have had a positive impact on academic advising which should hopefully lead to higher GPA's and quicker time to graduation for at-risk students.

A result of COVID is that academic advising can occur both virtually with similar outcomes as in-person advising. This change has had a positive impact on nontraditional students, online students and students working who were previously limited by in-person only appointments. This allows more students the flexibility to meet with an academic advisor in a timely manner.

During Fall 2021, the Office of Academic Affairs created a Task Force on Academic Advising. The results of the task force include the following: maintaining the college-based advising structure; creating a Student Success Center to include Exploratory Advising, Adult Focus and Akron RISES; examination of Akron Experience and Career Planning courses; a move towards full-year course scheduling; a collaborative planning process for Orientation; shift to all staff advising with faculty mentoring; and a review of academic advisor caseloads, responsibilities and compensation with benchmarks to national best practices.

6. Zips Affordability Scholarship

In 2021, the University introduced the Zips Affordability Scholarship (ZAS). This is a need-based scholarship awarded to students who have demonstrated, through completing the Free Application for Federal Student Aid (FAFSA), that they have an expected family contribution that is equal to or below the minimum required for Pell Grant eligibility. The scholarship is awarded to students who reside in the University's six-county service area including Cuyahoga, Medina, Portage, Stark, Summit, and Wayne counties.

The ZAS scholarship covers full tuition and general fee costs for students, after federal and state grants and institutionally awarded scholarships have been applied. This critical award ensures that the neediest students can meet the cost of tuition and general fees for four years if they remain eligible. This is a game changer for families who may struggle to meet educational costs. It gives them the confidence that tuition and general fees are paid, so that they can use other sources of financial aid to help with books and supplies, transportation, room, board, etc. Students can focus on their academic pursuits, without concern of how they will pay their tuition each semester. For students who choose to commute, rather than live on-campus, this effectively eliminates their direct costs at the University by providing free tuition for four years. his scholarship positively impacts retention by removing financial barriers for students.

In addition, the University continues to expand the reach of its Retention Initiative (RI) Grant by incorporating it into the referral process used by Zip Assist to identify students with outstanding balances who are prevented from registering for the next semester or who are poised to graduate. A committee that includes leaders from Zip Assist, Student Financial Aid and the Bursar's Office reviews requests and referrals and works collaboratively to eliminate student debt using the

RI Grant and other financial aid. This program is vital in helping students persist toward and complete their degree. There is also an adult/non-traditional student component of this program that is administered by the Adult Focus department.

7. First-Year Student Success Seminar

The University offers a student success course, The Akron Experience: University 101, that combines topics related to first-year experiences with career-planning elements to engage students early. The Akron Experience: University 101 is required of all new baccalaureate degree-seeking first-year students admitted on the emergent pathway, a pathway identified as being at higher risk academically. College-ready students are strongly encouraged to participate in this course. This course has further developed through the identification of clear, first-year student learning outcomes. The course has moved toward clear connections with the degree-granting college in which a student is majoring, allowing for exploration of major and career paths within those colleges, and access to those wrap-around services provided by the colleges. The course has further developed within the Learning Communities program through addressing the pertinent areas of campus resources, building academic and non-cognitive skill sets, and reinforcing the theme specific to each Learning Community. For Fall 2021, the College of Business (CoB) also approved a required one-credit hour Fall semester first-year seminar course for incoming FYR students called the CoB Success Seminar, as well as a one-credit hour Spring semester called CoB Professional Development Seminar.

While not explicitly assessed, retention data shifts since the beginning of the pandemic indicate a decline in student retention. Like most institutions in 2020 and early 2021, the method of course delivery shifted away from face-to-face classes out of caution and health guidance. In Fall 2020, the course was delivered in hybrid, synchronous, and asynchronous formats. Students struggled with the online delivery and asynchronous modality specifically. During the early part of the pandemic, the University also permitted students to select credit/non-credit for courses.

In Fall 2020, 45 students (6%) opted to earn credit/non-credit for the first-year course. In Fall 2021, the first-year course returned to an in-person modality with a select number of online synchronous available for a student's individual comfort transitioning back to in-person instruction. The Fall 2020 first-year course cohort saw a 10% decline retained from F20 to F21 from the Fall 2019 first-year course cohort retained at 69% from F19 to F20. As a result of the ability to return to classroom delivery, first-year courses have shifted back to the primary delivery method of face-to-face, in-classroom facilitation.

In Fall 2021, 598 students were enrolled into the Akron Experience course. As of Fall 2022 (as of 5/26/22), 52% of the Fall 2021 cohort who took the Akron Experience course are enrolled in courses at The University of Akron.

	Fall 2021	Still Enrolled as of Spring 2022	F21 to SP22	Enrolled To Date (5.26.22) for Fall 2022	F21 to F22
Enrollment	598	470	79%	312	52%
<i>Grade Earned</i>					
A to C-	413	376	91%	296	72%
D+ to D-	40	28	70%	7	18%
F	132	61	46%	7	5%
WD	25	5	20%	2	8%

In Fall 2020, 731 students were enrolled into the Akron Experience course, with 59% retained into Fall 2021.

	Fall 2020	Still Enrolled as of Spring 2021	F20 to SP21	Still Enrolled as of Fall 2021	F20 to F21
Enrollment	731	551	75%	430	59%
<i>Grade Earned</i>					
A to C-	502	448	89%	375	75%
D+ to D-	24	15	63%	10	42%
F	130	41	32%	17	13%
WD	30	9	30%	7	23%
CR (Credit)	9	8	89%	7	78%
NCR (Non Credit)	36	30	83%	14	39%

8. Learning Communities

Students participating in learning communities engage in structured learning experiences that foster connections with their peers, establish relationships with their faculty members and academic advisors, and enable them to form positive connections to the campus community. Utilizing the information gathered from these experiences enables the University to identify those aspects of the learning communities that influence retention. The UA data indicates that the learning community structure shows much promise in increasing first-year retention rates, with current success at 75%.

Moving forward, faculty teaching in learning communities will work in collaboration to increase integration across the curricula and provide experiences that promote both the academic and social integration of first-year students. In addition, a more comprehensive assessment of the program will include qualitative data from participating faculty with assessment of first semester persistence, as well as, first-year retention, GPAs, and overall student satisfaction for all student participants.

Fall to Fall Retention for Learning Community Students			
Semester	Retained		Total
	N	%	N
Fall 2021			560
Fall 2020	566	75.1%	754
Fall 2019	608	72.74%	810
Fall 2018	563	70.46%	799

9. Alternative Forms of Credit

Decreasing the time to degree completion is a top priority, and several initiatives are currently in place. College Credit Plus, Advanced Placement, Career-Technical Credit Transfer, Early College High School, CLEP, DSST, credit by exam, International Baccalaureate, and military training and experience can be used to allow a student to complete a bachelor's degree in just three years. In 2018-2021, over 4000 students were awarded more than 53,000 semester credit hours.

10. Decrease Number of Credit Hours to Degree Completion

The University of Akron is working diligently to streamline graduation requirements so that most bachelor's degree programs can be completed in as few as 120 semester credit hours and associate degree programs can be completed within 60 semester credit hours, without compromising accreditation requirements.

Semester Credit Hours Required for Degree Completion	Number of Programs	Percentage of Programs
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Bachelor's Degree Programs	127-148	75	31.65%
	121-126	17	7.17%
	120	145	61.18%
Associate Degree Programs	61-65	11	33.33%
	60	22	66.67%

11. Mentoring Services

Peer Mentoring

- The Office of Multicultural Development coordinates peer mentors for nearly 300 historically underrepresented first-year students each year. Peer Mentors are successful sophomores, juniors and seniors who have demonstrated the ability to relate well with first-year students from varied ethnic, social, and cultural backgrounds. They serve as role models who lead and support incoming first-year students by setting a positive academic example, encouraging mentees to make good decisions and to utilize campus resources that include tutoring, counseling, meeting with their academic advisors and faculty members, and getting involved with campus activities. During Fall 2021, the Office of Multicultural Development Peer Mentoring Services served 172 students, of which 67 were fully immersed in the mentoring and wrap around services provided by the office. This yielded a 64.18% retention rate of our fully immersed students. During Fall 2020, the Office of Multicultural Development Peer Mentoring Services served 170 students, of which 66 were fully immersed in the mentoring and wrap around services provided by the department. This yielded a 68.18% retention rate of served through this program.

Military Services Center Veteran Peer Advising Program:

- Military Services Center Veteran Peer Advising Program in collaboration with Student Veterans of America connects incoming Student Veterans with student veterans already on campus to help them navigate college life, identify challenges, and refer them to the appropriate resources on or off campus. Our Peer Advisors are members of The University of Akron military community who are not only knowledgeable about resources available, but the understanding of the challenges unique to veterans as they transition from military to campus life. Overall contacts (outreach and interactions) for 2020 were 256; 2021 overall contacts were 235.

12. Learning Assistant Program

The learning assistant program is designed to help students succeed in traditionally difficult courses that tend to be the “gateway” courses (mostly mathematics and science classes) to successfully completing the degree program. Compared with students who do not have learning assistants, students with learning assistants earn three to four more credits per semester, are less likely to drop courses, and have a greater chance of successful course completion.

Courses over the 2020-2022 retention and completion plan cycle involved with the Learning Assistant Program included Analytic Geometry Calculus II and III, Math for Everyday Life, Organic Chemistry I and II, Biochemistry, Anatomy and Physiology I and II, Abnormal Psychology, and Industrial/Organizational Psychology. During the 2020-2021 academic year, 836 students made use of the Learning Assistants Program totaling 5998 visits (11 Learning Assistants, 16 sections of courses). During the 2020-2021 academic year, 678 students made use of the Learning Assistants totaling 4019 visits (9 Learning Assistants, 11 sections of courses).

13. Career Services for Students and Graduates

Career Services provides career guidance and opportunities that lead to retention and persistence to graduation and fulfilling career goals upon graduation. Career development leading to retention and persistence to graduation is encouraged through:

- Career advising which includes major and career exploration.
- Use of the “Connecting UA Majors to In-Demand Jobs in Ohio Initiative” to help students explore majors and in-demand occupations which provide the most job opportunities upon graduation, and to help bridge the workforce gap in Ohio.
- Preparation for and connection to experiential learning opportunities necessary for career placement to include internships, co-operative education experiences, and on-campus student employment.
- The management of the On-Campus Student Employment program by Career Services allows early and frequent connection with students to encourage on-campus jobs and other experiential learning and career development. “When academic performance variables are set aside, on-campus student employment tops the list of positive predictors of retention - the odds of retention increase by 210% for students who worked on campus between 2016 and 2019.” (source: Kennedy & Co. 2020)
- Development of career readiness skills.
- Career goal setting through identified “career checklists” from the first year to graduation.
- Participation in networking opportunities with employers which leads to experiential learning positions and job placement upon graduation.
- Graduate school planning.

The University of Akron surveys spring graduates of undergraduate programs to determine their career outcomes. For Spring 2021, 85% of graduates earning a bachelor’s degree participated in at least one experiential learning experience

before graduating. UA's Spring 2021 Career Outcomes Rate was 95%. Career Outcomes Rate is the percentage of graduates who earned an undergraduate degree and are employed full time, part time, or continuing their education. The most recently reported nationwide overall placement rate is 82% for 2020 (source: National Association for Colleges and Employers "NACE"). The UA career outcomes data is based upon a survey knowledge rate of 72% of our spring 2021 graduates.

14. Retention Analytics

Retention Analytics In 2017, the University developed institutional dashboards to establish key performance indicators and oversight in five critical areas: Admissions and Recruitment, Enrollment, Retention and Graduation, State Share of Instruction (SSI), and Scholarship. These descriptive analytics were incorporated with existing operational reports to rescope enrollment initiatives and unify instructional discussions surrounding retention and persistence opportunities.

In 2022, the University partnered with Stellic to implement a unified student success platform to empower students to actively participate in developing their pathway to success and to allow advisors and academic leadership to quickly identify students in need of academic help, outreach, or intervention. Additionally, Stellic provides early warning indicators for students who might not persist to the next term. Potential risks can also be scaled to identify difficult courses and use student performance in critical courses for prediction of student career outcomes. Upon full deployment, Stellic will utilize previous test and class performance, a career summary, and baseline demographics to help advising staff better understand a student's journey throughout their career.

Current initiatives include expanding the capabilities of reporting through analytics, further application of Machine Learning and Artificial Intelligence, and a shift to Microsoft Power BI reporting platform for greater collaboration and distribution of institutional reports. This opens the way to root cause analysis, identifying vulnerable populations, and more rigorous academic assessment in the context of serving the needs of students

15. Adult Persistence and Retention Efforts

Many of the barriers adult students encounter at The University of Akron parallel those of traditional students. Most adult first-time college students are first-generation, middle to low-middle socioeconomic background, and have had some catalyst within the last year or two which has pointed them toward improving their skill levels through education. But, where the traditional students have an expectation of going to college, adult students must overcome the added stress of not having accomplished this at an earlier age. Many of these students had thoughts of college but life or family got in the way.

The UA Adult Focus office is in place to address these issues and to work with campus or community resources to support adult learners. Adult Focus works with potential, continuing, and returning adult students. For potential students it can mean explaining the college admission process, helping with applying to the University, including FAFSA assistance, providing informational programs, and assisting with the transition to being a college student. Often, continuing adult students require specialized guidance, such as navigating campus, technology tutorials, study skills, support services, and a comprehensive approach to academic advising. Adult Focus works with the degree-granting colleges to provide additional support to keep these students enrolled. This support encompasses:

- Comprehensive wrap-around academic support which begins with advocacy and academic advising.
- Scholarship opportunities for both full and part-time students.
- Educational programming to explain scholarships, how to find them, and how to apply.
- Access to referral to internal and community-based organizations to aid in retention.

- A free math skills program which is offered each semester for students or potential students who could test into remedial math. The goal is to improve their math scores sufficiently to place out of remedial classes to save both time and money toward degree.
- Commitment to building a sense of community and support through adult only student organizations and programming.

Adult Focus collaborates with College Now Greater Cleveland, and Project Learn of Summit County. College Now Greater Cleveland provides a satellite office within the Adult Focus office to provide ongoing support to students. Amid the pandemic, the needs of adult students changed as many were faced with increased demands to balance home, work, and their academics.

Retention and Completion Metrics

Metrics have been developed and separated into two broad categories: general retention and completion metrics that will be reported for various bachelor's degree-seeking student cohorts, and initiative specific metrics. The student cohort groups will include remedial, at-risk pre-majors (ACT 17 or below and high school GPA of 2.5 or below), college-ready pre-majors (ACT 21 and a 3.0 high school GPA), first generation, Pell eligible, African American, Hispanic, adults 25+ years, learning communities and international.

WORKFORCE DEVELOPMENT PRIORITIES

The University of Akron has well over 30 programs that align with the eleven JobsOhio key industries. An important ingredient to the success of the programs includes opportunities for students to engage in internships and co-op experiences. Most degree programs offer internship or co-op component. We will focus on increasing these opportunities for students, as our data indicates the positive impact on career placement. One example includes the full-time placement after *6-month graduation is above 97% of our engineering, engineering technology and computing students*. Below is a just a small sampling of degrees offered at The University of Akron that align with each industry.

Advanced Manufacturing

- Automated Manufacturing Engineering Technology
- Chemistry
- Chemical Engineering
- Computer Engineering
- Electrical Engineering
- Electrical and Electronic Engineering Technology
- Mechanical Engineering
- Mechanical Engineering Technology
- Polymer Science and Polymer Engineering

Aerospace and Aviation

- Aerospace Systems Engineering
- Biomedical Engineering
- Civil Engineering
- Computer Engineering
- Computer Science
- Electrical Engineering
- Mechanical Engineering

Automotive

- Automated Manufacturing Engineering Technology
- Biomedical Engineering
- Computer Engineering
- Electrical Engineering
- Electrical and Electronic Engineering Technology
- Mechanical Engineering
- Mechanical Engineering Technology

Autonomous Mobility

- Computer Engineering
- Computer Information Systems
- Computer Science
- Civil Engineering
- Electrical Engineering
- Electrical and Electronic Engineering Technology
- Mechanical Engineering
- Mechanical Engineering Technology

Energy and Chemicals

- Chemical Engineering
- Civil Engineering
- Construction Engineering Technology
- Corrosion Engineering
- Corrosion Engineering Technology
- Geology
- Electrical Engineering
- Electrical and Electronic Engineering Technology
- Mechanical Engineering
- Mechanical Engineering Technology

- Polymer Science and Polymer Engineering
- Survey and Mapping

Food and Agribusiness

- Biomedical Engineering
- Chemical Engineering
- Corrosion Engineering

Financial Services

- Computer Information Systems
- Computer Science
- Financial Planning
- Financial Management
- Risk Management and Insurance
- Accounting
- Business Data Analytics
- Economics

HealthCare

- Allied Healthcare Administration
- Audiology
- Biology
- Biomedical Engineering
- Chemical Engineering
- Computer Information Systems
- Computer Science
- Exercise Science
- Nursing
- Respiratory Therapy
- Social Work
- Speech Language Pathology

Logistics and Distribution

- Computer Information Systems
- Computer Science
- Supply Chain and Operations Management

Military and Federal

- Aerospace Systems Engineering
- Civil Engineering

- Construction Engineering Technology
- Computer Engineering
- Computer Information Systems
- Computer Science
- Corrosion Engineering
- Corrosion Engineering Technology
- Electrical Engineering
- Mechanical Engineering
- Mechanical Engineering Technology

Technology

- Automated Manufacturing Engineering Technology
- Computer Information Systems
- Construction Engineering Technology
- Corrosion Engineering Technology
- Electrical and Electronic Engineering Technology
- Information Systems
- Mechanical Engineering Technology
- Surveying and Mapping

Program Descriptions:

Accounting

The School of Accountancy's undergraduate accounting degree prepares students to pursue such certifications as certified public accountant (after completing the state-mandated 150 semester hours of college credits), certified management accountant, certified internal auditor, and certified information systems auditor. We offer an Accelerated B.S./M.S. in Accounting and an Accelerated B.S./M. in Taxation degree as a seamless path toward obtaining the 150 semester credit hours needed to sit for the certified public accountant examination.

Aerospace Systems Engineering

The Aerospace Systems Engineering Program teaches students how to design and build vehicles that fly, like rockets, satellites, and planes. At UA, students in Aerospace Systems Engineering learn engineering fundamentals, such as heat transfer, fluid mechanics, and thermodynamics, along with aerospace specific courses including avionics, aerospace propulsion, and fundamentals of flight. To finish this degree program, students must complete several required co-ops with corporations or governmental entities.

Allied Health Care Administration

The Bachelor of Allied Health Care Administration (BAHA) degree is one of the fastest growing fields in healthcare. This online degree allows students both new and those holding an Associate of Applied Science degree to earn a bachelor's degree, often a requirement to move into a supervisory or management role. Allied Health Care Administration managers work closely with clinical and administrative staff as they process, analyze, and report information vital to the delivery of health care.

Audiology

Audiologists assess auditory disorders including hearing loss through hearing conservation programs and hearing protection devices. Students can earn an undergraduate pre-professional degree in speech-language pathology and audiology to prepare them for audiology doctoral school, which is required to practice.

Biology

Biology is the fastest-growing field of science today. Its impact is carried to many fronts such as medicine and health care, the environment and climate changes, global population, and food sources. Core courses provide the fundamentals of modern biology (e.g., principles of biology, evolution, ecology, cell and molecular biology, genetics). A student can earn a Bachelor of Science degree with a major in biology or biomedical sciences, and graduates are prepared for a variety of careers or for admission into medical, dental, veterinary, or pharmacy school.

Biomedical Engineering

The Biomedical Engineering Program at UA applies biology and engineering principles to medicine and healthcare. Our students graduate with the skills needed to improve community health and change lives. The curriculum focuses on the design of medical devices and hands-on laboratory experiences to reinforce technical concepts from the classroom. Paid undergraduate research opportunities are available in the areas of tissue engineering, biomaterials, and biomechanics.

Business Data Analytics

A degree in Business Data Analytics is designed to meet the growing demand for professionals who can gather, sort, and interpret substantial amounts of data to help businesses solve problems and operate more effectively. This STEM-designated program combines coursework in business, economics, and data analytics to provide students with the knowledge, skills and hands-on experience needed to develop data-driven solutions in finance, insurance, and other industries.

Civil Engineering

The Civil Engineering Program at UA provides students with the education needed to plan and design large-scale projects like bridges and power plants; study and solve societal and environmental challenges like providing safe drinking water; and design and maintain transportation systems. To achieve the high-level of professional competence needed, students participate in an extensive study of mathematics, solid and fluid mechanics, engineering materials, structural design, and environmental reactions.

Construction Engineering Technology

The Construction Engineering Technology Program at UA includes classroom, laboratory, and industry experiences to prepare students for management and leadership related careers in construction. Students learn the latest in construction technology including building information modeling, contract law, project planning and scheduling, cost and quantity estimating, lean building science, and green and sustainable building practices. They learn from experienced faculty who are professional engineers and expert practitioners in their areas of expertise.

Chemical Engineering

The Chemical Engineering Program at UA stresses the integration of mathematics, science, and chemical engineering fundamentals. Students learn how to design molecules, materials, and devices to solve environmental sustainability, chemical process systems, engineering biology, and nanotechnology problems. Students gain experience in a wide range of emerging technologies through laboratory courses and design or research electives. Exciting work is performed in advanced functional materials, environmental engineering, energy sustainability, interfacial phenomena and engineering, catalytic materials and engineering, cellular and biochemical engineering, nanomaterials, data science, molecular simulations, and biosensing.

Chemistry

The department of Chemistry offers 4 undergraduate degrees as well as a minor in chemistry. The Bachelor of Science degrees in Chemistry and Chemistry with Polymer option offer greater concentration in chemistry and are accredited by the American Chemical Society. The B.S (Bachelor of Science) in Biochemistry bridges the chemistry and biology disciplines and adheres to the standards established by the American Society of Biochemistry and Molecular Biology. The B.A. (Bachelor of Arts) degree allows students sufficient time to minor in another subject. Useful minors include biology, business, or a foreign language.

Computer Engineering

Students in UA's Computer Engineering Program gain the foundation in programming, operating systems, and computer systems, while also studying circuits, electronics, and analog and digital hardware. This gives our computer engineering students a unique perspective of how software and hardware work together in computing systems. Branches of computer engineering include operating systems, embedded systems design, digital circuits, algorithms, software design, and computer architecture, among others. Important applications include wired and wireless networks, simulation, automation, digital control, sensing, robotics, apps, data management, and many others.

Computer Information Systems

The Computer Information Systems (CIS) Program at UA offers high-level education and training for future IT professionals. Taught in cutting-edge computer labs, the CIS curriculum gives students the opportunity for specialization. The networking option provides students with the skills to help organizations design, maintain and secure internal and external networks. The programming option prepares students to attain the knowledge and applied skills necessary to utilize current technology and tools to meet a range of technological needs in business, government, healthcare, education, and other industries. The cybersecurity option — the first of its kind among public universities in Ohio — blends instruction in computer architecture, programming, networking, cryptography, and other key areas to prepare students to apply security principles and practices to evaluate and mitigate risks and threats.

Computer Science

Students in Computer Science at UA may enroll in a systems or management track. Each track will develop core competencies in object-oriented programming, data structures and algorithms, computer systems software design and engineering, and operating systems. The systems track is a traditional computer science major exploring both problem-solving through the creation of software and effective use of modern computer systems. The management track has an emphasis on business and is targeted at preparing students to use computers as the key component to solve problems in a business environment.

Corrosion Engineering

UA offers the only corrosion engineering bachelor's degree program in the country. Students will be prepared to enter the engineering workforce and make an impact in refining, transportation systems, water distribution, energy, food, and chemical processing industries. They will develop practical applications of chemistry, mathematics, and physics to develop economic ways of controlling the degradation of materials. Our National Center for Education and Research on Corrosion and Materials Performance provides numerous distinctive opportunities including industry-funded scholarships, research opportunities, industry certification and travel to national conferences.

Economics

Economics is the study of how individuals, households, businesses, governments, and societies allocate their scarce resources. Students learn rigorous statistical analysis to investigate these changes which enables them to make statistically based arguments about public and private issues. A Bachelor of Arts in Economics earned at The University of Akron prepares students for the skills needed to enter the labor force or to advance to graduate/professional school.

Electrical Engineering

UA's comprehensive curriculum in Electrical Engineering prepares students to identify, formulate, and implement solutions to real-world problems. Students learn how to use modern engineering tools in well-equipped laboratories, with activities that reinforce the concepts learned in the classroom. Electrical engineering fundamentals, such as courses in circuits, statics, and mechanics of solids are followed by more advanced courses in electromagnetics and electronic design to provide a deep knowledge of electrical systems.

Electrical and Electronic Engineering Technology

The Electrical and Electronic Engineering Technology Program at UA embraces laboratory-based learning methods that prepare students for careers that utilize the newest technologies. Students learn from faculty who are seasoned professionals and expert practitioners in their areas of expertise. Students take courses on microcontrollers, circuits, industrial machine control, technical report writing, and more.

Exercise Science

Exercise Science is the multidisciplinary study of human movement. Careers in this field range from improving human performance to preventing or treating hypokinetic diseases such as cardiovascular disease, obesity, some cancers, and diabetes. The Exercise Science undergraduate program prepares learners to become integral members of the health and wellness team as Personal Fitness Trainers, Strength and Conditioning Coaches, Health and Wellness Coordinators and Clinical Exercise Physiologist in the health and fitness industry and allied healthcare settings. The academic program also serves as a prerequisite bachelor's degree for admission into several professional graduate school programs including physical therapy, occupational therapy, physician assistant, medical school, Doctor of Chiropractic, athletic training, podiatry, and others

Financial Management

Today's business environment increasingly requires efficient management of firm assets. The Financial Management major trains students in the art and science of efficiently managing money.

Financial Planning

Financial planners help clients manage their money. In addition, planners often advise clients on personal goals such as buying a home or retiring. Students can enhance their professional credentials by completing educational requirements toward the Certified Financial Planner (CFP) designation.

Geology

Geology is the study of Earth's materials, structures, and processes and how they have changed through time. This knowledge may be applied to exploration for natural resources, including metals, petroleum, and water; understanding natural hazards such as earthquakes, volcanoes, and landslides; addressing problems associated with environmental contamination; and investigating Earth's history to understand the evolution of life and global climate change. Geologists are employed by natural resource companies, environmental consulting firms, government agencies, nonprofit organizations, and universities.

Information Systems

The Information Systems (IS) field deals with planning, directing, and coordinating the development, realization and maintenance of Information and technology-related functions of an organization. Information systems are pervasive to all organizations. Information Systems is in a rising trend with surging market demand for business-minded data scientists, predictive analysts, computer specialists, including systems analysts, systems developers/integrators, data architects/analysts, database administrators, project managers, network engineers, and technical support specialists. Working with upper management, the graduates of this program define the technical goals of the company and plan how to align these with the strategic goals. As the AI/Machine Learning/Analytics revolution continues to unfold,

information systems specialists who have a strong combination of business and technical skills are enjoying significant demand in the global job market.

Manufacturing Engineering Technology

Automated manufacturing engineering technology is used to lower operating costs, improve worker safety, and increase production output at improved quality levels. In the Automated Manufacturing Engineering Technology program at UA, students learn all aspects of manufacturing including the analysis, design, and management of all the resources, facilities, and people involved in manufacturing processes. Industry-trained faculty teach computer-aided technologies, including CAD (Computer Aided Design), CNC, and CAM.

Mechanical Engineering

Mechanical engineers play important roles in the automotive, petroleum, energy generation and conversion, aerospace, tire, consulting, chemical, electronic, and manufacturing industries. Students in UA's Mechanical Engineering Program learn the basic principles of thermal/fluids, structures and motion, and control systems to develop solutions for real-world challenges, processes, and products. They develop the ability to identify, formulate, and solve complex engineering problems by applying principles of engineering, science, and mathematics.

Mechanical Engineering Technology

Mechanical engineering technology students at UA learn engineering fundamentals involving product testing, the design of products, and the machines required to manufacture them. The curriculum provides students with an ability to apply knowledge, techniques, skills and modern tools of mathematics, science, engineering, and technology to solve broadly-defined engineering problems appropriate to the discipline.

Nursing

Nursing is concerned with the health of individuals, families, and the community. It combines science and social service skills in providing care to the sick and in the promotion of wellness. Nursing offers opportunities for many types of employment. Nursing education at the baccalaureate level synthesizes knowledge from nursing, humanities, social, cultural, physical, and natural sciences. It includes clinical practice in hospitals, other health care agencies and the community. Graduates are prepared to function as nurse generalists in a variety of health care jobs.

Polymer Science and Polymer Engineering

UA's Polymer Science and Polymer Engineering Program offers students the opportunity to capitalize on our world-class teaching and research environment to launch their careers in the vibrant, thriving polymer industry centralized in Northeast Ohio and beyond. The program builds a solid foundation in polymer chemistry, polymer physics, and polymer engineering with opportunities to specialize in sustainability, processing, or biomaterials. Students benefit from state-of-the-art processing facilities, access to the 25 polymer-related research labs, industrial collaborations with local polymer-focused companies, and a wealth of research opportunities.

Respiratory Therapy

The Bachelor of Science in Respiratory Therapy degree is designed to prepare entry-level practitioners to function as clinical leaders in the specialized field of respiratory therapy. The US-BLS projects that respiratory therapy is a growing profession with employment that will increase much faster than average. This program trains students to manage the airway and lungs through classroom, laboratory, and clinical experiences. Respiratory Therapists regularly consult with physicians to develop treatment plans for patients and perform an assortment of diagnostic tests such as those that measure lung capacity. Therapists also provide treatment using a variety of methods including chest physiotherapy, aerosolized medication delivery, airway intubation, and mechanical ventilator management. In addition, RTs are experts at monitoring the progress of treatment and teaching patients how to best manage their disease at home. This degree allows the graduate to accelerate advancement into leadership and managerial roles and provides a foundation for graduate level coursework.

Risk Management and Insurance

A degree in Risk Management and Insurance (RMI) trains students to identify, analyze, and manage financial and operational risks that are inherent in both personal and business settings. Students can enhance their professional credentials by completing educational requirements toward the following certifications:

- Property/Casualty and Life/Health Insurance Licenses-Approved pre-licensing education for insurance licensing. Students can earn certificates to sit for the State of Ohio insurance exams when meeting attendance requirements in designated courses.
- University Associate Certified Insurance Counselor (UACIC) – Students can earn the UACIC certification by successfully completing the coursework and exam required by the National Alliance for Insurance Education.

Social Work

According to the US Bureau of Labor Statistics, employment for social workers in the field of health care is projected to grow 14 percent over the next 10 years as the need to provide services to the aging population increases. In addition, employment of mental health and substance abuse social workers is projected to grow 17 percent as more people seek treatment for mental illness and substance abuse (<https://www.bls.gov/ooh/community-and-social-service/social-workers.htm#tab-6>). Ohio offers social work licensure at both the undergraduate and graduate levels, and many students work as licensed social workers while they pursue their clinical education and training.

By offering classes, learning labs, and hands-on community-based internships, students are well-prepared to practice in health care settings.

Speech-Language Pathology

Speech-language pathologists work in various health-care settings as part of a team that evaluates and manages patients with speech and language problems and patients with swallowing disorders. Students can earn an undergraduate pre-professional degree in speech-language pathology and audiology to prepare them to pursue a master's degree, which is required to practice.

Supply Chain and Operations Management

Supply Chain & Operations Management (SCOM) focuses on areas such as transportation and logistics, inventory and forecasting, sourcing and supplier management, and global supply chains. SCOM prepares our students to pursue exciting careers as supply chain professionals. Overall, SCOM managers contribute to enhancing the bottom line of any business (service or manufacturing) by reducing costs, increasing efficiency while ensuring effectiveness of business functions and processes.

Surveying and Mapping

UA's surveying programs include classroom, laboratory, and industry experiences to prepare students for technical and professional careers in surveying. Students learn to manage geospatial data while using advanced technology including laser scanning, drones, precise satellite positioning, ground penetrating radar, and robotics. They learn from experienced faculty who are professional surveyors and expert practitioners on how to apply knowledge in mathematics, law, and map design and develop land "detective" skills to solve challenging boundary evidence problems.

THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Acceptance of The University of Akron Retention and Completion Plan
Report to the Chancellor of the Ohio Department of Higher Education

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on June 15, 2022 updating The University of Akron Retention and Completion Plan Report to the Chancellor of the Ohio Department of Higher Education be approved.

M. Celeste Cook, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 3

UNIVERSITY OF AKRON CALENDAR

University of Akron Calendar

	2020-2021	2021-2022	2022-2023
	Approved	Approved	REVISED
FALL SEMESTER	2020	2021	2022
University Convocation	Fri., August 21	Fri., August 20	Fri., August 19
Day and Evening Classes Begin	Mon., August 24	Mon., August 23	Mon., August 22
Labor Day *	Mon., September 7	Mon., September 6	Mon., September 5
Veteran's Day Observed * Staff Holiday (classes held)	Wed., November 11	Thurs., November 11	Fri., November 11
Thanksgiving Break **(In lieu of Columbus Day)	Thurs.-Sun., November 26-29	Thurs.-Sun., November 25-28	Thurs.-Sun., November 24-27
Classes resume in remote delivery	Mon., November 30		
Final Instructional Day	Sun., December 6	Sun., December 5	Sun., December 4
Final Examination Period	Mon.-Sun., December 7-13	Mon.-Sun., December 6-12	Mon.-Sun., December 5-11
Holiday Hours Begin: 8:00 am - 4:30 pm	Mon., December 14	Mon., December 13	Mon., December 12
Commencement	Fri.-Sat., December 11-12	Fri.-Sat., December 10-11	Fri.-Sat., December 9-10
Fall Semester Grades Due	Tues., December 15	Tues., December 14	Tues., December 13
Christmas Eve * (In lieu of President's Day)	Thurs., December 24	Fri., December 24	Fri., December 23
Christmas Day *	Fri., December 25	Mon., December 27	Mon., December 26
UA Closed	Mon.-Thurs., Dec. 28-31	Tues.-Thurs., Dec. 28-30	Tues.-Thu., Dec. 27-29
SPRING SEMESTER	2021	2022	2023
New Year's Day *	Fri., January 1	Fri., December 31, 2021	Fri., December 30, 2022
End of Holiday Hours	Mon., January 4	Mon., January 3	Mon., January 2
Day and Evening Classes Begin	Mon., January 11 *Remote start	Mon., January 10	Mon., January 9
Classes begin in remote delivery for 2 weeks	Mon., January 11 - January 17		
Martin Luther King Jr. Day*	Mon., January 18	Mon., January 17	Mon., January 16
President's Day Observance * (University open - No classes except Law School classes held. Not a staff holiday.)	Tues., February 16	Tues., February 22	Tues., February 21
Spring Recess	Mon.-Sun., April 12-18	Mon.-Sun., March 21-27	Mon.-Sun., March 20-26
Classes resume in remote delivery	Mon., April 19		
Final Instructional Day	Sun., May 2	Sun., May 1	Sun., April 30
Final Examination Period	Mon.-Sun., May 3-9 *Remote	Mon.-Sun., May 2-8	Mon.-Sun., May 1-7
Commencement	Fri.-Sun., May 7-9	Fri.-Sun., May 6-8	Fri.-Sun., May 5-7
Summer Hours Begin: 8:00 am - 4:30 pm	Mon., May 10	Mon., May 9	Mon., May 8
Spring Semester Grades Due	Tues., May 11	Tues., May 10	Tues., May 9
Law School Commencement	TBD	Sun., May 15	Sun., May 7
SUMMER SESSION	2021	2022	2023
Classes Begin: Intersession 3-week & 8-week I	Mon., May 17	Mon., May 16	Mon., May 15
Memorial Day *	Mon., May 31	Mon., May 30	Mon., May 29
Final Instructional Day: 3-week Intersession	Sun., June 6	Sun., June 5	Sun., June 4
Classes Begin: 5-week I & 8-week II	Mon., June 7	Mon., June 6	Mon., June 5
Juneteenth*		Mon., June 20	Mon., June 19
Independence Day Observance *	Mon., July 5	Mon., July 4	Tues., July 4
Final Instructional Day: 5-week I & 8-week I	Sun., July 11	Sun., July 10	Sun., July 9
Day and Evening Classes Begin: 5-week II	Mon., July 12	Mon., July 11	Mon., July 10
Final Instructional Day: 8-week II	Sun., August 1	Sun., July 31	Sun., July 30
Final Instructional Day: 5-week II	Sun., August 15	Sun., August 14	Sun., August 13
Summer Grades Due	Tues., August 17	Tues., August 16	Tues., August 15
End of Summer Hours	Fri., August 20	Fri., August 19	Fri., August 18

*June 2022 revision to move School of Law
Commencement to May 7, 2023*

* Holiday

**Classes are cancelled at 4pm on Wednesday prior to Thanksgiving

June 2022 Revision

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 4

RESEARCH REPORT

RESEARCH & SCHOLARLY ACTIVITIES



Research and Scholarly Activities Highlights

Select awards received April 2022

College	Department	Title	Sponsor	Award Amount	PI and Co-PI(s)
BCAS	Bliss Institute	Bliss Institute of Applied Politics Co-op Internship Program (2021-2023)	Ohio Department of Higher Education	\$ 62,500	Green,John C
CEPS	Electrical & Comp Engineering	Fully-Analog Motion Artifact Elimination Circuit for Compact and Low Power A-ECG Monitoring Devices	National Institutes of Health	\$ 73,400	Lee,Kye-Shin
CEPS	Mechanical Engineering	SBIR Phase II: SmartRun Monitor for Gait and Form Analytics	National Science Foundation via eSens LLC	\$ 15,000	Choi,Jae-Won
CEPS	Mechanical Engineering	I-Corps: Machine for Decentralized Recycling of Lithium-Ion Batteries	National Science Foundation	\$ 50,000	Farhad,Siamak
CEPS	Mechanical Engineering	STTR Phase I: Edge Based Oil Condition Monitoring System for Heavy Equipment	National Science Foundation via ZSense	\$ 85,333	Felicelli,Sergio
CEPS	School of Polymer Sci & Engr	MURI: Unraveling the Biology, Chemistry and Nanoscience of Natural and Synthetic Melanins	Air Force Office of Scientific Research via University of California, San Diego	\$ 250,001	Dhinojwala,Ali
CEPS	School of Polymer Sci & Engr	Supramolecular Interfacial Reinforcement for Manufacture Utilizing Mixed Secondary Plastic Feedstock (3rd Party Cost Share on 04972 / 543649 - OH Action Fund)	Ohio Department of Higher Education	\$ 144,000	Jia,Li
CEPS	School of Polymer Sci & Engr	Comparison of Zinc Oxide Manufactured by American and French Processes as Vulcanization Accelerator for Tire Rubbers	U.S. Zinc Corp.	\$ 38,013	Jia,Li
CHHS	Health & Human Sci-Dean's Off	Area Health Education Centers Point of Service Maintenance and Enhancement	U.S. Department of Health and Human Services via Northeast Ohio Medical Univ. (NEOMED)	\$ 115,385	McCarragher,Timothy M
CHHS	Speech-Language Pathology/Audiology	Preparing Early Intervention Providers for the Opioid Epidemic (PEPOpE)	U.S. Department of Education University of Cincinnati	\$ 11,093	Steiger,James
LAW	School of Law - Dean's Office	City of Akron Expungement Program-2022	City of Akron, Ohio	\$ 25,000	Sahl,Joann Marie
Other	Information Technology Svs	The University of Akron OCR Core Services Site (CSS)	Ohio Department of Higher Education via University of Cincinnati	\$ 408,016	Smith,Stanley H

Cover photos represent the breadth and depth of UA research and scholarly activities across all disciplines.

Technology Transfer and UA Research Foundation Highlights

UA licensee S4 Mobile Laboratories receives \$175,000 USDA SBIR award

S4 Mobile Laboratories, an Akron-based company that is developing mobile soil laboratory technology from UA, has been selected for a prestigious U.S. Department of Agriculture (USDA) Small Business Innovative Research (SBIR) award. S4 Mobile Laboratories will receive \$175,000 in USDA grant funding to build prototypes and test mobile soil analysis technology for use by non-scientists to map soil organic carbon in real time. This monitoring is crucial to efforts to combat climate change, because it will enable the first cost effective and feasible method for determining which farming practices are most effective at capturing and sequestering carbon dioxide. The technology was developed collaboratively by UA Professor of Anthropology **Timothy Matney**, Emeritus Professor of Chemistry **David Perry**, Emeritus Associate Professor of Giosciences **Linda Barrett**, and chemistry Ph.D. candidates Afrin Lopa and Lamalani Suarez. This collaborative UA research group participated in UA's I-Corps Site and NSF's I-Corps Teams program to understand the market for the technology.



Dr. Linda Barrett runs a field test with an S4 Mobile Laboratories prototype

UA biology professor wins \$550,000 grant to further develop green technology



A student from Dr. Barton's research group collects biological samples during a cave research expedition

UA Professor of Biology **Hazel Barton** was awarded a \$550,000 National Science Foundation (NSF) Partnerships for Innovation grant to further develop a novel calcium carbonate, sourced from atmospheric carbon dioxide, as a green alternative for use in consumer and industrial products. The project will test the ability to scale production of carbonates, which are used in products ranging from paints to cosmetics, using a novel green production technique that traps carbon dioxide and harnesses it to make carbonates. Dr. Barton's research group is one of two UA labs to secure Partnerships for Innovation translational research funding since 2020. Both awardees are working

on technologies with strong commercial potential that was established through UA's I-Corps Site and NSF's I-Corps Teams programs.

Small Business Administration "FAST" grant renewed to assist more local SBIR applicants

UARF has received a fifth year of funding support from the U.S. Small Business Administration to assist Ohio startups in applying for federal Small Business Innovation Research and Small Business Technology Transfer (SBIR/STTR) funding. Both university-affiliated startup companies and high-tech small businesses from the community are eligible for this assistance. Since 2018, UARF has assisted companies in submitting 60 SBIR/STTR applications and winning 24 SBIR/STTR grants valued at \$9 million. These companies have gone on to launch new products based on cutting edge technology.

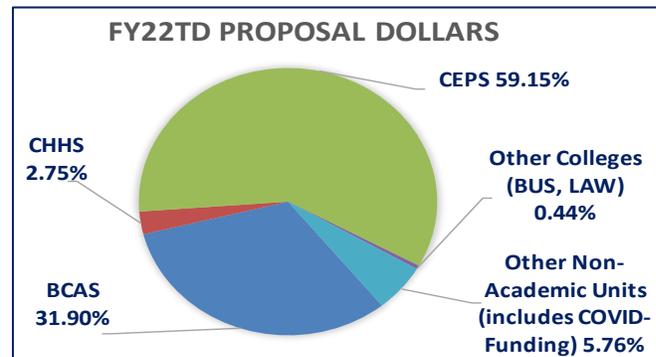
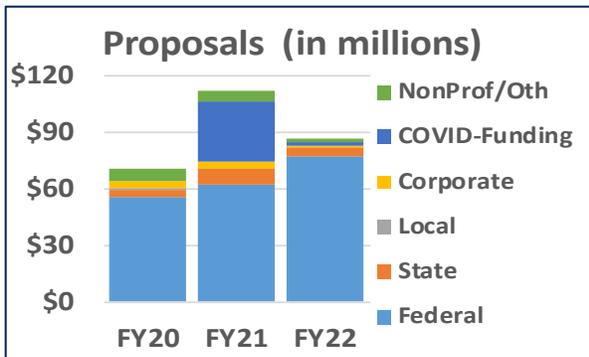


PROPOSALS (New and Continuing)

FY20	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	161	\$ 55,410,193	\$ 13,830,819	\$ 1,663,906
State	19	\$ 4,183,451	\$ 385,723	\$ 522,996
Local	5	\$ 217,995	\$ -	\$ -
Corporate	46	\$ 3,906,392	\$ 634,916	\$ -
NonProfit	61	\$ 6,487,062	\$ 999,746	\$ 2,465,764
Other*	3	\$ 339,287	\$ -	\$ -
Total	295	\$ 70,544,379	\$ 15,851,204	\$ 4,652,666

FY21	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
COVID-Funding	7	32,696,927	-	-
Federal	161	61,980,151	15,091,215	2,694,768
State	16	8,486,052	1,529,314	74,222
Local	5	89,392	-	-
Corporate	39	3,297,479	856,247	-
NonProfit	47	4,752,419	509,345	1,643,675
Other	2	326,999	95,789	-
Total	277	111,629,419	18,081,911	4,412,665

FY22	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
COVID-Funding	3	\$ 1,600,587	\$ -	\$ -
Federal	152	\$ 77,513,413	\$ 13,327,615	\$ 1,043,107
State	25	\$ 4,583,201	\$ 418,543	\$ 16,494
Local	5	\$ 95,751	\$ -	\$ -
Corporate	20	\$ 541,399	\$ 63,611	\$ -
NonProfit	27	\$ 1,686,507	\$ 198,209	\$ 1,179
Other	3	\$ 27,466	\$ 7,207	\$ 1,200
Total	235	\$ 86,048,324	\$ 14,015,186	\$ 1,061,980



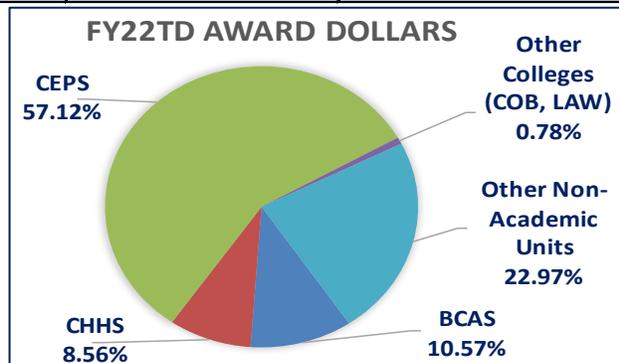
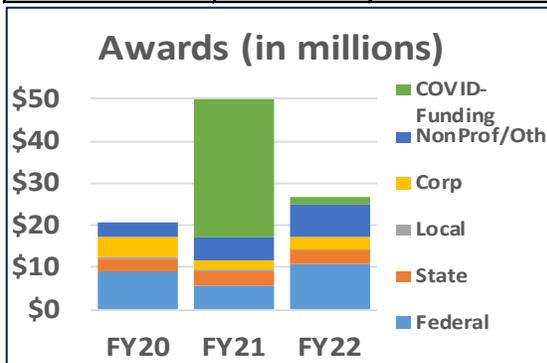
*Other is comprised of sponsor types: individual, non-U.S. government, and other universities.
 This report may co-report with UA's Development Office.

AWARDS

FY20	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	42	\$ 8,911,111	\$ 1,968,763	\$ 64,722
State	13	\$ 3,356,151	\$ 162,712	\$ 2,210,800
Local	8	\$ 155,466	\$ 6,029	\$ -
Corporate	59	\$ 4,796,736	\$ 1,238,387	\$ -
Non-Profit	42	\$ 1,484,546	\$ 170,498	\$ 90,702
Other*	20	\$ 1,840,737	\$ 395,092	\$ 452,798
Total	184	\$ 20,544,748	\$ 3,941,480	\$ 2,819,022

FY21	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
COVID Funding	6	\$ 32,691,927	\$ -	\$ -
Federal	37	\$ 5,587,443	\$ 1,095,581	\$ 202,701
State	9	\$ 3,733,592	\$ 112,418	\$ 2,666,638
Local	7	\$ 157,412	\$ 6,013	\$ 28,850
Corporate	44	\$ 2,330,287	\$ 517,671	\$ -
Non-Profit	25	\$ 899,295	\$ 83,623	\$ -
Other*	26	\$ 4,629,277	\$ 1,004,092	\$ 117,713
Total	154	\$ 50,029,233	\$ 2,819,399	\$ 3,015,901

FY22	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
COVID Funding	2	\$ 1,598,587	\$ -	\$ -
Federal	51	\$ 10,687,527	\$ 2,199,766	\$ 473,256
State	14	\$ 3,508,412	\$ 102,551	\$ 2,046,300
Local	8	\$ 170,718	\$ 5,937	\$ 28,510
Corporate	43	\$ 2,726,469	\$ 658,695	\$ -
Non-Profit	33	\$ 3,166,047	\$ 486,869	\$ 1,653,013
Other*	29	\$ 4,940,890	\$ 941,077	\$ 358,463
Total	180	\$ 26,798,650	\$ 4,394,895	\$ 4,559,542



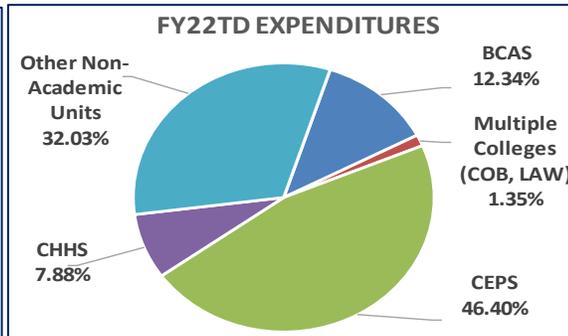
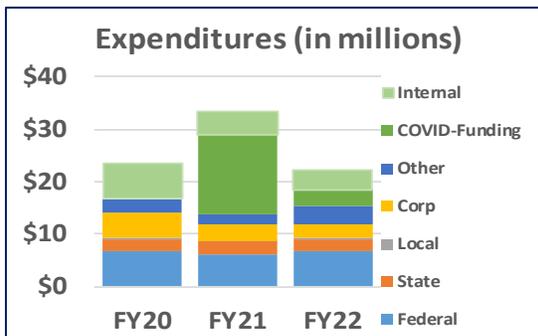
*Other is comprised of sponsor types: individual, non-U.S. government, and other universities. This report does not include testing agreements and may co-report with UA's Development Office.

RESEARCH AND OTHER SPONSORED PROGRAMS EXPENDITURES

FY20	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 16,807,417	\$ 3,316,578	
FED	\$ 6,752,727	\$ 1,685,907	
STOH	\$ 2,324,991	\$ 27,855	
LOCL	\$ 141,118	\$ 9,107	
CORP	\$ 5,030,803	\$ 1,207,128	
FDNP	\$ 1,467,823	\$ 131,281	
UNIV	\$ 1,089,955	\$ 255,299	
Internal	\$ 6,644,492	\$ -	\$ 2,506,478
Grand Total	\$ 23,451,909	\$ 3,316,578	\$ 2,506,478

FY21	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 28,989,401	\$ 2,591,481	
COVID-Funding	\$ 15,066,436	\$ 24,080	
FED	\$ 6,289,245	\$ 1,473,770	
STOH	\$ 2,362,169	\$ 70,846	
LOCL	\$ 181,460	\$ 9,113	
CORP	\$ 2,937,990	\$ 653,843	
FDNP	\$ 844,208	\$ 60,384	
UNIV	\$ 1,307,892	\$ 299,446	
Internal	\$ 4,482,689	\$ -	\$ 363,078
Grand Total	\$ 33,472,090	\$ 2,591,481	\$ 363,078

FY22	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 18,511,007	\$ 2,756,851	
COVID-Funding	\$ 3,230,622	\$ -	
FED	\$ 6,762,249	\$ 1,472,684	
STOH	\$ 2,315,092	\$ 78,252	
LOCL	\$ 151,243	\$ 9,283	
CORP	\$ 2,686,734	\$ 622,385	
FDNP	\$ 939,394	\$ 68,051	
UNIV	\$ 2,425,674	\$ 506,198	
Internal	\$ 3,743,057	\$ -	\$ 681,105
Grand Total	\$ 22,254,065	\$ 2,756,851	\$ 681,105



External "Other" sponsor types are foundation/nonprofit, individual, non-U.S. gov't. and other universities. External expenditures includes expenditures on research and other sponsored programs.

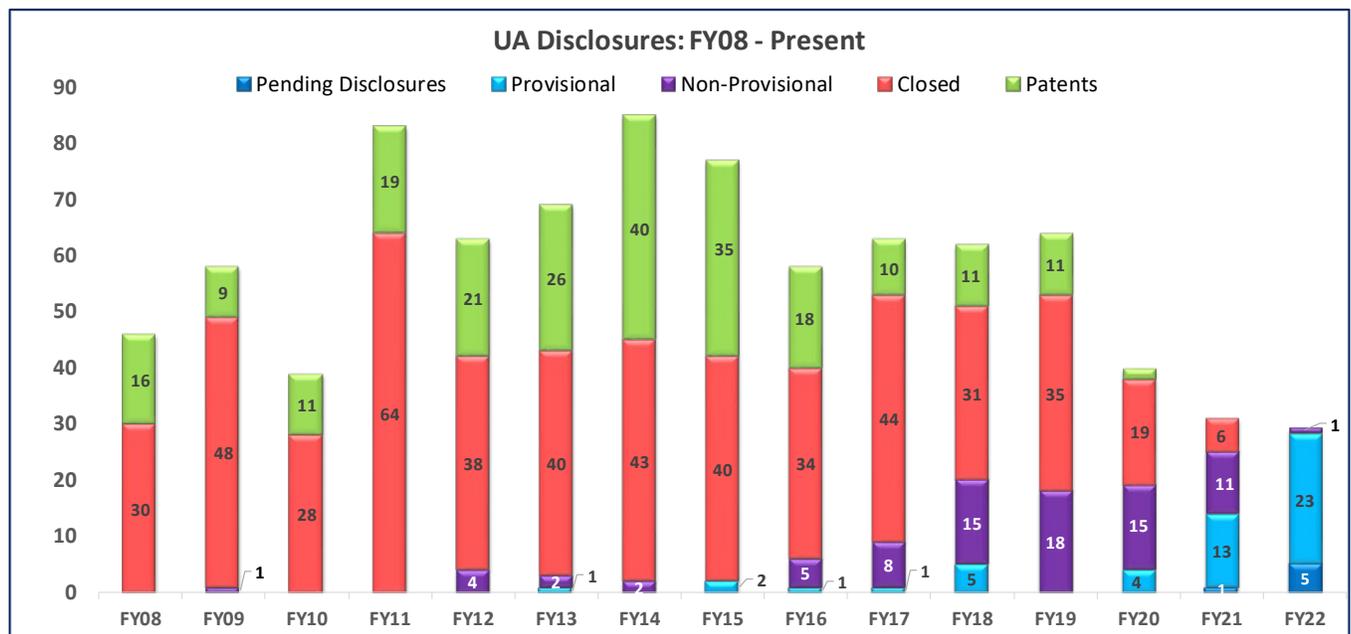
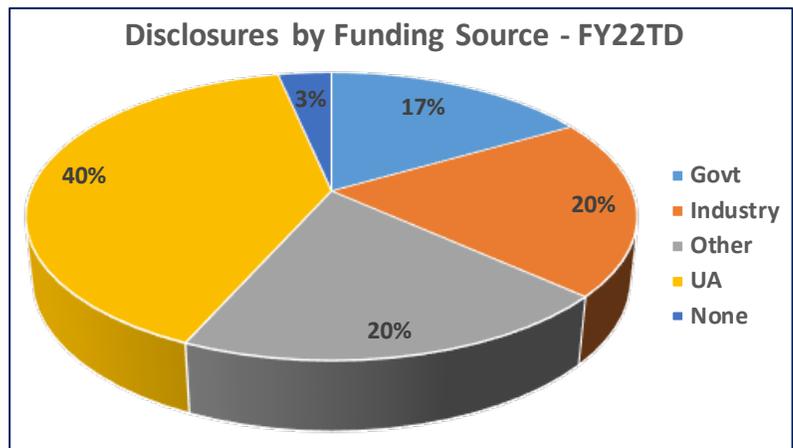
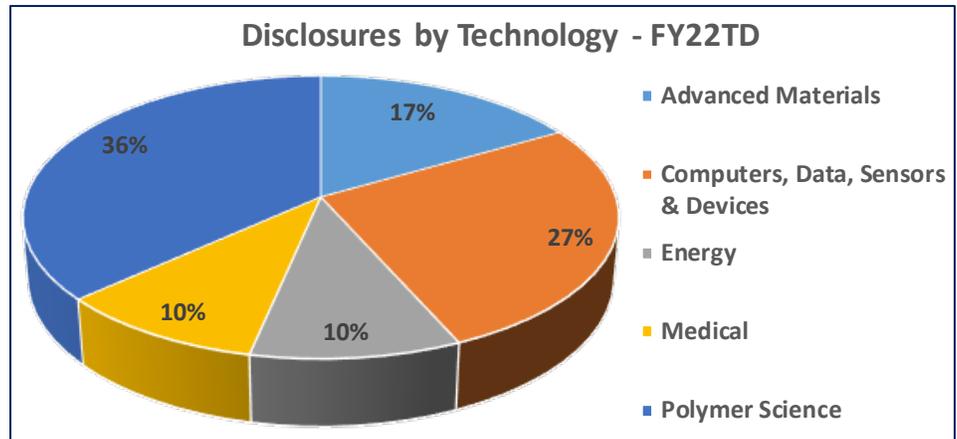
Internal research expenditures include specific research-related accounts, such as startup funding.

Technology Transfer: Invention Disclosures and Patent Activity FY08 to present

Disclosures submitted in FY22 to date continue in a variety of fields, with 53% being in advanced materials and polymer science. All are being assessed regarding the technology and potential market. A provisional patent application protects an invention for one year. During this time a technology and market assessment is conducted to determine if a non-provisional patent should be filed. Once filed, it takes several years for the claims to be evaluated, revisions to be filed, and a patent to issue.

The funding source of research leading to inventions can affect the ability to commercialize the technology. Industry research agreements usually provide options for exclusive or non-exclusive licenses, with negotiated fees. Agreements often include provision for patent costs to be paid by the research sponsor.

Government funding gives the university the right to patent and license, while including government use provisions. Other funding sources typically leave patent rights under university control and responsibility. Regardless of research funding, by Ohio statute any intellectual property created by State employees or by anyone using state funding or facilities is owned by UA.



U.S. Patents Issued from July 1, 2021 to April 30, 2022
(Sorted by Funding Source & Technology)

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
11,069,894	7/20/2021	Crosslinked Polymer Binders for Electrochemical Energy Storage Devices	Yu Zhu and Feng Zou	CEPS	Advanced Materials	Govt
11,180,877	11/23/2021	Electrospun Aligned Nanofiber Adhesives with Mechanical Interlocks	Shing-Chung Wong	CEPS	Advanced Materials	Govt
11,066,316	7/20/2021	Treatment of Oil and Grease in Water Using Algae	Lu-Kwang Ju and Majid Hosseini	CEPS	Biotechnology	Govt
11,063,759	7/13/2021	Blockchain-Empowered Crowdsourced Computing System	Jin Wei-Kocsis, Yifu Wu and Gihan Janith Mendis Imbulgoda Liyanghawatte	CEPS	Computers, Data, Sensors & Devices	Govt
11,296,585	4/5/2022	Single Stack Multiphase Transverse Flux Machines	Yilmaz Sozer and Tausif Husain	CEPS	Computers, Data, Sensors & Devices	Govt
11,103,613	8/31/2021	Phosphorylated Poly(Ester-Urea) Based Degradable Bone Adhesives	Matthew Becker and Vrushali Bhagat	CEPS	Medical	Govt
11,207,676	12/28/2021	Lab-On-A-Chip (LOC) for Biomimetic Bone Remodeling Analysis	Marnie Saunders	CEPS	Medical	Govt
11,116,211	9/14/2021	Modification of Segmented Polyurethane Properties by Copolymerizing with Pendant Functionalized Diols	Abraham Joy, Chao Peng, Zhuoran Li, Nicholas Nun and Apoorva Vishwakarma	CEPS	Polymer Science	Govt
11,225,543	1/18/2022	Softening Thermoplastic Polyurethanes Using Ionomer Technology	Matthew Becker, Robert Weiss, Zachary Zander, Don Wardius, Karl Haider and Bruce Lawrey	CEPS	Advanced Materials	Industry
11,225,654	1/18/2022	Biofunctional Materials	Ping Wang, Minjuan Zhang, Hongfei Jia, Archana Trivedi and Masahiko Ishii	CEPS	Biotechnology	Industry
11,236,323	2/1/2022	Biofunctional Materials	Ping Wang, Minjuan Zhang, Hongfei Jia, Archana Trivedi and Masahiko Ishii	CEPS	Biotechnology	Industry
11,128,248	9/21/2021	DC Input Current Ripple Reduction in SRM Drive for High Volumetric Power Density Applications	Yilmaz Sozer	CEPS	Computers, Data, Sensors & Devices	Industry
11,146,125	10/12/2021	Permanent Magnet Machine	Kenneth Webber, Delynn Streng, Iftekhar Hasan, Yilmaz Sozer, Alejandro J. Pina Ortega, Jeffrey T. Klass and Mohammad R. Islam	CEPS	Computers, Data, Sensors & Devices	Industry
11,233,445	1/25/2022	Acoustic Noise Mitigation System for an Electric Machine	Yilmaz Sozer and Yusuf Yasa	CEPS	Computers, Data, Sensors & Devices	Industry

**U.S. Patents Issued from July 1, 2021 to April 30, 2022
(Sorted by Funding Source & Technology)**

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
11,264,877	3/1/2022	Axial Flux Machine	Yilmaz Sozer	CEPS	Computers, Data, Sensors & Devices	Industry
11,316,390	4/26/2022	Transverse Flux Machines	Yilmaz Sozer, Anik Chowdhury, Shuvajit Das, Tsuda Teppei, Teppei Naoto, Takeuchi Takamasa and Subrata Saha	CEPS	Computers, Data, Sensors & Devices	Industry
11,155,668	10/26/2021	Contact-Killing, QAC Functionalized Thermoplastic Polyurethane for Catheter Applications	Matthew Becker, Zachary Zander, Sean Chambers, Alec Cerchiari and Willie C. McRoy Jr.	CEPS	Medical	Industry
11,084,952	8/10/2021	Functionalized Polymer Compositions for Low VOC Coalescence of Water Based Emulsions	Mark Soucek, Brian Makowski and Anisa Cobaj	CEPS	Polymer Science	Industry
11,174,501	11/16/2021	Enzyme Processing of Soybeans Into Intact Oil Bodies, Protein Bodies, and Hydrolyzed Carbohydrates	Lu-Kwang Ju	CEPS	Biotechnology	Other
11,208,340	12/28/2021	Multi-step Method for Producing Algae Products	Lu-Kwang Ju	CEPS	Biotechnology	Other
11,190,752	11/30/2021	Optical Imaging System and Methods Thereof	Yang Liu	CEPS	Computers, Data, Sensors & Devices	Other
11,058,469	7/13/2021	Minimal Shock Set Screw	Ajay Mahajan, Jason King, Greg Norman and Tim Paul	CEPS	Medical	Other
11,197,873	12/14/2021	Azolium Salts for Treatment of non-muscle invasive Bladder Cancer	Wiley Youngs, Phillip Abbosh, Michael Stroymer, Marie Southerland and David Weader	BCAS	Medical	Other
11,142,596	10/12/2021	High Molecular Weight Polyisobutylenes and Polyisobutylene Networks From Liquid Polyisobutylenes by Thiol-Ene Clicking	Joseph P. Kennedy, Turgut Nugay and Nihan Nugay	CEPS	Polymer Science	Other
11,161,928	11/2/2021	Star Isobutylene-Based Thermoplastic Elastomers	Joseph P. Kennedy, Turgut Nugay and Nihan Nugay	CEPS	Polymer Science	Other
11,077,631	8/3/2021	Continuous Roll-to-Roll Process Design for Vertical Alignment of Particles Using Electric Field	Mukerrem Cakmak and Saurabh Batra	CEPS	Advanced Materials	UA
11,313,012	4/26/2022	Ultra-High Strength and Corrosion Resistant Aluminum Alloys Via a Combination of Alloying Elements and Associated Process	Rajeev Gupta and Javier Esquivel	CEPS	Advanced Materials	UA
11,162,978	11/2/2021	Method of Operating Scanning Thermal Microscopy Probe For Quantitative Mapping of Thermal Conductivity	Jiahua Zhu and Yifan Li	CEPS	Computers, Data, Sensors & Devices	UA

U.S. Patents Issued from July 1, 2021 to April 30, 2022
(Sorted by Funding Source & Technology)

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
11,221,292	1/11/2022	Method Utilizing In-Situ, Subsurface, Near Infrared Spectroscopy to Detect Buried Human Remains	Afrin Jahan Lopa, David Perry, Timothy Matney and Linda Barrett	BCAS	Computers, Data, Sensors & Devices	UA

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 5

STUDENT SUCCESS REPORT

REPORT TO THE ACADEMIC ISSUES AND STUDENT SUCCESS COMMITTEE DIVISION OF STUDENT AFFAIRS JUNE 2022

SPRING COMMENCEMENT



The University of Akron Spring Class of 2022 celebrated their accomplishments in three commencement ceremonies held Saturday, May 7, 2022, awarding 34 doctorate degrees, 84 Juris Doctor degrees, 294 master's degrees, 1,569 bachelor's degrees and 185 associate degrees.

LIFE AWARDS

Campus Programs hosted the 22nd Annual LIFE Awards April 13. The LIFE (legacy, integrity, fellowship, excellence) Awards are held annually, recognizing students, faculty, and campus organizations that have demonstrated the LIFE values. Seven student organizations/club teams, forty students, and one faculty member were honored at this year's event.



Pictured Above are the 2022 Top 10 Seniors (front, left to right): Sara Bowen, biomedical engineering; Jesse Auman, public relations; Brittany Vanasse, statistics; Hannah Curtis, anthropology and history; Khaliunaa Baasankhuu, economics and PPE; (back, left to right) Emma Walsh, speech-language pathology and audiology; Jacob Hoffa, nursing; Matthew Stang, mechanical engineering; Kiarra Anderson, intervention specialist for early childhood education; and Ingrid Owusu, biomedical sciences. The award recipients are flanked by President Gary L. Miller and Dr. John A. Messina, vice president for student affairs

CAREER SERVICES PRESENTS STELLAR PROFILE OF SPRING '21 UA GRADUATES

Career Services shared Spring 2021 career outcomes from the First Destination Survey, administered annually to graduates of undergraduate degree programs. The outcomes data was based on the percentage of graduates for whom we have reasonable and verifiable information about career activities six months after graduation, called a Knowledge Rate. For spring 2021 graduates, which was 72%. These splendid outcomes reflect UA's strong commitment to the success of our students:



- The average starting salary for responding UA bachelor's degree recipients increased from \$54,847.60 in 2020 to \$58,720.94 in 2021
- Career Outcomes Rate (percentage of responding UA bachelor's degree recipients who, within six months, report full or part-time employment, voluntary service, service in the US Armed Forces, or continuing education) increased from 87% in 2020 to 95% in 2021
- Experiential Learning Rate (percentage of responding UA bachelor's degree recipients who participated in internships, co-ops, practicums, assistantships, student teaching, undergraduate research, field experiences, clinicals, volunteer work related to major, and student abroad) increased from 77% in 2020 to 85% in 2021 for bachelor's degree graduates.

ZIPASSIST FINANCIAL LITERACY INITIATIVE RECEIVES PNC FOUNDATION GRANT



The PNC Foundation has awarded a \$75,000 grant to The University of Akron to continue the Jumpstart Powered by PNC initiative, a collaboration between ZipAssist and PNC launched in fall 2020. Through this financial literacy program, participating UA students meet with PNC volunteers to learn about budgeting, managing debt, and saving, among other topics. They're also mentored by ZipAssist, the university's advocacy and support office, and complete online financial literacy modules to advance their skills and knowledge.

Pictured, from left: Anusha Gibson and Jennifer Dale of PNC with Taylor Sminchak, Associate Director of ZipAssist

SPRINGFEST



Sierra Gregel, Jesse Giffin, Johnnie Monroe, and Emma Kovsky were the last four standing in the

The Department of Student Life hosted on April 29 the first SpringFest since 2019. More than 3000 students celebrated the culmination of another academic year. 1700 students received food vouchers to be redeemed for a meal at one of eight food trucks. In addition, over 1,000 students had the opportunity to receive a SpringFest t-shirt or an Akron baseball hat. Other attractions



Two Zips show off their custom-made street sign at SpringFest.

included two henna artists, caricature artists, tarot card reader, palm reader, balloon artist, stilt walkers, virtual reality truck, inflatables, and a zip line. SpringFest guests also were able to enjoy the Thirsty Dog beer garden. The Ultimate SpringFest Challenge winner was Jesse Giffin, a senior majoring in Financial Planning, who competed against 14 other seniors in timed challenges. A new attraction this year was the dunk tank, into which 16 Zips volunteered to be dunked. Guests were able to purchase 3 balls for \$1.00 and all money collected from ball sales benefitted the Undergraduate Student Government book scholarship. The initiative raised over \$360 for the scholarship. The success of SpringFest was due to the tireless work of 50 volunteers and the core committee.



This group of students enjoys another attraction, the big red chair, at SpringFest.

RECREATION AND FACILITIES SHINE BRIGHT ON NATIONAL STAGE



The Student Recreation and Wellness Center hosted numerous programs and events over the past academic year and received rave reviews from national, regional and local events. The highlight was hosting the USA Basketball Women's Wheelchair National Championship Tournament. Teams competing from across the country convened at the SRWC April 21 -24 for the tournament. Participants, coaches, organizers and spectators alike enjoyed the experience, complimented the facility and commented on the ease they had in organizing the event with us. The host organization, led

on campus by Julia Neal, Assistant Director, Facilities and Informal Recreation, did such a wonderful job that the group inquired about signing a 5-year contract to keep the event here in Akron.

ESPORTS CONTINUES WINNING WAYS



- Varsity spring seasons are concluded for all games with summer leagues set to start in late May or early June for most teams. Our Rainbow 6 Siege team won the CEA R6 Invite League Championship March 23. They also took 3rd place overall in the national torment (pictured above left)
- Our Fortnite team took the national solos title win (pictured above right)
- The varsity team will welcome 8 new freshmen into the teams directly and 50 new freshmen into the red shirt program next semester
- 63 active club teams participated in esports activities on campus during the 21/22 academic year. During the summer those club teams expect to continue to meet and practice online to prepare for fall.
- The club hosted a 48-hour stream that took place in April and raised over \$5,000 for charity during the event.
- A large Super Smash Brothers event took place in May on the Akron campus. The club hosted around 100 players from around the NE Ohio area

ESPORTS HOSTS HIGH SCHOOL STATE CHAMPIONSHIP AND SUMMER CAMP

- 48 high schools will be represented at the Ohio High School Esports State Championship June 17-19. The event will span 6 different game titles and bring in an estimated 2,500 people to campus. The Jean Hower Taber Student Union Ballroom will serve as headquarters for the event.
- The Esports Summer Camp set for July 11-22 is at capacity with 96 middle and high school students scheduled to attend

CoB ESPORTS BUSINESS MANAGEMENT CLASS HOSTS ROOTOWN RUMBLE



By all accounts, the College of Business esports business management class was a huge success. The class hosted a multi-player event, Rootown Rumble, as their final project, which drew more than 150 participants from around the country.

NEW DEGREE PROGRESS TOOL TO BENEFIT STUDENTS

The University of Akron has adopted a unified solution for degree management, advising, and reporting from Stellic. Stellic will support UA's undergraduate, graduate, and professional academic programs, ensuring each student has the opportunity to take ownership over their path to completion through a

modern digital experience that resonates with their everyday lives. Students also will be able to explore pathways that align with their interests, understand how their current progress could satisfy additional majors, minors, or certificates, and identify the fastest, most efficient plan to completion. When adjusting their plans, students will receive automatic warnings on unmet requirements or course availability to help them understand the impacts of certain choices on time to completion. By empowering students to plan ahead with greater visibility into their progress, advisors will be able to dedicate more time to proactive guidance.

EMPLOYMENT FAIRS AND STUDENTS TOGETHER



Employers tabled outside of Career Services to recruit students for internships and employment, both part-time and full-time, throughout the semester. Some of the employers include: The Akron Zoo, The Akron Rubberducks, Allied Universal, Camp NEOSA, Mad Science, and Portage DD.



JCPENNEY SUIT-UP EVENT

Career Services and Student Employment hosted an in-person event in April at the JCPenney at Market Square Montrose. Students were able to shop for career apparel and accessories at a discounted cost for interviews, career fairs, or their job. Students may continue to take advantage of the exclusive discount online throughout the spring semester.



STUDENT EMPLOYMENT WEEK SPOTLIGHTS



In the 2021/2022 academic year, nearly 1,300 students enjoyed the benefits of on-campus employment. Their contributions were recognized in April during National Student Employment Week. Dozens of student employees who work on-campus were spotlighted on Instagram to showcase their work experience at UA.

NOTED FOR EDUCATION MAJORS

Career Services and the School of Education collaborated with the Northeast Ohio Teacher Education Day (NOTED), a consortium of NE Ohio colleges and universities, to plan the NOTED in-person and virtual career fairs for education majors. Over 100 school districts participated in the event, which included local and out-of-state districts. UA education majors attended the event to network and participate in on-site interviews with the school districts, including Akron Public Schools.

VIRTUAL ETIQUETTE EXPERIENCE PRESENTATIONS



Career Services and Student Employment hosted 3 Virtual Etiquette Experience presentations this spring. Over 40 students attended and learned about: Virtual Etiquette, Basic Table Manners, Dining Etiquette During an Interview or Business Meeting at a Restaurant, Social Media Etiquette, Virtual Event Prep, Professional Correspondence, and Appropriate Dress.

STUDENT RECREATION AND WELLNESS INTRAMURAL SPORTS CHAMPIONSHIPS

The Intramural Sports Program was excited to bring back Championship Season for the spring semester. Team championships took place in Basketball (Team, Coed and Greek), Volleyball (Team, Coed and Greek), Flag Football and Futsal.

Participants were pleased that full seasons of game play could take place, in addition to championship tournaments. The Intramural Program worked diligently over the course of the school year to train referees and officials with sport specific training. There was a need to train many new student staff members due to COVID protocols, and the growth that these staff members made throughout the year was impressive.



CLUB SPORTS

- 187,465 “swipe-ins” occurred at the SRWC Welcome Desk from first week of fall semester through end of spring semester finals week 2022, and reflects a 65% increase in facilities usage from the 2020-2021 academic year
- Club sports participation and competition returned in force this year. 30 club teams were active in the 2021-2022 academic year and competed locally, regionally and nationally. Highlights include:
 - The Rifle Club winning the 2022 National Club Championships in Air Rifle, Small Bore and Overall Team Championships. This was a repeat performance from 2021
 - The Ice Hockey Club traveling to Colorado for competition against the United State Air Force Academy
 - The Triathlon Club sent a team to Georgia to participate in USA Triathlon Collegiate Club National Championships
 - The Wrestling Club had a great season, culminating by sending 5 team members to National Collegiate Wrestling Association (NCWA) National Championship in Allen, Texas. Andrew Halko finished in 2nd place, becoming a 2-time All American. The team finished in 15th place overall in Division I
- Outdoor Adventure Program resumed local and regional trips, taking students backpacking, cycling, climbing, paddling and much more in the local parks throughout Summit County and to the mountains of the Red River Gorge in Kentucky
- Fitness and Wellness program brought many group exercise classes back to campus this year, including cycling, yoga, HIIT, Zumba and the popular Pink Gloves Boxing (PGB). PGB classes continue to be an exciting draw for students, with almost 100 unique registrations
- Aquatics program returned to a robust competitive swimming and diving season, highlighted by a plethora of swim practices; UA Swimming and Diving team, Cuyahoga Falls YMCA swim team, Akron Firestone Swim Team, Hudson Explorer Swim Team, Green YMCA Swim Team, CVCA High School, Hoban High School, Walsh High School, American Flyers Diving Team, Deep Six Scuba Diving among others, and the return of competitive events highlighted by; UA Swimming and Diving Zippy Invitational, OHSAA Sectional Championships and USA Diving Regional Championships among many other events. In total, the aquatics program hosted well over 150 sessions of competitive events



SENIOR WEEK

Senior Week was hosted during the week of April 25-April 29. Seniors had the opportunity to participate in 12 different events designed to help them reflect on their Akron Experience.



Students picked up Class of 2022 pins at multiple locations around campus. Highlights of this week included: Forever a Zip Happy Hour, Rock Your Profile with LinkedIn, Senior Portraits, and a Grad Cap Decorating Party.



SERVEAKRON

April was an impactful month for serveAkron, who hosted one Drop-In Service every week and two Super Service Saturday events. serveAkron also organized the Leggett Community Learning Center Easter Egg Hunt and National Volunteer Week, during which students participated in volunteer opportunities on and off campus with the Haven of Rest, One of a Kind Pet Rescue, Keep Akron Beautiful, and the Kenmore Free Store. In addition to direct impact service opportunities, serveAkron also hosted the return, after three years, of the Impact Breakfast. The Impact Breakfast is an opportunity for UA professionals to gather for fellowship and food. All money from registration for the breakfast goes to a community partner decided at the end of the breakfast. This year, the Impact Breakfast voted to award \$500 to Hope and Healing, an emergency sexual assault resource center. UA Remembrance Day also took place during National Volunteer Week, when the UA community gathered to remember the lives of seven students, University of Akron K-9 Halo, and over 300 staff, faculty, and alumni lost since April 2021.



12 Zips volunteered April 14 at the Leggett Community Learning Center Easter Egg Hunt



Students strike a pose after picking up litter around the perimeter of campus during National Volunteer Week April 22

SOURCE

During April, 58 students from eight student organizations traveled on behalf of their group with the assistance of the SOuRCe. By the end of June, another 104 students will be traveling within eight student organizations. Staff have also assisted with processing travel requests for Professional Enrichment Grant recipients, totaling four individual students in April. USG and GSG have continued their budget allocation process. In April, the allocations awarded were nearly \$10,000 for nine student organizations. It is projected that an additional \$11,000 in allocations will be awarded for an additional six student organizations in May, as their requests continue to be processed. The SOuRCe continued to assist students with launching new student organizations. In April, two new student organizations were established: UA Students for Justice in Palestine and Fellowship of Christian Athletes Akron.

ZIPS PROGRAMMING NETWORK

Zips Programming Network (ZPN) planned and implemented 24 events with a total attendance of 1,974 engaged students over the spring semester. During the month of April, ZPN hosted a variety of events ranging from a cornhole tournament, cactus event, Ramadan trivia, and an event to reframe autism, which was a collaboration with the Office of Accessibility. Other highlights include passing out tickets to Kalahari and a Guardians game. ZPN also conducted interviews for the 2022-2023 executive board. The upcoming board will have 4 returners and 2 new members, including CeCe McCrackenhas and Dei Juane Burt.

RESIDENCE LIFE AND HOUSING SPRING NEWS

- On April 1 six representatives from Residence Hall Council (RHC) attended the Women in Business Forum
- On April 2 four representatives from RHC assisted at the Akron-Canton Regional Foodbank
- On April 3 seven representatives from RHC presented an Enneagram program to Central Atlantic Affiliate of College and University Residence Halls (CAACURH)

- On April 4 there was a Leadership, Education and Programming (LEAP) activity (Pizza and Games) with 21 in attendance
- On April 4 there was a RHC Program (Embracing You—Disabilities and Disorders) with 30 in attendance
- (Pictured right) On April 5 Residence Hall Programming Board (RHPB) and RHC co-sponsored Spoken Word Artist Carlos Andres Gomez in the SU Starbucks at 7:17 PM. There were 120 in attendance. This was the final 7:17 PM of the academic year
- On April 8 National Residence Hall Honorary (NRHH) held its annual Initiation. There were 12 new initiates. The keynote speaker for the event was former NRHH President Matt Hohman. He is currently in his second year of law school at Ohio State University
- On April 9 there was a LEAP Program (Bowling Night) with 8 in attendance
- On April 13 there was a LEAP Program (Mosaic Coaster Night) with 28 in attendance
- On April 18 RHC distributed its bi-weekly newsletter to student leaders
- On April 18 NRHH co-sponsored the Passion Awards with Omicron Delta Kappa, Tau Beta Pi (engineering honorary), and the Student Nurses Association. Each group nominated one faculty member to speak. NRHH's nominee was Stanley Smith, Associate Professor of Practice in Emergency Management and Homeland Security. There were 43 in attendance
- On April 19 NRHH sponsored the Favorite Faculty Tea. There were 25 students and staff who participated in the program



- (Pictured left) On April 21 RHC sponsored the Puppy Paw-ty in Bierce Library. There were 207 in attendance
- On April 21 there was a LEAP Program (Movie Night) with 19 in attendance
- On April 22 Sigma Lambda held its annual Initiation. There were 21 new initiates. Previously this academic year, Sigma Lambda had initiated two Honorary Sigma Lambda members—Matt Glowacki (diversity speaker) and Asia (spoken word artist). The keynote speaker for the Initiation was former Sigma Lambda President Luke Trese. There were 38 students and staff in attendance
- On April 22 there was an Emerging Leader program, Capture the Flag, with 34 in attendance
- On April 24 the annual Emerging Leader Graduation was held in the GSC Theatre followed by a social in the Sisler-McFawn lounge. The Keynote Speakers for the event were Becca and Klay Kahle. Becca is a former RHPB President and Klay is a former RHC President. There were 73 in attendance
- On April 26 there was a LEAP Program—Game Night. There were 34 in attendance
- On April 28 Sigma Lambda held elections for the 2022 – 2023 Executive Officers. There were 26 in attendance. The following students were elected:
 President—Alexander Stewart
 Vice President—Ayesha Qureshi
 Secretary/Treasurer—Lacy Nicholas
 Historian—Isaac Machar

- On May 1 residence hall student leaders participated in the Multiple Sclerosis (MS) Walk in downtown Akron. This was the first time since 2019 that residence hall students participated in-person at the event. There were 25 students/staff in attendance
- (Pictured right) On May 2 RHC, RHPB, Sigma Lambda, NRHH, and Aramark co-sponsored Sweet Treats Study Break in Robertson Dining Hall. There were 517 students/staff in attendance
- On Tuesday, April 12 The Buchtelite featured an article about Sigma Lambda’s final UA Leads program, “Zips Explore the World.”



2022 CAACURH CONFERENCE

The University of Akron Office of Residence Life and Housing was recognized by the Central Atlantic Affiliate of College and University Residence Halls (CAACURH) at its 2022 Conference:

- Luke Trese received the 2022 National Residence Hall Honorary (NRHH) President of the Year Award
- Lexi Currie received a Cougar Pride Pin.
- The University of Akron received five (5) CAACURH Regional of the Month Awards for March:
 - Bulletin Board—RHC Office Whiteboard
 - Custodial/Maintenance—Caroline (Sisler-McFawn)
 - Diversity Program—Journey to Japan (H CORR)
 - Educational Program—SWE Shadow Day
 - Spotlight—Activities Office Shadowing
- Since July 1, 2021, The University of Akron has received forty-eight (48) CAACURH Regional of the Month awards. CAACURH is comprised of colleges and universities in Ohio, Pennsylvania, West Virginia, Delaware, New Jersey, Maryland and the District of Columbia

OMICRON DELTA KAPPA CELEBRATES CENTENNIAL

Omicron Delta Kappa (ODK) held its Centennial Celebration at Quaker Station March 31. At this celebration, ten students were inducted, including Lily Coss, Residence Hall Programming Board (RHPB) Executive and Natalie Deibel, Residence Hall Council (RHC) Executive; Alumnus Inductees Judge David Hamilton, Akron Municipal Court and Dr. John A. Messina, University of Akron Vice President for Student Affairs; Honoris Causa Inductees Douglas Piekarz, President and CEO of the Akron Zoo and Clarence Tucker, Akron Fire Chief. Guest speakers included Dr. Thomas Vukovich, University of Akron Associate Provost for Student and Enrollment Services Emeritus and Dr. Timothy Reed, ODK Vice President for Membership and Operations. Thomas Faessel, Associate Director, University of Akron Office of Residence Life and Housing, is the Faculty Advisor for ODK.

COUNSELING AND TESTING CENTER RE-ACCREDITED

After an extensive review process and site visit the Counseling and Testing Center at the University of Akron was found to meet the criteria for full re-accreditation by the International Accreditation of Counseling Services (IACS) Board of Accreditation. IACS is the only international organization that focuses solely on accrediting professional counseling centers in higher education. IACS standards have long been recognized in the industry as the benchmark. In their accreditation summary IACS noted, “It is clear that your Center offers an effective and comprehensive program of services that make a vital contribution to the quality of student and campus life.”

AUTISM AWARENESS EVENT

April was Autism Awareness month and in partnership with ZIPS Programming, the Office of Accessibility participated in an Autism Awareness event in the Student Union Ballrooms. The event offered various stations to create fidget and sensory objects. 40 students participated in the event for fun crafts, advocacy, and educational opportunities, including learning about services through the Office of Accessibility.

1

*Revise University Rule 3359-10-01.1, The university of Akron rules of the university council

June 15, 2022

Committee Chair:

Bryan C. Williams

Rules Committee



CONSENT AGENDA:
ITEM 1



Office of the Vice President &
General Counsel

DATE: May 25, 2022

TO: Dr. John M. Wiencek
Executive Vice President & Provost

FROM: John J. Reilly
Associate Vice President and Deputy General Counsel
Assistant Secretary, Board of Trustees

RE: **Summary of Agenda Item for the June 10, 2022 Meeting of the
Rules Committee of The University of Akron Board of Trustees**

The Rules Committee will be asked to consider revisions to the following Rule at its meeting on June 10, 2022.

O.A.C. 3359-10-01.1 – The university of Akron rules of the university council.

The University Council has submitted revisions to its Rule, which are intended to streamline its processes and to update its internal organization, including the conveyance of University Council actions to the President for consideration. These revisions have been approved by the University Council and the Executive Vice President and Provost.

Please let me know if you have any questions or if I can be of further assistance.

cc: Gary L. Miller
M. Celeste Cook
Paula Neugebauer

3359-10-01.1 The university of Akron rules of the university council.

- (A) Name. The name of this body is the university council.
- (B) Defining shared governance. The university council will operate under the principle of consultative decision-making whereby the opinion and advice of the university council membership are sought, but decision-making authority remains with the board of trustees and its appointed agent, the university president. Thus, the university council will function in a manner consistent with information sharing and discussion rather than joint decision-making. The university council provides open lines of communication and informs university administration on matters of planning, policy, and programs that are pertinent to the fulfillment of the university's mission. University council recommendations shall be referred to the president, as provided for in these bylaws. The faculty senate remains the sole body which proposes curricular and academic changes to the board through the president.
- (C) Duties:
- (1) The university council is the ~~representative and legislative body~~ primary shared governance body of the university that deliberates and makes recommendations to the president on matters such as strategic planning, university policy, and other substantive matters that pertain to the strategic direction, and operations of the university. University council helps to ensure that the goals and objectives of the strategic plan are realized.
 - ~~(2) (2) The university council provides the integrated framework for both strategic and ongoing planning, decision-making and oversight of the university's strategic plan. It helps to ensure that the goals and objectives of the strategic plan are realized.~~
 - ~~(3) (2)~~ Based on input from university council committees and its own deliberations, university council contributes to ensuring that university policy is based on sound principles of shared governance, sound reasoning and adequate information.
 - ~~(4) (3)~~ The university council receives ~~inputs on policy issues~~ topic submissions from ~~constituent~~ members of the university community. Through ~~an the~~ executive committee, ~~it refers those inputs~~ topics are referred to the appropriate ~~standing~~ committee, campus administrator, or campus unit for discussion and recommendation to university council.
 - (a) All recommendations passed by the university council shall be forwarded to the president.
 - (b) Within forty-five calendar days of receipt of a passed recommendation, the president shall do one of the following:
 - (i) Forward the recommendation to the board of trustees for consideration;
 - (ii) Put the recommendation into effect if the president deems it unnecessary to

send the matter to the board of trustees;

(iii) Send the recommendation back to university council with a request for more information;

(iv) Send the recommendation back to university council with an explanation for disapproval.

(c) The president will notify university council of the disposition of each recommendation, indicating whether the recommendation has been approved, referred to the board of trustees, sent back for more information, or sent back with an explanation for disapproval.

~~(5) (5) The university council shall provide recommendations within a time frame specified by the president to fit the calendar and agendas of the board of trustees.~~

~~(6) (6) The university council receives and discusses reports of the standing committees of university council. It deliberates and votes on their recommendations, and it refers them back to committees, when necessary.~~

~~(7) (7) The university council considers reports or recommendations from campus constituent groups from which it draws its membership, as well as from the president, provost, and university council standing committees.~~

~~(a) (a) All recommendations passed by the university council shall be forwarded to the president.~~

~~(b) (b) Within forty five calendar days of receipt of a passed recommendation, the president shall do one of the following:~~

~~(i) (i) Forward the recommendation to the board of trustees for consideration;~~

~~(ii) (ii) Put the recommendation into effect if the president deems it unnecessary to send the matter to the board of trustees;~~

~~(iii) (iii) Send the recommendation back to university council with a request for more information;~~

~~(iv) (iv) Send the recommendation back to university council with an explanation for disapproval.~~

~~(c) (c) The president will notify university council of the disposition of each recommendation, indicating whether the recommendation has been approved, referred to the board of trustees, sent back for more information, or sent back with an explanation for disapproval.~~

~~(8) (4) University council will record its recommendations in minutes of meetings that are publicly available on its website and communicated to its members by email.~~

(D) Membership of university council.

- (1) University council has three components: The university council, the university council executive committee and ~~eight standing~~ subcommittees (e.g., standing, ad hoc, and special).
- (2) The university council and its standing committees shall be composed of representatives from ~~eight~~ campus groups: faculty senate, deans/senior administration, ~~vice-presidents~~, department chairs/school directors, contract professional advisory committee (CPAC), staff employee advisory committee (SEAC), graduate student government (GSG) and undergraduate student government (USG).
- (3) Council members and standing committee members shall be selected or elected by each of the ~~eight~~ campus groups as defined in (D)(2) in a manner which each campus group deems appropriate. ~~The process for selection of representatives from each campus group shall be reported in writing to the executive committee and every selection shall be certified in writing by the presiding member of the campus group, and sealed by the executive committee, after it receives such certification.~~ Terms shall be for three years with the exception of USG and GSG which will each have one year terms. Employees who retire from the university and continue employment pursuant to a re-employment agreement may, if they wish, continue to fulfill the duties of their unexpired terms, but may not run for another term. Continuation of terms shall be subject to the approval of the constituency group that selected or elected them.
- ~~(4) (4) The university council shall define its year to begin September first, so that terms expire August thirty-first of the following year.~~
- ~~(5) (4)~~ (4) The university council shall consist of twenty-five voting members:
 - (a) Fifteen members: Three members from each of the following constituent groups: faculty senate, SEAC, CPAC, USG and GSG. At least one of the three representatives from each constituency shall be from its ~~respective at-large community, i.e., not a member of the~~ representative body. A representative may be from its respective at-large community, i.e., not a member of the representative body.
 - (b) One member: dean from the council of deans.
 - (c) One member: department chair from the association/caucus of department chairs/school directors.
 - (d) ~~Eight members: chairs~~ Chairs of the ~~eight~~ standing committees.
 - (e) The president and ~~senior~~ executive vice president and provost (~~SVPP~~) shall be ex

officio but non-voting members.

- (f) Appointed administrators for support shall be ex officio but non-voting members of their respective committees.

~~(6)~~ (5) Election of officers.

- (a) The members of the university council who are elected as chair, vice chair and secretary are also the officers of the executive committee.
- (b) Terms of officers are for two years. If the seat is held by a member of USG or GSG, the term shall be for one year.
- (c) Officers must be a representative of faculty senate, CPAC, SEAC, USG or GSG.

~~(7)~~ (6) Membership of the executive committee.

- (a) The executive committee shall be comprised of eight voting members:
- (i) The officers of university council are the officers of the executive committee.
- (ii) There shall be five additional members, one from each of the constituency groups (faculty senate, CPAC, SEAC, USG, and GSG). They shall be elected by their constituency's elected/selected representatives to university council from amongst themselves.
- (iii) Terms for executive committee members shall be for two years except USG and GSG terms which shall be for one year.
- (b) The ~~SVPP~~ executive vice president and provost will be an ex officio non-voting member.
- (c) Elections shall be held by secret ballot.

~~(8)~~ (7) Each standing committee shall consist of twelve elected/selected members, as defined in (D)(3), and one appointed administrator for support:

- (a) Membership.
- (i) Ten members: two members from each of the following constituent groups: faculty senate, CPAC, SEAC, USG and GSG. At least one of the two representatives from each constituency ~~shall~~ may be from its respective at-large community, ~~i.e., not a member of the representative body.~~
- (ii) One member: dean or their representative from the council of deans.
- (iii) One member: department chair/school directors from the association of department chairs.

(iv) One member: An appointed administrator for support shall be designated and appointed by the ~~senior~~executive vice president, and provost ~~and chief operating officer~~. The appointed administrator for support shall be an official from the office of academic affairs or the vice president that is most closely associated with the standing committee's topical areas. The appointed administrator for support is a voting member of the standing committee who is responsible for convening the first meeting every year to elect committee officers and providing administrative support to the officers of the committee sufficient to achieve the work of the committee.

(b) Officers.

- (i) At the first meeting of the university council year, the appointed administrator for support shall coordinate an election for the chair, vice chair and secretary of the committee, if necessary. The appointed administrator for support may not be an officer of a committee.
- (ii) Terms of office for committee officers are two years. If the officer is a student representative, the term shall be one year.
- (iii) The duties of the chair are to preside over committee meetings, which determine their own agenda. The university council or executive committee may refer matters to the committees directly. The chair of the committee shall coordinate support for committee activities with the appointed administrator for support.
- (iv) The duties of the vice chair are to assist the chair in such ways as the latter may request; and in the absence of the chair, the vice chair presides over the meetings of the committee.
- (v) The duties of the secretary are to record, transcribe and distribute the proceedings of the committee to committee members and the university council, assist the chair in such ways as the latter may request, arrange for orderly conduct of the business of the committee, and in the absence of the chair and vice chair, the secretary presides over the meetings of the committee.

~~(9)~~(8) Vacancies.

- (a) University council may, at its discretion, declare vacant any university council seat and each standing committee may, at their discretion, declare vacant any standing committee seat for which the relevant council member:
 - (i) Is no longer a member of the group from which they were selected, unless this is due to retirement from the university. Employees who retire from the university and continue employment pursuant to a re-employment agreement may, if they wish, continue to fulfill the duties of their unexpired

terms, but may not run for another term. Continuation of terms shall be subject to the approval of the constituency group that selected or elected them. If this approval is not granted, a vacancy may be declared.

(ii) Is unable to regularly attend meetings due to conflicting professional duties, imperative personal affairs, illness, or student class schedule.

(iii) Has, without notice, missed more than three regular meetings of the university council or of regular meetings of standing committees during the previous twelve months.

(b) Should a university council vacancy occur the university council chair shall notify the appropriate unit to select a new member to fill the vacant seat for the balance of the unexpired term.

(c) Should a standing committee vacancy occur, the committee chair shall notify the university council chair to notify the appropriate unit to select a new member to fill the vacant seat for the balance of the unexpired term.

(E) Service support.

(1) Membership on university council or its committees contributes significantly to the university and is therefore an essential component of university service by faculty, staff, contract professionals and students.

(2) The administrative and academic units shall recognize that active service on university council and its standing committees, where not in conflict with established unit performance guidelines, is critical to the functioning of the shared governance system of the university and recognize such service accordingly. Administrators who find that such service is in conflict with established unit performance guidelines shall communicate that finding in writing to the executive committee.

(3) Membership carries expectations of attendance at and preparation for committee meetings. The chair, appointed administrator for support, vice chair, and secretary of each committee has the responsibility to encourage all committee members to contribute in a substantial manner to committee activities.

(4) Supervisors or instructors of members of university council are expected to support all university council committee member activities and consider such service as both professional development and part of the member's work duties.

(5) University council membership work shall be planned to the greatest extent possible and should not diminish unit-level activities.

(6) Contributions to university council shall be considered in the annual assessment of employee performance and shall be recognized appropriately in the compensation decision-making process. Supervisors may choose to secure feedback from the chair and appointed administrator for support on the level of involvement of their

employees in university council activities.

~~(7) (7) Students shall work in advance to make arrangements with instructors regarding missed assignments via the assignment completion form in the event university council business should overlap with class per the guidelines for absence due to participation in university sponsored events policy, approved by the faculty senate and the board of trustees in 2007.~~

(F) Material and record support.

- (1) Material support. The university shall, subject to approval of the board of trustees, provide suitable office space, a budget for appropriate expenditures including funds for providing reassigned time or stipends to officers, and at least one full-time staff person for support of the university council activities.
- (2) Appointed administrators for support for standing committees are responsible for providing materials support to the committee to which they are assigned.
- (3) Records. All inactive documentary material and related records of the council shall be handled in a manner consistent with rule 3359-11-11 of the Administrative Code.

(G) Meetings.

(1) Meeting requirements.

- (a) Meeting agendas of university council and each standing committee shall be distributed with the meeting announcement.
- (b) Meetings shall be held in physical or digital form where all members are able to communicate synchronously. Email can be used to inform the activities of a meeting, but cannot be used to replace a meeting.
- (c) Members cannot miss more than three regular meetings of the university council or of regular meetings of standing committees during the previous twelve months without notice. Members cannot designate individuals to substitute for them when they are unable to attend a meeting.
- (d) For purposes of conducting business, a quorum of the council shall be a majority of the filled council seats.
- (e) For purposes of conducting business, a quorum of ~~the~~any standing committee shall be a majority of the filled committee seats.
- (f) Voting. To ensure the ability of members to provide effective independent inputs, all votes shall be made by secret ballot.
- (g) Scheduling of university council and standing committee meetings shall be determined by their respective chairs. The university council shall meet at least once a month, year round and standing committees shall meet at least once a

month, year round.

(h) All meetings of the university council and standing committees shall be open to the public.

(2) Specific guidelines on meetings.

(a) University council.

(i) Announcement of meeting dates and an agenda shall be available electronically at least one calendar week prior to each regularly scheduled meeting accompanied by the minutes of the previous meeting.

(ii) Requests to have items placed on the agenda of the council shall be submitted in writing to the secretary of the council by a university council member at least two calendar weeks prior to a meeting of the council.

(iii) Special meetings may be called at any time with one week's notice by the chair of the university council.

(iv) Items referred to the council by the president shall be automatically placed on the agenda of the council.

(b) Standing committees.

An agenda shall be made available electronically at least two full business days prior to each meeting, accompanied by the minutes of the previous meeting

(H) University council executive committee.

The executive committee is responsible for agenda-setting and coordination of the work of university council to facilitate deliberation, communication and action. Executive committee recommendations shall be considered in a timely manner by the standing committee to which it is referred.

(1) Duties of chair, vice-chair and secretary.

(a) Duties of the chair of the university council/executive committee: Presides over meetings of the university council and executive committee, calls special meetings of the university council, acts as or designates the official spokesperson for the university council in all of its external communications, forwards to the president all recommendations passed by the university council, supervises the clerical staff of the university council, and undertakes such tasks as are directed by the council. Upon the expiration of the chair's term of office, the ex-chair shall for one year be a non-voting member, ex officio of the university council if that individual ~~he or she~~ they otherwise would not be a member. During that period, the ex-chair shall also be a non-voting member ex officio of the executive committee.

- (b) Duties of the vice chair of the university council/executive committee: Assists the chair in such ways as the latter may request; and in the absence of the chair, the vice chair presides over the meetings of the university council/executive committee.
- (c) Duties of the secretary: ~~Records, transcribes and distributes the proceedings of the university council to all constituent groups and interested members of the university, assists the chair in such ways as the latter may request, has custody (jointly with the chair) of the books, records, physical facilities, and tangible property of the university council, and arranges for the orderly conduct of the business of the university council. In the absence of the chair and vice chair, the secretary presides over meetings of the university council.~~ Oversees the preparation and posting of council agendas and minutes to all constituent groups and interested members of the university community, assists the chair in such ways as the latter may request. In the absence of the chair and vice chair, the secretary presides over meetings of the university council.

(2) Responsibilities of the executive committee.

- (a) The executive committee shall forward university council policy recommendations to the president, and monitor their disposition.
- (b) When these policies are enacted by the board of trustees, the executive committee ~~shall~~may monitor their implementation or may delegate such monitoring to a standing committee.
- (c) The executive committee shall ensure that all policy questions that come to the university council will be referred to the appropriate standing committee for discussion and recommendations to university council. It shall also ensure that their disposition is managed through a system that will be available to all members of the university community.
- (d) The executive committee shall accept items for consideration by university council or one of the university council standing committees, from the president, or the ~~SVPP~~executive vice president and provost, or from a member of the university council constituency groups.
- (e) The executive committee shall oversee and monitor the operations of the standing committees and ensure that the business of the standing committees and ad-hoc committees are completed in a timely fashion.
- (f) The executive committee shall receive reports of standing committees and transmit them to the university council for disposition. Each such report must be on the university council agenda.
- (g) The executive committee shall recognize and notify, prior to the first meeting of

the university council in each council year, all new members as having been duly chosen based on information provided by the presiding member of each constituency group. ~~No new members of the council or any committee shall be seated until their selection/election by constituency groups is certified as conforming to the written practice of each group.~~ Certifications Notifications are to be provided to the persons selected, the constituency, the chair of the standing committee and such others as the executive committee may designate.

- (h) ~~The executive committee shall participate in quarterly meetings with the president.~~ The executive committee shall participate in meetings with the president at least once per semester (Fall, Spring, Summer).
- (i) The executive committee shall ensure that university council and its committees convene in joint session, ~~two times a~~ once per year.
- (j) Orientation of new university council members: The executive committee shall oversee appropriate orientation of new members (prior to ~~May~~ October first of each year) to the university council. Orientation should consist of university council history, organizational structure and operational protocol at a minimum.
- (k) Members of the executive committee serve on the university planning group (or its equivalent). The university planning group (or its equivalent) shall be responsible for creation, updating and execution of the strategic plan.

(3) Special committee and awards and recognition.

- (a) The special committee on awards and recognition (awards special committee) is responsible for overseeing the nomination, selection and recognition of faculty, staff and contract professionals through the achievement award function. Further, the committee is responsible for studying, monitoring and making recommendations on employee achievement and recognition issues in collaboration with staff, contract professionals and faculty in appropriate departments.
- (b) Members of the awards special committee shall consist of volunteers and past award recipients from university council and the campus community. The special committee may ask for additional volunteers to serve only during the selection of finalists in order to ensure a robust and diverse working group for selection of finalists. An appointed administrator for support who is from the rank of vice president and is most closely aligned with the special committee's topical area shall be designated by the executive vice president and provost. This appointed administrator shall provide administrative support to the special committee sufficient to achieve the work of employee awards and recognition. Members shall not serve in the selection of finalists in an award category in

which they have nominated a colleague and must recuse themselves due to the conflict of interest.

- (c) At the first meeting of the special committee for the new university council year, the appointed administrator shall facilitate the selection of a chair, vice chair and secretary for the special committee as appropriate based on expiration of terms or vacancies. Terms and conditions for officers and duties for each shall follow those outlined for standing committees.

(I) Standing committees.

(1) General charges/responsibilities of each standing committee:

- (a) Recommends mid and long-range plans for standing committee work.
- (b) Provides recommendations for action on policy, operations, organization and other matters related to the committee domain to the university council.
- (c) Develops procedures and measures to be used to evaluate progress toward achieving the goals of the mid and long-range plan(s).
- (d) Conducts an annual assessment of the progress toward achieving the goals of the mid and long-range plans(s) based on the procedures and measures referenced above.
- (e) Reports monthly to the full university council in writing made available electronically.
- (f) Participates in evaluation of the development of objectives, strategies, initiatives, and action steps for academic support units to enable the academic units to successfully accomplish the academic mission of the university.

(2) The standing committees of university council are:

- (a) Student engagement and success committee.

The student engagement and success committee is responsible for studying, monitoring and making recommendations regarding the university's student engagement and success strategies and practices in collaboration with staff, contract professionals and faculty in appropriate departments. ~~These recommendations shall be forwarded to the university council for consideration.~~

- (b) Information technology committee.

The information technology committee is responsible for studying, monitoring and making recommendations regarding information technology planning, policies, strategies and practices in collaboration with staff, contract professionals and faculty in appropriate departments. ~~These recommendations~~

~~shall be forwarded to the university council for consideration.~~

(c) Budget and finance committee.

The budget and finance committee is responsible for studying, monitoring and making recommendations to university council on the development of all university budget, finance and purchasing policies and resource allocations in collaboration with staff, contract professionals and faculty in appropriate departments. ~~These recommendations shall be forwarded to the university council for consideration.~~

(d) Physical environment committee.

The physical environment committee is responsible for studying, monitoring and making recommendations related to overall campus planning, safety, and the use and assignment of university space, physical facilities and equipment in collaboration with staff, contract professionals and faculty in appropriate departments. ~~These recommendations shall be forwarded to the university council for consideration.~~

(e) Communications committee.

The communication committee is responsible for: assessing and making recommendations regarding the university's internal/external communication strategies and practices; providing/receiving feedback to/from university council on systemic communication issues; tracking issues that have a direct institution-wide impact and recommend action as appropriate; gathering feedback from the constituents that each committee member represents and bring attention to issues for consideration by the whole committee in collaboration with staff, contract professionals, faculty and students in appropriate departments. ~~These recommendations shall be forwarded to the university council for consideration.~~

(f) Recreation and wellness committee.

The recreation and wellness committee is responsible for studying, monitoring and making recommendations on strategies and policies regarding intercollegiate athletic and recreational sports and wellness issues in collaboration with staff, contract professionals and faculty in appropriate departments. ~~These recommendations shall be forwarded to the university council for consideration.~~

(g) Talent development and human resources committee.

The talent development and human resources committee is responsible for

studying, monitoring and making recommendations on the development of all university policies and practices relating to inclusive excellence and to the wellbeing of employees of the university, subject to existing contractual agreements. Issues of wellbeing would include but are not limited to fringe benefits, insurance, employee performance, recreation and wellness and other aspects of working conditions in collaboration with staff, contract professionals and faculty in appropriate departments. ~~These recommendations shall be forwarded to the university council for consideration.~~

(h) Institutional advancement committee.

The institutional advancement committee is responsible for studying, monitoring and making recommendations on development and alumni issues in collaboration with staff, contract professionals and faculty in appropriate departments. ~~These recommendations shall be forwarded to the university council for consideration.~~

(J) Rules. The parliamentary authority for the university council shall be "Robert's Rules of Order," in its most recent edition. In any conflict between the university council bylaws and "Robert's Rules of Order," the council bylaws take priority. A person who is not a member of the university council ~~shall~~may be appointed parliamentarian by the chair of the university council.

(K) Amendments.

- (1) Amendments to these bylaws may be proposed in writing by a member of university council at any regularly scheduled meeting.
- (2) A vote by the university council on a proposed amendment may be taken only at a subsequent regular or special meeting of the university council.
- (3) To pass, a proposed amendment requires a positive vote by at least two-thirds of the voting members present at a regular or special meeting of the council.
- (4) Amendments shall take effect upon approval by the board of trustees.

(L) Bylaws Revision

- (1) University council bylaws will undergo a complete review every three years or earlier if circumstances warrant a review.
- (2) The executive committee of the university council will oversee the process and present recommendations to university council for approval.

~~(L)~~ (M) Authority of board of trustees. Notwithstanding the preceding, Ohio law vests full authority and responsibility for the operation of the university in its board of trustees which retains and reserves exclusively to itself all rights, powers, prerogatives,

responsibilities, and authority vested in it, whether exercised or not. Nothing in this rule shall be construed to limit, reduce, modify, or relinquish any authority or power of the board to govern the university consistent with the powers conferred on the board by law. Any delegation of authority by the board may be enlarged, reduced, modified, or withdrawn at the discretion of the board.

Effective: [6/25/2022](#)

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 09/11/2016, 12/18/2017, [02/24/2020](#)

THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Revision of Rule 3359-10-01.1
The university of Akron rules of the university council

BE IT RESOLVED, That the recommendation presented by the Rules Committee on June 10, 2022 to revise rule 3359-10-01.1 be approved.

M. Celeste Cook, Secretary
Board of Trustees

June 15, 2022



Consent Agenda
Meeting of The University of Akron's Board of Trustees
June 15, 2022

Item	Description	Committee	Tab
1	Minutes for April 27, 2022	None	Board of Trustees
2	Investment Report for the Nine Months Ended March 31, 2022	Finance & Admin.	2
3	Financial Report for the Ten Months Ended April 30, 2022	Finance & Admin.	3
4	Procurement for More Than \$500,000	Finance & Admin.	4
5	Grant of Easement Related to the East Exchange Street Complete Streets Project	Finance & Admin.	5
6	Local Administration of Capital Projects	Finance & Admin.	6
7	Acquisition, Exchange, and Disposition of Real and Improved Property	Finance & Admin.	7
8	Acceptance of Fall 2022 Tuition Guarantee, Regional Tuition Guarantee, and Fiscal Year 2022-23 Tuition Waivers	Finance & Admin.	8
9	Cumulative Gift and Grant Income Report for July 1, 2021 through April 30, 2022	Finance & Admin.	9
10	Strategic Action Plan	Academic Issues & Student Success	1
11	Retention and Completion Plan	Academic Issues & Student Success	2
12	Revise University Rule 3359-10-01.1, The university of Akron rules of the university council	Rules	1

THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Pertaining to Election of Officers of the
Board of Trustees for 2022-2023

BE IT RESOLVED, That the recommendation presented by the Nominating Committee on June 15, 2022 to elect the following slate of officers for The University of Akron's Board of Trustees for 2022-2023 be approved.

Chair: Joseph M. Gingo

Vice Chair: Lewis W. Adkins, Jr.

Secretary: M. Celeste Cook

Assistant Secretary: John J. Reilly

M. Celeste Cook, Secretary
Board of Trustees

June 15, 2022

Presiding:
Chair
Joseph M. Gingo

June 15, 2022

1	FY 2022-23 General Fund, Auxiliary Funds, and Sales Funds Budgets
2	Approval of the Collective Bargaining Agreements Between The University of Akron and The Fraternal Order of Police, Ohio Labor Council, Inc.
3	Free Speech/Expression on Campus Under Ohio Revised Code Section 3345.0215
4	Expression of Appreciation to Student Trustee McKenzie K. Gerzanics
5	Expression of Appreciation to Trustee Alfred V. Ciraldo, M.D.
6	
7	
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10	
11	
12	

Fiscal Year 2023 Budget



COMBINED
June 15, 2022

The University of Akron
Akron and Wayne General Fund, Auxiliary Funds, and Departmental Sales and Services Combined
FY 2022-2023 Proposed Budget

		As of 04/21/22	As of 06/02/22	
	FY22 Budget	FY23 Draft Budget	FY23 Budget	Difference 04/21/22 vs 06/02/22 Budget
Tuition	\$141,412,000	\$139,811,000	\$134,426,000	(\$5,385,000)
General Service Fees	10,971,000	10,721,000	10,136,000	(585,000)
Other Fees	17,745,000	18,701,000	19,457,000	756,000
Scholarships *	(62,617,000)	(58,889,000)	(57,284,000)	1,605,000
Net Tuition & Fees	107,511,000	110,344,000	106,735,000	(3,609,000)
State Share of Instruction	95,504,000	92,704,000	87,349,000	(5,355,000)
Indirect Cost Recovery	3,631,000	3,631,000	3,631,000	0
Investment Income	29,000	5,000,000	7,000,000	2,000,000
Miscellaneous Income	1,800,000	1,520,000	1,520,000	0
Auxiliary Revenue	33,104,000	32,721,000	32,721,000	0
Sales and Services Revenue **	5,741,000	5,078,000	5,078,000	0
COVID Recovery Revenue	5,833,000	0	0	0
Total Revenues	253,153,000	250,998,000	244,034,000	(6,964,000)
Payroll	129,277,000	131,241,000	126,105,000	(5,136,000)
Fringes	47,704,000	47,488,000	46,940,000	(548,000)
Total Compensation	176,981,000	178,729,000	173,045,000	(5,684,000)
Operating	55,123,000	60,632,000	57,705,000	(2,927,000)
Utilities	13,000,000	12,563,000	12,563,000	0
Plant Fund	2,000,000	2,110,000	1,610,000	(500,000)
Student Extracurricular Activities	605,000	605,000	605,000	0
Strategic Initiatives	4,157,000	4,223,000	4,223,000	0
COVID Recharges	(5,000,000)	0	0	0
Total Non Personnel	69,885,000	80,133,000	76,706,000	(3,427,000)
Total Expenditures	246,866,000	258,862,000	249,751,000	(9,111,000)
(Loss) before debt service	6,287,000	(7,864,000)	(5,717,000)	2,147,000
Debt Service	26,560,000	30,946,500	30,946,000	(500)
Net (Loss) before reserve	(20,273,000)	(38,810,500)	(36,663,000)	2,147,500
Available Fund Balance	2,613,000	6,288,500	11,938,000	5,649,500
Net (Deficit)	(\$17,660,000)	(\$32,522,000)	(\$24,725,000)	\$7,797,000

* Scholarships amount includes general fund and athletics

** Departmental Sales and Services such as Counseling Center and Career Center

Fiscal Year 2023 Budget



GENERAL FUND
June 15, 2022

**The University of Akron
Akron and Wayne General Fund
FY 2022-2023 Proposed Budget**

	FY22 Budget	FY23 Budget
Tuition	\$141,412,000	\$134,426,000
General Service Fees	658,000	775,000
Other Fees	13,430,000	19,457,000
Scholarships	(56,577,000)	(51,433,000)
Net Tuition & Fees	98,923,000	103,225,000
State Share of Instruction	95,504,000	87,349,000
Indirect Cost Recovery	3,631,000	3,631,000
Investment Income	29,000	7,000,000
Miscellaneous Income	1,800,000	1,520,000
COVID Recovery Revenue	5,833,000	0
Total Revenues	205,720,000	202,725,000
Payroll	116,947,000	114,135,000
Fringes	43,807,000	42,938,000
Total Compensation	160,754,000	157,073,000
Operating	30,337,000	34,724,000
Utilities	9,750,000	9,122,000
Plant Fund	2,000,000	1,000,000
Student Extracurricular Activities	605,000	605,000
Strategic Initiatives	4,157,000	4,223,000
COVID Recharges	(5,000,000)	0
Total Non Personnel	41,849,000	49,674,000
Total Expenditures	202,603,000	206,747,000
(Loss) before debt service	3,117,000	(4,022,000)
Debt Service	843,000	8,039,000
Net (Loss) before reserve	2,274,000	(12,061,000)
Available Fund Balance	0	8,563,000
Net (Deficit)	\$2,274,000	(\$3,498,000)

The accompanying assumptions are an integral part of this statement

**The University of Akron
Akron and Wayne General Fund Combined
FY 2023 Budget Assumptions**

Overall Assumptions

Revenues

Tuition & General Service Fees

- Undergraduate enrollment five percent decrease;
- Graduate enrollment slight increase;
- Law enrollment slight decrease;
- A 4.6 percent increase to the main and regional campus guarantee rates, reflecting the maximum increase allowed by the Ohio Department of Higher Education; and
- Tuition and fees to remain at FY22 rates for Graduate and Law.

Other Fees

- Designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to follow enrollment assumptions; and
- Various changes to miscellaneous fees.

Scholarships

- Assumes \$37.6 million undergraduate scholarships and \$10 million for College Credit Plus and Early College; and
- Law School of \$3.8 million.

State Share of Instruction

- State Share of Instruction (SSI) decreased \$8.2 million from FY22.

Indirect Cost Recovery

- Aligns with FY22 projected revenues; and
- 10 percent distributions to Principal Investigator with remainder to the Center.

Investment Income

- Increase of \$7 million by returning to prior reporting format of including all relevant sources; and
- Market fluctuations, either way, will impact the actual amount.

Miscellaneous Income

- \$0.5 million from Installment Payment Plan and University Credit Card programs previously reported as Departmental Sales and Services revenues;
- \$0.5 million from Federal energy tax credit;
- \$0.2 million from phase out of Perkins Loan program;
- \$0.2 million from leases
- \$40,000 pouring rights; and
- various other sources.

The University of Akron
Akron and Wayne General Fund Combined
FY 2023 Budget Assumptions

Expenditures

Payroll and Vacancies

- Assumes raise pool of \$723,908 and Salary Study Gap of \$550,000;
- \$11.7 million of salary and vacancy savings related to the amount of time funded positions remain vacant; and
- \$625,000 in reallocation of General Fund compensation to grants.

Fringes

- Pooled fringe rates as follows (pending approval):
 - 32.9 percent – full time
 - 17 percent – part time
 - 2.3 percent – graduate assistants and student assistants
- Self-insurance costs for the university will revert to passing through the General Fund; previously reflected in Departmental Sales and Services; and
- Graduate assistant remissions of \$8 million moved from scholarship line.

Operating

- Designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to follow enrollment assumptions;
- Designated fees and start-ups assume that only current-year revenues and/or allocations are expended; however, a certain level of carryover exists within these fees and start-ups, which may, if expended, cause expenditures to exceed the initial allocations;
- \$1 million contingency reserve;
- The non-personnel allocations remain at FY22 revised budgets with a few exceptions:
 - \$1.2 million additional support for University Advertising;
 - \$1 million additional support for legal;
 - \$250,000 increase to liability insurance;
 - \$500,000 expenses transferred from Departmental Sales and Services (\$200,000) and Zip Card office software and maintenance (\$300,000);
 - \$275,000 allocation to South of Exchange weekend patrol,
 - \$255,825 Student Affairs initiatives for Career Center, student assistants, Colin's Law, Impact, and Kognitio.;
 - \$78,000 initiatives for Strategic Planning & Insights group and learning assistants;
 - \$35,000 increase in police training;
 - \$60,000 initiative for EJ Thomas management; and
 - Temporary pause distributing Technology Fees to Colleges, IDC research equipment allocation, and IT Projects allocation.

The University of Akron
Akron and Wayne General Fund Combined
FY 2023 Budget Assumptions

Utilities

- Increase of \$1.4 million for electric, natural gas, and water/sewer.

Plant Funds

- \$1 million allocation for plant funds.

Student Extracurricular Activities

- \$605,000 funded from the general service fees to support student groups.

Strategic Initiatives

- Net ERP expenditure of \$4.2 million.

Other

Debt Service

- General fund debt service of \$8 million.

Operating Reserves

- Draw on reserves of \$3.5 million

Fiscal Year 2023 Budget



AUXILIARY FUNDS
June 15, 2022

The University of Akron
Akron and Wayne Auxiliary Funds
FY 2022-2023 Proposed Budget

	FY22 Budget	FY23 Budget
General Service Fees	10,313,000	9,361,000
Other Fees	4,315,000	0
Net Tuition & Fees	<u>14,628,000</u>	<u>9,361,000</u>
Auxiliary Revenue	33,104,000	32,721,000
Total Revenues	<u>47,732,000</u>	<u>42,082,000</u>
Payroll	10,115,000	10,023,000
Fringes	3,335,000	3,482,000
Total Compensation	<u>13,450,000</u>	<u>13,505,000</u>
Operating	21,936,000	20,637,000
Utilities	3,250,000	3,441,000
Plant Fund	0	600,000
Athletic Scholarship	6,040,000	5,851,000
Total Non Personnel	<u>31,226,000</u>	<u>30,529,000</u>
Total Expenditures	<u>44,676,000</u>	<u>44,034,000</u>
(Loss) before debt service	<u>3,056,000</u>	<u>(1,952,000)</u>
Debt Service	25,717,000	22,907,000
Net (Loss) before reserve	<u>(22,661,000)</u>	<u>(24,859,000)</u>
Available Fund Balance	2,450,000	3,194,000
Net (Deficit)	<u>(\$20,211,000)</u>	<u>(\$21,665,000)</u>

The accompanying assumptions are an integral part of this statement

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2022-2023 Proposed Budget

	Athletics	Residence Life & Housing	E. J. Thomas Performing Arts Hall	Dining (Aramark)	Student Recreation & Wellness Services	Jean Hower Taber Student Union	Parking & Transportation Services	Wayne Student Union	Total
Revenues	\$9,083,000	\$13,441,000	\$2,597,000	\$1,242,000	\$464,000	\$776,000	\$5,088,000	\$30,000	\$32,721,000
Total Revenues	9,083,000	13,441,000	2,597,000	1,242,000	464,000	776,000	5,088,000	30,000	32,721,000
Payroll	7,732,000	592,000	330,000	57,000	520,000	594,000	198,000	0	10,023,000
Fringes	2,509,000	216,000	106,000	200,000	183,000	205,000	63,000	0	3,482,000
Total Compensation	10,241,000	808,000	436,000	257,000	703,000	799,000	261,000	0	13,505,000
Operating*	7,194,065	6,182,735	2,355,000	935,000	1,175,890	1,030,460	1,733,850	30,000	20,637,000
Utilities	690,000	1,229,000	204,000	250,000	304,000	499,000	265,000	0	3,441,000
Plant Fund	0	0	0	600,000	0	0	0	0	600,000
Athletic Scholarships	5,851,000	0	0	0	0	0	0	0	5,851,000
Total Non Personnel	13,735,065	7,411,735	2,559,000	1,785,000	1,479,890	1,529,460	1,998,850	30,000	30,529,000
Total Expenditures	23,976,065	8,219,735	2,995,000	2,042,000	2,182,890	2,328,460	2,259,850	30,000	44,034,000
Loss before debt service	(14,893,065)	5,221,265	(398,000)	(800,000)	(1,718,890)	(1,552,460)	2,828,150	0	(11,313,000)
Debt Service	(4,953,000)	(8,607,000)	(302,000)	(306,000)	(1,647,000)	(2,834,000)	(4,258,000)	0	(22,907,000)
Available Fund Balance	0	0	700,000	1,106,000	468,000	920,000	0	0	3,194,000
General Service Fees	9,361,000	0	0	0	0	0	0	0	9,361,000
Net General Fund Support	(\$10,485,065)	(\$3,385,735)	\$0	\$0	(\$2,897,890)	(\$3,466,460)	(\$1,429,850)	\$0	(\$21,665,000)

The accompanying assumptions are an integral part of this statement.

The University of Akron
Auxiliaries
FY 2023 Budget Assumptions

Overall Assumptions

Revenues

- Assumes five percent enrollment decline; and

Payroll

- Assumes no raise pool.

Fringes

- Benefits such as 14 percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee parking permits; and
- Fringe Benefits rates as follows (pending approval):
 - 32.9 percent for full-time
 - 17.0 percent for part-time
 - 2.3 percent for graduate and student assistants.

Utilities

- Electric, natural gas, and water/sewer.

Debt Service

- \$22.9 million for auxiliary facilities.

Athletics

Revenues

- 94% of general service fee allocated to athletics;
- Externally generated revenues from various sources such as the MAC, game guarantees, naming rights, ticket sales, grants-in-aid, IMG, and Pepsi pouring rights;
- \$850,000 decrease in game guarantees; and
- \$115,000 decrease in Naming Rights revenue.

Payroll

- \$37,000 increase in graduate assistant salary for four women's sports to meet Title IX regulations; and
- \$50,000 new volleyball coach assistant due to the Mid-American Conference regulations and Volleyball being a premier sport.

Operating

- Expenditures include athletic supplies, student assistants, game officials and guarantees, maintenance and team travel & recruiting.

The University of Akron
Auxiliaries
FY 2023 Budget Assumptions

Scholarships

- Approximately 220 Athletic financial aid awards.

Residence Life & Housing

Revenues

- Assumes residence hall occupancy of 2,319 and 2,064 (89 percent) spring;
- Fall students include 1,311 freshmen and 1,008 non-freshmen;
- Assumes revenues from summer conferences of \$275,000 and summer school revenue of \$250,000.

Payroll

- Three UAPD Officers' salaries permanently transferred from the Residence Life and Housing budget to the General Fund.

Operating

- Expenditures include maintenance, resident assistant meals, student employment, and resident student events;
- Increased cost for student laundry due to new contract;
- Purchase a new minivan for the department; and
- Fully staff service desks at an average hourly student pay rate of \$10.

E. J. Thomas Performing Arts Hall

Revenues

- Externally generated revenues from various sources include Broadway Series sales, Akron Civic Theater pass-through, Tuesday Musical, hall rental, and endowment gifts.

Operating

- Assumes nine percent increase in IATSE union labor rates;
- Expenditures include artist fees, advertising, maintenance, stage & wardrobe, and student employment; and
- Assumes \$50,000 in cost of goods sold at the concession stand that will transfer to the administration account to cover operating costs.

Fund Balance

- Use \$700,000 of fund balance.

Dining (Aramark)

Revenues

- \$244,000 Aramark's financial commitment to the University of Akron; and

The University of Akron
Auxiliaries
FY 2023 Budget Assumptions

- Commission payment of \$497,500 for \$13 million in sales.

Payroll

- The CWA employees remain University employees, with the University responsible for the difference between FICA and SERS; and
- All other employees are the responsibility of Aramark.

Operating

- Maintenance repairs.

Plant Fund

- Refresh Student Union Chick-Fil-A and replace POS system.

Fund Balance

- Use \$1.5 million of fund balance.

Student Recreation & Wellness Services

Revenues

- Externally generated revenues from various sources such as memberships, pool, locker, and facility rentals;
- Assumes increase in membership sales across campus, alumni, and community groups with lifted COVID restrictions; and
- Includes an increase in facility rental revenue opportunities with lifted COVID restrictions.

Payroll

- \$38,000 in salary increases to supplement seven job audits; and
- Restored two positions (Coordinator of Programs & Membership Personnel).

Operating

- Facility operating costs reflect increased usage patterns with lifted COVID restrictions.

Fund Balance

- Use remaining \$468,443 fund balance.

The University of Akron
Auxiliaries
FY 2023 Budget Assumptions

Jean Hower Taber Student Union

Revenues

- Externally generated revenues from various sources such as bookstore commission, bank commission, and room rentals;
- 10 percent increase in room and AV rental income based on campus needs for the use of space as pandemic guidelines lessen; and
- Bookstore revenue to remain flat.

Operating

- Supplies & services, custodial labor, maintenance, and travel and hospitality.

Fund Balance

- Use remaining \$920,000 fund balance.

Parking & Transportation Services

Revenues

- Parking permits and transportation fee revenue decline five percent;
- Elimination of \$11,000 monthly rent from The Chapel for use of the East Campus Parking Deck. The lease agreement will terminate end of September; and
- Increase parking revenue with COVID restrictions lifted.

Operating

- \$100,000 expected rate increase for ABM Parking Services (Roo Express operator) to support the recruitment of bus drivers, which continues to be problematic. The deployment of three new buses to replace the current aging fleet. New buses will require financing for a UA purchase or a new/amended agreement;
- The agreement and expenditures with Akron METRO RTA is to remain unchanged; and
- Assumes \$90,000 for the replacement of expansion joints and concrete repairs to the top level of the Exchange Street Parking Deck, \$20,000 for concrete and joint repairs in the EJ Thomas PAH Parking Deck, and \$15,000 to address waterproofing issues with the electrical room in the South Campus Parking Deck.

Wayne Student Union

Revenues

- Assumes externally generated commission revenue from bookstore online sales and bookstore space rent.

The University of Akron
Auxiliaries
FY 2023 Budget Assumptions

Operating

- Expenditures include property, elevator, and fire insurance.
- The American Council on Higher Education recently awarded their Institutional Transformation Award (2022) to David Podell, President of Massbay Community College. This award was for their meal scholarship program. We intend to replicate this program at Wayne to students meet their educational goals.

Fiscal Year 2023 Budget



***DEPT. SALES &
SERVICES
June 15, 2022***

The University of Akron
Departmental Sales and Services
FY 2022-2023 Proposed Budget

	FY22 Budget	FY23 Budget
Sales and Services Revenue	<u>\$5,741,000</u>	<u>\$5,078,000</u>
Total Revenues	<u>5,741,000</u>	<u>5,078,000</u>
Payroll	2,215,000	1,947,000
Fringes	<u>562,000</u>	<u>520,000</u>
Total Compensation	<u>2,777,000</u>	<u>2,467,000</u>
Operating	2,850,000	2,344,000
Plant Fund	<u>0</u>	<u>10,000</u>
Total Non Personnel	<u>2,850,000</u>	<u>2,354,000</u>
Total Expenditures	<u>5,627,000</u>	<u>4,821,000</u>
Net (Loss) before reserve	<u>114,000</u>	<u>257,000</u>
Available Fund Balance	<u>163,000</u>	<u>181,000</u>
Net (Deficit)	<u>\$277,000</u>	<u>\$438,000</u>

The accompanying assumptions are an integral part of this statement

Overall Assumptions

- Assumes five percent enrollment decline; and

Payroll and Fringes

- Assumes no raise pool;
- Benefits such as 14 percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee parking permits; and
- Fringe Benefits rates as follows (pending approval):
 - 32.9 percent for full-time
 - 17.0 percent for part-time
 - 2.3 percent for graduate and student assistants.

Fund Assumptions

Continuing and Professional Education

Revenues

- Open enrollment and contract training fee revenues to support the coordination of noncredit professional development classes open to the public and to provide customized training for local businesses.

Operating

- Student assistants, supplies and services, and travel and hospitality; and
- Continuing and Professional Education will monitor expenditures; however, the budgeted deficit will be offset by the Continuing and Professional Education carryover from fiscal year ended June 30, 2022.

New Student Orientation Program

Revenues

- Fee revenues to support the activities related to orientation and first-year experience programs.

Operating

- New Roo Weekend, Akron Forefront, NSO programs, student assistants, supplies and services, and travel and hospitality; and
- New Student Orientation will monitor expenditures; however, the budgeted deficit will be offset by the New Student Orientation carryover from fiscal year ended June 30, 2022.

The University of Akron
Department Sales & Services
FY 2023 Budget Assumptions

Other

Revenues

- Includes about 127 smaller, revenue-generating activities such as internal Printing Services, Hearing Aid Dispensary, and Akron Polymer Technology Services.

Operating

- Student assistants, cost of goods sold (Hearing Aid Dispensary), supplies and services, and travel and hospitality;
- Individual management and the units will manage to ensure expenditures are limited to revenues; and
- In general, the units are anticipated to “break-even” or generate surpluses.

Capital

- Equipment purchases related to engineering testing services.

THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Approval of the FY 2022-23 General Fund, Auxiliary Funds, and Sales Funds Budgets

WHEREAS, The Senior Vice President/Chief Financial Officer submitted the Fiscal Year 2022-23 General Fund, Auxiliary Funds, and Sales Funds Budgets and presented those Budgets to the Board of Trustees for its consideration and approval; Now, Therefore,

BE IT RESOLVED, That the FY 2022-23 General Fund, Auxiliary Funds, and Sales Funds Budgets are approved.

M. Celeste Cook, Secretary
Board of Trustees

THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Approval of the Collective Bargaining Agreements Between The University of Akron and The Fraternal Order of Police, Ohio Labor Council, Inc.

WHEREAS, The University of Akron (the “University”) and the Fraternal Order of Police, Ohio Labor Council, Inc. (the “FOP-OLC”) (collectively the “Parties”) entered into tentative agreements on two successor Collective Bargaining Agreements (both Agreements attached hereto as Exhibit A); and

WHEREAS, Pursuant to Ohio Revised Code Section 4117.09(E), the first Agreement (Agreement #1) is for a term effective July 1, 2021 through June 30, 2024 and the second Agreement (Agreement #2) is for a term effective July 1, 2024 through June 30, 2026; Now, Therefore,

BE IT RESOLVED, That the proposed Collective Bargaining Agreements presented by the University’s negotiating team and containing all of the tentative agreements reached by and between the respective negotiating teams of the University and the FOP-OLC, and having now been ratified by a majority of the FOP-OLC membership on June 10, 2022, be and hereby is approved by the Board of Trustees of The University of Akron for a term effective July 1, 2021 through June 30, 2024 (Agreement #1) and for a term effective July 1, 2024 through June 30, 2026 (Agreement #2); and

BE IT FURTHER RESOLVED, That the Vice President and General Counsel is hereby authorized to execute the necessary documents to effectuate both Agreements on behalf of the Board of Trustees.

M. Celeste Cook, Secretary
Board of Trustees

June 15, 2022

**Final Tentative Agreement – 6.1.22
University of Akron and FOP Negotiations
FOP**

1. **Article 17** – The University’s August 30, 2021 supposal with the date “January 1, 2021” replaced with “January 1, 2022” and “December 31, 2024” changed to “June 30, 2026”.
2. **Article 30** – as follows:

**ARTICLE 30
COMPENSATION**

Section 30.1.

<u>Wage Schedule Effective July 1, 2021 through June 30, 2026</u>	<u>Wage Rate</u>	<u>Service Years</u>	<u>Approved Training Hours*</u>
<u>Police Officer 2A</u>	<u>\$30.98</u>	<u>1- 3 years</u>	<u>0</u>
<u>Police Officer 2B</u>	<u>\$31.90</u>	<u>4-6 years</u>	<u>400</u>
<u>Police Officer 2C</u>	<u>\$32.81</u>	<u>7-9 years</u>	<u>800</u>
<u>Police Officer 2D</u>	<u>\$33.77</u>	<u>10+ years</u>	<u>1,600</u>

Beginning July 1, 2021, each bargaining unit member who was employed July 1, 2021 will be credited with 100 training hours for each calendar year in which the member works moving forward. For any employee hired after July 1, 2021, the member will be credited with 100 training hours for each calendar year in which the member works moving forward. Credit will be given on the officer’s anniversary date. No credit will be given under this section for years of service worked prior to 2021.

Section 30.1.1. 2022-23 Academic Year – Contingent Lump Sum Payment

- 30.1.1.1. Each bargaining unit member employed as of July 1, 2022, who was a member of the bargaining unit as of the beginning of fall semester 2021, and whose performance was satisfactory or better for the 2021 calendar year, shall receive a lump sum payment of \$1,000 if the condition in Subsection 30.1.1.2. is met.
- 30.1.1.2. If the Census Headcount for Fall 2022 (defined as including all enrolled students at all University of Akron campuses except College Credit Plus students)¹ is equal

¹ College Credit Plus students are shown in the Census Headcount as “Total CCP & ECHS.” The Census Headcount for purposes of this Article 30, Section 30.1.1. shall be determined by Institutional Research in the same manner as the “Fall 2020 Census Enrollment By Academic Career – Census” report (attached as Exhibit A) and measured on the fifteenth day of the semester. The Census Headcount number used for Article 30, Section 30.1.1. shall include all graduate students, law students, and undergraduate students and shall exclude only College Credit Plus students. For example, for Fall 2020, the Census Headcount for purposes of Article 30, Section 30.1.1. would be 15,230 (17,829 minus 2,599).

to or greater than 16,100, then the lump sum specified in Subsection 30.1.1.1. shall be provided. If the Fall 2022 enrollment (as defined above) is less than 16,100, there shall be no lump sum payment for FY23.

Section 30.1.2. 2023-24 Academic Year – Contingent Lump Sum Payment

- 30.1.2.1. Each bargaining unit member employed as of July 1, 2023, who was a member of the bargaining unit as of the beginning of fall semester 2022, and whose performance was satisfactory or better for the 2022 calendar year, shall receive a lump sum payment of \$1,500, if the condition in Subsection 30.1.2.2. is met.
- 30.1.2.2. If the Census Headcount for Fall 2023 (defined as including all enrolled students at all University of Akron campuses except College Credit Plus students) is equal to or greater than 17,400, then the lump sum specified in Subsection 30.1.2.1. shall be provided. If the Fall 2023 enrollment (as defined above) is less than 17,400, there shall be no lump sum payment for FY24.

Section 30.1.3. 2024-25 Academic Year – Contingent Lump Sum Payment

- 30.1.3.1. Each bargaining unit member employed as of July 1, 2024, who was a member of the bargaining unit as of the beginning of fall semester 2023, and whose performance was satisfactory or better for the 2023 calendar year, shall receive a lump sum payment of \$2,000, if the condition in Subsection 30.1.3.2. is met.
- 30.1.3.2. If the Census Headcount for Fall 2024 (defined as including all enrolled students at all University of Akron campuses except College Credit Plus students) is equal to or greater than 18,700, then the lump sum specified in Subsection 30.1.3.1. shall be provided. If the Fall 2024 enrollment (as defined above) is less than 18,700, there shall be no lump sum payment for FY25.

Section 30.1.4. 2025-26 Academic Year – Salary Increase

- 30.1.4.1. Each bargaining unit member employed as of July 1, 2025, who was a member of the bargaining unit as of the beginning of fall semester 2024, and whose performance was satisfactory or better for the 2024 calendar year, shall receive a 2% increase to base salary.
- 30.1.4.2. If the Census Headcount for Fall 2025 (defined as including all enrolled students at all University of Akron campuses except College Credit Plus students) is equal to or greater than 20,000, then a 2% increase to base salary, in addition to the increase specified in Subsection 30.1.4.1, shall be provided (resulting in a total 4% increase to base salary).
- 30.1.4.3. Any compensation increases granted under this Section 30.1.4. shall be retroactively applied to the bargaining unit member's base salary for the academic year for nine-month employees and to July 1, 2025, for twelve-month employees.

Section 30.2. – Current language deleted and replaced by:

- A. The University agrees to provide a minimum of 24-hours of in-service training for bargaining unit members which will be at the discretion of the Chief of Police or their designee. All such hours attended by bargaining unit members shall be applied as approved training hours in Section 30.1.

For calendar years 2022, 2023, and 2024, there shall be a voluntary CPT Training Program as follows:

Training	Eligibility for 2022 Training Payment	2022 Training Incentive Payment
<p>2022 CPT Training Module (24-hour) as identified by the Chief of Police</p>	<p>To be eligible for a 2022 Training Payment, an officer must complete the 2022 CPT Training Module (24-hour) as identified by the Chief of Police no later than December 1, 2022.</p>	<p>Each eligible employee will be paid the 2022 Training Incentive Payment as follows:</p> <ul style="list-style-type: none"> - Regular pay for the hour worked - Upon completion of all 24 hours, a lump sum payment equal to two times the employee's regular hourly rate <p>*An officer may be eligible for the incentive one-time and hours beyond 24 are not eligible for the incentive payment.</p>

Training	Eligibility for 2023 Training Payment	2023 Training Incentive Payment
2023 CPT Training Module (24-hour) as identified by the Chief of Police	To be eligible for a 2023 Training Payment , an officer must complete the 2023 CPT Training Module (24-hour) as identified by the Chief of Police no later than December 1, 2023.	Each eligible employee will be paid the 2023 Training Incentive Payment as follows: <ul style="list-style-type: none"> - Regular pay for the hour worked - Upon completion of all 24 hours, a lump sum payment equal to two times the employee's regular hourly rate <p>*An officer may be eligible for the incentive one-time and hours beyond 24 are not eligible for the incentive payment.</p>
Training	Eligibility for 2024 Training Payment	2024 Training Incentive Payment
2024 CPT Training Module (24-hour) as identified by the Chief of Police	To be eligible for a 2024 Training Payment , an officer must complete the 2024 CPT Training Module (24-hour) as identified by the Chief of Police no later than December 1, 2024.	Each eligible employee will be paid the 2024 Training Incentive Payment as follows: <ul style="list-style-type: none"> - Regular pay for the hour worked - Upon completion of all 24 hours, a lump sum payment equal to two times the employee's regular hourly rate <p>*An officer may be eligible for the incentive one-time and hours beyond 24 are not eligible for the incentive payment.</p>

B. Bargaining unit members may submit training requests to the Chief of Police or their designee at any time and such request will not be unreasonably denied. The Chief of Police or their designee may from time to time suggest training opportunities for bargaining unit

members when appropriate. Any training under this section shall be at the officer's regular rate of pay.

Section 30.3. **Effective July 1, 2021**, there shall be a payment of ~~\$.20~~ **\$0.40** per hour for bargaining unit members assigned to second and third shifts.

Section 30.4. Field Training Officer (FTO). Bargaining unit members who are designated as an FTO shall be compensated with one (1) additional hour of pay at the regular rate for each shift acting as an FTO.

Section 30.5. Prior Service Credit. – After the completion of **the probationary period**, ~~one year service (probationary period)~~, any bargaining unit member who can document time served as a full-time commissioned peace officer in Ohio will be given one year credit for each two-year period of full-time service, up to a maximum of 5 years credit to be used as Service Years when calculating pay status on the table shown in Section 30.1.

3. New provision (Article 21 Section 21.5):

21.5 Terminal Leave

A bargaining unit member who is eligible for retirement under OPERS may apply for Terminal Leave, provided the member has accumulated unused paid leave (i.e., vacation or compensatory time). Sick leave may not be used for Terminal Leave. Said application for Terminal Leave must be made at least thirty (30) days before it is anticipated to begin.

A member who applies for Terminal Leave must identify his/her retirement date, which shall be irrevocable upon the University approving the Terminal Leave application. No application for Terminal Leave by an eligible member will be denied.

The following apply to a member granted Terminal Leave:

- a. The member will receive up to one hundred twenty (120) days of his/her accumulated vacation or compensatory time prior to his/her retirement date.**
- b. The member forfeits his/her position and bid rights.**
- c. For purposes of personnel reporting only, the member will be assigned to the Chief's office on a 40-hour work week.**
- d. The member will not accumulate any paid leave.**
- e. The member will not accumulate any sick leave.**
- f. The member will not be entitled to holiday pay.**
- g. Upon separation of employment, the member will be paid, in the next cycle of the University's pay calendar, any unused accumulated time that remains in accordance with the applicable provisions of the collective bargaining agreement.**

4. **Article 34** – as follows:

**ARTICLE 34
DURATION**

Section 34.1. This Agreement shall become effective on **July 1, 2021** and shall continue in full force and effect until midnight on ~~June 30, 2021~~ **2024, upon which time the second Agreement will become effective from July 1, 2024 through June 30, 2026.**

Section 34.2. Notice to Negotiate. If either party desires to modify or amend this Agreement, it shall give written notice of such intent no earlier than one hundred twenty (120) calendar days prior to nor less than ninety (90) calendar days prior to the expiration date of this Agreement. Such notice shall be by certified *electronic* mail with return receipt requested. The party shall commence negotiations within two (2) calendar weeks upon receiving such notice.

5. **Remaining articles** –

- a. Article 19 – University’s 8/30/21 Supposal, effective July 1, 2021
- b. Article 27 – University’s 8/30/21 Supposal, effective June 19, 2022
- c. Article 28 – University’s 8/30/21 Supposal, effective upon ratification
- d. Article 31 – Current contract language

6. **The parties signed-off tentative agreements remain, effective upon ratification.**

FOR THE FOP:

Cheryl / 6/1/22
Jan F. Hill 4/1/22
William A. Beards

FOR THE UNIVERSITY:

J. Minde
Sarah Kelly
[Signature]
[Signature]
[Signature]

THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Pertaining to Free Speech/Expression on Campus
Under Ohio Revised Code Section 3345.0215

WHEREAS, Ohio Revised Code section 3345.0215 codifies the public policy of the state of Ohio concerning campus free speech, and requires the Board to adopt a policy affirming several principles of campus free speech (attached); and

WHEREAS, It is the practice of the Board to cause the University to operate in conformity with state law and Ohio public policy; Now, Therefore,

BE IT RESOLVED, The Board affirms the principles of campus free speech that are enumerated in Revised Code section 3345.0215(A)(1) through (9), attached as Exhibit A. The President (or his designee) is authorized and directed to incorporate those principles into the University policies on Campus Free Speech; and

BE IT FURTHER RESOLVED, The President (or his designee) is authorized to create a process by which any student, student group, or faculty member may submit a complaint about an alleged violation of the foregoing principles, or violation of any University policy or state law concerning campus free speech, by a University employee, including any allegation that a student's grade was reduced on account of the student's free speech (rather than on account of ordinary academic standards of substance and relevance, including legitimate pedagogical concerns). The process shall comply with the standards promulgated by the Chancellor of the Ohio Department of Higher Education, and it will include an investigation of the alleged violation and a fair and impartial hearing regarding the alleged violation.

M. Celeste Cook, Secretary
Board of Trustees



Ohio Revised Code

Section 3345.0215 Campus free speech policy.

Effective: July 21, 2022

Legislation: Senate Bill 135 - 134th General Assembly

(A) As used in this section:

(1) "Constitutional time, place, and manner restrictions" means restrictions on the time, place, and manner of free speech that do not violate the First Amendment to the United States Constitution or Article I, Sections 3 and 11 of the Ohio Constitution that are reasonable, content- and viewpoint-neutral, narrowly tailored to satisfy a significant institutional interest, and leave open ample alternative channels for the communication of the information or message to its intended audience.

(2) "Faculty" or "faculty member" means any person, whether or not the person is compensated by a state institution of higher education, and regardless of political affiliation, who is tasked with providing scholarship, academic research, or teaching. For purposes of this part, the term "faculty" includes tenured and nontenured professors, adjunct professors, visiting professors, lecturers, graduate student instructors, and those in comparable positions, however titled. For purposes of this section, the term "faculty" does not include persons whose primary responsibilities are administrative or managerial.

(3) "Free speech" means speech, expression, or assemblies protected by the First Amendment to the United States Constitution or Article I, Sections 3 and 11 of the Ohio Constitution, verbal or written, including, but not limited to, all forms of peaceful assembly, protests, demonstrations, rallies, vigils, marches, public speaking, distribution of printed materials, carrying signs, displays, or circulating petitions. "Free speech" does not include the promotion, sale, or distribution of any product or service.

(4) "State institution of higher education" has the same meaning as in section 3345.011 of the Revised Code.

(5) "Student" has the same meaning as in section 3345.0211 of the Revised Code, except that "student" also includes "student group."



(6) "Student group" has the same meaning as in section 3345.0211 of the Revised Code.

(B) In addition to complying with sections 3345.0212 to 3345.0214 of the Revised Code, each state institution of higher education board of trustees shall adopt a policy that affirms the following principles, which are the public policy of this state:

(1) Students have a fundamental constitutional right to free speech.

(2) A state institution of higher education shall be committed to giving students broad latitude to speak, write, listen, challenge, learn, and discuss any issue, subject to division (E) of this section.

(3) A state institution of higher education shall be committed to maintaining a campus as a marketplace of ideas for all students and all faculty in which the free exchange of ideas is not to be suppressed because the ideas put forth are thought by some or even by most members of the institution's community to be offensive, unwise, immoral, indecent, disagreeable, conservative, liberal, traditional, radical, or wrong-headed.

(4) It is for a state institution of higher education's individual students and faculty to make judgments about ideas for themselves, and to act on those judgments not by seeking to suppress free speech, but by openly and vigorously contesting the ideas that they oppose.

(5) It is not the proper role of a state institution of higher education to attempt to shield individuals from free speech, including ideas and opinions they find offensive, unwise, immoral, indecent, disagreeable, conservative, liberal, traditional, radical, or wrong-headed.

(6) Although a state institution of higher education should greatly value civility and mutual respect, concerns about civility and mutual respect shall never be used by an institution as a justification for closing off the discussion of ideas, however offensive, unwise, immoral, indecent, disagreeable, conservative, liberal, traditional, radical, or wrong-headed those ideas may be to some students or faculty.

(7) Although all students and all faculty are free to state their own views about and contest the views



expressed on campus, and to state their own views about and contest speakers who are invited to express their views on the campus of a state institution of higher education, they may not substantially obstruct or otherwise substantially interfere with the freedom of others to express views they reject or even loathe. To this end, a state institution of higher education has a responsibility to promote a lively and fearless freedom of debate and deliberation and protect that freedom.

(8) A state institution of higher education shall be committed to providing an atmosphere that is most conducive to speculation, experimentation, and creation by all students and all faculty, who shall always remain free to inquire, to study and to evaluate, and to gain new understanding.

(9) The primary responsibility of faculty is to engage an honest, courageous, and persistent effort to search out and communicate the truth that lies in the areas of their competence.

(C) Each board of trustees shall establish a process under which a student, student group, or faculty member may submit a complaint about an alleged violation by an employee of the state institution of higher education of the policy established under this section, including any penalty imposed on a student's grade for an assignment or coursework that is unrelated to ordinary academic standards of substance and relevance, including any legitimate pedagogical concerns, and is instead based on the contents of student's free speech. The process shall comply with standards adopted by the chancellor of higher education.

Under the process, the state institution of higher education shall investigate the alleged violation and conduct a fair and impartial hearing regarding the alleged violation. If the hearing determines the state institution of higher education's policy was violated, the board of trustees shall determine a resolution to address the violation and prevent any further violation of the state institution of higher education's policy.

(D) Each state institution of higher education annually shall report to the chancellor, in a form and manner prescribed by the chancellor, both of the following regarding complaints submitted in the academic year under the process prescribed under division (C) of this section:

(1) The total number of submitted complaints;



(2) For each submitted complaint, a description of all of the following:

(a) The state institution's investigation regarding the complaint;

(b) The outcome of the hearing conducted by the state institution regarding the complaint;

(c) If the hearing determines the state institution's policy was violated, the resolution determined by the board of trustees to address that violation.

(E) Nothing contained in this section shall be construed as prohibiting a state institution of higher education from imposing measures that do not violate the First Amendment to the United States Constitution or Article I, Sections 3 and 11 of the Ohio Constitution such as:

(1) Constitutional time, place, and manner restrictions;

(2) Reasonable and viewpoint-neutral restrictions in nonpublic forums;

(3) Restricting the use of the state institution's property to protect the free speech rights of students and teachers and preserve the use of the property for the advancement of the institution's mission;

(4) Prohibiting or limiting speech, expression, or assemblies that are not protected by the First Amendment to the United States Constitution or Article I, Sections 3 and 11 of the Ohio Constitution;

(5) Content restrictions on speech that are reasonably related to a legitimate pedagogical purpose, such as classroom rules enacted by teachers.

(F) Nothing in this section shall be construed to grant students the right to disrupt previously scheduled or reserved activities occurring in a traditional public forum.

THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Expression of Appreciation to Student Trustee McKenzie K. Gerzanics

WHEREAS, McKenzie K. Gerzanics, a Cuyahoga Falls resident, an honorable veteran of the United States Navy, and an active Second Lieutenant in the Army National Guard, was appointed to the Board of Trustees of The University of Akron by Governor Mike DeWine on July 31, 2020; and

WHEREAS, She has served the University on a number of Board committees, including the Academic Issues & Student Success Committee (2021-2022); Audit & Compliance Committee (2020-2021); External Affairs Committee (2021-2022); Nominating Committee (2020-2021); Personnel & Compensation Committee (2021-2022); Rules Committee (2020-2021); Safety & Facilities Special Committee (2020-2021); and Strategic Issues Committee (2021-2022); and

WHEREAS, In addition to representing the student body effectively on the Board throughout an extraordinary term, Ms. Gerzanics served on the UA Alumni Association National Board while balancing her studies in the School of Law with part-time employment and military duty; and

WHEREAS, Prior to and during her Board appointment, Ms. Gerzanics also provided support to student-veterans as a part-time counselor in UA's Military Services Center; and

WHEREAS, Ms. Gerzanics is twice an alumna of The University of Akron, having received a Bachelor of Arts degree in Sociology, Criminology and Law Enforcement in 2019, and a Juris Doctor degree in May 2022; and

WHEREAS, Her term as a member of the Board of Trustees will expire on July 1, 2022; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees of The University of Akron expresses its sincere appreciation to Ms. McKenzie K. Gerzanics for fulfilling her duties as a Student Trustee and wishes her well for the future.

M. Celeste Cook, Secretary
Board of Trustees

June 15, 2022

THE UNIVERSITY OF AKRON

RESOLUTION 6- -22

Expression of Appreciation to Trustee Alfred V. Ciraldo, M.D.

WHEREAS, Dr. Alfred V. Ciraldo was appointed to the Board of Trustees of The University of Akron by Governor John R. Kasich on October 28, 2013; and

WHEREAS, Dr. Ciraldo is an alumnus of the University, having earned his undergraduate degree in Biology in 1976; and

WHEREAS, Following Dr. Ciraldo's graduation from The Ohio State University College of Medicine in 1979, he completed his internship then residency in General Surgery at Akron City Hospital (now Summa Health System), became a board-certified general surgeon in 1984 and established his longstanding practice, which is based at Summa Health Medical Group Summit Surgical Associates; and

WHEREAS, Dr. Ciraldo has served the Board and the University well, as Vice Chair of the Board (2017-2021); chairing the Audit & Compliance Committee (2021-2022), the Rules Committee (2014-2021), the Nominating Committee (2018-2021) and the Personnel & Compensation Committee (2021-2022); and as a member of the Audit & Compliance Committee (2013-2022), Rules Committee (2013-2022), Finance & Administration Committee (2014-2019 and 2021-2022), Personnel & Compensation Committee (2017-2019 and 2021-2022), Presidential Advisory and Screening Committee (2018-2019), Presidential Transition Committee (2019-2020), Safety & Facilities Special Committee (2019-2020 and 2021-2022), and COVID-19 Committee (2020-2021); and

WHEREAS, Throughout his term, Dr. Ciraldo has applied thoughtful diligence to consideration of matters before the Board, especially with regard to ramifications for students and their families. "Forever a Zip," he has represented the Board in person among the University community at commencement ceremonies and many other campus events, particularly as a faithful fan at football and basketball games; and

WHEREAS, Dr. Ciraldo has committed his time and talent as an esteemed physician to worthy causes dedicated to improving the lives of others, including providing surgical care via annual overseas mission trips with Medical Ministry International, and sponsoring as well as participating in local Susan G. Komen Annual Race for the Cure fund-raising events for breast cancer research; and

WHEREAS, Dr. Ciraldo is a Fellow of the American College of Surgeons and a member of the Ohio State Medical Association and American Medical Society, and has served on the SummaCare Utilization Review Board, University Park YMCA Board and Summit County Republican Party Executive Committee; and

WHEREAS, His term as a member of the Board of Trustees will expire on July 1, 2022;
Now, Therefore,

BE IT RESOLVED, That the Board of Trustees of The University of Akron expresses its sincere appreciation to Dr. Alfred V. Ciraldo for fulfilling his duties to the Board and its constituents, and wishes him and his family good health and good fortune in the years ahead;
and,

BE IT FURTHER RESOLVED, That an honorary Doctor of Humane Letters degree be awarded to Dr. Ciraldo in recognition of his valued leadership and service to The University of Akron and the community.

M. Celeste Cook, Secretary
Board of Trustees