

Presiding:
Chair
Joseph M. Gingo
October 6, 2021

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 New Business
10	Next Regular Meeting: December 8, 2021 Committee Meetings: Friday, December 3 Student Union, Room 339
11	Adjournment

Board of Trustees

**THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES**

Meeting Minutes

Wednesday, August 11, 2021

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.
Cindy P. Crotty

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

Student Trustee Present:

Taylor A. Bennington*
*Via electronic attendance

McKenzie K. Gerzanics

Advisory Trustees Present:

Anthony J. Alexander*
*Via electronic attendance

Dr. David W. James*

Staff Officers of the Board Present:

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

Administrative Officers Present:

Dr. Gary L. Miller, President
Tammy Ewin, Vice President/Chief Communication and Marketing Officer
Dallas A. Grundy, Senior Vice President, Finance/Chief Financial Officer
Wayne R. Hill, Vice President and Chief of Staff
Dr. John A. Messina, Vice President, Student Affairs

Others Present: (See Appendix A.)

REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Gingo called the meeting to order at 10:00 a.m. He thanked those attending in person or accessing the meeting via live stream.

Mr. Gingo welcomed to the Board new Trustee Trina M. Carter, whom Governor DeWine had appointed on July 30, 2021 to a term that will extend through July 1, 2030. Ms. Carter is a "double-Zip," having earned Bachelor of Science/Bachelor of Arts in Business Finance and Juris Doctor degrees from the University. She is a project manager for Crasi Homes, Inc., and previously had served for more than 20 years as an attorney and office manager for Emershaw, Mushkat & Schneier. She serves as vice president of the CHC Foundation, which supports the activities of CHC Addiction Services, and she also is a member of the Board of Directors for Carter Lumber, a former Board member of the Home Builders Association of Summit and Portage Counties, and a former member of the Tallmadge Board of Education.

Mr. Gingo invited Ms. Carter to go to the head of the room, where Ms. Cook administered the oath of office. Ms. Carter then thanked Governor DeWine for his appointment and said that she is excited to be a Trustee, which has been a dream of hers, and looks forward to using her education and experience to help move the University forward.

Mr. Gingo then called forward Trustee Adkins to take the oath of office as Vice Chair of the Board for 2021-2022. Ms. Cook administered the oath. Mr. Gingo then thanked former Vice Chair Ciraldo for his years of service as a vice chair of the Board.

REPORT OF THE CHAIR

2021-22 Board Committee Assignments

Mr. Gingo said that annually, the Board Chair is required to make Board Committee assignments for the new fiscal year. He thanked Trustees for their feedback concerning their preferences and for their willingness to assume those responsibilities. He then listed his Board Committee chair appointments for 2021-2022:

Standing Committees

- Lewis Adkins, Academic Issues & Student Success and Strategic Issues;
- Al Ciraldo, Audit & Compliance and Personnel & Compensation;
- Bill Scala, Finance & Administration; and
- Bryan Williams, Rules.

Special Committees

- Tom Needles, External Affairs; and
- Lewis Adkins, Safety & Facilities.

Mr. Gingo said that full rosters of standing and special committee appointments, as well as appointments to University-affiliated boards, were included in Trustees' meeting folders and would be posted on the Board of Trustees' website.

The Andy and Linda Platt Family Scholarship

Mr. Gingo then called the Board's attention to the recent generosity of two University alumni, Andy and Linda Platt, along with their daughters, Amanda, Adriana, and Leah. The Platts had established the Andy and Linda Platt Family Scholarship to provide annual tuition and assistance for College of Business students. Applicants are encouraged to have strong interest in student organizations or professional development activities and to demonstrate a willingness to participate in the College of Business mentoring program. Consideration also would go to students enrolled in the College's Summer Leadership Academy.

Andy earned a Bachelor of Science in Accounting in 1978, and Linda earned a Bachelor of Science in Computer Science in 1981. Both earned their MBA degrees at the University, Linda in 1987 and Andy in 1989, and Andy is an "executive in residence" at the College of Business.

"Thank you, Andy and Linda, for your and your daughters' generosity and support of the University," Mr. Gingo said.

New Academic Year

Mr. Gingo concluded his report with the following statement:

"As we welcome the class of 2025 to The University of Akron, and despite the recent uncertainties created by the ongoing pandemic, I continue to feel a sense of optimism that this academic year ultimately will look more like 2019 than 2020. Having our faculty and students physically back on campus returns a positive energy to campus, which has been largely missing through our forced separation over the last year and will provide the fuel to continue to build on our recent successes. COVID has taught us that we must remain flexible as we navigate this coming year, but also that if we work together, we will continue to 'rise together' and reach our institutional goals."

REPORT OF THE PRESIDENT (See Appendix C.)

REPORT OF THE STUDENT TRUSTEES

Ms. Gerzanics began by reiterating Chairman Gingo's welcome and congratulations to Ms. Carter on her appointment to the Board. Turning to campus highlights, she reported that, as summer vacation was drawing to a close, energy and excitement were building on campus for new and returning students to begin this fall semester. On behalf of Mr. Bennington and herself, she expressed thanks to the faculty, staff, administration, and fellow students for their resiliency despite the COVID environment and welcomed both new students and returning alumni to campus, while urging all to remain vigilant with respect health guidelines and safety requirements.

Mr. Bennington then recognized School of Law Professor Brant Lee for providing, once again, his free, 12-week public course on the impact of the law on equality in America. The course would begin in August and feature interaction via live stream, focusing on the historical role of law in creating inequality and the current role of law in exacerbating, maintaining, and alleviating it. On behalf of Ms. Gerzanics and himself, Mr. Bennington thanked the University and Professor Lee for their continuous commitment to diversity and inclusion.

Mr. Bennington then extended congratulations to the Zips Esports program as it continues to develop into a national leader in competitive video gaming. He cited recent affiliations with Intel, Samsung, and Gravity Gaming by ByteSpeed, noting that "Zips will see all three organizations represented on campus. Congratulations, Zips!"

In closing, Mr. Bennington reiterated the Student Trustees' warm welcome to all Zips returning this fall, and a special congratulations to the incoming class of 2025.

ACTION ITEMS

Mr. Gingo said that, because the Board uses a consent agenda, 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 June 16, 2021 was placed on the consent agenda.

RESOLUTION 8-1-21 (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 8-2-21 (See Appendix B.)
ACTION: Scala motion on behalf of Committee, passed 8-0

- Financial Report for the Eleven Months Ended May 31, 2021 (Tab 2)

The following Fiscal Year 2021 revenue and expenditures for the eleven months ended May 31, as well as year-to-date comparisons to Fiscal Year 2020, were reported for the University's General Fund, Auxiliary Enterprises, and Departmental Sales and Services. The detailed report also included year-end projections for Fiscal Year 2021 and comparisons to revised budgets.

General Fund -Akron and Wayne	FY20		FY21	
	YTD June 30	YTD May 31	Revised Budget	YTD May 31
Tuition & General Service Fees	\$175,612,417	\$169,237,049	\$161,563,000	\$152,607,377
Other Fees	20,352,098	18,854,135	18,224,000	17,620,389
Scholarships	(52,693,281)	(52,949,208)	(52,683,000)	(55,605,940)
Net Tuition and Fees	143,271,234	135,141,975	127,104,000	114,621,826
State Share of Instruction	95,193,364	88,926,438	95,015,462	86,579,024
Indirect Cost Recovery	4,702,402	4,053,223	3,631,000	3,121,626
Investment Income	735,189	723,342	500,000	16,260
Miscellaneous Revenue	2,610,741	2,398,244	4,600,000	4,329,428
Total Revenue	246,512,930	231,243,222	230,850,462	208,668,163

General Fund -Akron and Wayne	FY20		FY21	
	YTD June 30	YTD May 31	Revised Budget	YTD May 31
Compensation (Payroll & Fringe Benefits)	179,032,244	168,468,704	155,300,000	146,142,622
Non-Personnel (Utilities & Operating)	37,099,259	35,971,161	33,504,000	31,564,467
Re-charge of prior-year expenditures	0	0	(7,971,000)	(7,200,938)
Re-charge of current-year expenditures	0	0	(8,826,000)	(4,204,416)
Total Net Expenditures	216,131,502	204,439,865	172,007,000	166,301,734
Net Before Transfers	30,381,428	26,803,357	58,843,462	42,366,430
Transfers-In (Draw on Operating Reserves)	1,366,567	0	0	0
Transfers-In Plant Fund and Other	1,131,571	1,024,240	0	18,007
Advance-In	143,028	93,028	60,000	0
Transfers-In Encumbrance	3,234,688	3,189,498	2,418,000	2,257,347
Transfers-Out Plant Fund	(1,405,252)	(1,289,303)	(1,300,000)	(1,140,400)
Transfers-Out Facilities Fee	(5,644,493)	(7,657,919)	(4,856,000)	(4,451,334)
Transfers-Out General Service Fee	(11,631,000)	(9,058,777)	(9,328,000)	(8,550,667)
Transfers-Out Other-Debt Service	(1,939,795)	(1,133,996)	(8,442,000)	(7,111,666)
Transfers-Out Other	(13,098,257)	(9,804,442)	(15,333,000)	(14,186,000)
Advance-Out	(120,000)	(440,000)	0	0
Transfers-Out Encumbrance	(2,418,485)	0	(2,500,000)	0
Net Transfers	(30,381,428)	(25,077,671)	(39,281,000)	(33,164,713)
Difference	\$0	\$1,725,686	\$19,562,462	\$9,201,717

Auxiliaries Combined Akron and Wayne	FY20		FY21	
	YTD June 30	YTD May 31	Revised Budget	YTD May 31
Revenue	\$36,627,478	\$32,925,748	\$21,281,000	\$19,819,463
Compensation (Payroll & Fringe Benefits)	14,633,978	13,084,927	11,968,978	10,687,503
Non-Personnel (Operating, Scholarships)	30,493,586	29,491,795	24,585,000	20,264,782
Re-charge of prior-year expenditures	0	0	(155,186)	(155,186)
Re-charge of current-year expenditures	0	0	(93,440)	(392,052)
Total Net Expenditures	45,127,564	42,576,722	36,305,352	30,405,047
Net Before Transfers	(8,500,086)	(9,650,974)	(15,024,352)	(10,585,584)
Transfers-In Facilities Fee	7,600,464	7,402,842	4,856,000	4,451,334

Auxiliaries Combined Akron and Wayne	FY20		FY21	
	YTD June 30	YTD May 31	Revised Budget	YTD May 31
Transfers-In General Service Fee	11,631,000	10,273,943	9,328,000	8,550,667
Transfers-In Other-Debt Service	1,939,795	1,826,600	8,442,000	7,111,666
Transfers-In Other	13,098,257	9,945,722	15,332,549	14,186,000
Transfers-In Fund Balance	1,403,284	0	2,790,146	2,557,635
Transfers-In Plant Fund	0	0	0	0
Transfers-In Encumbrances	137,044	137,044	88,000	88,353
Transfers-Out Plant Fund	(143,559)	(142,302)	19,000	18,819
Transfers-Out Encumbrances	(88,353)	0	0	0
Transfers-Out Other	(119,331)	(119,331)	0	0
Transfers-Out Debt Service	(25,780,171)	(23,631,825)	(25,780,000)	(23,631,415)
Net Transfers	9,678,430	5,692,693	15,075,695	13,333,059
Difference	\$1,178,344	(\$3,958,281)	\$51,343	\$2,747,475

Departmental Sales and Services Combined Akron and Wayne	FY20		FY21	
	YTD June 30	YTD May 31	Revised Budget	YTD May 31
Revenue	\$27,372,310	\$25,553,600	\$22,741,000	\$20,907,787
Compensation (Payroll & Fringe Benefits)	3,611,287	3,234,315	3,441,000	3,030,657
Non-Personnel (Operating, Premiums & Claims, Capital)	28,164,243	26,795,981	23,370,000	21,093,091
Re-charge of prior-year expenditures	0	0	(8,308)	(8,308)
Re-charge of current-year expenditures	0	0	0	0
Total Net Expenditures	31,775,530	30,030,296	26,802,692	24,115,440
Net Before Transfers	(4,403,220)	(4,476,696)	(4,061,692)	(3,207,653)
Transfers-In Other	0	0	0	0
Transfers-In Encumbrances	293,453	293,453	0	176,323
Transfers-In Fund Balance	4,324,381	0	4,061,692	468,186
Transfers-Out Other	0	0	0	0
Transfers-Out Encumbrances	(176,323)	0	0	0
Net Transfers	4,441,511	293,453	4,061,692	644,509
Difference	\$38,291	(\$4,183,243)	0	(\$2,563,144)

RESOLUTION 8-3-21 (See Appendix B.)

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

1. Custodial Services Contract (Grant Funds)

The Department of Physical Facilities proposed that the second-year option be exercised for the custodial services relationship with ATALIAN US Ohio Valley, Inc. covering the period of July 1, 2021 through May 31, 2022 for an expenditure not to exceed \$600,000. The award was recommended by the Department of Purchasing.

2. Maintenance and Support for PeopleSoft (General Fund)

The Department of Information Technology Services proposed an award to Mythics, Inc. (a certified reseller for Oracle Inc.) for PeopleSoft support and license fees in the amount of \$1,058,757 covering the period August 5, 2021 through August 4, 2022. The support and license fees are acceptable to the Office of General Counsel and the Department of Purchasing, and the award would be established under the Midwestern Higher Education Compact agreement for Oracle.

RESOLUTION 8-4-21 (See Appendix B.)

- Pre-authorization for Energy Contracting Authority (Tab 3b)

The proposed resolution would authorize the Senior Vice President/Chief Financial Officer to act as necessary to procure natural gas in order to have a supplier contract in place starting September 1, 2021 upon expiration of the current contract term. Such procurement would be subject to review and approval as to legal form and sufficiency by the Office of General Counsel, and the Senior Vice President/Chief Financial Officer would report to the Board at its next meeting regarding the University's selection of a natural gas supplier.

RESOLUTION 8-5-21 (See Appendix B.)

- Fiscal Year 2021-2022 Miscellaneous Fee Change (Tab 4)

Due to the cessation of cable TV services within the residence halls (based on students' migration toward non-cable TV viewing preferences) the University had achieved a cost reduction from \$200,000 to \$50,000. However, in order for the fewer remaining cable TV service users across campus to absorb the cost, the Department of Information Technology Services proposed an adjustment of the internal rate billed to University departments that continue their cable TV services from \$9.50 to \$25.00 per port. The billing description would change from "Housing: Student Cable TV" to "Miscellaneous: Cable TV."

RESOLUTION 8-6-21 (See Appendix B.)

- Acquisition, Exchange and Disposition of Real and Improved Property (Tab 5)

A resolution was proposed to continue an expired Board resolution to authorize the Senior Vice President/Chief Financial Officer 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 & Administration Committee of the Board of Trustees, and the President;
- Execute the necessary documentation in order to conclude such transactions, subject to review for legal form and sufficiency by the Office of General Counsel and consistent with requirements of the Ohio Department of Administrative Services; and
- Subsequently report these actions to the Board of Trustees.

Authority granted by approval of this resolution would be effective through June 30, 2025.

RESOLUTION 8-7-21 (See Appendix B.)

- Cumulative Gift and Grant Income Report for the Fiscal Year Ended June 30, 2021 (Tab 6)

From July 1, 2020 through June 30, 2021, The University of Akron recorded gifts of cash, bequests, gifts-in-kind and pledges totaling \$19,818,343.

RESOLUTION 8-8-21 (See Appendix B.)

- Purchases \$25,000 to \$500,000 Report (Tab 7a) INFORMATION ONLY
- Purchases Over \$500,000 Report (Tab 7b) INFORMATION ONLY

Mr. Grundy cited University Rule 3359-3-01(E)(j), which states:

"The purchase of insurance occasionally can be more economical and efficient through direct placement rather than competitive bid. In such instances, the trustees must be notified of action taken and the vice president for finance and administration and chief financial officer shall report why the purchase was done by direct placement rather than through competitive bid."

Mr. Grundy reported that The University of Akron is a member of the Ohio Inter-University Council's Risk Management & Insurance Consortium, which consists of 13 Ohio universities. The initial Fiscal Year 2022 renewal billing to consortium members had been issued based on final Fiscal Year 2021 program costs increased by 55 percent, the overall estimated budget increase for the consortium. The allocation amount immediately due from UA of \$1,421,344 was being processed for payment as required. Subsequently during the first quarter of Fiscal Year 2022, consortium program costs would be reviewed to confirm member allocations and issue any applicable billing adjustments.

- Capital Projects Report (Tab 8) INFORMATION ONLY
- Information Technology Report (Tab 9) INFORMATION ONLY
- Advancement Report (Tab 10) INFORMATION ONLY

- University Communications and Marketing Report (Tab 11) INFORMATION ONLY
- Public Liaison and Government Relations Update (TAB 12) INFORMATION ONLY

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

presented by Committee Chair Adkins

- Curricular Changes (Tab 1)

The following proposed curricular changes had been recommended previously by the Faculty Senate:

Program Revisions:

Revise the program curriculum of the Bachelor of Science, International Business in the College of Business, Department of Management, proposal 680002BS.

This proposal would revise the program to align the International Business curriculum with the changing needs of the marketplace and improve flexibility. The revised curriculum would provide students with more relevant skills, knowledge and improved preparation for career opportunities.

Inactivate Program:

Inactivate the Nurse Anesthesia track, Master of Science in Nursing, in the College of Health and Human Sciences, School of Nursing

This proposal would inactivate the Nurse Anesthesia Master of Science in Nursing track. The council on accreditation for nurse anesthesia programs had mandated that all anesthesia programs be Doctor of Nursing prepared by 2025.

RESOLUTION 8-9-21 (See Appendix B.)

- Revised University of Akron Calendars for 2021-2022 and 2022-2023 (Tab 2)

Proposed University of Akron Calendar changes would correct fall commencement dates in December 2022 and add dates of the Juneteenth federal holiday in June 2022 and June 2023.

RESOLUTION 8-10-21 (See Appendix B.)

- Proposed Degree Recipients for Summer 2021 (Tab 3)

The proposed tentative list of 547 total degrees to be conferred for summer 2021 consisted of 47 doctoral, 158 master's, 266 baccalaureate, and 76 associate, contingent upon candidates' fulfillment of requirements.

RESOLUTION 8-11-21 (See Appendix B.)

- Research Report (Tab 4) INFORMATION ONLY
- Student Success Report (Tab 5) INFORMATION ONLY

REPORT OF THE RULES COMMITTEE

presented by Committee Chair Williams

- Revisions to University Rule 3359-1-04, Meetings of the Board (Tab 1)

The proposed revisions to this rule would incorporate legislative changes contained in Amended Substitute House Bill 110, which had included a new provision to Section 3345.82 of the Ohio Revised Code to permit institutions of higher education to establish a policy for meeting attendance by trustees via electronic communication.

RESOLUTION 8-12-21 (See Appendix B.)

CONSENT AGENDA VOTE

Mr. Gingo said that each of the 11 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: Needles motion, Crotty second for approval of Consent Agenda Resolutions 8-1-21 and 8-3-21 through 8-12-21, passed 8-0.

NEW BUSINESS

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

- Anthony J. Alexander Advisory Trustee Appointment

Mr. Gingo made the following statement:

"As you know, Board rules provide for the appointment of Advisory Trustees to the Board of Trustees, who may serve up to two three-year terms. However, should the Board determine that it is in the University's best interest, the Board may waive this time limitation and extend the time of service for an Advisory Trustee. The Board has exercised that option since the conclusion of Mr. Alexander's second three-year term as an Advisory Trustee in August 2019, most recently extending his appointment through August 2021. Given the continued extraordinary circumstances confronting the University, and higher education in general, experienced Board leadership is essential for the University to emerge from these challenges as a leading urban, research institution. Therefore, I recommend that Tony Alexander's term as an Advisory Trustee be extended for one additional year, through August 31, 2022."

RESOLUTION 8-13-21 (See Appendix B.)

ACTION: Adkins motion, Ciraldo second, passed 8-0.

Mr. Alexander thanked the Board for the opportunity to continue serving as an Advisory Trustee for another year. He said that The University of Akron is a great institution, and he is proud and honored to be a part of it and offer his support.

GOOD OF THE ORDER/ANNOUNCEMENTS

Mr. Gingo then made the following announcement:

"It is with deep regret that I inform you that Cindy Crotty will be resigning from the Board of Trustees, effective August 18. Cindy will be leaving the state of Ohio and establishing a new residence in Florida. While I am happy for Cindy and her husband as they enjoy their respective retirements together on our south coast, and that they will have significantly more time to spend with their family, I will miss having her as a colleague on this Board.

Cindy has been an invaluable member of our Board and has made many significant contributions during her time with us. She has played an integral role in helping the Board select and retain Dr. Miller and his leadership team and in navigating the unprecedented challenges of the pandemic.

Of particular importance has been her work as Chair of the Audit and Compliance Committee. Cindy has been instrumental in prioritizing fiscal accountability, institutionalizing regulatory compliance, and further enhancing best practices through her work as Chair of the Audit and Compliance Committee. The improvements that have been made under her leadership have led to increased transparency and the establishment of an excellent risk analysis process that will serve this University for many years to come.

During my time as Chairman of this Board, Cindy has provided me with excellent counsel and a willingness to serve in any capacity where I needed her support. I cannot thank her enough. I know that I, and the entire Board, will miss her insights, her intellect, her humor, and her deep commitment to The University of Akron."

Other Trustees commented:

Mr. Scala:

"I want to thank you, Cindy, for all of your help. You have been a great addition and a lot of fun. We have accomplished a lot in three years; thank you."

Mr. Adkins:

"I, too, would like to express our appreciation for the work you have done, particularly around the audit issues and your keen insight in terms of how to impose some best practices and the support that you have given each and every one of us who have served with you."

Mr. Needles:

"Cindy, you are the kind of colleague that makes Boards like this work so well."

Dr. Miller then offered the following comments:

"Cindy, I share Chair Gingo's deep regret at your leaving this Board. I speak for the entire University in saying how deeply appreciative we are of your commitment to the University and your extraordinary work on our behalf during a very difficult time, a very important time, for the institution. You were the voice of encouragement to Georgia and me when we were considering coming here, joining this University, and your advice since then about everything from operations to finance to personnel to leadership have been so important to me and our leadership team. I know that your optimism about the future of this great University, particularly your deep admiration for the faculty, contract professionals, and staff who work here, is something this University will always remember and be grateful for. It will sustain us. I'll just say, to you and the rest of the Board, that all of us here at UA are interested in students, their success, and their opportunities as they leave here. Everything you have done on this Board since you have been a member, and in talking to us and all the other Board members, has had this at its foundation. We will miss you, and we wish you the very best. Remember: you are always a Zip."

Ms. Crotty thanked her fellow Board members and Dr. Miller for their comments, stating that "it has truly been an honor and a privilege to serve the state of Ohio on this Board. I feel like a Zip now." She praised her fellow Trustees, noting that she was glad to have served during the past three years, during which the leadership team including Dr. Miller, Provost Wienczek, SVP/CFO Grundy, Chief Audit Executive Brumbaugh, and, most recently, Athletic Director Guthrie were hired. "It was interesting and very impactful, particular these past 18 months as we navigated the unique challenges of the pandemic. I think it brought us more focus and new priorities for investment, which hopefully will create opportunity for growth and increase our enrollment," she said. She recommended to new trustees the "Day in the Life" program, in which a Board member accompanies a student during a typical class day at the University. She reflected on her own experience as a participant and how it had given her an opportunity to see the quality and diversity of the students, the quality of the faculty, and the campus facilities, thereby providing insight to the student experience. She concluded by wishing the Board, students, faculty, administration and staff continued success for the next 150 years.

Mr. Gingo then made the following statement:

"Secondly, yesterday I received a letter from Mike Dowling informing me that he has resigned from our Board of Trustees. We thank Mike for his service to this Board and for his support of the University."

Mr. Gingo announced that the next regular meeting of the Board of Trustees would take place on Wednesday, October 6, 2021. Committee meetings would precede the Board meeting and begin at 7:30 or 8:00 a.m.

The Board returned to executive session at 10:41 a.m. on an 8-0 vote for the stated purpose of considering employment and compensation of a public employee pursuant to O.R.C. 121.22(G)(1). The meeting returned to public session at 11:26 a.m. on an 8-0 vote.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 11:26 a.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

October 6, 2021

APPENDIX A: OTHERS IN ATTENDANCE

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

Kathryn R. Evans, Staff Employee Advisory Committee*

Anne C. Hanson Hilaire, Director Community Relations and Engagement

Dr. Cher Hendricks, Senior Vice Provost

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

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

Tonia Ferrell, Chair, University Council*

Alan D. Parker, Contract Professional Advisory Committee*

Dr. Linda M. Saliga, Chair, Faculty Senate*

Nathan L. Yost, Staff Employee Advisory Committee*

*Via live stream as a campus representative

APPENDIX B: RESOLUTIONS

RESOLUTION 8-1-21: Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees' meeting of June 16, 2021 be approved.

RESOLUTION 8-2-21: Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by President Gary L. Miller, dated August 11, 2021, 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 8-3-21: Acceptance of the Financial Report for the Eleven Months Ended May 31, 2021

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on August 11, 2021 accepting the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds Financial Report for the Eleven Months Ended May 31, 2021 be approved.

RESOLUTION 8-4-21: Acceptance of Procurements for More Than \$500,000

BE IT RESOLVED, That the following recommendations presented by the Finance & Administration Committee on August 11, 2021 be approved:

Award to ATALIAN US Ohio Valley, Inc. a contract in accordance with the second-year option to provide routine custodial services within ten campus buildings, in an amount not to exceed \$600,000, for the period of July 1, 2021 through May 31, 2022.

Award to Mythics, Inc. a one-year contract to provide license fees for PeopleSoft and support and maintenance of the ERP software in the amount of \$1,058,757.

RESOLUTION 8-5-21: Pertaining to the Pre-Authorization for Energy Contracting Authority – Natural Gas Supply for Capital Planning and Facilities Management

WHEREAS, University Rule 3359-3-01(F) authorizes The University of Akron's Director of Purchasing to conduct purchasing activities in accordance with good business practices; and

WHEREAS, Currently the contract term with Constellation New Energy ends August 30, 2021; and is currently funded by the general fund and auxiliary funds; and

WHEREAS, Capital Planning and Facilities Management is seeking approval to select a vendor to provide natural gas supply for The University of Akron, main campus, and Wayne College locations; and

APPENDIX B: RESOLUTIONS, Page 2

WHEREAS, The University of Akron Department of Purchasing, at the direction of Capital Planning and Facilities Management, has issued a Request for Proposal to select a provider for the natural gas supply, the cost of which will exceed \$500,000 over the anticipated three-year contract term; and

WHEREAS, University Rule 3359-3-01(F)(2)(h) requires the purchase of goods or services in excess of \$500,000 to be submitted to the Board of Trustees for prior approval; and

WHEREAS, Capital Planning and Facilities Management desires to have a contract in place starting September 1, 2021 upon expiration of the current contract term; therefore, it is desired to enter a contract prior to the next regularly scheduled Board of Trustees meeting on October 6, 2021; Now, Therefore,

BE IT RESOLVED, That, notwithstanding the requirements of University Rule 3359-3-01(F)(2)(h), the Senior Vice President and Chief Financial Officer is authorized to act as necessary to procure natural gas, subject to review and approval as to legal form and sufficiency by the Office of General Counsel; and

BE IT FURTHER RESOLVED, That the Senior Vice President and Chief Financial Officer will report back to the Board at its next meeting regarding the final University decision for the procurement of the natural gas supply.

RESOLUTION 8-6-21: Pertaining to Miscellaneous Fee

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on August 11, 2021 to increase the Department of Information Technology Services' cable TV rate from \$9.50 to \$25 per portal per month, effective Fiscal Year 2022, be approved.

RESOLUTION 8-7-21: 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 or 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,

APPENDIX B: RESOLUTIONS, Page 3

BE IT RESOLVED, That the Senior Vice President and Chief Financial Officer 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 Senior Vice President and Chief Financial Officer 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 Senior Vice President and Chief Financial Officer will report back to the Board of Trustees at a future meeting soon following the conclusion of a transaction; and

BE IT FURTHER RESOLVED, That such authority is effective upon the approval of this resolution through June 30, 2025, unless otherwise revoked, modified, or extended by the Board.

RESOLUTION 8-8-21: Acceptance of Gift Income Report for the Fiscal Year Ended June 30, 2021

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on August 11, 2021 pertaining to acceptance of the Gift Income Report for the Fiscal Year Ended June 30, 2021 be approved.

RESOLUTION 8-9-21: Proposed Curricular Changes

BE IT RESOLVED, That the recommendations presented by the Academic Issues & Student Success Committee on August 11, 2021 for the following curricular changes, as recommended by the Faculty Senate, be approved.

Revise the program curriculum of the Bachelor of Science, International Business in the College of Business, Department of Management.

Inactivate the Nurse Anesthesia track, Master of Science in Nursing, in the College of Health and Human Sciences, School of Nursing.

RESOLUTION 8-10-21: Proposed Revised University of Akron Calendars for 2021-2022 and 2022-2023

BE IT RESOLVED, That the proposed University of Akron Calendars for 2021-2022 and 2022-2023 presented by the Academic Issues and Student Success Committee on August 11, 2021 be approved.

APPENDIX B: RESOLUTIONS, Page 4

RESOLUTION 8-11-21: Proposed Degree Recipients for Summer 2021

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on August 11, 2021 pertaining to the Proposed List of Degree Recipients for The University of Akron Summer 2021, contingent upon candidates' fulfillment of requirements, be approved.

RESOLUTION 8-12-21: Revisions to University Rule 3359-1-04, Meetings of the Board

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 11, 2021 to revise Rule 3359-1-04 be approved.

RESOLUTION 8-13-21: Anthony J. Alexander Advisory Trustee Appointment

WHEREAS, The University of Akron's (the "University") Board of Trustees (the "Board") adopted Rule 3359-1-10 on October 26, 2011, thereby creating the position of Advisory Trustee "to take advantage of the talents, resources and experiences of individuals who may or may not be residents of the state of Ohio"; and

WHEREAS, Anthony J. Alexander first was appointed by the Board in August 2013 to serve as an Advisory Trustee for a three-year term and was reappointed by the Board to a second three-year term in August 2016; and

WHEREAS, In order to help maintain Board continuity at the time of presidential transition, in August 2019, the Board extended Mr. Alexander's term as an Advisory Trustee for one additional year, through August 31, 2020; and

WHEREAS, The extraordinary challenges confronting the University during the pandemic required experienced and proven Board leadership, the Board extended Mr. Alexander's term as an Advisory Trustee for one additional year, through August 31, 2020;

WHEREAS, As an Advisory Trustee, Mr. Alexander has consistently provided invaluable contributions and expertise, supporting the University through his advocacy for higher education generally, and his counsel to the Board and to the University President; and

WHEREAS, The Board again seeks Mr. Alexander's expertise and experience to help the University emerge from its recent challenges and further solidify its position as a leading urban research institution; Now, Therefore,

BE IT RESOLVED, That Anthony J. Alexander is appointed to an additional one-year term as an Advisory Trustee from September 1, 2021 through August 31, 2022.

APPENDIX C: REPORT OF THE PRESIDENT

Thank you, and good morning, everybody. Thank you for your leadership. I want to begin by joining the Chair in welcoming our new Trustee, Trina Carter. Our leadership team at the University look forward to working with you, Trustee Carter, and we are at your disposal. We also look forward to learning from you, and we are extremely happy that you are a double-Zip!

Nathan Mortimer Retirement

I want to start this morning by saying that I would like to recognize the retirement of one of our key members of the leadership team, Nathan Mortimer. Nathan, our vice president of operations, oversees several administrative areas including capital planning, facilities management, human resources and information technology. He will retire October 1 after nearly 20 Years of dedicated service to The University of Akron.

Nathan joined the University in 2003 as chief audit executive, leading our internal audit office. He later assumed duties as associate vice president for institutional and operational effectiveness, and he has filled a variety of interim leadership roles, including chief information officer, vice president for research, president of the research foundation, and Nathan even served as athletic director in a temporary role for a while. From 2015 until 2020 he served as vice president for finance and administration and chief financial officer.

Prior to coming to The University of Akron, Nathan served the office of the Ohio Auditor of State in positions of increasing responsibility, ultimately serving as the assistant chief deputy auditor. I want to thank Nathan for his great service to the University, especially over the past year and a half, as he has helped us navigate these extraordinary financial challenges, and I want to thank him most recently for helping us strategically begin to realign our real estate portfolio with future enrollment trends and our educational mission. So, Nathan, on behalf of The University of Akron, and together with the Board of Trustees, I want to thank you for your work and wish you a restful and well-deserved retirement.

Support for the Arts

We have received special recognition and gifts. I want to mention that, for the 18th consecutive year, the Cleveland-based Kulas Foundation has generously supported our School of Music's signature Kulas Concert series. The foundation's support enables the School of Music to showcase student, faculty, and guest performers from around the world. Most importantly, the concert series gives students opportunities to play with established musicians and sharpen skills needed to perform for live audiences. Past performers have included world-renowned musicians such as Wynton Marsalis and the Jazz at Lincoln Center Orchestra Septet. The 2021-22 concert series will include nine public performances, along with master classes for UA students.

On October 10, the return of the Kulas Concert Series' in-person season will present an innovative reed quintet, called Akropolis. Hailed by Fanfare Magazine for its "imagination, infallible musicality, and huge vitality," the Akropolis Reed Quintet has captured several national awards.

APPENDIX C: REPORT OF THE PRESIDENT, Page 2

- On October 19, the British a cappella ensemble VOCES8 will perform its Choral Dances program, covering Bach and Irving Berlin. Passionate about education, VOCES8 also will inspire students through residency classes.

Kulas Concerts are free for students, and others can buy tickets from the E.J. Thomas Hall box office or online at uaevents.com. As the University advances the AkronArts initiative, the Kulas Foundation is a wonderful partner in providing invaluable experiences for students and the community.

Our National Center for Choreography—one of only two in the country—received a \$25,000 Grants for Arts Projects award from the National Endowment for the Arts to support 2021-22 programming. The funding will support technical and creative research residencies, as well as a national summit of choreographers that will convene in Akron next summer. I want to congratulate Christy Bolingbroke, executive artistic director of the center, which is just one of many examples of our excellence in the arts.

More Grant-funded Research and Awards

Our School of Polymer Science and Polymer Engineering and the Conservation Center of the Institute of Fine Arts at New York University have joined forces for a major research project to identify improved lining adhesives for the conservation of canvas paintings, from the old masters to modern and contemporary artists. This is a two-year and very unusual research project, and it is supported by a grant from the Getty Foundation as part of its Conserving Canvas initiative, and is under the direction of, among others, our polymer professors Dr. Ali Dhinojwala and Dr. Abraham Joy.

Our student-run television station, Z-TV, has earned its tenth Student Production Emmy Award from the National Academy of Television Arts & Sciences. The award was given for Z-TV's "Election Night Special," a five-hour, live broadcast covering the presidential election, key senate races, and state and local elections. In addition to the ten Emmy Awards that Z-TV has received over the years, it has been nominated 39 times. I want to congratulate the Z-TV crew for their outstanding work.

The University of Akron Research Foundation (UARF) I-Corps program received the Exemplary Practice in Technology Commercialization Award at the virtual Desphande Symposium in June. The Desphande Symposium is an annual gathering of like-minded practitioners focused on promoting innovation and entrepreneurship in American and Canadian higher education institutions. Our I-Corps program was recognized for its strong commitment to building programs that accelerate innovations from laboratory research to commercialization for University and community inventors. I want to congratulate Elyse Ball, UARF executive director and I-Corps instructor, and the rest of our I-Corps team, on this great honor.

APPENDIX C: REPORT OF THE PRESIDENT, Page 3

Individual Recognitions

- Dr. Nic Leipzig, associate professor in the Department of Chemical, Biomolecular, and Corrosion Engineering, has been awarded a three-year collaborative research grant from the National Science Foundation. The grant is worth nearly \$300,000 and supports his work on developing new strategies to repair and regenerate damaged tissue following spinal cord injuries. I want to congratulate Dr. Leipzig.
- Dr. Nariman Mahabadi, assistant professor in the Department of Civil Engineering, also received an NSF award, which is valued at nearly \$200,000. His team looks at transport systems of different biological flow networks—such as leaf veins, plant roots, and cardiovascular networks—to improve the performance of engineering transport systems ranging from water drainage systems to traffic networks. This is Dr. Mahabadi's first NSF research grant, and I congratulate him on his great work.
- Dr. Maria Hamdani, associate professor of management in the College of Business, and colleagues from Cleveland State University, won the first Association for Contextual Behavioral Science Foundation Grant. The grant supports their research on the work and family life of resettled Syrian and Ukrainian refugees in the U.S. and will help strengthen collaborations between UA and local resettlement agencies.
- A new book titled "The Tough Standard: The Hard Truths About Masculinity and Violence," co-authored by Dr. Ronald Levant, professor emeritus of psychology, and Shana Pryor, doctoral student of counseling psychology, won the William James Book Award from the American Psychological Association. The book was lauded for bringing together diverse subfields of psychology and related disciplines in its analysis of more than 40 years of research on the psychology of masculinity. Congratulations to Dr. Levant and Ms. Pryor.
- Dr. Sara Rieder Bennett, director of testing and a licensed psychologist in our Counseling and Testing Center, was elected to serve as the next president of the National College Testing Association, which sets standards and guidelines for post-secondary test administration. Congratulations, Dr. Bennett.
- Donald Jensen, one of our career services coordinators, received the 2021 Outstanding New Professional Award from the Ohio Career Development Association. He was recognized for serving as a role model to students and professionals, and for demonstrating creativity, innovation, and excellent potential for continued success. Congratulations, Mr. Jensen, on this fantastic honor.

We are very, very proud of our talented and productive faculty, staff, contract professionals, and students, who continue to work hard every day on great things. I want all of them to know that their incredible efforts are very much appreciated.

Let me conclude by reminding everyone here about our Campus Reunion celebration on Friday, August 20, at 9:00 a.m. in the Jean Hower Taber Student Union Ballrooms. The event will celebrate the achievements and resilience of our faculty, staff, and contract professionals over the

APPENDIX C: REPORT OF THE PRESIDENT, Page 4

past year, while looking forward to the future. I invite all employees to join for breakfast, music and fellowship before kicking off the new academic year with great optimism, as Chairman Gingo mentioned.

Also, I want to invite the entire campus community to join us for Convocation later that day at 11:30 a.m. in FirstEnergy Stadium, followed by a New Student Welcome from noon to 1:00 p.m. on Coleman Common.

Finally, don't forget to mark your calendar for Homecoming and Family Weekend on October 1-3. More details on that will be announced soon.

I share Chairman Gingo's optimism in the coming year. We have some work to do at the first of the year to get through this pandemic. But we will be working very hard to get this University back to where it was and to move forward with great energy.

Thank you; that concludes my report.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -21

Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees' meeting of August 11, 2021 be approved.

M. Celeste Cook, Secretary
Board of Trustees

October 6, 2021

October 6, 2021
Committee Meeting
Presiding:
William A. Scala

1	Personnel Actions
	Action Items for Consent Agenda Consideration:
2	Investment Report for the Fiscal Year Ended June 30, 2021
3	Financial Report for the Fiscal Year Ended June 30, 2021
4	Procurements for More Than \$500,000 a) Approval b) Preapproval
5	Cumulative Gift and Grant Income Report for July 1 through August 31, 2021
	For Information Only:
6	Purchases a) \$25,000 to \$500,000 Report b) Over \$500,000
7	Capital Projects Report
8	Information Technology Report
9	Advancement Report
10	University Communications and Marketing Report
11	Government Relations Report

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.

October 6, 2021

Human Resources

Summary Report of Personnel Actions for Board of Trustees

October 6, 2021

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

Separations – 5 Total

Resignations 4 Total – 3 Contract Professionals; 1 Faculty
Retirement 1 Total – 1 Faculty

Significant Personnel Actions to Note

There are eleven (11) personnel actions for continuing full-time positions that provide an ongoing adjustment to the salary via title change, promotion, job reclassification, or equity adjustment:

Office of Athletics

- Candace L. Smith - Senior Associate Athletics Director, Internal Operations; salary \$95,000/12 mo.; title change and job reclassification from Associate Athletics Director, Internal Operations; salary change from \$80,000/12 mo.

Office of Academic Affairs

- Matthew Gullatta – Director, Planning Strategy & Insights; salary \$100,000/12 mo.; title change and job reclassification from Manager, Business Intelligence & Analytics; salary change from \$90,000/12 mo.
- Manoj Reddy Muthireddy - Associate Director, Planning Strategy & Insights; salary \$85,000/12 mo.; title change and job reclassification from Business Intelligence Analyst; salary change from \$2,692.31/BW

Vice President, Student Affairs

- Thad M. Doyle - Director, Student Life; salary \$76,000/12 mo.; title change and job reclassification from Senior Associate Director, Student Life; salary change from \$66,098/12 mo.

Vice President, Development

- Timothy W. Faix - Senior Director of Principal Gifts; salary \$90,000/12 mo.; title change and job reclassification from Director of Development; salary change from \$71,400/12 mo.
- Claudia Kaerberlein - Director of Development; salary \$78,000/12 mo.; title change from Director of Development, Annual Giving; salary change from \$68,289/12 mo.

- Lisa R. Sabol - Senior Director of Principal Gifts; salary \$90,000/12 mo.; title change from Director of Development; salary change from \$84,048/12 mo.

Vice President, Chief Communications and Marketing Officer

- Cristine Boyd - Senior Director External Communications; salary \$85,000/12 mo.; title change and job reclassification from Director, Media Relations; salary change from \$79,500/12 mo.
- Sarah E. Steidl - Senior Director, Marketing Communications; salary \$85,000/12 mo.; title change and job reclassification from Director, Marketing & Communications; salary change from \$64,297/12 mo.

College of Engineering & Polymer Science

- Hossein Tavana – Professor, Biomedical Engineering; salary \$135,000/9 mo.; salary adjustment from \$113,976/9 mo. in accordance with Article 16 section 6 of the AAUP collective bargaining agreement

School of Law

- Andreas S. Ellis - Director, Alumni & Development; salary \$80,000/12 mo.; job reclassification and equity increase from \$67,500/12 mo.

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
-------------	------------------------------	-----------------------	--------------------	-----------------

EMPLOYEE PERSONNEL ACTIONS

Office of Athletics

Appointment/Reappointment

Coppinger, Ger	Assistant Men's Soccer Coach; First Assistant Coach/Office of Athletics/Contract Professional	07/22/21	\$4,000.00 one time payment	Payment for working soccer camp
Embick, Jared R.	Head Men's Soccer Coach/Office of Athletics/Contract Professional	07/22/21	\$4,000.00 one time payment	Payment for working soccer camp
Nanchoff, Michael J.	Assistant Men's Soccer Coach; Second Assistant Coach/Office of Athletics/Contract Professional	07/22/21	\$4,000.00 one time payment	Payment for working soccer camp

Change

Gasser, Bryan R.	Assistant Football Coach/Offensive Coordinator; Tight Ends Coach/Office of Athletics/Contract Professional	09/01/21	\$100,000.00 12 mo	Additional title change from Wide Receivers Coach
Jorgensen, Anne M.	Executive Director, Cline Leadership Academy/Office of Student Athlete Academic Services/Contract Professional	08/20/21	\$86,367.00 12 mo	Job reclassification; title change from Associate Athletics Director, Student Athletics Academic Services
Morookian, John	Assistant Football Coach; Offensive Line Coach/Office of Athletics/Contract Professional	09/01/21	\$75,000.00 12 mo	Additional title change from Tight Ends Coach
Rodriguez, Oscar	Assistant Head Football Coach; Inside Linebackers Coach/Office of Athletics/Contract Professional	07/01/21	\$88,000.00 12 mo	Title change from Assistant Football Coach; additional title change from Defensive Back Coach
Smith, Candace L.	Senior Associate Athletics Director, Internal Operations/Office of Athletics/Contract Professional	07/01/21	\$95,000.00 12 mo	Job reclassification; salary change from \$80,000.00/12 mo; title change from Associate Athletics Director, Internal Operations; grade change from 122 to 123

Separation

Zagorski, Thomas	Assistant Football Coach; Offensive Line Coach/Office of Athletics/Contract Professional	08/31/21	\$115,000.00 12 mo	Resignation
------------------	---	----------	-----------------------	-------------

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Office of Academic Affairs				
<u>Appointment/Reappointment</u>				
Kandray, Daniel E.	Lecturer/Continuing and Professional Education/Faculty (BUF)	08/01/21	\$3,600.00	Payment for summer teaching
		08/21/21	for the period	
Kraft, Kristine N.	Professor, Allied Health; Provost Fellow; Interim Director, School of Allied Health/Office of Academic Affairs/Faculty	08/29/21	\$4,500.00	Payment for part-time teaching
		11/20/21	for the period	
Kraft, Kristine N.	Professor, Allied Health; Provost Fellow; Interim Director, School of Allied Health/Office of Academic Affairs/Faculty	08/01/21	\$12,000.00	Temporary additional title and administrative stipend for Provost Fellow assignment; base salary is \$83,246.00/10 mo
		07/31/22	12 mo (stipend)	
<u>Change</u>				
Ataya, Patrick N.	Senior Data Architect/Department of Planning Strategy & Insights/Contract Professional	07/01/21	\$92,159.00 12 mo	Job reclassification via reorganization; salary basis change from biweekly; title change from Data Architect; department change from Application Systems Services
Gullatta, Matthew	Director, Planning Strategy & Insights/Department of Planning Strategy & Insights/Contract Professional	07/01/21	\$100,000.00 12 mo	Job reclassification via reorganization; salary change from \$90,000.00/12 mo; title change from Manager, Business Intelligence & Analytics; department change from Application Systems Services
Muthireddy, Manoj Reddy	Associate Director, Planning Strategy & Insights/Department of Planning Strategy & Insights/Contract Professional	07/01/21	\$85,000.00 12 mo	Job reclassification via reorganization; salary change from \$2,692.31/BW; title change from Business Intelligence Analyst; department change from Application Systems Services
Vice President, Student Affairs				
<u>Appointment/Reappointment</u>				
Carey, Laura L.	Director, Career Services/Career Services/Contract Professional	06/29/21	\$1,490.91 one time payment	Payment for grant funded Zip to Industry Program
Strong, Michael A.	Dean of Students; Deputy Title IX Coordinator, Students; Interim Title IX Coordinator, Campus/Office of Student Affairs/Contract Professional	09/01/21	\$500.00	Extension of temporary additional title and administrative stipend for Interim Title IX Coordinator, Campus; base salary is \$89,301.00/12 mo
		10/15/21	monthly (stipend)	
Torgler Jr, William E.	Associate Lecturer/Office of Student Affairs/Faculty	08/23/21 12/19/21	\$1,821.22 for the period	Payment for part-time teaching
<u>Change</u>				
Doyle, Thad M.	Director, Student Life/Student Life/Contract Professional	10/01/21	\$76,000.00 12 mo	Job reclassification via reorganization; salary change from \$66,098.00/12 mo; title change from Senior Associate Director, Student Life

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Vice President, Development				
<u>Appointment/Reappointment</u>				
Jesewski, Eric M.	Director of Development/Department of Development/Contract Professional	07/06/21	\$76,500.00 12 mo	Transfer; successful internal applicant; salary change from \$47,277.00/12 mo; title change from Assistant Director of Development; grade change from 120 to 122
<u>Change</u>				
Faix, Timothy W.	Senior Director of Principal Gifts/Department of Development/Contract Professional	08/23/21	\$90,000.00 12 mo	Job reclassification due to bonafide job offer; salary change from \$71,400.00/12 mo; title change from Director of Development; grade change from 122 to 124
Kaeberlein, Claudia	Director of Development/Department of Development/Contract Professional	07/09/21	\$78,000.00 12 mo	Transfer, via reorganization; salary change from \$68,289.00/12 mo; title change from Director of Development, Annual Giving
Sabol, Lisa R.	Senior Director of Principal Gifts/Department of Development/Contract Professional	08/24/21	\$90,000.00 12 mo	Job reclassification via reorganization; salary change from \$84,048.00/12 mo; title change from Director of Development; grade change from 122 to 124
Vice President, Chief Communications & Marketing Officer				
<u>Change</u>				
Boyd, Cristine	Senior Director External Communications/University Communications & Marketing/Contract Professional	07/23/21	\$85,000.00 12 mo	Job reclassification via reorganization; salary change from \$79,500.00/12 mo; title change from Director, Media Relations; grade change from 123 to 124
Steidl, Sarah E.	Senior Director, Marketing Communications/University Communications & Marketing/Contract Professional	07/23/21	\$85,000.00 12 mo	Job reclassification via reorganization; salary change from \$64,297.00/12 mo; title change from Director, Marketing & Communications; grade change from 120 to 124
Vice President, Inclusion & Equity/Chief Diversity Officer				
<u>Appointment/Reappointment</u>				
Gibson, Willa E.	Professor, Law; Associate Dean, Student Engagement; Intellectual Property Center Fellow; Law Review Faculty Advisor; C. Blake McDowell Jr. Professor/Inclusion & Equity/Chief Diversity Office/Faculty	08/14/21	\$7,000.00 one time payment	Payment for writing and editing The Office of Inclusion & Equity Strategic Plan

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Change				
Stone, Deborah G.	Director, Academic Achievement Programs; Program Director, STEP Program/Academic Achievement Programs/Contract Professional	09/01/21	\$89,760.00 12 mo	Transfer; title change from Interim Director, Academic Achievement Programs
		07/01/21 06/30/22	\$3,600.00 12 mo (stipend)	Extension of temporary administrative stipend for Program Director, STEP Program assignment

Office of Information Technology Services

Appointment/Reappointment

Bowling, Jason R.	Director, Information Technology Infrastructure Services/Hardware Operations & Operating Systems Services/Contract Professional	09/01/21	\$105,000.00 12 mo	Transfer; successful internal applicant; vice M. Williams; salary change from \$3,757.91/BW; title change from Manager, Network Communications; grade change from to 223 to 225
-------------------	---	----------	-----------------------	---

Change

McCumber, David	Senior Cyber Security Analyst/Information Technology Services/Staff	09/01/21	\$3,115.38 biweekly	Title change from Cyber Security Analyst
-----------------	---	----------	------------------------	--

Human Resources

Appointment/Reappointment

Hannon, Tami Z.	Director, Equal Employment Opportunity/Affirmative Action; Americans with Disabilities Act Coordinator/Human Resources/Contract Professional	07/01/21	\$82,500.00 12 mo	Additional title of Americans with Disabilities Act Coordinator
-----------------	--	----------	----------------------	---

Research Administration & Technology Transfer

Appointment/Reappointment

Watkins, Kathryn A.	Director, Office of Research Administration/Office of Research Administration/Staff	08/31/21 08/30/22	\$3,384.00 biweekly	Transfer via search waiver; salary change \$42.30/H; title change from Associate Director, Office of Research Administration; basis change from part-time
---------------------	---	----------------------	------------------------	---

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Buchtel College of Arts & Sciences				
<u>Appointment/Reappointment</u>				
Ahmed, Wondimu	Associate Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	07/12/21 08/14/21	\$4,100.00 for the period	Payment for summer teaching
Bisconti, Toni L.	Associate Professor - Summer/Psychology/Faculty (BUF)	07/12/21 08/14/21	\$8,200.00 for the period	Payment for summer teaching
Chura, Patrick J.	Professor-Summer/Department of English/Faculty (BUF)	07/12/21 08/14/21	\$5,400.00 for the period	Payment for summer teaching
Coffey, Daniel J.	Associate Professor - Summer/Department of Political Science/Faculty (BUF)	07/12/21 08/14/21	\$3,075.00 for the period	Payment for summer teaching
Daviso III, Alfred W.	Professor-Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	07/12/21 08/14/21	\$12,366.00 for the period	Payment for summer teaching
Donovan, William J.	Associate Professor - Summer/Department of Chemistry/Faculty (BUF)	07/12/21 08/14/21	\$6,150.00 for the period	Payment for summer teaching
Duff, Robert J.	Professor-Summer/Department of Biology/Faculty (BUF)	07/12/21 08/14/21	\$8,100.00 for the period	Payment for summer teaching
Elicker, Joelle D.	Associate Professor-Summer/Psychology/Faculty (BUF)	07/01/21 08/31/21	\$2,009.00 for the period (stipend)	Payment of summer stipend for teacher training; base salary is \$83,403.00/9 mo; salary is reflective of temporary AAUP salary reduction
		07/12/21 08/14/21	\$8,200.00 for the period	Payment for summer teaching
Gatzia, Dimitria E.	Professor-Summer/Department of Philosophy/Faculty (BUF)	07/12/21 08/14/21	\$8,100.00 for the period	Payment for summer teaching
Houser, Shelley A.	Assistant Professor Instruction-Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	06/21/21 08/14/21	\$3,660.00 for the period	Payment for summer teaching
Johnson, Dawn M.	Professor-Summer/Psychology/Faculty (BUF)	07/26/21 08/14/21	\$7,133.58 for the period	Payment for grant funded summer research
Kallis, Rhiannon	Assistant Professor - Summer/School of Communication/Faculty (BUF)	07/12/21 08/14/21	\$10,800.00 for the period	Payment for summer teaching
Levin, Michael J.	Associate Professor - Summer/Department of History/Faculty (BUF)	07/12/21 08/14/21	\$6,150.00 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>
Maguth, Brad M.	Professor-Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	07/12/21 08/14/21	\$8,100.00 for the period	Payment for summer teaching
Marion, Nancy E.	Professor, Political Science; Department Chair, Political Science; Fellow, Ray C. Bliss Institute of Applied Politics/Department of Political Science/Faculty	08/23/21 08/20/22	\$5,000.00 for the period (stipend)	Temporary administrative stipend for Internship Coordinator, Ray C. Bliss Institute of Applied Politics duties; base salary is \$134,618.00/12 mo
Morrison, John W.	Associate Professor - Summer/School of Art/Faculty (BUF)	07/12/21 08/14/21	\$1,000.00 for the period	Payment grant funded summer research
Mudrey, Renee	Associate Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	07/12/21 08/14/21	\$6,150.00 for the period	Payment for summer teaching
Niewiarowski, Peter H.	Professor-Summer/Department of Biology/Faculty (BUF)	07/12/21 08/14/21	\$10,800.00 for the period	Payment for summer teaching
Nunn, Hillary M.	Professor-Summer/Department of English/Faculty (BUF)	07/12/21 08/14/21	\$6,480.00 for the period	Payment for summer teaching
Ramirez, Rolando J.	Associate Professor - Summer/Department of Biology/Faculty (BUF)	07/12/21 08/14/21	\$2,050.00 for the period	Payment for summer teaching
Rhoades, Elizabeth	Professor of Instruction-Summer/Department of English/Faculty (BUF)	07/12/21 08/14/21	\$10,800.00 for the period	Payment for summer teaching
Sotnak, Eric	Associate Professor - Summer/Department of Philosophy/Faculty (BUF)	07/12/21 08/14/21	\$6,150.00 for the period	Payment for summer teaching
Tsai, I-Chun	Associate Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	07/12/21 08/14/21	\$5,125.00 for the period	Payment for summer teaching
Wachler, Charles A.	Associate Professor - Summer/Psychology/Faculty (BUF)	07/12/21 08/14/21	\$8,200.00 for the period	Payment for summer teaching
Wesdemiotis, Chrys	Distinguished Professor - Summer/Department of Chemistry/Faculty (BUF)	08/01/21 08/31/21	\$8,977.51 for the period	Payment for grant funded summer research

College of Business

Appointment/Reappointment

Bisco, Jill M.	Associate Professor - Summer/Department of Finance/Faculty (BUF)	07/12/21 08/14/21	\$6,150.00 for the period	Payment for summer teaching
Brisker, Eric R.	Associate Professor - Summer/Department of Finance/Faculty (BUF)	07/12/21 08/14/21	\$5,637.50 for the period	Payment for summer teaching
Calderon, Thomas G.	Professor, Accountancy/College of Business, Office of the Dean/Faculty (BUF)	10/28/21	\$2,500.00 one time payment	Payment for grant funded work on The Accountancy AACSB report

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
		12/22/21	\$2,500.00 one time payment	Payment for grant funded work on The Accountancy AACSB report
Djuric, Vanja	Associate Professor of Practice-Summer/Department of Management/Faculty (BUF)	07/12/21 08/14/21	\$4,950.00 for the period	Payment for summer teaching
	Associate Professor of Practice-Summer/Department of Marketing/Faculty (BUF)	07/12/21 08/14/21	\$6,319.50 for the period	Payment for summer teaching
Gao, Lei	Assistant Professor - Summer/George W. Daverio School of Accountancy/Faculty (BUF)	07/12/21 08/14/21	\$5,400.00 for the period	Payment for summer teaching
Goodell, John W.	Professor-Summer/Department of Finance/Faculty (BUF)	07/12/21 08/14/21	\$8,100.00 for the period	Payment for summer teaching
Gradisher, Suzanne M.	Associate Professor, Business Law; Coordinator, Legal and Social Environment of Business/Department of Finance/Faculty (BUF)	08/23/21 06/30/22	\$2,050.00 12 mo (stipend)	Temporary additional title and administrative stipend for Coordinator assignment; base salary is \$112,543.00/9 mo; salary is reflective of temporary AAUP salary reduction
Narotzki, Doron	Associate Professor - Summer/George W. Daverio School of Accountancy/Faculty (BUF)	07/12/21 08/14/21	\$8,815.00 for the period	Payment for summer teaching
Newhouse, Matthew M.	Assistant Lecturer/College of Business, Office of the Dean/Faculty	08/23/21 12/19/21	\$875.50 for the period	Payment for part-time teaching
Scarborough, Scott	Professor of Practice-Summer/George W. Daverio School of Accountancy/Faculty (BUF)	07/12/21 08/14/21	\$9,900.00 for the period	Payment for summer teaching
Shiban, Abbey P.	Senior Lecturer/College of Business, Office of the Dean/Faculty	08/23/21 12/19/21	\$875.50 for the period	Payment for part-time teaching
Wang, Jinjing	Assistant Professor - Summer/Department of Finance/Faculty (BUF)	07/12/21 08/14/21	\$5,400.00 for the period	Payment for summer teaching

College of Engineering & Polymer Science

Appointment/Reappointment

Belcher, Marcia C.	Professor-Summer/Department of Civil Engineering/Faculty (BUF)	06/07/21 07/31/21	\$11,475.00 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>
Choi, Jae-Won	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	06/07/21	\$8,097.50	Payment for summer teaching
		07/31/21	for the period	
		08/09/21	\$2,860.00	Payment for grant funded summer research
		08/21/21	for the period	
Damson, Enoch E.	Professor/Department of Computer Science/Faculty (BUF)	08/24/20	\$11,044.98	Overload payment for 2020-2021 academic year teaching assignment
		05/16/21	for the period	
		07/12/21	\$3,375.00	Payment for summer teaching
		08/14/21	for the period	
Farooqi, Zarreen	Professor/Department of Computer Science/Faculty (BUF)	08/24/20	\$11,298.63	Overload payment for 2020-2021 academic year teaching assignment
		05/16/21	for the period	
Foster, Mark D.	Professor, Polymer Science; Assistant Director, Academic Programs; T. A. Knowles Professor, Polymer Science/School of Polymer Science & Polymer Engineering/Faculty (BUF)	07/01/21	\$2,258.08	Temporary administrative stipend for Assistant Director assignment; base salary is \$190,765.00/12 mo; salary is reflective of temporary AAUP salary reduction
		08/22/21	for the period	
Gammon-Pitman, Robert	Visiting Assistant Professor, Biomedical Engineering/Department of Biomedical Engineering/Faculty	08/23/21	\$75,000.00	Temporary appointment
		05/15/22	9 mo	
Gong, Xiong	Professor-Summer/School of Polymer Science & Polymer Engineering/Faculty (BUF)	07/01/21	\$20,456.19	Payment for grant funded summer research
		07/31/21	for the period	
Hubert, Douglas G.	Visiting Assistant Professor - Summer/Department of Computer Science/Faculty	07/12/21	\$4,950.00	Payment for summer teaching
		08/14/21	for the period	
Joy, Abraham	Professor-Summer/School of Polymer Science & Polymer Engineering/Faculty (BUF)	06/28/21	\$7,211.00	Payment for grant funded summer research
		07/17/21	for the period	
Ju, Lu-Kwang	Distinguished Professor - Summer/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	07/01/21	\$20,704.00	Payment for grant funded summer research
		07/30/21	for the period	
Khanam, Jobeda Jamal	Research Assistant Professor, Polymer Science & Polymer Engineering; Research Assistant Professor, Electrical & Computer Engineering/School of Polymer Science & Polymer Engineering/Faculty	08/23/21	\$75,000.00	Temporary appointment; joint title
		08/22/22	12 mo	
Kropff, Janet S.	Professor/Department of Computer Science/Faculty (BUF)	08/24/20	\$7,652.08	Overload payment for 2020-2021 academic year teaching assignment
		05/16/21	9 mo	

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Kwon, Kai J.	Associate Professor of Engineering Practice/Department of Mechanical Engineering/Faculty (BUF)	08/23/21	\$94,000.00 9 mo	Appointment
Lee, Kye-Shin	Associate Professor - Summer/Department of Electrical & Computer Engineering/Faculty (BUF)	06/21/21 07/10/21	\$5,724.00 for the period	Payment for grant funded summer research
Ling, Chen	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	08/02/21 08/07/21	\$1,754.00 for the period	Payment for grant funded summer research
Maleki Pirbazari, Mehdi	Assistant Professor of Instruction-Summer/Department of Electrical & Computer Engineering/Faculty (BUF)	06/07/21 08/31/21	\$4,956.25 for the period	Payment for summer teaching
		08/01/21 08/31/21	\$7,628.00 for the period	Payment for grant funded summer research
Morscher, Gregory N.	Professor-Summer/Department of Mechanical Engineering/Faculty (BUF)	07/05/21 08/21/21	\$13,094.27 for the period	Payment for grant funded summer research
		08/02/21 08/21/21	\$9,192.00 for the period	Payment for grant funded summer research
Nadkarni, Gopal R.	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	06/28/21 07/03/21	\$2,860.00 for the period	Payment for grant funded summer research
Patnaik, Anil	Professor-Summer/Department of Civil Engineering/Faculty (BUF)	08/02/21 08/14/21	\$4,856.95 for the period	Payment for grant funded summer research
		08/16/21 08/21/21	\$5,024.43 for the period	Payment for grant funded summer research
Roke, David A.	Associate Professor - Summer/Department of Civil Engineering/Faculty (BUF)	06/07/21 07/31/21	\$676.50 for the period	Payment for summer teaching
Soucek, Mark	Professor-Summer/School of Polymer Science & Polymer Engineering/Faculty (BUF)	08/02/21 08/14/21	\$8,000.00 for the period	Payment for grant funded summer research
Tavana, Hossein	Professor-Summer/Department of Biomedical Engineering/Faculty (BUF)	06/21/21 08/21/21	\$13,236.12 for the period	Payment for grant funded summer research
	Professor, Biomedical Engineering Interim Department Chair, Biomedical Engineering/Department of Biomedical Engineering/Faculty	08/23/21 08/23/22	\$165,000.00 12 mo (base) \$15,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Interim Department Chair assignment; salary change from \$135,000.00/9 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Tayebeh Khabaz, Fardin	Assistant Professor - Summer/School of Polymer Science & Polymer Engineering/Faculty (BUF)	07/01/21 07/31/21	\$11,117.00 for the period	Payment for research start-up funds
Visco, Donald P.	Professor-Summer/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	06/21/21 06/26/21	\$2,961.00 for the period	Payment for grant funded summer research
Wang, Junpeng	Assistant Professor - Summer/School of Polymer Science & Polymer Engineering/Faculty (BUF)	06/28/21 07/24/21	\$6,802.00 for the period	Payment for grant funded summer research
Wang, Shengyong	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	08/02/21 08/14/21	\$6,320.00 for the period	Payment for grant funded summer research
Zhang, Ge	Associate Professor - Summer/Department of Biomedical Engineering/Faculty (BUF)	07/05/21 07/31/21	\$10,054.06 for the period	Payment for grant funded summer research
Zheng, Jie	Professor, Chemical, Biomolecular & Corrosion Engineering; Department Chair, Chemical, Biomedical and Corrosion Engineering/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty	08/01/21 06/30/25	\$212,853.00 12 mo (base) \$15,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Department Chair assignment; salary change from \$174,153.00/9 mo
Zhu, Yu	Associate Professor - Summer/School of Polymer Science & Polymer Engineering/Faculty (BUF)	06/28/21 07/24/21	\$7,479.30 for the period	Payment for grant funded summer research
		07/26/21 08/21/21	\$11,875.51 for the period	Payment for grant funded summer research
<u>Change</u>				
Tavana, Hossein	Professor, Biomedical Engineering/Department of Biomedical Engineering/Faculty (BUF)	08/23/21	\$135,000.00 9 mo	Salary change from \$113,976.00/9 mo per AAUP Collective Bargaining Agreement Article 16, Section 6
<u>Separation</u>				
Lewis, Todd M.	Manager, National Polymer Innovation Center/School of Polymer Science & Polymer Engineering/Contract Professional	08/16/21	\$90,000.00 12 mo	Resignation

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Veillette, Robert J.	Associate Professor, Electrical & Computer Engineering; Department Chair, Electrical & Computer Engineering/Department of Electrical & Computer Engineering/Faculty	08/31/22	\$136,850.00 12 mo	Retirement

College of Health & Human Sciences

Appointment/Reappointment

Burton, Mary S.	Coordinator, Nursing - Wayne Campus/School of Nursing/Contract Professional	08/23/21	\$84,000.00 12 mo	Appointment vice C. Schoenewald
Carlin, Charles H.	Associate Professor - Summer/School of Speech-Language Pathology & Audiology/Faculty (BUF)	05/17/21 08/21/21	\$4,100.00 for the period	Payment for Speech, Language Pathology Graduate Program coordination
Chiu, Sheau-Huey	Associate Professor - Summer/School of Nursing/Faculty (BUF)	06/07/21 07/31/21	\$1,230.00 for the period	Payment for summer teaching
Juravich, Matthew	Associate Professor - Summer/School of Exercise and Nutrition Sciences/Faculty (BUF)	07/12/21 08/14/21	\$6,150.00 for the period	Payment for summer teaching
Kidd, Lori I.	Associate Professor - Summer/School of Nursing/Faculty (BUF)	05/01/21 06/30/21	\$4,407.77 for the period	Payment for grant funded summer research
Kraft, Kristine N.	Associate Professor - Summer/School of Allied Health/Faculty	06/07/21 07/31/21	\$3,854.00 for the period	Payment for summer teaching
Lee, Seungbum	Professor-Summer/School of Exercise and Nutrition Sciences/Faculty (BUF)	07/12/21 08/14/21	\$16,200.00 for the period	Payment for summer teaching
McManus, Mark D.	Senior Lecturer/School of Social Work & Family Sciences/Faculty	08/23/21 12/19/21	\$9,000.00 for the period	Payment for part-time teaching
Moore, Sean G.	Associate Professor of Instruction, Nursing/School of Nursing/Faculty (BUF)	08/23/21	\$95,000.00 9 mo	Appointment vice K. Pond; reimburse up to \$2,000.00 for moving expenses
Otterstetter, Ronald	Professor-Summer/School of Exercise and Nutrition Sciences/Faculty (BUF)	07/12/21 08/14/21	\$270.00 for the period	Payment for summer teaching
Shanks, Linda C.	Associate Professor - Summer/School of Nursing/Faculty (BUF)	07/12/21 08/14/21	\$11,275.00 for the period	Payment for summer teaching
Sigal Papp, Kathern L.	Senior Lecturer/School of Speech-Language Pathology & Audiology/Faculty	08/23/21 12/19/21	\$5,042.88 for the period	Payment for part-time teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Steinmetz, Janice E.	Associate Lecturer/School of Social Work & Family Sciences/Faculty	08/23/21 12/19/21	\$5,252.34 for the period	Payment for part-time teaching
Terry, Robert P.	Senior Lecturer/School of Social Work & Family Sciences/Faculty	08/23/21 12/19/21	\$5,400.00 for the period	Payment for part-time teaching
Thornton, Michele D.	Senior Lecturer/School of Social Work & Family Sciences/Faculty	08/23/21 12/19/21	\$5,400.00 for the period	Payment for part-time teaching
Wissmar, Carrie	Associate Professor of Instruction-Summer/School of Nursing/Faculty (BUF)	07/12/21 08/14/21	\$1,650.00 for the period	Payment for summer teaching
Wyrock, Laura A.	Visiting Assistant Professor of Instruction-Summer/School of Nursing/Faculty	06/07/21 08/14/21	\$9,912.50 for the period	Payment for summer teaching
Zhao, Baomei	Professor-Summer/School of Social Work & Family Sciences/Faculty (BUF)	07/12/21 08/14/21	\$8,100.00 for the period	Payment for summer teaching
<u>Change</u>				
Willett, Stacy L.	Professor-Summer/School of Disaster Science & Emergency Services/Faculty (BUF)	06/07/21 07/10/21	\$16,200.00 for the period	Amend action approved at the August 11, 2021 meeting of the Board of Trustees; summer teaching payment change from \$8,100.00
	Professor, Disaster Science & Emergency Services; Interim Director, School of Disaster Science and Emergency Services/School of Disaster Science & Emergency Services/Faculty	08/31/21 06/01/22	\$108,712.00 10 mo	Temporary additional title change from Acting Director, School of Disaster Science & Emergency Services
School of Law				
<u>Appointment/Reappointment</u>				
Benedict O'Brien, Alisa N.	Senior Lecturer/Law - Instruction/Faculty	08/23/21 12/19/21	\$5,253.00 for the period	Payment for part-time teaching
Schultz, Mark	Professor-Summer/Law - Instruction/Faculty	05/16/21 08/21/21	\$14,995.20 for the period	Payment for grant funded summer research
<u>Change</u>				
Ellis, Andreas S.	Director, Alumni & Development/School of Law, Office of the Dean/Contract Professional	06/01/21	\$75,000.00 12 mo	Job reclassification via job audit; salary change from \$67,500.00/12 mo; grade change from 121 to 122
		09/01/21	\$80,000.00 12 mo	Equity increase salary change from \$75,000.00/12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
University Libraries				
<u>Change</u>				
Fleischer, S. Victor	Associate Professor, Bibliography; University Archivist; Head, Archives and Special Collections/University Libraries, Archives & Special Collections/Faculty	07/01/21	\$80,346.00 12 mo	Additional title change from Head, Archival Services
Wayne Campus				
<u>Appointment/Reappointment</u>				
Snow, Alan J.	Associate Professor - Summer/Biology-Wayne Campus/Faculty (BUF)	07/12/21 08/14/21	\$6,662.50 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>
-------------	------------------------------	-----------------------	--------------------	-----------------

**EMPLOYEE PERSONNEL ACTIONS
ADDENDUM**

Vice President, Chief Communications & Marketing Office

Separation

Kropff, Robert C.	Senior Director, Integrated Communications/University Communications & Marketing/Contract Professional	09/17/21	\$85,729.00 12 mo	Resignation
-------------------	--	----------	----------------------	-------------

College of Engineering & Polymer Science

Separation

Du, Shirong	Associate Professor, Computer Information Systems/Department of Civil Engineering/Faculty (BUF)	08/23/21	\$79,013.00 9 mo	Resignation
-------------	---	----------	---------------------	-------------

Wayne Campus

Appointment/Reappointment

Howley, Heather A.	Director, Regional Campuses; Associate Professor, Communication/Wayne Campus Administration/Faculty	07/01/21	\$83,948.00 12 mo	Successful internal applicant; salary change from \$68,685.00/ 9mo; title change from Acting Director, Branch Campuses
		07/01/21 06/30/22	\$52,000.00 12 mo (stipend)	

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
119	24305	Marketing & Comm Specialist	Exempt		7/23/2021
124	24331	Sr Dir Digital Comm	Exempt		9/18/2021
124	24342	Sr Dir External Communications	Exempt		7/23/2021
124	24349	Sr Dir Marketing Comm	Exempt		7/23/2021
120	24359	Sr Marketing & Comm Specialist	Exempt		7/23/2021
120	24368	Dir Creative Services	Exempt		7/23/2021
119	24384	Web Editor & Graphic Design-WC	Exempt		7/1/2021
124	24385	Sr Dir Principal Gifts	Exempt		8/23/2021
120	24508	Mgr Presidential Events	Exempt		9/14/2021
999	24568	Chief Compliance & Risk Officer	Exempt		8/11/2021
123	27108	Director Student Life	Exempt		10/1/2021
119	27667	Asst Dir Recruitment	Exempt		7/1/2021
122	27719	Assoc AD Stu Athl Acad Srvs	Exempt		8/24/2021
120	27734	Assoc Dir Diverse Male Init	Exempt		8/25/2021
122	27791	Exec Dir Cline Ldrshp Academy	Exempt		8/20/2021
120	27805	Dir Equipment Operations	Exempt		7/1/2021
123	27813	Sr Assoc Athl Dir Internal Opn	Exempt		7/1/2021
122	27838	Assoc Athl Dir Athl Dev/Z-Fund	Exempt		7/10/2021
121	27844	Dir Multimedia Services-Athl	Exempt		8/18/2021
123	28111	Dir Operations-CEPS	Exempt		8/23/2021
120	28117	Coord Acad Affairs & CCP	Exempt		5/1/2021
121	28148	Dir Comm & Marketing-A & S	Exempt		8/5/2021
121	28153	Mgr Academic Affairs-OAA	Exempt		8/16/2021
119	28329	Coord CoOp Educ & Placement	Exempt		7/4/2021
121	28333	Assoc Dir Coop Education	Exempt		8/6/2018
121	28365	Asst Dir Academic Programs	Exempt		9/7/2021
119	28617	Coord College Events COB	Exempt		12/4/2020
119	28618	Asst Production Manager	Exempt		9/15/2021
122	28717	Sr Assoc Dir Off Stu Aca Suc	Exempt		9/1/2021
120	28751	Mgr Continuing & Prof Ed	Exempt		7/1/2021
120	28764	Coord Tutorial Services	Non-exempt		8/10/2021
119	28782	Educational Specialist	Exempt	X	8/2/2021
125	28809	Dir Office Research Admin	Exempt		7/29/2021
999	29255	Asst Head Football Coach	Exempt		7/1/2021

999	29257	Dir Men Bball Opns & Analytics	Exempt	9/8/2021
999	29275	Dir Ops M & W Track & Field	Non-exempt	8/18/2021
999	29304	Psychology Intern	Exempt	7/1/2021
999	29501	Assoc Research Engineer	Exempt	9/13/2021
999	29710	Lifeguard	Non-exempt	5/6/2021
999	29764	Module Designer - OCWTP	Exempt	8/26/2021
999	29929	Graphic Designer PT	Exempt	8/17/2021
221	T23139	Cyber Security Analyst	Exempt	3/20/2019
221	T23140	Sr Cyber Security Analyst	Exempt	8/10/2021
222	T23141	Lead Dev Security Opns Engr	Exempt	9/1/2021
221	T23435	Sr Data Architect	Exempt	7/1/2021
223	T23904	Assoc Dir Plng Strat & Insight	Exempt	7/1/2021
224	T23908	Dir Plng Strat & Insights	Exempt	7/1/2021
221	T23909	Sr Data Insights Analyst	Exempt	7/1/2021
220	T23910	Data Insights Analyst	Exempt	9/2/2021

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
119	41226	Mgr Admin Svcs-Cont & Prof Ed	Non-exempt		7/1/2021
120	41347	Coord Admin & Comm Spec	Non-exempt		7/14/2021

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 10- -21

Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by President Gary L. Miller, dated October 6, 2021, 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

October 6, 2021

FINANCE & ADMINISTRATION COMMITTEE

TAB 2

**INVESTMENT REPORT FOR THE FISCAL YEAR
ENDED JUNE 30, 2021**



**The University of Akron
Investment Report
For the Fiscal Year Ended June 30, 2021**

SUMMARY

OPERATING FUNDS

The Operating Funds totaled \$218.7 million at June 30, 2021 – 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 \$139.8 million at June 30, 2021. The Cash and Fixed Income portfolios posted an overall fiscal year ROR of 0.2 percent – refer to Exhibit 1 for the detail regarding performance.

During March 2018, the University established an escrow account with PNC. The escrow account funded the University's Voluntary Retirement Incentive Program's (VRIP) defined contribution plan. The balance of nearly \$372,000 was provided for VRIP during June 2021 and this account is in the process of being closed.

Long-Term

The Long-Term investments, managed by Legacy, totaled \$78.9 million at June 30, 2021 and posted a blended one year ROR of 28.8 percent, or \$17.6 million calculated as the summation of the cumulative net income reinvested and change in market value over the fiscal year [\$78.1 million average quarterly balance], compared to the policy benchmark of 28.3 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 June 30, 2021. Outperformance of long-term investments led to the slightly inflated allocation to this asset category – refer to Exhibits 2 and 3 for the detail regarding compliance.

ENDOWMENTS

The Endowments totaled \$85.5 million at June 30, 2021. The June 30, 2021 market value increased \$17.8 million from June 30, 2020. The largest contributor to that change was realized and unrealized gains of \$18.5 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” when the financial statement activity is fully posted for the FY 2021 audit.

Pooled

The Pooled Endowment, managed by Strategic Investment Group (SIG), totaled \$76.6 million at June 30, 2021 and posted a blended one year ROR of 29.1 percent compared to the policy benchmark of 25.7 percent – refer to Exhibit 5 for the detail regarding performance.

Of the portfolio, the respective SIG quarterly investment report documents that Strategic U.S. Equity Portable Alpha achieved the highest one year ROR at 60.7 percent [\$4.9 million balance at June 30], while the Strategic U.S. Fixed Income Portable Alpha posted the lowest ROR at 11.4 percent [\$2.4 million balance at June 30].

These funds are within the University’s prescribed asset allocation requirements at June 30, 2021 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 \$8.9 million at June 30, 2021 and posted a blended one year ROR of 36.4 percent, or \$2.5 million calculated as the summation of the cumulative net income reinvested and change in market value over the fiscal year [\$8.9 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 Timken Stock, achieved the highest one year ROR at 84.8 percent [\$1.4 million balance at June 30]. The Seiberling Chair in Constitutional Law invested by Key Bank, posted the lowest ROR at negative 1.5 percent [\$1.0 million balance at June 30] – refer to Exhibit 5 for the detail regarding performance.

Operating Funds

**THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Fiscal Year Ended June 30, 2021**

Net Rates of Return for the Periods Ended June 30, 2021

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	Quarter ROR/Benchmark	Six Months ROR/Benchmark	Six Months ROR/Benchmark	One Year ROR/Benchmark	One Year ROR/Benchmark	Two Years ROR/Benchmark	Two Years ROR/Benchmark	Three Years ROR/Benchmark	Three Years ROR/Benchmark
Cash and Cash Equivalents / PFM, PNC & JPMC <i>Merrill Lynch 3 Month Treasury Index</i>	\$ 34,481,000	0.0% 0.0%	●	0.01% 0.02%	●	0.04% 0.09%	●	0.8% 0.9%	●	1.3% 1.3%	●
Short-Term Fixed Income / PFM <i>Merrill Lynch 1-3 Year Treasury/Agency Index</i>	46,516,000	(0.01%) (0.03%)	●	(0.02%) (0.08%)	●	0.3% 0.08%	●	2.3% 2.0%	●	2.9% 2.7%	●
Intermediate-Term Fixed Income / PFM <i>Merrill Lynch 1-10 Year Treasury/Agency Index</i>	58,823,000	0.6% 0.7%	●	(0.7%) (1.1%)	●	(0.04%) (1.1%)	●	3.4% 2.8%	●	4.3% 3.9%	●
SUBTOTAL - PFM, PNC & JPMC Managed Portfolios	\$ 139,820,000	0.3%		(0.3%)		0.2%		2.5%		3.1%	
Long-Term / Legacy <i>Policy Balanced Index (65/35)</i>	\$ 78,869,000	5.3% 4.9%	●	28.8% 28.3%	●	28.8% 28.3%	●	14.9% 14.6%	●	11.1% 11.4%	●
TOTAL OPERATING FUNDS	\$ 218,689,000										

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Fiscal Year Ended June 30, 2021

Operating Funds Policy Compliance: Asset Allocation at June 30, 2021

Exhibit 2

- Compliant
- Noncompliant

	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Cash and Cash Equivalents	10-80%	25%	16%	●
Short-Term Fixed Income	20-65%	25%	21%	●
Intermediate-Term Fixed Income	0-45%	35%	27%	●
Long-Term	0-35%	15%	36%	●
<i>Large Cap</i>	20-30%	25%	28%	●
<i>Small/Mid Cap</i>	10-20%	15%	14%	●
<i>International</i>	15-25%	20%	20%	●
<i>Alternative</i>	10-20%	15%	17%	●
<i>Fixed Income</i>	15-25%	20%	20%	●
<i>Cash</i>	0-10%	5%	1%	●

THE UNIVERSITY OF AKRON OPERATING Funds Investment Report For the Fiscal Year Ended June 30, 2021

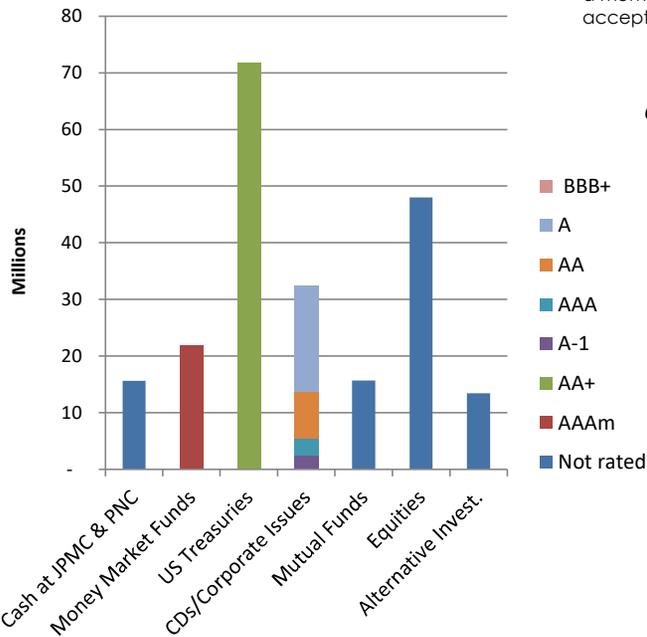
State Compliance: Portfolio Composition and Credit Quality

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: \$ 111,872,000 51% ●

Market Value	Actual Allocation as Average Prior Fiscal Year	Compliance Indicator
\$ 111,872,000	51%	●

Cash and Cash Equivalents	Short-Term Fixed Income	Intermediate-Term Fixed Income	Long-Term
---------------------------	-------------------------	--------------------------------	-----------

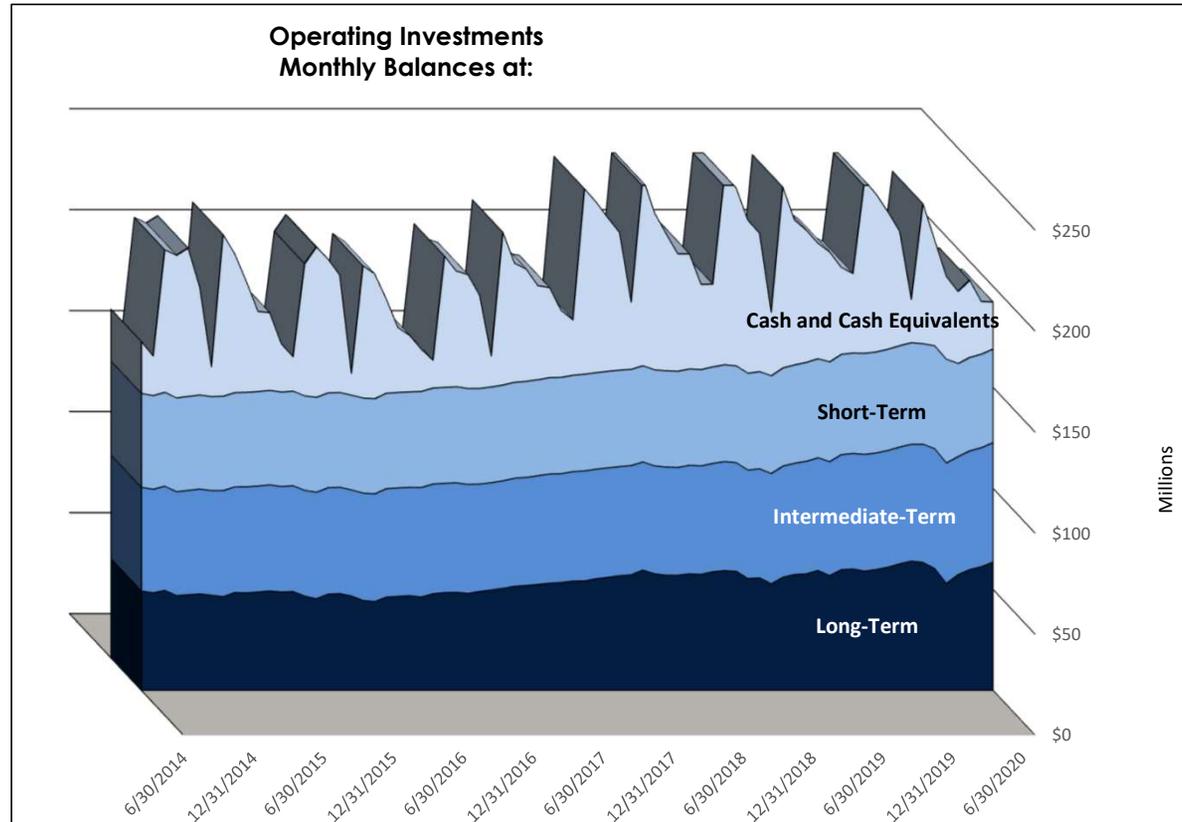
Cash at JPMC & PNC	\$ 15,610,000				
Money Market Funds	\$ 18,871,000	\$ 462,000	\$ 723,000	\$ 1,734,000	
US Treasuries		36,242,000	35,511,000		
Negotiable CDs		1,245,000	1,474,000		
Corporate Issues		8,567,000	21,115,000		
Mutual Funds					15,692,000
Equities					48,003,000
Alternative Invest.					13,440,000

Total Operating Funds \$ 34,481,000 \$ 46,516,000 \$ 58,823,000 \$ 78,869,000

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 Fiscal Year Ended June 30, 2021

Exhibit 4



Balances at June 30:

- Cash and Cash Equivalents
- Short-Term Fixed Income
- Intermediate-Term Fixed Income
- Long-Term

Total
Change

	2015	2016	2017	2018	2019	2020	2021
Cash and Cash Equivalents	\$23.7	\$20.9	\$33.1	\$42.1	\$43.1	\$26.0	\$34.5
Short-Term Fixed Income	46.8	47.5	47.6	47.7	49.6	46.3	46.5
Intermediate-Term Fixed Income	52.1	54.2	53.9	53.6	56.9	58.9	58.8
Long-Term	48.8	46.2	53.4	57.5	59.8	61.3	78.9
Total	\$171.4	\$168.8	\$188.0	\$200.9	\$209.4	\$192.5	\$218.7
Change	(\$1.2)	(\$2.6)	\$19.2	\$12.9	\$8.5	(\$16.9)	\$26.2

Endowments

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Fiscal Year Ended June 30, 2021

Net Rates of Return for the Periods Ended June 30, 2021

Exhibit 5

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

Portfolio/Advisor (Inception)	Market Value	Net Rates of Return								
		Three Months ROR/Benchmark	Six Months ROR/Benchmark	One Year ROR/Benchmark	Three Years ROR/Benchmark	Five Years ROR/Benchmark				
POOLED ENDOWMENT										
Portfolio Composite / SIG (1/1/2020)	\$ 76,587,000	4.9%	9.7%	29.1%	9.6%	8.9%				
Policy Balanced Index (65/35)		4.9%	7.6%	25.7%	9.8%	10.0%				
SEPARATELY INVESTED ENDOWMENTS										
Oelschlager Leadership Award / Oak Assoc. (7/31/2000)	\$ 3,392,000	19.9%	27.2%	53.5%	22.0%	22.2%				
Seiberling Chair in Con. Law / Key Bank (7/31/1997)	977,000	(0.3%)	(1.4%)	(1.5%)	1.1%	0.3%				
ORSP / PNC Bank (4/30/2009)	3,116,000	4.1%	6.8%	20.6%	7.7%	7.0%				
Timken Co. and TimkenSteel Corp.	1,403,000	0.7%	10.0%	84.8%	19.2%	19.8%				
<i>Total Separately Invested Endowments</i>	<u>\$ 8,888,000</u>									
TOTAL ENDOWMENTS	<u>\$ 85,475,000</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 Fiscal Year Ended June 30, 2021

Pooled Endowment Policy Compliance at June 30, 2021

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%	13%	●
Opportunistic	0-10%	0%	1%	●
Cash	0-20%	0%	4%	●

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Fiscal Year Ended June 30, 2021

Components of and Net Change - Total Endowments
Fiscal Years Ended June 30, 2018 - 2021

Exhibit 7



	2018	2019	2020	2021
■ Endowment Gifts	\$2,926	\$2,309	\$201	\$1,643
■ Transfers, Net	20	170	1,234	475
■ Endowment Distributions	(3,021)	(2,885)	(2,897)	(2,638)
■ Administrative Fee	(309)	(305)	(306)	(337)
■ Interest & Dividends	1,444	1,771	1,935	321
■ Investment Fees	(239)	(316)	(297)	(144)
■ Realized & Unrealized G/L	2,253	222	(1,907)	18,450
Net Endowment Change	\$3,074	\$966	\$(2,037)	\$17,770

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 Grotefend Family contributed \$1.5 million and \$2 million during the fiscal years 2018 and 2019, respectively for Mechanical Engineering Scholarships. In addition, during fiscal year 2021, Elton Coleman contributed \$800,000 towards Canadian Student Scholarships and Jim Oelschlager contributed \$500,000 towards the Oelschlager Leadership Award Scholarships.

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.

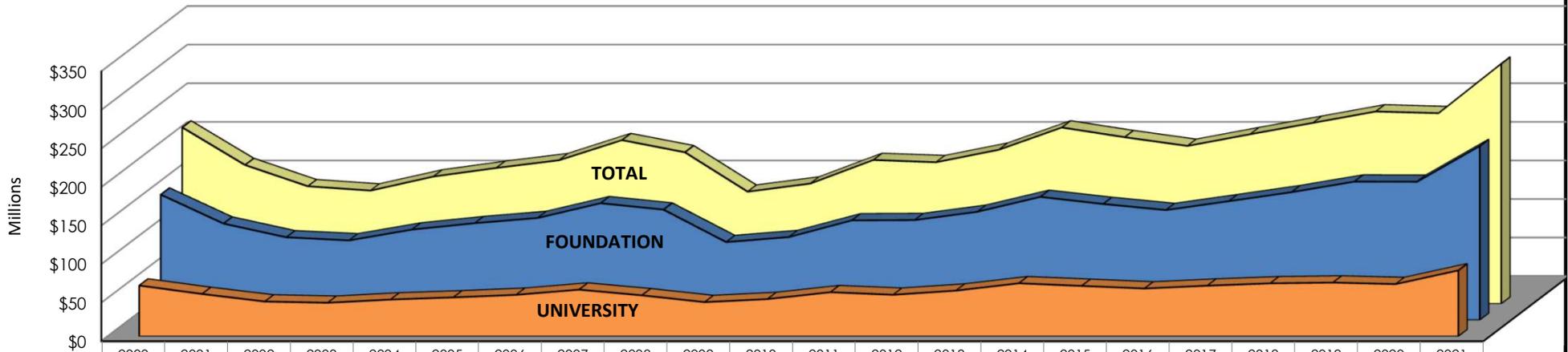
Investment Fees

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 Fiscal Year Ended June 30, 2021**

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

Exhibit 8



	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
UNIVERSITY	\$65.9	\$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
FOUNDATION	162.8	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	154.2	165.9	179.6	179.4	225.7
TOTAL	\$228.7	\$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	\$219.9	\$234.6	\$249.3	\$247.1	\$311.2
Net Change	\$59.7	\$(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)	\$15.2	\$14.7	\$14.7	\$(2.2)	\$64.1

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 10- -21

Acceptance of the Investment Report for the Fiscal Year Ended June 30, 2021

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on October 6, 2021 accepting the Investment Report for the Fiscal Year Ended June 30, 2021 be approved.

M. Celeste Cook, Secretary
Board of Trustees

October 6, 2021

FINANCE & ADMINISTRATION COMMITTEE

TAB 3

**FINANCIAL REPORT FOR THE FISCAL YEAR
ENDED JUNE 30, 2021**



DATE: September 20, 2021

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

FROM: Amy S. Gilliland 
Director of Resource Analysis & Budgeting

**SUBJECT: General Fund, Auxiliary Funds, and Departmental Sales and Services Funds:
Revised Budgets to Actual Results for the Fiscal Year Ended June 30, 2021**

As requested, the Office of Resource Analysis & Budgeting provides the accompanying Financial Report for the fiscal year ended June 30, 2021 for the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds (Akron and Wayne combined) together with accompanying FY21 budget assumptions and narratives. This Financial Report should be presented for consideration and approval at the October 6, 2021 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 FY21 year-end net tuition and fees fell short of the revised budget by approximately \$5.7 million.

The General Fund and Auxiliary expenditures reflect the impact of the CARES Act funding the University received as of the close of the fiscal year.

While the revised budget reflects an addition to the operating reserves of about \$19.6 million, this was unfavorably impacted by lower than expected net tuition and fees and investment income and the mid-year reversal of the temporary salary reductions. However, this is more than offset by the COVID Revenue Recovery of \$27.1 million that is reflected in the year-end report. The final report indicates an addition to operating reserves of \$39.4 million.

As referenced above, favorably impacting FY21 budget performance are the various federal grants that the University has received thus far. The following schedule shows the federal grants that will offset expenditures or support University pandemic efforts. The impact of the federal grants has been incorporated into the General Fund, Auxiliary Funds, and Sales and Services Funds revised budget and projections.

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	\$7,057,196.77	\$18,711.23	Institutional Use-Student Refunds and Other Expenditures	Institutional Use-Student Refunds and Other Expenditures	5/5/20-5/4/21
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	\$13,012,666.18	\$2,790,495.82	Institutional Use-Student Refunds and Other Expenditures	Institutional Use-Student Refunds and Other Expenditures	12/27/20-5/19/22
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$19,893,863	\$17,800,424.28	\$2,093,438.72	Institutional Use-Student Refunds and Other Expenditures	Institutional Use-Student Refunds and Other Expenditures	12/27/20-5/19/22
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$20,159,590	\$0	\$20,159,590	Emergency Aid for Students (Pass-through funding)	Emergency Aid for Students	5/19/22
Coronavirus Relief Fund Federal Agency: Department of Treasury	Governor/Ohio Dept. of Higher Education	\$9,533,149	\$9,436,596	\$96,553	Student Refunds and Other Expenditures	Student Refunds and Other Expenditures	3/1/20-12/31/21
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	\$57,194.29	\$313,361.71	Mental Health Counseling for Students	Mental Health Counseling for Students	3/13/20-6/30/22
Total		\$93,973,106	\$68,500,955.52	\$25,472,150.48			

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
Revised Budget to Actual Results
For the Fiscal Year Ended June 30, 2021

Table of Contents

<u>Description</u>	<u>Page</u>
General Fund Revised Budget and Actual (Akron and Wayne Combined)	1
General Fund FY21 Revised Budget Assumptions (Akron and Wayne Combined).....	2
General Fund Narrative (Akron and Wayne Combined).....	7
Auxiliary Funds Revised Budget and Actual.....	11
Auxiliary Funds FY21 Revised Budget Assumptions	20
Auxiliary Funds Narrative	31
Departmental Sales and Services Funds Revised Budgets and Actual.....	42
Departmental Sales and Services Funds FY21 Revised Budget Assumptions.....	47
Departmental Sales and Services Funds Narrative	49

GENERAL FUND

For the Fiscal Year Ended June 30, 2021

The University of Akron
Akron and Wayne General Fund Combined
FY 2021 Revised Budget and Actual Results with Projections for the Fiscal Year Ended June 30, 2021 with FY 2020 Comparisons

	FY20	FY21				
	YTD	Original Budget	Revised Budget	YTD	Actual to Revised Budget	
	June 30				June 30	\$
Tuition & General Service Fees	\$175,612,385	\$149,694,000	\$161,563,000	\$158,496,294	(\$3,066,706)	98%
Other Fees	20,352,098	16,717,000	18,224,000	18,240,062	16,062	100%
Scholarships	(52,693,249)	(48,259,000)	(52,683,000)	(55,336,403)	(2,653,403)	105%
Net Tuition and Fees	143,271,234	118,152,000	127,104,000	121,399,953	(5,704,047)	96%
State Share of Instruction	95,193,364	90,445,000	95,015,462	95,016,451	989	100%
Indirect Cost Recovery	4,702,402	4,000,000	3,631,000	3,642,965	11,965	100%
Investment Income	735,189	500,000	500,000	16,590	(483,410)	3%
Miscellaneous Revenues	2,707,107	4,121,000	4,600,000	4,517,585	(82,415)	98%
COVID Revenue Recovery	-	-	-	27,100,000	27,100,000	#DIV/0!
Total Revenues	246,609,296	217,218,000	230,850,462	251,693,543	20,843,081	109%
Payroll	139,337,606	111,722,000	116,917,000	118,341,560	(1,424,560)	101%
Fringes	40,572,876	36,829,000	38,383,000	38,546,740	(163,740)	100%
Total Compensation	179,910,482	148,551,000	155,300,000	156,888,300	(1,588,300)	101%
Utilities	7,520,445	8,970,000	8,000,000	8,414,485	(414,485)	105%
Operating	29,794,728	28,652,000	25,504,000	24,175,833	1,328,167	95%
Total Non Personnel	37,315,173	37,622,000	33,504,000	32,590,318	913,682	97%
Re-charge of prior-year expenditures	0	0	(7,971,000)	(7,354,681)	(616,319)	
Re-charge of current-year expenditures	0	0	(8,826,000)	(5,328,098)	(3,497,902)	
Total Net Expenditures	217,225,654	186,173,000	172,007,000	176,795,839	(4,788,839)	103%
Net Before Transfers	29,383,642	31,045,000	58,843,462	74,897,705	16,054,243	
Transfers-In (Draw on Operating Reserves)	2,364,353	7,833,000	0	0	0	
Transfers-In Plant Fund and Other	1,131,571	0	0	18,007	18,007	
Advance-In	143,028	0	60,000	0	(60,000)	
Transfers-In Encumbrance	3,234,688	3,030,000	2,418,000	2,418,485	485	
Transfers-Out Plant Fund	(1,405,252)	(1,000,000)	(1,300,000)	(1,140,400)	159,600	
Transfers-Out Facilities Fee	(5,644,493)	(4,856,000)	(4,856,000)	(4,170,000)	686,000	
Transfers-Out General Service Fee	(11,631,000)	(9,328,000)	(9,328,000)	(10,777,000)	(1,449,000)	
Transfers-Out Other-Debt Service	(1,939,795)	(4,681,000)	(8,442,000)	(8,906,784)	(464,784)	
Transfers-Out Other	(13,098,257)	(22,043,000)	(15,333,000)	(10,030,805)	5,302,195	
Advance-Out	(120,000)	0	0	0	0	
Transfers-Out - Encumbrance	(2,418,485)	0	(2,500,000)	(2,906,148)	(406,148)	
Net Transfers	(29,383,642)	(31,045,000)	(39,281,000)	(35,494,645)	3,786,355	
Difference	\$0	\$0	\$19,562,462	\$39,403,059	\$19,840,597	

**The University of Akron
Akron and Wayne General Fund Combined
FY 2021 Revised Budget Assumptions**

Overall: 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 in the fall while complying with appropriate physical distancing;
- The budget reflects potential instructional disruption as indicated by switching to remote instruction from the middle of the fall term through the middle of the spring term. This would result in partial refunds of room and board and certain other fees, as well as lost revenues from event cancellations causing net shortfalls in auxiliaries and reflected in additional transfers-out of \$8.3 million to support the impacted auxiliaries; and
- In reality, the hybrid instruction delivery mode was in effect until November 16, 2020 when all instruction was switched to remote delivery. Spring 2021 instruction is being delivered via face-to-face and remote blended learning and the term will be adjusted by starting two weeks of remote instruction followed by face to face and blended instruction then shifting to remote-only after spring break and through final exam week.

Revenues

Tuition & General Service Fees

- The original budget reflects overall blended student credit hour reduction of 15 percent; however, the revised budget reflects actual enrollment and reflects an overall decline of eight percent;
- Tuition and certain fee increase of 2.1 percent for the fall 2020 baccalaureate Tuition Guarantee Cohort; and
- Initiation of Tuition Guarantee for regional campuses effective fall 2020.

Other Fees

- The original budget reflects overall blended student credit hour reduction of 15 percent; however, the revised budget reflects actual enrollment and reflects an overall decline of eight percent.

Scholarships

- The revised budget for Undergraduate scholarships is \$42.8 million including College Credit Plus and Early college in the total amount of \$8.3 million as compared to the original budget of \$37.1 million, which includes College Credit Plus and Early College;
- The revised budget for Graduate assistant tuition and fee remissions is \$6 million as compared to the \$7.9 million original budget; and
- The revised Law School scholarship is \$3.9 million as compared to the \$3.3 million original budget.

The University of Akron
Akron and Wayne General Fund Combined
FY 2021 Revised Budget Assumptions

State Share of Instruction

- Ohio Department of Higher Education (ODHE) indicated potential further reductions later in the fiscal year are possible depending on tax revenues collections and the outlook will be closely monitored; however, the Governor recently restored previous SSI reductions. The revised SSI allocation of \$95 million reflects a \$4.6 million increase over budget; and
- The revised budget assumes State Share of Instruction (SSI) of \$95 million as compared to the original budget of \$90.4 million.

Indirect Cost Recovery

- Reduction to align with FY20 revenues and assumed reduction in research activity due to COVID-19; and
- Distributions limited to the Principal Investigator at 10 percent with remainder to the Center.

Investment Income

- The original budget reflected a reduction of 64.5% in anticipation of loss of market value resulting from reduced balances and the impact of COVID-19 on the federal funds rate;
- The revised budget reflects the significant impact of unfavorable interest rates combined with lower short term balances; and
- Market fluctuations, either way, will impact the actual amount.

Miscellaneous Revenues

- Major revenues include \$2.3 million from the University of Akron Research Foundation (UARF); \$0.5 million from Federal energy tax credit; \$250,000 from phase out of Perkins Loan program; and rental income from leased space; and
- The revised budget considers the sale of older generation Internet Protocol (IP) addresses for \$1.4 million. Roughly half will be recognized in FY21 and the remainder in future fiscal years.

Expenditures

Payroll and Vacancies

- No raise pool is contemplated;
- Abolishment of 178 filled and unfilled positions;
- \$1 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;
- Except for the AAUP, the remainder of campus employees accepted tiered one-time wage reductions totaling \$2.2 million. The wage reductions, if effectuated for the AAUP would increase to \$4.1 million;

The University of Akron
Akron and Wayne General Fund Combined
FY 2021 Revised Budget Assumptions

- After approval of the revised budget, the Board approved the elimination of the temporary salary reductions effective January 1, 2021; and
- Vacation and sick leave payoffs will be at least \$1 million more than in a normal fiscal year.

Fringes

- Pooled fringe rates as follows:
 - 29 percent – full time
 - 15.45 percent – part time
 - 5 percent – graduate assistants and student assistants
- Voluntary Retirement Incentive Program (VRIP) - Final year of the three-year program. HRSA and 403(b) payments totaling \$931,000;
- Voluntary Separation and Retirement Program (VSRP) – Annual salaries of separated employees paid in two installments during FY21, totaling \$3.7 million;
- \$1 million in savings associated with increased employee contributions to healthcare and elimination of the retiree dependent coverage effective December 31, 2020; and
- \$2 million provided for estimated unemployment compensation payments.

Utilities

- Original budget of \$9 million assumed electric, natural gas, and water and sewer expenditures increasing from prior year's actual by \$1.5 million. However, the revised budget reflects a reduction of \$970,000.

Operating

- The designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to follow the 15 percent student credit hour decline; however will be higher as projected blended annual student credit hour production is closer to eight percent;
- 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;
- Assumes departmental operating budgets were reduced \$3.4 million in accord with the target reductions;
- Assumes campus operating budgets will be underspent by \$1.5 million;
- In the absence of departmental and college level IDC distributions, the Center continues to assume certain research related costs in the amount of \$450,000; and
- State minimum wage adjustment.

The University of Akron
Akron and Wayne General Fund Combined
FY 2021 Revised Budget Assumptions

Other

Re-Charge of Prior-Year Expenditures

- Certain FY2020 expenditures in the amount of \$8.1 million were or will be recharged and covered by various COVID relief grants.

Re-Charge of Current-Year Expenditures

- Certain FY2021 expenditures in the amount of \$8.6 million were or will be incurred within the General Fund in response to COVID preparedness and related safety. These expenditures were or will be re-charged to various COVID relief grants.

Transfers-In (Draw on Operating Reserves)

- The original budget reflected a draw on reserves of \$7.8 million; however, the revised budget does not reflect a draw on reserves. The revised budget presumes that largely due to the COVID relief funds and better-than-expected enrollment and SSI an operating surplus in the amount of \$19.6 million will occur.

Transfers-Out Plant Fund

- The revised budget presumes that capital projects will be funded by \$1.3 million as compared to the original budget of \$1 million.

Transfers-Out

- Original budgeted transfers to Auxiliaries assumed General Service Fee, \$9.3 million; Facilities Fee, \$4.9 million; and Other, \$26.7 million and were based on a 15 percent decline in student credit hours; whereas the revised budgets presume an eight percent decline. The mix and blend of transfers will be adjusted after spring census and will be adjusted based on revenue challenges of the auxiliaries; and
- The revised budgets indicate \$2.9 million less of auxiliary reliance upon General Fund support.

	Original Budget General Service Fees	Revised Budget General Service Fees	Original Budget Facilities Fees	Revised Budget Facilities Fees	Original Budget Other Support & Other Debt Service	Revised Budget Other Support & Other Debt Service	Original Budget Total	Revised Budget Total
Athletics	\$ 9,328,000	\$ 9,328,000	\$ 2,527,000	\$ 2,527,000	\$ 7,957,000	\$ 9,597,000	\$ 19,812,000	\$ 21,452,000
Residence Life & Housing	-	-	-	-	8,101,000	6,662,000	8,101,000	6,662,000
E.J. Thomas PAH	-	-	-	-	630,000	630,000	630,000	630,000
Dining (Aramark)	-	-	-	-	2,914,000	-	2,914,000	-
Recreation & Wellness Services	-	-	856,000	856,000	2,296,000	2,296,000	3,152,000	3,152,000
Jean Hower Taber Student Union	-	-	1,473,000	1,473,000	2,642,000	2,642,000	4,115,000	4,115,000
Parking & Transportation Services	-	-	-	-	2,184,000	1,948,000	2,184,000	1,948,000
Total	\$ 9,328,000	\$ 9,328,000	\$ 4,856,000	\$ 4,856,000	\$ 26,724,000	\$ 23,775,000	\$ 40,908,000	\$ 37,959,000

The University of Akron
Akron and Wayne General Fund Combined
FY 2021 Revised Budget Assumptions

- The following table further breaks down the Transfers-Out for Other Support and Other Debt Service:

	Original Budget	Revised Budget	Original Budget	Revised Budget	Original Budget Other Support & Other Debt Service Total	Revised Budget Other Support & Other Debt Service
Athletics	\$ 5,522,000	\$ 7,162,000	\$ 2,435,000	\$ 2,435,000	\$ 7,957,000	\$ 9,597,000
Residence Life & Housing	8,101,000	4,330,000	-	2,332,000	8,101,000	6,662,000
E.J. Thomas PAH	630,000	630,000	-	-	630,000	630,000
Dining (Aramark)	2,914,000	-	-	-	2,914,000	-
Recreation & Wellness Services	1,470,000	1,470,000	826,000	826,000	2,296,000	2,296,000
Jean Hower Taber Student Union	1,222,000	1,222,000	1,420,000	1,420,000	2,642,000	2,642,000
Parking & Transportation Services	2,184,000	519,000	-	1,429,000	2,184,000	1,948,000
	<u>\$ 22,043,000</u>	<u>\$ 15,333,000</u>	<u>\$ 4,681,000</u>	<u>\$ 8,442,000</u>	<u>\$ 26,724,000</u>	<u>\$ 23,775,000</u>

Debt Service

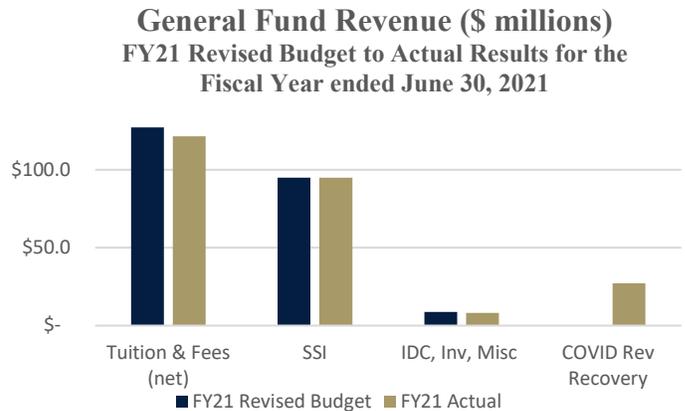
- The General Fund debt service requirement for FY21 reflects \$4.8 million of temporary relief as a result of the debt deferral initiative. Recent refinancing and reserves that reside in the Plant Fund, and debt reserves will service the remaining \$4.7 million FY21 General Fund debt service obligation.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30,
2021**

Revenues

Tuition & General Service Fees: Tuition & General Service Fees revenues total \$158.5 million or approximately 98 percent as compared to the annual revised budget of \$161.6 million. This amount reflects the entire fiscal year, including the first portion of summer 2021.

The total credit hours reflect a decline from prior year of 8.6 percent in undergraduate, 12 percent in graduate and 4.1 percent in law. This overall change in credit hours aligns with the revised budget assumption of an eight percent decline.



Other Fees: Other Fees revenues total \$18.2 million or approximately 100 percent as compared to the annual revised budget of \$18.2 million.

Other Fees include various student fees such as technology fees (28 percent), facilities fees (23 percent), and unit and course/content, administrative, career advantage and other fees (49 percent). The electronic content fees are charged to a student’s account, the proceeds of which accrue 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 \$55.3 million or approximately 105 percent of the \$52.7 million revised budget. Year-end Scholarships include undergraduate (\$45.6 million), graduate tuition remissions (\$5.9 million), and law (\$3.8 million). The discounts associated with College Credit Plus and Early College are expected to be around \$10.7 million for the fiscal year, including prior year adjustments of \$.8 million.

State Share of Instruction: State Share of Instruction (SSI) revenues total \$95 million or 100 percent as compared to the annual revised budget of \$95 million. As a result of the Governor’s recent executive order restoring previous SSI reductions, the projected SSI of \$95 million reflects a \$4.6 million increase over the original budget.

Indirect Cost Recovery: IDC revenues total \$3.6 million or approximately 100 percent as compared to the revised budget of \$3.6 million.

IDC is proportionately related to externally funded research activities and is allocated with 90 percent used to pay the general expenditures of the University and 10 percent allocated to the principal investigators.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30,
2021**

Investment Income: Investment Income revenues total about \$17,000. Lower interest rates are a key factor in this unfavorable return. The year-end Investment Income results are significantly less than the revised budget of \$500,000.

Miscellaneous Revenues: The year-end Miscellaneous Revenues reflect \$2.3 million of support provided by the University of Akron Research Foundation (UARF) and proceeds in the amount of \$.7 million from the sale of the older generation Internet Protocol (IP) addresses. Also reflected in the year-end results are \$530,000 in tax credits, \$288,000 in lease revenue and \$677,000 from various sources.

COVID Revenue Recovery: Revenue Recovery from HEERF funds of \$27.1 million reflect estimated lost revenue in FY20 and FY21 due to COVID.

Expenditures

Compensation: Gross payroll expenditures total \$118.3 million or 101 percent of the annual revised budget of \$116.9 million. Approximately \$7.4 million of current and prior-year payroll expenditures were re-charged to COVID relief grants, thereby reducing the gross amount.

Gross fringe benefits of \$38.5 million are 100 percent of the revised budget of \$38.4 million. Approximately \$1.7 million of prior-year and \$1.1 million of current-year fringe benefit expenditures were re-charged to COVID relief grants.

Utilities: The gross Utilities charges approximated \$8.4 million or 105 percent of the \$8 million revised budget. Approximately \$154,000 of prior-year and \$196,000 of current-year utility expenditures were re-charged to COVID relief grants.

Employee Type	Actual YTD
Faculty	\$60,820,000
Staff	22,422,000
Contract Professionals	23,145,000
Graduate Assistants	4,581,000
Net Payroll	110,968,000
COVID Re-charge	7,373,000
Gross Current Year Payroll	\$118,341,000
<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>	

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021

Functional Category	Actual YTD
Instruction and Departmental Research	\$ 88,993,000
Separately Budgeted Research	3,512,000
Public Service	159,000
Academic Support	24,021,000
Student Services	9,679,000
Institutional Support	33,169,000
Operation and Maintenance of Plant	16,142,000
Scholarships and Fellowships	56,131,000
Net Expenditures	\$231,806,000
COVID Re-charges	12,683,000
Gross Current Year Expenditures	<u>\$244,489,000</u>

Note: The expenditures are summarized by functional classification.

Operating: Gross operating expenditures total \$24.2 million or approximately 95 percent of the \$25.5 million revised budget. Budgeted unspent operating dollars were met and overall spending was less than expected.

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.

Year-end gross operating expenditures are \$3.3 million less than the revised budget.

Transfers, Advances, and Loan

Transfers-In (Draw on Operating Reserves): The original budget assumed the draw on operating reserves of \$7.8 million, whereas the revised budget contemplates an operating draw will no longer occur due to better than expected enrollment, increased State Share of Instruction, reduced costs and the re-charge of expenditures to COVID-related grants. The year-end results reflect an addition of \$39.4 million to operating reserves.

Transfers-Out Plant Fund: To date, the following transfers have been made for capital projects or unspent funds returned from completed projects:

- \$400,000 EJ Thomas concrete repair;
- \$230,000 Campus camera initiative;
- \$200,000 Vivarium condensate;
- \$125,000 JAR air conditioning;
- \$120,000 Wonder Bread site improvement;
- \$120,000 University signage;
- \$50,000 Kolbe Hall roof chiller;
- \$30,000 Polsky building waterproofing;
- \$24,000 Stadium railings;
- (\$86,000) Auburn Science and Engineering Center (ASEC) project; and
- (\$73,000) Medina campus wet lab.

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. At year-end the Transfers-Out Facilities Fee of \$4.2 million is \$.7 million less than the revised budget. The Transfers-Out Other-Debt Service is increased by \$.5 million to account for this loss.

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021

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-end amount of \$10.8 million is \$1.4 million greater than the revised budget and the Transfer-Out Other to Athletics is reduced accordingly.

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 service the affiliated debt service of those buildings so these transfers provide the remaining debt service funding. The debt service for certain auxiliaries is covered completely with the Facilities Fee and this transfer. Where Facilities Fees revenues were less than budgeted, the support of debt service was increased to offset the shortfall of \$.5 million.

Transfers-Out – Other: The revised budget reflects \$15.3 million to provide supplemental support to various auxiliaries. The final transfers out totaled \$10 million as other revenues were better than expected and spending controls were effective in managing the bottom lines.

Advances:

	Balance July 1, 2020	Loans Advances-Out	Repayments Advances-In	Balance June 30, 2021
Musson Industrial Control System Test Bed	\$ 70,000	\$ -	\$ -	\$ 70,000
Cummings Center	10,000	-	-	10,000
Total	<u>\$ 80,000</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 80,000</u>

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 June 30, the outstanding balance is \$230,000. The construction project is concluding so future draws are unlikely.

AUXILIARY FUNDS

For the Fiscal Year Ended June 30, 2021

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021 with FY 2020 Comparisons

Auxiliary Funds Combined	FY20	FY21				
	YTD June 30	Original Budget	Revised Budget	YTD June 30	\$ Budget Variance	% of Budget
Revenues	\$36,627,478	\$19,166,000	\$21,281,000	\$22,897,714	\$1,616,714	108%
Payroll	10,891,539	9,096,000	8,985,720	8,863,798	121,922	
Fringes	3,742,439	2,975,000	2,983,258	2,827,478	155,780	
Total Compensation	14,633,978	12,071,000	11,968,978	11,691,275	277,703	98%
Operating	24,227,608	20,790,000	19,127,000	15,905,335	3,221,665	
Scholarships	6,265,978	5,910,000	5,458,000	5,424,387	33,613	
Total Non Personnel	30,493,586	26,700,000	24,585,000	21,329,722	3,255,278	87%
Re-charge of prior-year expenditures	0	0	(155,186)	(155,186)	0	
Re-charge of current-year expenditures	0	0	(93,440)	(420,450)	327,010	
Total Net Expenditures	45,127,564	38,771,000	36,305,352	32,445,361	3,859,991	89%
Net Before Transfers	(8,500,086)	(19,605,000)	(15,024,352)	(9,547,647)	5,476,705	
Transfers-In - Facilities Fee	7,600,464	4,856,000	4,856,000	4,170,000	(686,000)	
Transfers-In - General Service Fee	11,631,000	9,328,000	9,328,000	10,777,000	1,449,000	
Transfers-In - Other-Debt Service	1,939,795	4,681,000	8,442,000	8,906,784	464,784	
Transfers-In - Other	13,098,257	22,043,000	15,332,549	10,030,805	(5,301,744)	
Transfers-In - Fund Balance	1,403,284	4,528,000	2,790,146	1,935,448	(854,698)	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	137,044	0	88,000	88,352	352	
Transfers-Out - Plant Fund	(143,559)	0	19,000	18,819	(181)	
Transfers-Out - Encumbrances	(88,353)	0	0	(428,201)	(428,201)	
Transfers-Out - Other	(119,331)	0	0	0	0	
Transfers-Out - Debt Service	(25,780,171)	(25,780,000)	(25,780,000)	(25,779,726)	274	
Net Transfers	9,678,430	19,656,000	15,075,695	9,719,280	(5,356,415)	
Difference	\$1,178,345	\$51,000	\$51,343	\$171,633	\$120,290	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021 with FY 2020 Comparisons

Athletics	FY20	FY21				
	YTD June 30	Original Budget	Revised Budget	YTD June 30	\$ Budget Variance	% of Budget
Revenues	\$7,253,018	\$8,315,000	\$4,654,000	\$4,389,960	(\$264,040)	94%
Payroll	8,360,131	6,936,000	6,779,000	6,727,240	51,760	
Fringes	2,583,387	2,186,000	1,983,000	1,954,672	28,328	
Total Compensation	10,943,518	9,122,000	8,762,000	8,681,912	80,088	99%
Operating	10,073,914	8,136,000	7,003,000	6,135,889	867,111	
Scholarships	6,265,978	5,910,000	5,458,000	5,424,387	33,613	
Total Non Personnel	16,339,892	14,046,000	12,461,000	11,560,276	900,724	93%
Re-charge of prior-year expenditures	0	0	(30,947)	(30,947)	0	
Re-charge of current-year expenditures	0	0	(34,462)	(361,472)	327,010	
Total Net Expenditures	27,283,410	23,168,000	21,157,591	19,849,769	1,307,822	94%
Net Before Transfers	(20,030,392)	(14,853,000)	(16,503,591)	(15,459,809)	1,043,782	
Transfers-In - Facilities Fee	3,952,630	2,527,000	2,527,000	2,170,000	(357,000)	
Transfers-In - General Service Fee	11,631,000	9,328,000	9,328,000	10,777,000	1,449,000	
Transfers-In - Other-Debt Service	1,009,044	2,435,000	2,435,000	2,792,000	357,000	
Transfers-In - Other	8,689,713	5,522,000	7,161,591	4,846,281	(2,315,310)	
Transfers-In - Fund Balance	0	0	0	0	0	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	12,817	0	11,000	10,823	(177)	
Transfers-Out - Plant Fund	0	0	0	0	0	
Transfers-Out - Encumbrances	(10,823)	0	0	(177,617)	(177,617)	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Debt Service	(4,961,674)	(4,959,000)	(4,959,000)	(4,958,678)	322	
Net Transfers	20,322,707	14,853,000	16,503,591	15,459,809	(1,043,782)	
Difference	\$292,315	\$0	\$0	0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021 with FY 2020 Comparisons

Residence Life & Housing	FY20	FY21				
	YTD June 30	Original Budget	Revised Budget	YTD June 30	\$ Budget Variance	% of Budget
Revenues	\$17,440,272	\$7,224,000	\$10,690,000	\$11,644,960	\$954,960	109%
Payroll	816,738	681,000	754,425	698,247	56,178	
Fringes	301,270	195,000	247,023	235,646	11,377	
Total Compensation	1,118,008	876,000	1,001,448	933,893	67,555	93%
Operating	6,492,869	5,006,000	6,752,000	5,299,725	1,452,275	
Scholarships	0	0	0	0	0	
Total Non Personnel	6,492,869	5,006,000	6,752,000	5,299,725	1,452,275	78%
Re-charge of prior-year expenditures	0	0	(32,225)	(32,225)	0	
Re-charge of current-year expenditures	0	0	(13,448)	(13,448)	0	
Total Net Expenditures	7,610,877	5,882,000	7,707,775	6,187,946	1,519,829	80%
Net Before Transfers	9,829,395	1,342,000	2,982,225	5,457,014	2,474,789	
Transfers-In - Facilities Fee	0	0	0	0	0	
Transfers-In - General Service Fee	0	0	0	0	0	
Transfers-In - Other-Debt Service	0	0	2,332,000	2,332,000	0	
Transfers-In - Other	0	8,101,000	4,329,590	1,862,524	(2,467,066)	
Transfers-In - Fund Balance	784,346	1,199,000	990,185	990,184	(1)	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	37,458	0	8,000	8,192	192	
Transfers-Out - Plant Fund	0	0	0	0	0	
Transfers-Out - Encumbrances	(8,192)	0	0	(8,017)	(8,017)	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Debt Service	(10,643,007)	(10,642,000)	(10,642,000)	(10,641,896)	104	
Net Transfers	(9,829,395)	(1,342,000)	(2,982,225)	(5,457,014)	(2,474,789)	
Difference	\$0	\$0	\$0	\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021 with FY 2020 Comparisons

EJ Thomas Performing Arts Hall	FY20	FY21				
	YTD June 30	Original Budget	Revised Budget	YTD June 30	\$ Budget Variance	% of Budget
Revenues	\$1,994,086	\$2,668,000	\$244,000	\$315,486	\$71,486	129%
Payroll	285,479	321,000	241,000	266,225	(25,225)	
Fringes	86,388	92,000	72,000	75,596	(3,596)	
Total Compensation	371,867	413,000	313,000	341,821	(28,821)	109%
Operating	1,954,106	2,559,000	364,000	312,177	51,823	
Scholarships	0	0	0	0	0	
Total Non Personnel	1,954,106	2,559,000	364,000	312,177	51,823	86%
Re-charge of prior-year expenditures	0	0	0	0	0	
Re-charge of current-year expenditures	0	0	0	0	0	
Total Net Expenditures	2,325,973	2,972,000	677,000	653,998	23,002	97%
Net Before Transfers	(331,887)	(304,000)	(433,000)	(338,512)	94,488	
Transfers-In - Facilities Fee	0	0	0	0	0	
Transfers-In - General Service Fee	0	0	0	0	0	
Transfers-In - Other-Debt Service	0	0	0	0	0	
Transfers-In - Other	871,381	630,000	630,000	630,000	0	
Transfers-In - Fund Balance	0	0	91,000	0	(91,000)	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	0	0	38,000	38,008	8	
Transfers-Out - Plant Fund	33,483	0	0	0	0	
Transfers-Out - Encumbrances	(38,009)	0	0	0	0	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Debt Service	(326,631)	(326,000)	(326,000)	(326,003)	(3)	
Net Transfers	540,225	304,000	433,000	342,005	(90,995)	
Difference	\$208,338	\$0	\$0	\$3,493	\$3,493	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021 with FY 2020 Comparisons

Dining (Aramark)	FY20	FY21				
	YTD June 30	Original Budget	Revised Budget	YTD June 30	\$ Budget Variance	% of Budget
Revenues	\$2,434,450	(\$3,384,000)	\$1,410,000	\$1,388,538	(\$21,462)	98%
Payroll	96,843	55,000	70,000	56,983	13,017	
Fringes	279,904	150,000	315,000	191,444	123,556	
Total Compensation	376,747	205,000	385,000	248,427	136,573	65%
Operating	1,006,119	1,247,000	1,197,000	658,401	538,599	
Scholarships	0	0	0	0	0	
Total Non Personnel	1,006,119	1,247,000	1,197,000	658,401	538,599	55%
Re-charge of prior-year expenditures	0	0	0	0	0	
Re-charge of current-year expenditures	0	0	0	0	0	
Total Net Expenditures	1,382,866	1,452,000	1,582,000	906,828	675,172	57%
Net Before Transfers	1,051,584	(4,836,000)	(172,000)	481,710	653,710	
Transfers-In - Facilities Fee	0	0	0	0	0	
Transfers-In - General Service Fee	0	0	0	0	0	
Transfers-In - Other-Debt Service	0	0	0	0	0	
Transfers-In - Other	0	2,914,000	0	0	0	
Transfers-In - Fund Balance	0	2,700,000	907,000	334,903	(572,097)	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	46,397	0	24,000	24,017	17	
Transfers-Out - Plant Fund	(175,064)	0	19,000	18,819	(181)	
Transfers-Out - Encumbrances	(24,017)	0	0	(81,510)	(81,510)	
Transfers-Out - Other	(12,000)	0	0	0	0	
Transfers-Out - Debt Service	(777,390)	(778,000)	(778,000)	(777,939)	61	
Net Transfers	(942,074)	4,836,000	172,000	(481,710)	(653,710)	
Difference	\$109,510	\$0	\$0	\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021 with FY 2020 Comparisons

Recreation & Wellness Services	FY20	FY21				
	YTD June 30	Original Budget	Revised Budget	YTD June 30	\$ Budget Variance	% of Budget
Revenues	\$507,555	\$87,000	\$56,000	\$109,386	\$53,386	195%
Payroll	541,913	448,000	468,110	441,666	26,444	
Fringes	198,076	148,000	153,962	141,969	11,993	
Total Compensation	739,989	596,000	622,072	583,635	38,437	94%
Operating	1,423,776	1,020,000	1,190,000	1,086,299	103,701	
Scholarships	0	0	0	0	0	
Total Non Personnel	1,423,776	1,020,000	1,190,000	1,086,299	103,701	91%
Re-charge of prior-year expenditures	0	0	(31,039)	(31,039)	0	
Re-charge of current-year expenditures	0	0	(22,072)	(22,072)	0	
Total Net Expenditures	2,163,765	1,616,000	1,758,961	1,616,823	142,138	92%
Net Before Transfers	(1,656,210)	(1,529,000)	(1,702,961)	(1,507,437)	195,524	
Transfers-In - Facilities Fee	1,341,427	856,000	856,000	735,000	(121,000)	
Transfers-In - General Service Fee	0	0	0	0	0	
Transfers-In - Other-Debt Service	341,819	826,000	826,000	947,000	121,000	
Transfers-In - Other	1,896,581	1,470,000	1,470,000	1,470,000	0	
Transfers-In - Fund Balance	0	59,000	231,961	39,575	(192,386)	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	12,152	0	1,000	1,112	112	
Transfers-Out - Plant Fund	0	0	0	0	0	
Transfers-Out - Encumbrances	(1,112)	0	0	(3,187)	(3,187)	
Transfers-Out - Other	(107,331)	0	0	0	0	
Transfers-Out - Debt Service	(1,683,246)	(1,682,000)	(1,682,000)	(1,682,063)	(63)	
Net Transfers	1,800,290	1,529,000	1,702,961	1,507,437	(195,524)	
Difference	\$144,080	\$0	\$0	\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021 with FY 2020 Comparisons

Jean Hower Taber Student Union	FY20	FY21				
	YTD June 30	Original Budget	Revised Budget	YTD June 30	\$ Budget Variance	% of Budget
Revenues	\$938,377	\$657,000	\$628,000	\$661,342	\$33,342	105%
Payroll	557,385	474,000	486,108	488,499	(2,391)	
Fringes	213,148	151,000	158,511	171,536	(13,025)	
Total Compensation	770,533	625,000	644,619	660,035	(15,416)	102%
Operating	1,447,351	1,245,000	1,245,000	1,134,865	110,135	
Scholarships	0	0	0	0	0	
Total Non Personnel	1,447,351	1,245,000	1,245,000	1,134,865	110,135	91%
Re-charge of prior-year expenditures	0	0	(32,343)	(32,343)	0	
Re-charge of current-year expenditures	0	0	(15,619)	(15,619)	0	
Total Net Expenditures	2,217,884	1,870,000	1,841,657	1,746,938	94,719	95%
Net Before Transfers	(1,279,507)	(1,213,000)	(1,213,657)	(1,085,596)	128,061	
Transfers-In - Facilities Fee	2,306,407	1,473,000	1,473,000	1,265,000	(208,000)	
Transfers-In - General Service Fee	0	0	0	0	0	
Transfers-In - Other-Debt Service	588,932	1,420,000	1,420,000	1,628,000	208,000	
Transfers-In - Other	1,640,582	1,222,000	1,222,000	1,222,000	0	
Transfers-In - Fund Balance	0	0	0	0	0	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	12,236	0	0	0	0	
Transfers-Out - Plant Fund	0	0	0	0	0	
Transfers-Out - Encumbrances	0	0	0	0	0	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Debt Service	(2,895,339)	(2,893,000)	(2,893,000)	(2,892,920)	80	
Net Transfers	1,652,818	1,222,000	1,222,000	1,222,080	80	
Difference	\$373,311	\$9,000	\$8,343	\$136,484	\$128,141	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021 with FY 2020 Comparisons

Parking & Transportation Services	FY20	FY21				
	YTD June 30	Original Budget	Revised Budget	YTD June 30	\$ Budget Variance	% of Budget
Revenues	\$6,007,216	\$3,551,000	\$3,551,000	\$4,354,157	\$803,157	123%
Payroll	233,050	181,000	187,077	184,938	2,139	
Fringes	80,266	53,000	53,762	56,614	(2,852)	
Total Compensation	313,316	234,000	240,839	241,552	(713)	100%
Operating	1,827,760	1,571,000	1,371,000	1,275,749	95,251	
Scholarships	0	0	0	0	0	
Total Non Personnel	1,827,760	1,571,000	1,371,000	1,275,749	95,251	93%
Re-charge of prior-year expenditures	0	0	(28,632)	(28,632)	0	
Re-charge of current-year expenditures	0	0	(7,839)	(7,839)	0	
Total Net Expenditures	2,141,076	1,805,000	1,575,368	1,480,830	94,538	94%
Net Before Transfers	3,866,140	1,746,000	1,975,632	2,873,327	897,695	
Transfers-In - Facilities Fee	0	0	0	0	0	
Transfers-In - General Service Fee	0	0	0	0	0	
Transfers-In - Other-Debt Service	0	0	1,429,000	1,207,784	(221,216)	
Transfers-In - Other	0	2,184,000	519,368	0	(519,368)	
Transfers-In - Fund Balance	618,938	570,000	570,000	570,786	786	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	15,984	0	6,000	6,200	200	
Transfers-Out - Plant Fund	(1,978)	0	0	0	0	
Transfers-Out - Encumbrances	(6,200)	0	0	(157,870)	(157,870)	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Debt Service	(4,492,884)	(4,500,000)	(4,500,000)	(4,500,227)	(227)	
Net Transfers	(3,866,140)	(1,746,000)	(1,975,632)	(2,873,327)	(897,695)	
Difference	\$0	\$0	\$0	\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021 with FY 2020 Comparisons

Wayne Student Union	FY20	FY21				
	YTD June 30	Original Budget	Revised Budget	YTD June 30	\$ Budget Variance	% of Budget
Revenues	\$52,504	\$48,000	\$48,000	\$33,886	(\$14,115)	71%
Payroll	0	0	0	0	0	
Fringes	0	0	0	0	0	
Total Compensation	0	0	0	0	0	0%
Operating	1,713	6,000	5,000	2,230	2,770	
Scholarships	0	0	0	0	0	
Total Non Personnel	1,713	6,000	5,000	2,230	2,770	45%
Re-charge of prior-year expenditures	0	0	0	0	0	
Re-charge of current-year expenditures	0	0	0	0	0	
Total Net Expenditures	1,713	6,000	5,000	2,230	2,770	45%
Net Before Transfers	50,791	42,000	43,000	31,656	(11,345)	
Transfers-In - Facilities Fee	0	0	0	0	0	
Transfers-In - General Service Fee	0	0	0	0	0	
Transfers-In - Other-Debt Service	0	0	0	0	0	
Transfers-In - Other	0	0	0	0	0	
Transfers-In - Fund Balance	0	0	0	0	0	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	0	0	0	0	0	
Transfers-Out - Plant Fund	0	0	0	0	0	
Transfers-Out - Encumbrances	0	0	0	0	0	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Debt Service	0	0	0	0	0	
Net Transfers	0	0	0	0	0	
Difference	\$50,791	\$42,000	\$43,000	\$31,656	(\$11,345)	

The University of Akron
Auxiliaries
FY 2021 Revised Budget Assumptions

Overall: 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.

Revenues

- The original budget reflects overall blended student credit hour reduction of 15 percent; however, combined summer and fall student credit hours actually declined around seven percent; while spring 2021 blended student credit hours declined around nine percent from spring 2020. Assuming this holds, the expected annual blended credit hour decline is around eight percent;
- The University will provide face to face instruction in the fall, practicing physical distancing, and online options for at-risk and/or medical exceptions; and
- In reality, the hybrid instruction delivery mode was in effect until November 16, 2020 when all instruction was switched to remote delivery. Spring 2021 instruction is being delivered via face-to-face and remote blended learning and the term will be adjusted by starting two weeks of remote instruction followed by face to face and blended instruction then shifting to remote-only after spring break and through final exam week.

Payroll

- Assumes zero percent raises in all personnel categories as well as temporary tiered salary reductions as approved by the Board of Trustees.

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.
- Fringe Benefits rates include 29 percent for full-time, 15.45 percent for part-time, and five percent for graduate and student assistants.

Transfers-In

- Represents General Service Fees, Facilities Fees and operating support passed through or from the General Fund.

	Original Budget General	Revised Budget General	Original Budget Facilities	Revised Budget Facilities	Original Budget Other Support & Other Debt	Revised Budget Other Support & Other Debt	Original Budget Total	Revised Budget Total	Annual Debt Service
Athletics	\$ 9,328,000	\$ 9,328,000	\$ 2,527,000	\$ 2,527,000	\$ 7,957,000	\$ 9,597,000	\$ 19,812,000	\$ 21,452,000	\$ 4,959,000
Residence Life & Housing	-	-	-	-	8,101,000	6,662,000	8,101,000	6,662,000	10,642,000
E.J. Thomas PAH	-	-	-	-	630,000	630,000	630,000	630,000	326,000
Dining (Aramark)	-	-	-	-	2,914,000	-	2,914,000	-	778,000
Recreation & Wellness Services	-	-	856,000	856,000	2,296,000	2,296,000	3,152,000	3,152,000	1,682,000
Jean Hower Taber Student Union	-	-	1,473,000	1,473,000	2,642,000	2,642,000	4,115,000	4,115,000	2,893,000
Parking & Transportation Services	-	-	-	-	2,184,000	1,948,000	2,184,000	1,948,000	4,500,000
Total	\$ 9,328,000	\$ 9,328,000	\$ 4,856,000	\$ 4,856,000	\$ 26,724,000	\$ 23,775,000	\$ 40,908,000	\$ 37,959,000	\$ 25,780,000

The University of Akron
Auxiliaries
FY 2021 Revised Budget Assumptions

	Original Budget Other Support	Revised Budget Other Support	Original Budget Other Debt Service	Revised Budget Other Debt Service	Original Budget Other Support & Other Debt Service Total	Revised Budget Other Support & Other Debt Service Total
Athletics	\$ 5,522,000	\$ 7,162,000	\$ 2,435,000	\$ 2,435,000	\$ 7,957,000	\$ 9,597,000
Residence Life & Housing	8,101,000	4,330,000	-	2,332,000	8,101,000	6,662,000
E.J. Thomas PAH	630,000	630,000	-	-	630,000	630,000
Dining (Aramark)	2,914,000	-	-	-	2,914,000	-
Recreation & Wellness Services	1,470,000	1,470,000	826,000	826,000	2,296,000	2,296,000
Jean Hower Taber Student Union	1,222,000	1,222,000	1,420,000	1,420,000	2,642,000	2,642,000
Parking & Transportation Services	2,184,000	519,000	-	1,429,000	2,184,000	1,948,000
Total	\$22,043,000	\$15,333,000	\$4,681,000	\$8,442,000	\$26,724,000	\$23,775,000

Transfers-Out – Debt Service

- Debt service for Auxiliary facilities.

Unit Assumptions

Athletics

Revenue

- The impact of the pandemic social distancing restriction will reduce ticket sales, and the total income will be \$3.7 million below the original \$8.3 million budget creating a revised revenue budget of \$4.7 million.

Payroll

- Various coaching salary reductions; and
- The original assumption assumed budgeted compensation costs totaling \$9.1 million, but with vacancy savings the revised budget contemplates \$8.8 million.

Operating

- The Men’s Golf, Men’s Cross Country, and Women’s Tennis programs were eliminated plus various other operating and personnel reductions were implemented in the amount of \$4.4 million;
- Possibility of furloughs if the budget requires an adjustment; and
- The revised \$7 million operating budget contemplates a reduction in operating costs of \$1.1 million below the original budget of 8.1 million.

Scholarships

- The revised \$5.5 million scholarship budget reflects the \$452,000 in reductions from the original scholarship budget of \$5.9 million.

The University of Akron
Auxiliaries
FY 2021 Revised Budget Assumptions

Other

Re-Charge of Prior-Year Expenditures

- Certain FY2020 expenditures in the amount of \$31,000 were or will be recharged and covered by various COVID relief grants.

Re-Charge of Current-Year Expenditures

- Certain FY2021 expenditures in the amount of \$34,000 were or will be incurred within Athletics in response to COVID preparedness and related safety. These expenditures were or will be recharged to various COVID relief grants.

Transfers-In

- Includes \$716,000 to cover the net impact of no fall sports;
- Facilities Fees totaling \$2.5 million through the General Fund;
- General Service Fees totaling \$9.3 million from the General Fund; and
- The original assumption assumed Transfers-In - Other support totaling \$8 million from the General Fund, while the revised budget incorporates \$9.6 million.

Residence Life & Housing

Revenues

- Fall revenue estimate based on room assignments as of June 12, 2020 (include \$450 discount per person for students remaining in double occupancy rooms for fall);
- Due to the COVID-19 pandemic, Residence Life & Housing will use Quaker Square exclusively for quarantine and isolation;
- Spring revenues estimate assumes a 13% decline in revenue;
- Closure at 8-week mark of the fall semester and re-opening at the 8-week mark of the spring 2021 term is basis of original budget;
- Expectations for no summer housing or summer conference revenue for Summer 2020 remain, and the AA conference for Summer 2021 will not resume as previously indicated; and
- The budget assumed closing the residence halls mid-fall term till mid-spring. Current expectations indicate remaining open even as instruction on November 16th became remote, and there will be no refunds. The revised \$10.7 million revenue budget reflects the campus is remaining open, increasing revenue by \$3.5 million above the original \$7.2 million budget.

Payroll

- Business Systems Administration position as well as the Quaker Square Residence Life Coordinator position will remain unfilled;

The University of Akron
Auxiliaries
FY 2021 Revised Budget Assumptions

Residence Life & Housing (continued)

- Residence Life Coordinators will be on an 11-month contracts for FY21 (not working the month of June). This will transition to 10-month contracts for FY22 (not working July and June). Two, 2-month temporary positions to be created to complete essential summer work;
- Three UAPD Officers and half of the Student Conduct Coordinators will remain on Residence Life and Housing budget for FY21 with the goal of moving the positions off the budget in FY22;
- Residence halls remained open in October. Therefore, Residence Life & Housing staff did not require three months of furlough generating a revised budget of \$1 million or \$125,000 above the original \$876,000 budget.

Operating

- Expenditures include maintenance, resident assistant meals, student employment, resident student events, and utilities;
- Cancellation of Exchange Street Living Room Furniture project (savings \$400,000);
- Delay migration to Mercury Cloud (savings \$5,000);
- Quaker Square off-line for FY21 unless needed to quarantine individuals or overflow housing; therefore, the maintenance and the custodial budget includes half of the budget estimated by PFOC;
- The \$1.7 million increase in the revised \$6.8 million budget will cover the cost of maintenance, student assistant wages, and utilities for the residence halls remaining open the entire fiscal year.

Other

Re-Charge of Prior-Year Expenditures

- Certain FY2020 expenditures in the amount of \$32,000 were or will be recharged and covered by various COVID relief grants.

Re-Charge of Current-Year Expenditures

- Certain FY2021 expenditures in the amount of \$13,000 were or will be incurred within Residence Life & Housing in response to COVID preparedness and related safety. These expenditures were or will be recharged to various COVID relief grants.

Transfers-In

- Transfers-In - Other original assumptions assumed General Fund support for operations budgeted at \$8.1 million. The revised budget reflects the General Fund support for operations including debt service will total \$6.7 million; and
- The original assumption contemplated that \$1.2 million in the fund balance would be available to transfer from Residence Life & Housing's fund balance, while the actual

The University of Akron
Auxiliaries
FY 2021 Revised Budget Assumptions

amount is \$990,000. The entire \$990,000 fund balance amount will be needed to balance the revised budget.

E. J. Thomas Performing Arts Hall

Revenues

- Externally generated revenues from various sources such as Broadway Series sales, Akron Civic Theater pass-through, hall rental, and endowment gifts; and
- The original budget assumed Spring 2021 shows only with a budget of \$2.7 million, and the fall COVID-19 mass gathering restrictions would not affect the budget. In keeping with the advice and recommendations from health officials regarding COVID-19, to avoid the assemblage of large numbers of people within proximity to one another, large events scheduled for the fiscal year 2021 were canceled. As of March 19th, E. J. Thomas Performing Arts Hall will hold two small shows with attendance limitation of 150 people per show. The expectations indicate that the change in restrictions will increase the revenue budget \$5,000 above the revised budget of \$244,000.

Payroll

- Due to the cancellation of events for the fiscal year, the auxiliary will not employ part-time staff. The revised budget indicates that payroll and fringes will approximate \$313,000 or \$100,000 below the original budget.

Operating

- Expenditures include artist fees, advertising, maintenance, stage & wardrobe, student employment, and utilities; and
- The cancellation of events eliminates artist fees, student assistant wages, stagehand payments, hospitality & advertising costs, Akron Civic Theatre consulting fees, ticket office expenses, and UAPD services. The revised budget indicates operating expenditures will be \$2.2 million less than the original \$2.6 million budget.

Transfers-In

- Transfers-In Other of \$630,000 from the General Fund; and
- The original assumption presumed a break-even budget, but the revised budget reflects that EJ Thomas Performing Arts Hall will access \$91,000 out of the \$761,000 fund balance to balance.

The University of Akron
Auxiliaries
FY 2021 Revised Budget Assumptions

Dining (Aramark)

Revenues

- Assumes contractually provided revenues such as utilities, maintenance, and equipment repair;
- Meal plan increase of four percent for the fall 2020 Tuition Guarantee Cohort; and
- The original annual budgeted revenue of negative \$3.4 million assumed face-to-face instruction in fall 2020, followed by potential mid-term COVID-19 related enrollment disruption, would close the campus in September 2020 and remain online in Spring 2021, creating refunds. Given the current reality, Aramark revenue will approach \$1.4 million for the fiscal year 2021 as represented in the revised budget.

Compensation

- The CWA employees remain University employees, with the University responsible for the difference between FICA and SERS;
- Reallocate a portion of Dining Services employees' salaries to Aramark (cost \$17,491);
- All other employees are the fiscal responsibility of Aramark; and
- The revised budget includes a \$180,000 increase for unanticipated payroll costs through June 30, 2021, changing the original budget from \$205,000 to \$385,000.

Operating

- Card access and point of sale software, equipment, maintenance, and utilities; and
- The revised budget indicates operating expenditures will be \$50,000 below the original budget.

Transfers-In

- Transfers-In - Other original budget represents General Fund support for operations and is budgeted at \$2.9 million. The revised budget indicates the General Fund support for operations will not be needed; and
- The original assumption estimated that \$2.7 million would be transferred from Dining Services (Aramark) fund balance to balance, while the revised budget contemplates that \$907,000 of the fund balance will be needed.

The University of Akron
Auxiliaries
FY 2021 Revised Budget Assumptions

Student Recreation & Wellness Services

Revenues

- Externally generated revenues from various sources such as memberships, pool rental, and locker and facility rentals; and
- The original budget assumed closing the campus mid-fall term until mid-spring, anticipating mass gathering restrictions and membership income loss. The revised budget indicates \$56,000 in revenue, which is \$452,000 lower than the actual income received in FY20.

Payroll

- Workforce reductions of \$150,772 based on IUC Campus Operations Resumption Plan with social distancing and group size restrictions. If restrictions are lifted or reduced additional revenue (especially with long standing contracts) will be sought and workforce will need to be increased to manage groups, programs, events, and additional members;
- Two full-time vacant positions to remain unfilled (savings \$96,028);
- No furloughs for staff members with salaries below \$40,000;
- Abolish the Coordinator Membership and Personnel position (savings \$40,462);
- Salary reduction for Director, Student Recreation & Wellness Services and the Assistant Director, Programs (savings \$5,038);
- Changing 12-month contracts to 10-months due to low summer program participation (June/July). Contract change effective August 1st (savings \$9,244) as follows:
 - Manager, Intramurals
 - Manager, Club Sports
 - Manager, Outdoor Adventure
- An additional \$6,650 in student employment fringe benefit savings during October 2020 to mid-February 2021; and
- The revised budget includes Mid-August staffing changes that raise the compensation cost above the original \$596,000 to \$622,000.

Operating

- Expenditure reductions of \$926,000 for aquatics, fitness and wellness, intramural sports, maintenance, outdoor adventures, membership, student employment, operations, and utilities;
- Reduction in operating hours (12 hours reduced per week) and reduction of student staff positions that would be covered by full-time employees;
- Reduce student staffing between July and early August, and having professional staff fulfill vacant roles (savings \$177,000);

The University of Akron
Auxiliaries
FY 2021 Revised Budget Assumptions

Student Recreation & Wellness Services (continued)

- Cancellation of all group programs, rentals, and events that cannot be done without social distancing; and
- Due to the campus remaining open maintenance cost (Oct – Feb) plus repair work to Leisure Pool and ONAT diving tower formed a revised budget of \$1.2 million or \$170,000 above the original \$1 million budget.

Other

Re-Charge of Prior-Year Expenditures

- Certain FY2020 expenditures in the amount of \$31,000 were or will be recharged and covered by various COVID relief grants.

Re-Charge of Current-Year Expenditures

- Certain FY2021 expenditures in the amount of \$22,000 were or will be incurred within Student Recreation & Wellness in response to COVID preparedness and related safety. These expenditures were or will be recharged to various COVID relief grants.

Transfers-In

- The original other sources of funding include a Transfers-In Facilities Fee and Transfers-In - Other budgeted at \$856,000 and \$2.3 million, respectively; and
- The original assumption contemplated \$59,000 of fund balance usage while the revised budget presumes that \$232,000 will be needed.

Jean Hower Taber Student Union

Revenues

- Externally generated revenues from various sources such as bookstore commission, bank commission, and room rentals;
- A 75 percent reduction in room and AV rental income based on campus needs for use of space as classrooms and physical distancing/group size guidelines. Current expectations suggest that \$25,000 room rental budget will not come to fruition due to COVID-19 mass gathering restrictions remaining in effect;
- A 35 percent reduction in Bookstore revenue; and
- In the revised \$628,000 budget, year-end income will be \$29,000 below the original \$657,000 budget.

The University of Akron
Auxiliaries
FY 2021 Revised Budget Assumptions

Jean Hower Taber Student Union (continued)

Payroll

- Five full-time vacancies remain unfilled (savings \$224,990); and
- The revised budget of \$645,000 includes an increase in fee remission and salary totaling \$20,000 assumed through an additional employee gained via the bumping process.

Operating

- Student assistant wages reduced to reflect predicted use of facility and programming planning/execution in some areas of the budget and increased in others based on cleaning standards;
- Additional financial assistance provided previously to keep the facility open for the use of Aramark will be addressed in FY21;
- Programming options will continue for FY21 but have been reset for fall 2020 under the current/predicted climate;
- Elimination of the budgets for Alternative Spring Break and Winter Immersion trips;
- Supplies & services and travel and hospitality reduced based on the reduction of events with an offset to increase supplies & services to reflect additional cleaning standards;
- A reduction in PFOC maintenance and purchase utilities expectation to reflect FY20 actual usage;
- Expecting a reduction in PFOC custodial labor and supplies; and
- Current indications suggest expenditures remaining at budget. However, student assistant wages may increase due to expanded operating hours and a January minimum wage increase.

Other

Re-Charge of Prior-Year Expenditures

- Certain FY2020 expenditures in the amount of \$32,000 were or will be recharged and covered by various COVID relief grants.

Re-Charge of Current Year Expenditures

- Certain FY2021 expenditures in the amount of \$16,000 were or will be incurred within Jean Hower Taber Student Union in response to COVID preparedness and related safety. These expenditures were or will be recharged to various COVID relief grants.

Transfers-In

- Facilities Fees totaling \$1.5 million through the General Fund; and
- Other support totaling \$2.6 million from the General Fund.

The University of Akron
Auxiliaries
FY 2021 Revised Budget Assumptions

Parking & Transportation Services

Revenues

- The original assumption estimated a 15 percent blended enrollment reduction while actual summer and fall combined enrollment is six percent;
- The initial assumption remains, the auxiliary will achieve \$3.6 million in revenue;
- Majority of Special Events Parking \$10 and \$20 maximum for additional preferred lots;
- Increase Parking Fine collections rate through expanded iParq capabilities, change to courtesy policies/grace periods, more target of meters, handicapped spaces, and fire lanes; and
- The original assumptions indicate the campus closing in October 2020 and reopens in mid-February 2021 with 50 percent of fall transportation fee revenue refunded and 25 percent of spring transportation fee revenue refunded. Current expectations reflect campus is staying open for the entire fall 2020 semester and spring 2021 with blended remote learning and certain periods of remote learning at the end of fall and beginning and end of spring.

Payroll

- Eliminate two full-time positions (savings \$57,000) and reduce part-time staff hours by 50 percent (savings \$11,000);
- Reduce the number of student assistants, office staff, lot monitors, event workers by 50 percent and no visitor parking lot booth (savings \$84,000); and
- The revised budget of \$241,000 forms a \$7,000 increase above the \$234,000 original budget to support the campus remaining open.

Operating

- Shuttle savings of \$250,000 due to the campus closure (from both the Roo Express and METRO RTA contract). While Parking & Transportation Auxiliary will realize the expenditure savings for the Roo Express during the University campus closure, some costs will be incurred for a portion of the downtime;
- Close all deck rooftops (except half of Polsky's rooftop deck to access CBA bridge) for the winter season, and additional surface lots as well. Reduce Parking maintenance group to one full-time employee and one student assistant to empty trash receptacles. Restrict maintenance to essential services, safety issues, lighting, trash removal, elevator repair, limited signage placement, graffiti removal, and minimal flower planting. Assumption assumes no parking lot or deck repairs using outside contractors (total savings of \$347,000); and

The University of Akron
Auxiliaries
FY 2021 Revised Budget Assumptions

Parking & Transportation Services (continued)

- The current indications suggest with cost-saving measures, the revised budget of \$1.4 million will have reduced operating costs of \$200,000 below the \$1.6 million original budget.

Other

Re-Charge of Prior-Year Expenditures

- Certain FY2020 expenditures in the amount of \$29,000 were or will be recharged and covered by various COVID relief grants.

Re-Charge of Current-Year Expenditures

- Certain FY2021 expenditures in the amount of \$8,000 were or will be incurred within Parking & Transportation Services in response to COVID preparedness and related safety. These expenditures were or will be recharged to various COVID relief grants.

Transfers-In

- Transfers-In - Other original estimate assumed General Fund support for operations budgeted at \$2.2 million. Current expectations indicate the General Fund support for operations, including debt service, will total \$2 million; and
- The original assumption contemplated the entire \$570,000 fund balance usage, and this assumption remains valid.

Wayne Student Union

Revenues

- Externally generated commission revenue from bookstore online sales, bookstore space rent and room rentals.

Operating

- Artist fees, equipment, and property and fire insurance.
- The offset to the COVID-19 mass gathering restrictions will reduce operating expenditures \$1,000 below original budget.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021**

Athletics

Athletics actual revenues total \$4.4 million as compared to revised annual budgeted revenues of \$4.7 million. Unearned revenue for season and single tickets is realized in the fiscal year when the game is held. However, games were not open to the general public and season ticket holders had the option to donate the money or defer the funds to fiscal year 2022. Currently, \$92,000 is unearned revenue. As a result of COVID-19, the cancellation and gathering restrictions of events diminished actual revenues \$264,000 below the revised budget.

Description	Actual YTD
Mid-American Conference	\$1,891,000
Gifts	1,025,000
NCAA Distribution	855,000
Pouring Rights	300,000
Other	289,000
IMG Distribution	26,000
Ticket Sales	4,000
Total Revenue	<u>\$4,390,000</u>

Employee Type	Actual YTD
Contract Professionals	\$6,355,000
Staff	300,000
Graduate Assistant	67,000
Faculty	5,000
Total Payroll	<u>\$6,727,000</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 \$8.7 million or 99 percent of the revised annual budget of \$8.8 million. The fiscal year 2021 reflects temporary salary reductions.

Operating expenditures total \$6.1 million or 88 percent of the revised annual budget of \$7 million. The principal operating expenditures include supplies & services (63 percent) and travel & hospitality (22 percent). The majority of supplies & services include athletic supplies (27 percent), maintenance (20 percent), and liability insurance (12 percent). The majority of operating expenditures in travel & hospitality are team travel and recruiting (71 percent) and Non-Traveling Team Meals (21 percent). Expenditures were managed to offset the decline in revenue and came in under budget by \$867,000.

Description	Actual YTD
Supplies & Services	\$3,863,000
Travel & Hospitality	1,347,000
Utilities	541,000
Student Assistants	220,000
Other	165,000
Total Operating	<u>\$6,136,000</u>

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021**

Athletics (continued)

Scholarships, or Athletics financial aid, totaled \$5.4 million or 99 percent of the revised annual budget of \$5.5 million.

Athletics Re-charge lines include \$392,000 in compensation reduction from the COVID relief grants. The prior fiscal year 2020 has \$31,000 in compensation credits and \$361,000 for 2021.

The actual Facilities Fee totaling \$2.2 million services a portion of the Stadium and Fieldhouse debt, while the Athletics actual general services fee, and other transfers-in combined total \$18.4 million.

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 \$11,000 Transfers-In - Encumbrances represent those types of commitments. The \$177,617 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY22.

Transfers-Out – Debt Service of \$5 million is in line with the budget and pays for the bonded debt related to InfoCision Stadium (94 percent) and the Athletic Fieldhouse.

Residence Life & Housing

Residence Life & Housing actual revenues total \$11.6 million as compared to the revised annual budgeted revenues of \$10.7 million. The principal revenues include residence hall occupancy (annual average of 74 percent) and are predominately earned during the academic year. Based on COVID-19 assumptions the original budget assumed closing the residence halls mid-fall term through mid-spring. Residence halls remained open for the entirety of both semesters and actual housing contracts were 1,712 for the fall and 1,228 for the spring generating nearly \$1 million in additional income above the revised budget.

Description	Actual YTD
Room Rentals	\$11,336,000
Other	<u>309,000</u>
Total Revenue	<u>\$11,645,000</u>

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021

Employee Type	Actual YTD
Contract Professionals	\$455,000
Staff	<u>243,000</u>
Total Payroll	<u>\$698,000</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 \$934,000 or 93 percent of the revised annual budget of \$1 million. The fiscal year 2021 reflects temporary salary reductions.

Operating expenditures total nearly \$5.3 million or 78 percent of the revised annual budget of \$6.8 million. The principal operating expenditures include supplies & services (61 percent) and utilities (17 percent). The major spending components in supplies & services include maintenance (86 percent). The majority of expenditures in utilities are electricity (48 percent), water (36 percent), and gas (10 percent). Expenditures were below budget by nearly \$1.5 million.

Description	Actual YTD
Supplies & Services	\$3,221,000
Utilities	883,000
Other	449,000
Student Assistants	380,000
Travel & Hospitality	<u>366,000</u>
Total Operating	<u>\$5,299,000</u>

Residence Life & Housing Re-charge lines include \$45,000 in compensation reduction from the COVID relief grants. The prior fiscal year 2020 has \$32,000 in compensation credits and \$13,000 for FY 2021.

Transfers-In reflects \$2.3 million support for debt service, and \$1.9 million General Fund support for operations.

Residence Life & Housing consumed \$990,000, the entire remaining Fund Balance to balance.

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 \$8,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY22.

Transfers-Out - Debt Service of \$10.6 million is in line with the budget and pays for the debt related to the renovation of seven residence halls and construction of four new buildings.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021**

EJ Thomas Performing Arts Hall

EJ Thomas Performing Arts Hall actual revenues total \$315,000 as compared to the revised annual budgeted revenues of \$244,000. The principal revenues include endowments & gifts (74 percent) and hall rental (26 percent). Events held this spring semester with a gathering limitation of 150 people per show generated the additional \$71,000 in revenue above the revised budget.

Description	Actual YTD
Endowments & Gifts	\$232,000
Hall Rental	83,000
Ticket Sales	1,000
Other	<u>(1,000)</u>
Total Revenue	<u>\$315,000</u>

Employee Type	Actual YTD
Contract Professionals	\$170,000
Staff	<u>96,000</u>
Total Payroll	<u>\$266,000</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 \$342,000 or 109 percent of the revised annual budget of \$313,000. The fiscal year 2021 reflects temporary salary reductions.

Operating expenditures total \$312,000 or 86 percent of the revised annual budget of \$364,000. The principal operating expenditures include supplies & services (56 percent) and utilities (40 percent). The major spending components in supplies & services include the maintenance (58 percent) and new lighting system (27 percent). The majority of expenditures in utilities are electricity (64 percent) and steam (27 percent). Expenditures came in below the budget by 14 percent or \$52,000.

Description	Actual YTD
Supplies & Services	\$174,000
Utilities	125,000
Other	<u>13,000</u>
Total Operating	<u>\$312,000</u>

Transfers-In - Other \$630,000 represents general-fund support for operations and debt service support.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021**

EJ Thomas Performing Arts Hall (continued)

The revised budget assumed Performing Arts Hall will access \$91,000 out of the \$761,000 fund balance to balance. The fund balance was not needed.

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 \$38,000 Transfers-In - Encumbrances represent those types of commitments.

Transfers-Out - Debt Service of \$326,000 is in line with the budget and pays for the bonded debt related to improvements and equipment from approximately 18 years ago. The debt will be retired during the fiscal year ended June 30, 2029.

Dining Services (Aramark)

Aramark's actual revenues total nearly \$1.4 million as compared to the revised annual budgeted revenues of \$1.4 million. The primary revenues include the Aramark grant (40 percent), utilities support (25 percent), facilities support (22 percent), and point-of-sale/card access support (13 percent). Revenue fell short of budget due to the temporary closure of Aramark franchises.

Description	Actual YTD
Aramark Grant	\$550,000
Utilities Support	352,000
Facilities Support	306,000
POS/Card Access Support	181,000
Total Revenue	<u>\$1,389,000</u>

Employee Type	Actual YTD
Staff	\$57,000

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 \$248,000 or roughly 65 percent of the revised annual budget of \$385,000. The actual \$191,000 fringe benefits also include the difference between SERS and FICA for CWA employees who remained with the University and certain Aramark employees performing work. The fiscal year 2021 reflects temporary salary reductions. Due to COVID-19,

Aramark franchises temporarily closed, or the employees received a reduction in hours, which reduce the amount the University paid for SERS.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021**

Dining Services (Aramark) (continued)

Operating expenditures total \$658,000 or 55 percent of the revised annual budget of \$1.2 million. The principal operating expenditures include supplies & services (63 percent) and utilities (33 percent). The major spending components in supplies & services include maintenance (59 percent) and furniture & equipment repair (27 percent). The majority of expenditures in utilities are electricity (49 percent) and water (39 percent).

Description	Actual YTD
Supplies & Services	\$415,000
Utilities	214,000
Other	<u>29,000</u>
Total Operating	<u>\$658,000</u>

The revised surplus revenue budget eliminated the need for the original Transfers-In Other General Fund support of \$2.9 million.

Dining Services (Aramark) consumed \$335,000 of the \$2.7 million Fund Balance to balance.

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 \$24,000 Transfers-In - Encumbrances represent those types of commitments. The \$82,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY22.

Transfers-Out - Plant Fund of \$19,000 represents the remaining balance returned from replacing the Student Union dishwasher.

The Transfers-Out - Debt Service of \$778,000 is in line with the budget and pays the bonded debt related to various buildouts of space and renovations including the dining hall and retail sites located throughout the campus over the course of the last 14 to 21 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 \$109,000 as compared to the revised annual budgeted revenues of \$56,000. The principal revenues include memberships (60 percent) and swimming meets (26 percent). Athletic swim meets were the only meets held due to the pandemic and some revenue represents past season payments.

Description	Actual YTD
Memberships	\$65,000
Swimming Meets	28,000
Other	<u>16,000</u>
Total Revenue	<u>\$109,000</u>

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021**

Recreation & Wellness Services (continued)

Due to the COVID-19 restrictions, memberships were limited to current students and University employees until May 2021, when regular membership sales resumed generating \$53,000 in additional income above the revised budget.

Employee Type	Actual YTD
Contract Professionals	\$355,000
Staff	86,000
Total Payroll	<u>\$441,000</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 nearly \$584,000 or 94 percent of the revised annual budget of \$622,000. The fiscal year 2021 reflects temporary salary reductions.

Operating expenditures total \$1.1 million or 91 percent as compared to the revised annual budget of \$1.2 million. The principal operating expenditures include supplies & services (54 percent), student assistants (25 percent), and utilities (20 percent). The majority of supplies & services spending includes maintenance (87 percent). The majority of expenditures in utilities are electricity (66 percent) and steam (22 percent). Operating expenditures reflect adherence to COVID-19 guidelines, reduced facility operating hours and maintaining disinfection and additional cleaning, realizing reduced expenditures of \$104,000 below the revised budget.

Description	Actual YTD
Supplies & Services	\$585,000
Student Assistants	276,000
Utilities	212,000
Other	12,000
Travel & Hospitality	1,000
Total Operating	<u>\$1,086,000</u>

Recreation & Wellness Services Re-charge lines include \$53,000 in compensation reduction from the COVID relief grants. The prior fiscal year 2020 has \$31,000 in compensation credits and \$22,000 for 2021.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021**

Recreation & Wellness Services (continued)

Transfers-In of \$3.2 million represents facilities fee \$735,000, support of debt service \$947,000, and General Fund support of \$1.5 million for operations.

Student Recreation & Wellness Services consumed \$40,000 of the \$662,000 Fund Balance to balance.

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 \$1,000 Transfers-In - Encumbrances represent those types of commitments. The \$3,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY22.

The Transfers-Out - Debt Service of \$1.7 million is in line with the budget and services the debt requirements associated with the facility. The outstanding debt will be retired in the fiscal year ended June 30, 2033.

Jean Hower Taber Student Union

Due to COVID-19, the face-to-face restrictions prohibit the Student Union from hosting external client room rentals and mass gatherings that exceed ten people. Additional bookstore-related income increased revenue \$33,000 above the \$628,000 revised annual revenue budget.

Description	Actual YTD
Commission Income	\$660,000
Other	<u>1,000</u>
Total Revenue	<u>\$661,000</u>

Employee Type	Actual YTD
Contract Professionals	\$363,000
Staff	<u>125,000</u>
Total Payroll	<u>\$488,000</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 \$660,000 or 102 percent of the revised annual budget of \$645,000. The fiscal year 2021 reflects temporary salary reductions.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021**

Jean Hower Taber Student Union (continued)

Operating expenditures total \$1.1 million or 91 percent of the annual budget of \$1.2 million. The principal operating expenditures include supplies & services (48 percent), utilities (33 percent), and student assistants (17 percent). The majority of supplies & services spending include maintenance (81 percent). The majority of expenditures in utilities are electricity (46 percent), chilled water (21 percent), steam (17 percent), and water (14 percent).

Description	Actual YTD
Supplies & Services	\$541,000
Utilities	369,000
Student Assistants	198,000
Other	17,000
Travel & Hospitality	10,000
Total Operating	<u>\$1,135,000</u>

Transfers-In of \$4.1 million represents facilities fee \$1.3 million, support of debt service \$1.6 million and General Fund support of \$1.2 million for operations.

Transfers-Out of \$2.9 million is in line with the budget and services the debt 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 nearly \$4.4 million as compared to the annual budgeted revenues of \$3.6 million. The primary sources of revenues are the student transportation fee and parking permits (95 percent). Unearned revenue generated from parking permits purchased before the semester begins is recognized when the revenue recognition criteria is met. Currently, \$92,000 is being held in unearned revenue. Earned revenues exceed the budget by \$803,000.

Description	Actual YTD
Permits	\$4,121,000
Lot Rentals	166,000
Fines & Meters	61,000
Other	6,000
Total Revenue	<u>\$4,354,000</u>

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021**

Parking & Transportation Services (continued)

Employee Type	Actual YTD
Staff	\$114,000
Contract Professionals	<u>71,000</u>
Total Payroll	<u>\$185,000</u>

Note 1: Includes all Parking & Transportation Services payroll-related activities (e.g. full-time, part-time, overtime, etc.).

Note 2: Excludes fringe benefits.

Payroll and fringes total nearly \$242,000 or 100 percent of the revised annual budget of \$241,000. The fiscal year 2021 reflects temporary salary reductions.

Operating expenditures total nearly \$1.3 million, or 93 percent as compared to the revised annual budget of \$1.4 million. The principal operating expenditures include supplies & services (74 percent) and utilities (18 percent). The major spending components in supplies & services include transportation-related activities, including busing, parking lot, and deck maintenance (84 percent). The majority of expenditures in utilities are electricity (96 percent). The auxiliary manager closed all deck rooftops (except half of Polsky's rooftop deck to access the CBA bridge) for the winter season and additional surface lots to trim costs. Expenditures were below budget by \$95,000.

Description	Actual YTD
Supplies & Services	\$948,000
Utilities	227,000
Student Assistants	65,000
Travel & Hospitality	26,000
Other	<u>10,000</u>
Total Operating	<u>\$1,276,000</u>

Parking & Transportation Services Re-charge lines include \$36,000 in compensation reduction from the COVID relief grants. The prior fiscal year 2020 has \$28,000 in compensation credits and \$8,000 for 2021.

Transfers-In - Other of \$1.2 million represents General Fund support for operations including debt service.

Parking & Transportation Services consumed \$571,000, the entire remaining Fund Balance to balance.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021**

Parking & Transportation Services (continued)

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 \$6,000 Transfers-In – Encumbrances represent those types of commitments. The \$158,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY22.

Transfers-Out – Debt Service of \$4.5 million is in line with the budget and debt service requirement that pays the bonded debt related to 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 the West Deck/Deferred Maintenance bond will be retired in the fiscal year ended June 30, 2029. 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.

Wayne Student Union

Wayne Student Union's revenues total nearly \$34,000 as compared to the annual budgeted revenues of \$48,000. The principal revenues include Barnes & Noble bookstore commission (71 percent). While revenues fell short of the budget, expenditures were managed and did not exceed the actual revenues earned.

Description	Actual YTD
Commission Income	\$34,000

Description	Actual YTD
Supplies & Services	\$2,000

Operating expenditures total \$2,000 or 45 percent as compared to the revised annual budget of \$5,000. The major operating costs include property and fire insurance (45 percent).

**DEPARTMENTAL SALES AND
SERVICES FUNDS**

For the Fiscal Year Ended June 30, 2021

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021 with FY 2020 Comparisons

Departmental Sales and Services Combined	FY20	FY21				
	YTD	Original Budget	Revised Budget	YTD	Actual to Revised Budget	
	June 30				June 30	\$
Revenues	\$27,372,310	25,773,000	22,741,000	\$22,273,755	(\$467,245)	98%
					0	
Payroll	2,785,718	2,667,000	2,753,000	2,547,023	205,977	
Fringes	825,569	687,000	688,000	701,359	(13,359)	
Total Compensation	3,611,287	3,354,000	3,441,000	3,248,382	192,618	94%
Operating	3,434,228	2,790,000	2,603,000	1,922,999	680,001	
Premiums and Claims	24,704,489	25,141,000	20,723,000	20,872,544	(149,544)	
Capital	25,526	0	44,000	117,946	(73,946)	
Total Non Personnel	28,164,243	27,931,000	23,370,000	22,913,489	456,511	98%
Re-charge of prior-year expenditures	0	0	(8,308)	(8,308)	0	
Re-charge of current-year expenditures	0	0	0	0	0	
Total Net Expenditures	31,775,530	31,285,000	26,802,692	26,153,563	649,129	98%
Net Before Transfers	(4,403,220)	(5,512,000)	(4,061,692)	(3,879,808)	181,884	
Transfers-In - Other	0	0	0	0	0	
Transfers-In - Encumbrances	293,453	0	0	176,323	176,323	
Transfers-In - Fund Balance	4,324,381	5,528,000	4,061,692	4,062,155	463	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Encumbrances	(176,323)	0	0	(224,127)	224,127	
Net Transfers	4,441,511	5,528,000	4,061,692	4,014,351	400,913	
Difference	\$38,291	\$16,000	\$0	\$134,543	\$582,797	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021 with FY 2020 Comparisons

Self-Insurance Health Care	FY20	FY21				
	YTD	Original Budget	Revised Budget	YTD	Actual to Revised Budget	
	June 30				June 30	\$
Revenues	\$21,299,743	\$20,126,000	\$17,822,000	\$17,355,834	(\$466,166)	97%
Payroll	157,970	181,000	169,000	146,924	22,076	
Fringes	49,780	52,000	57,000	46,031	10,969	
Total Compensation	207,750	233,000	226,000	192,955	33,045	85%
Operating	216,712	194,000	228,000	181,824	46,176	
Premiums and Claims	24,704,489	25,141,000	20,723,000	20,872,544	(149,544)	
Capital	0	0	0	0	0	
Total Non Personnel	24,921,201	25,335,000	20,951,000	21,054,368	(103,368)	100%
Re-charge of prior-year expenditures	0	0	0	0	0	
Re-charge of current-year expenditures	0	0	0	0	0	
Total Net Expenditures	25,128,951	25,568,000	21,177,000	21,247,323	(70,323)	100%
Net Before Transfers	(3,829,208)	(5,442,000)	(3,355,000)	(3,891,489)	(536,489)	
Transfers-In - Other	0	0	0	0	0	
Transfers-In - Encumbrances	0	0	0	0	0	
Transfers-In - Fund Balance	3,829,208	5,442,000	3,355,000	3,891,489	536,489	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Encumbrances	0	0	0	0	0	
Net Transfers	3,829,208	5,442,000	3,355,000	3,891,489	536,489	
Difference	\$0	\$0	\$0	\$0	\$0	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021 with FY 2020 Comparisons

Workforce Training Solutions	FY20	FY21				
	YTD	Original Budget	Revised Budget	YTD	Actual to Revised Budget	
	June 30				June 30	\$
Revenues	\$597,807	\$730,000	\$395,000	\$367,134	(\$27,866)	93%
Payroll	284,815	298,000	288,000	227,332	60,668	
Fringes	79,954	74,000	70,000	57,901	12,099	
Total Compensation	364,769	372,000	358,000	285,233	72,767	80%
Operating	228,940	342,000	121,000	93,964	27,036	
Premiums and Claims	0	0	0	0	0	
Capital	0	0	0	0	0	
Total Non Personnel	228,940	342,000	121,000	93,964	27,036	78%
Re-charge of prior-year expenditures	0	0	0	0	0	
Re-charge of current-year expenditures	0	0	0	0	0	
Total Net Expenditures	593,709	714,000	479,000	379,197	99,803	79%
Net Before Transfers	4,098	16,000	(84,000)	(12,063)	71,937	
Transfers-In - Other	0	0	0	0	0	
Transfers-In - Encumbrances	34,193	0	0	0	0	
Transfers-In - Fund Balance	0	0	84,000	12,063	(71,937)	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Encumbrances	0	0	0	0	0	
Net Transfers	34,193	0	84,000	12,063	(71,937)	
Difference	\$38,291	\$16,000	\$0	\$0	\$0	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021 with FY 2020 Comparisons

New Student Orientation	FY20	FY21				
	YTD	Original	Revised	YTD	Actual to Revised Budget	
	June 30	Budget	Budget	June 30	\$	%
Revenues	\$422,245	\$481,000	\$395,000	\$396,475	\$1,475	100%
Payroll	153,335	145,000	145,000	117,653	27,347	
Fringes	50,414	51,000	51,000	39,647	11,353	
Total Compensation	203,749	196,000	196,000	157,300	38,700	80%
Operating	219,626	371,000	371,000	104,632	266,368	
Premiums and Claims	0	0	0	0	0	
Capital	0	0	0	0	0	
Total Non Personnel	219,626	371,000	371,000	104,632	266,368	28%
Re-charge of prior-year expenditures	0	0	0	0	0	
Re-charge of current-year expenditures	0	0	0	0	0	
Total Net Expenditures	423,375	567,000	567,000	261,932	305,068	46%
Net Before Transfers	(1,130)	(86,000)	(172,000)	134,543	306,543	
Transfers-In - Other	0	0	0	0	0	
Transfers-In - Encumbrances	0	0	0	0	0	
Transfers-In - Fund Balance	1,130	86,000	172,000	0	(172,000)	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Encumbrances	0	0	0	0	0	
Net Transfers	1,130	86,000	172,000	0	(172,000)	
Difference	\$0	\$0	\$0	\$134,543	\$134,543	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30, 2021 with FY 2020 Comparisons

Other	FY20	FY21				
	YTD	Original	Revised	YTD	Actual to Revised Budget	
	June 30	Budget	Budget	June 30	\$	%
Revenues	\$5,052,515	\$4,436,000	\$4,129,000	\$4,154,312	\$25,312	101%
Payroll	2,189,598	2,043,000	2,151,000	2,055,114	95,886	
Fringes	645,421	510,000	510,000	557,780	(47,780)	
Total Compensation	2,835,019	2,553,000	2,661,000	2,612,894	48,106	98%
Operating	2,768,950	1,883,000	1,883,000	1,542,579	340,421	
Premiums and Claims	0	0	0	0	0	
Capital	25,526	0	44,000	117,946	(73,946)	
Total Non Personnel	2,794,476	1,883,000	1,927,000	1,660,525	266,475	86%
Re-charge of prior-year expenditures	0	0	(8,308)	(8,308)	0	
Re-charge of current-year expenditures	0	0	0	0	0	
Total Net Expenditures	5,629,495	4,436,000	4,579,692	4,265,111	314,581	93%
Net Before Transfers	(576,980)	-	(450,692)	(110,799)	339,893	
Transfers-In - Other	0	0	0	0	0	
Transfers-In - Encumbrances	259,260	0	0	176,323	176,323	
Transfers-In - Fund Balance	494,043	0	450,692	158,603	(292,089)	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Encumbrances	(176,323)	0	0	(224,127)	224,127	
Net Transfers	576,980	0	450,692	110,799	108,361	
Difference	\$0	\$0	\$0	\$0	\$448,254	

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.

Payroll and Fringes

- No increase for bargaining unit employees;
- No raise pool equivalent for qualifying non-represented employees;
- Temporary tiered salary reductions as approved by the Board of Trustees;
- 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
- Fringe rate reduction.

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. Effective January 1, 2021, University contributions for non-bargaining unit employees who earn between \$50,000 and \$66,999 will decrease from 81% to 70%; for employees who earn between \$67,000 and \$91,999, University contributions will decrease from 80% to 69%; for employees who earn between \$92,000 and \$124,999, University contributions will decrease from 79% to 68%; and for employees who earn \$125,000 and above, University contributions will decrease from 77% to 66%; 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; and
- Effective January 1, 2021, the Retiree Dependent Health Insurance Program (RDHIP) for the eligible dependents of non-bargaining retirees and active employees will cease. The RDHIP continues for eligible dependents of active bargaining unit faculty. The budgeted \$25.1 million expenditure budgeted for FY21 is funded by the Self Insurance Health Care reserve. The revised budgeted amount will be \$20.7 million.

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.

The University of Akron
Departmental Sales and Services
FY 2021 Revised 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
- The COVID-19 pandemic has complicated the instructional process. 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.
- The revised budgeted year end deficit of \$84,000 will be fully offset by Workforce Training Solutions fund balance.

New Student Orientation

Revenues

- Fee revenues to support the activities related to orientation and first-year experience programs.

Operating

- Peer mentoring, New Roo Weekend, supplies and services, and travel and hospitality;
- New Student Orientation will monitor expenditures; however, the revised budgeted \$47,000 deficit will be offset by the New Student Orientation carryover from fiscal year ended June 30, 2020. Fund balance will approximate \$600,000 at June 30, 2021; and
- The COVID-19 pandemic has altered operations. Student assistants working at any given time are limited to one staff member and the orientation programs for spring 2021 are online. Virtual orientation option for summer 2021, and the smaller on-campus orientation program will institute all CDC recommendations to prevent the spread of COVID-19.

Other

Revenues

- Includes about 115 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

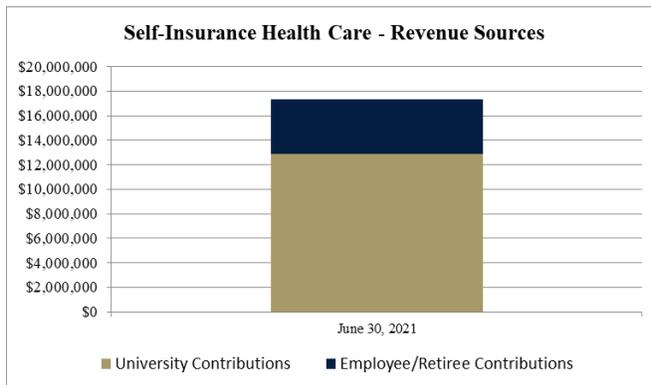
- Capital expenditures associated with the purchase of Polymer and Chemistry testing equipment initiated last fiscal year, the purchase of tribometer kits, pump, and vertical machining center for corrosion engineering, a trailer for the Center for Fire & Hazardous Materials, and an extruder for Polymer.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30,
2021**

Self-Insurance Health Care

Self-Insurance Health Care actual revenues total \$17.4 million or 97 percent as compared to revised annual budgeted revenues of \$17.8 million.

The revenues are derived from the University (74 percent) and employee/retiree contributions (26 percent). Some benefits are funded solely by the University and some by the University and employee while some benefits are funded by the University, employee, and retiree as follows: medical (University, employee, and retiree), prescription drug (University, employee, and retiree), 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).



Payroll and fringes total \$193,000 or 85 percent as compared to the revised annual budget of \$226,000.

Operating expenditures total \$182,000 or 80 percent for consulting and administrative services as compared to the revised annual budget of \$228,000.

Premiums and Claims expenditures total \$20.9 million or 100 percent as compared to the revised annual budget of \$21 million.

The Self-Insurance fund had a planned fiscal year shortfall in the amount of \$3.4 million to help achieve a reserve that is more appropriate. Reserves in the amount of \$3.9 million were utilized. The reserve was approximately \$6.1 million on June 30, 2021.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30,
2021**

Workforce Training Solutions

Workforce Training Solutions actual revenues from open enrollment and contract training fees total \$367,000 or 93 percent as compared to the revised annual budgeted revenues of \$395,000.

Payroll and fringes total \$285,000 or 80 percent as compared to the revised annual budget of \$358,000. Generally, payroll costs related to contract training are incurred prior to the associated revenue being collected.

Operating expenditures total \$94,000 or 78 percent as compared to the revised annual budget of \$121,000. The principal operating expenditures include supplies and services related to training and instructional support.

The \$12,000 deficit was offset by Workforce Training Solution carryover from fiscal year ended June 30, 2020.

New Student Orientation

New Student Orientation actual revenues total \$396,000 compared to the revised annual budgeted revenues of \$395,000.

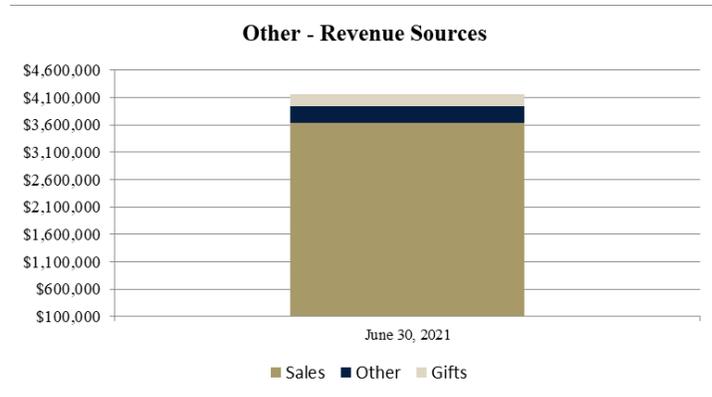
Payroll and fringes total \$157,000 or 80 percent as compared to the annual budget of \$196,000.

Operating expenditures total \$105,000 or 28 percent as compared to the annual budget of \$371,000. The principal operating expenditures include student assistants (54 percent), hospitality (26 percent) and New Roo Weekend (12 percent). Operating expenditures less than budget can be contributed to later start for orientation programs, opt-in virtual summer orientation, and overall smaller program size for students/guests.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Revised Budget and Actual Results for the Fiscal Year Ended June 30,
2021**

Other

The Other departmental sales and services actual revenues total \$4.2 million as compared to the revised annual budgeted revenues of \$4.1 million. The principal revenues are generated from roughly 75 activities including Printing Services (eleven percent), Training Center for Fire and Hazardous Materials (eight percent), and Law Enforcement Training Center (eight percent).



Payroll and fringes total \$2.6 million or 98 percent as compared to the annual budget of \$2.7 million.

Operating expenditures total \$1.5 million or 82 percent as compared to the annual budget of \$1.9 million. The primary operating expenditures are supplies and services (86 percent).

Capital expenditures total \$118,000 compared to the revised annual budget of \$44,000. The capital expenditures are associated with the purchase of Polymer and Chemistry testing equipment initiated last fiscal year, the purchase of tribometer kits, pump, and vertical machining center for corrosion engineering, a trailer for the Center for Fire & Hazardous Materials, and an extruder for Polymer.

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 \$176,000 Transfers-In – Encumbrances represents those types of commitments. The \$224,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into fiscal year 2022.

The \$159,000 deficit was offset by carryover from fiscal year ended June 30, 2020.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -21

Acceptance of the Financial Report for the Fiscal Year Ended June 30, 2021

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on October 6, 2021, accepting the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds Financial Report for the Fiscal Year Ended June 30, 2021, be approved.

M. Celeste Cook, Secretary
Board of Trustees

October 6, 2021

FINANCE & ADMINISTRATION COMMITTEE

TAB 4

PROCUREMENTS FOR MORE THAN \$500,000

a) APPROVAL

b) PREAPPROVAL



DATE: September 20, 2021

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

FROM: Luba Cramer, M.A.Ed. *Luba Cramer*
Director of Purchasing

SUBJECT: Board of Trustees Consideration and Approval: Award Exceeding \$500,000

As requested of me, I provide to you the following item which exceeds \$500,000 for Board of Trustees consideration and approval at its meeting on October 6, 2021.

1. **Pharmacy Benefit Manager for Calendar Year 2022 (University and Employee Funded)**

The Office of Talent Development & Human Resources proposes a one-year contract extension, to Caremark through Employers Health Coalition to continue PBM services for plan year 2022.

A requisite of the contract is that Employers Health Coalition annually conducts a market check and renegotiates pricing with Caremark. The market check for plan year 2022 is projected to yield a -10.3 percent pricing improvement over plan year 2021 (before inflation). Caremark's gross prescription drug claims approximated \$7,000,000 for 2020, and it is expected to be \$5,400,000 for 2021. Projected gross prescription drug claims for plan year 2022 are expected to be \$5,800,000 with the pricing adjustments and current employee headcount.

The Office of Talent Development & Human Resources and the Department of Purchasing recommend acceptance of Caremark's proposal to extend its current agreement with the University. The terms and conditions of the amendment have been approved by the Office of General Counsel as to the legal form and sufficiency.

I recommend that an award be made to Caremark with an estimated expenditure of \$5,800,000 and request your approval and that of the Board of Trustees at its meeting on October 6, 2021.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -21

Acceptance of Procurement for More Than \$500,000

BE IT RESOLVED, That the following recommendation presented by the Finance & Administration Committee on October 6, 2021 be approved:

Award to Caremark through Employers Health Coalition a one-year contract extension to continue PBM services for plan year 2022 with an estimated expenditure of \$5,800,000.

M. Celeste Cook, Secretary
Board of Trustees

October 6, 2021



DATE: September 28, 2021

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

FROM: Sameer Alramahi
Controller

SUBJECT: Award Exceeding \$500,000 for Board of Trustees Preapproval

As requested of me, I provide to you the accompanying Board resolution for Board of Trustees consideration at its October 6, 2021 meeting that, if approved, would preapprove the negotiation and execution of a contract related to the specific good identified below which will likely exceed \$500,000.

- General Contracting - Campus Camera Initiative

As you know, the authority to execute the contracts does not release the University from adhering to its normal competitive bidding protocols and processes. Instead, the Board resolution recognizes that timing is such that it may necessitate the execution of a contract between regularly scheduled Board meetings. The resolution has you updating the Board of the results at a future meeting.

Office of the Controller
Akron, OH 44325-6205
330-972-5767 Office · 330-972-5529 Fax

THE UNIVERSITY OF AKRON

RESOLUTION 10- -21

Pertaining to the Procurement and Installation of Security Cameras

WHEREAS, The University of Akron (the “University”) has been working with the City of Akron (the “City”) and the County of Summit (the “County”) to facilitate the installation of a broadband based camera and monitoring system (the “Camera System”) for the neighborhood south of Exchange Street; and

WHEREAS, The recent tragedy highlights the urgent need for the Camera System; and

WHEREAS, The University President authorized a commitment of University financial resources to expedite the immediate installation and operation of the Camera System; and

WHEREAS, University Rule 3359-3-01(E)(2)(h) requires the purchase of goods or services in excess of five hundred thousand dollars (\$500,000) to be provided to the Board of Trustees (the “Board”) for consideration and prior approval; and,

WHEREAS, Based upon the current information regarding the cost for the Camera System, the resources needed for the University to meet its financial commitment to the project may exceed \$500,000; and

WHEREAS, The time frame to acquire and install the Camera System likely will not align with the scheduling and sequencing of committee and general meetings of the Board; and,

WHEREAS, The Senior Vice President/CFO seeks to expedite the acquisition and installation of the Camera System, consistent with the President’s and this Board’s directives; Now, Therefore,

BE IT RESOLVED, That notwithstanding the requirements of University Rule 3359-3-01(E)(2)(h), the Senior Vice President/CFO, with the approval of the President and review by the Office of General Counsel as to legal form and sufficiency, is authorized to expend up to \$1,000,000 to implement the Camera System; and,

BE IT FURTHER RESOLVED, That the Senior Vice President/CFO will report back to the Board at a subsequent meeting regarding the details of the implementation costs.

M. Celeste Cook, Secretary
Board of Trustees

October 6, 2021

FINANCE & ADMINISTRATION COMMITTEE

TAB 5

GIFTS

WE RISE TOGETHER

The Campaign for
The University of Akron

DATE: September 20, 2021

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 – August 31, 2021)

Attached are gift attainment charts for fiscal year 2022. **Attachment A** details giving through cash, pledges due, bequests received, as well as gifts-in-kind from University of Akron constituents from July 1 to August 31, 2021.

Of note:

- Total attainment for the first two months of fiscal year 2022 is \$1,805,070.
- Giving by University of Akron alumni from July 1 to August 31, 2021 totaled \$893,434, which is nearly double the amount alumni gave during the same time period in fiscal year 2021.
- For the first two months in fiscal year 2022, \$979,800 has been received in support for scholarships, including \$496,683, or 51 percent of the total, for immediate use.

Attachment B provides a summary of attainment in We Rise Together, The Campaign for The University of Akron.

Of note:

- Total campaign commitments from February 1, 2020 to August 31, 2021 is \$33,113,941, realizing 22 percent of the total \$150 million goal.

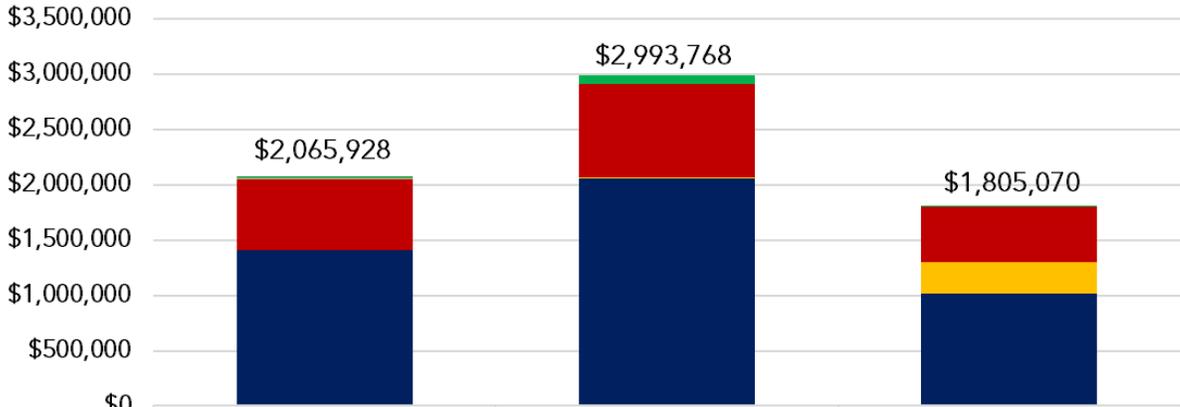
With your approval, I request submission of this report to the Board of Trustees for approval at its October 6, 2021.

Department of Development
Akron, Ohio 44325-2603
330-972-7238 (Office) 330-972-3800 (Fax)

Attachment A

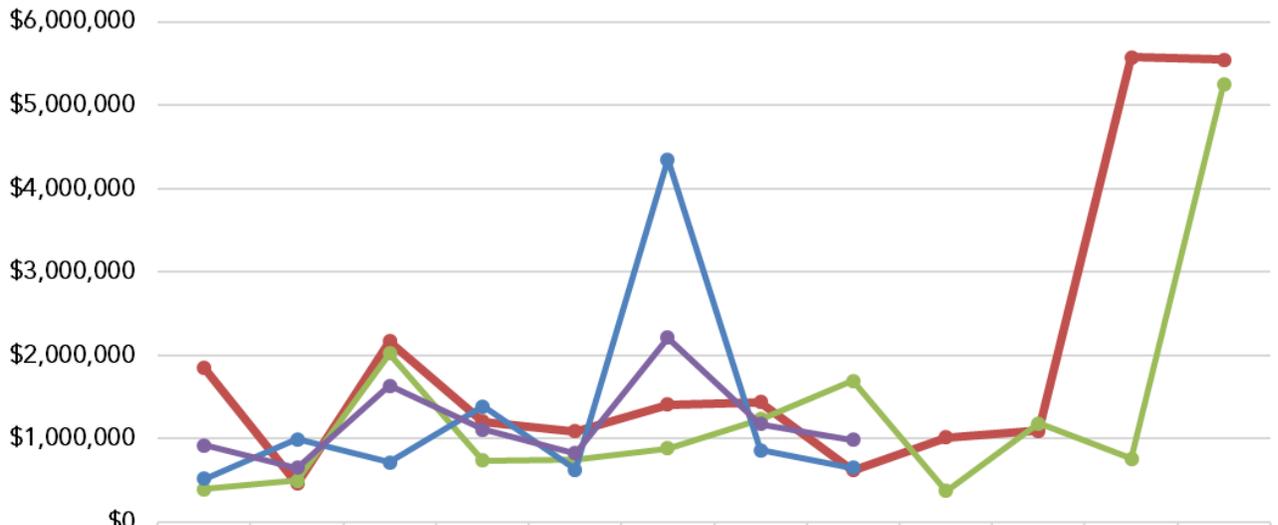
**DEPARTMENT OF DEVELOPMENT
FY 2022 Attainment
July 1 – August 31, 2021**

**The University of Akron and The University of Akron Foundation
Gifts and Pledges
July 1 - August 31 | FY2020 - FY2022**



	2019-20	2020-21	2021-22
■ Gifts-in-Kind - all others	\$84	\$78,851	\$620
■ Gifts-in-Kind - corporate	\$23,501	\$5,174	\$2,500
■ Bequests received	\$636,310	\$847,917	\$498,072
■ Pledges due	\$0	\$2,500	\$288,293
■ Cash	\$1,406,033	\$2,059,326	\$1,015,585

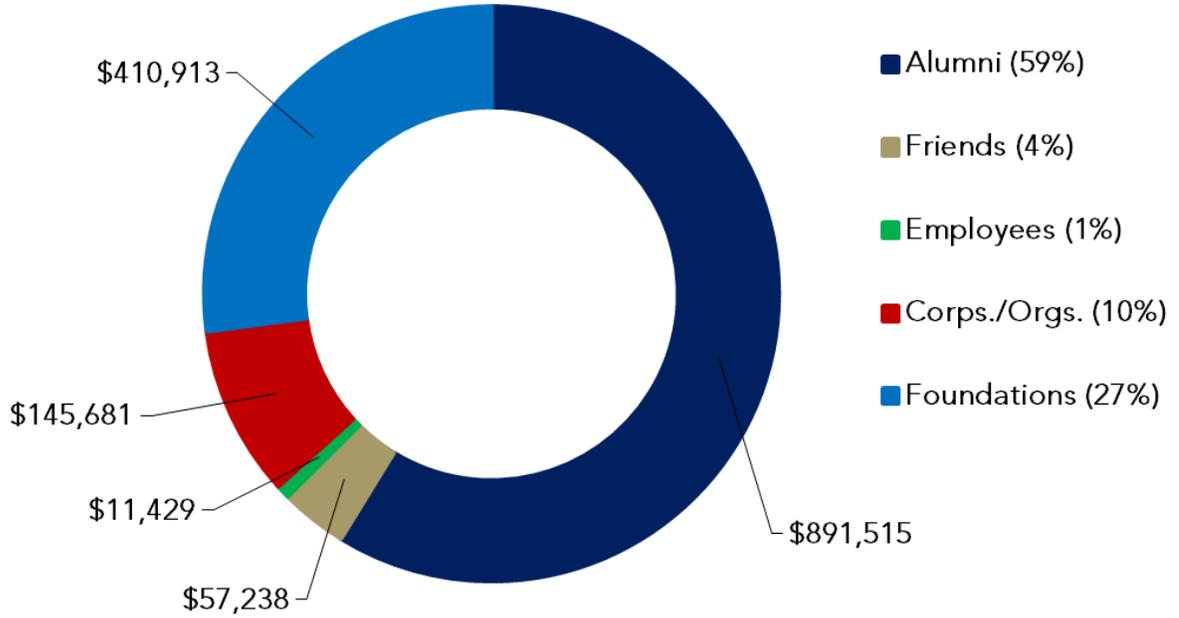
**The University of Akron and The University of Akron Foundation
Monthly Trend Report - Giving
Calendar Years 2019 - 2021**



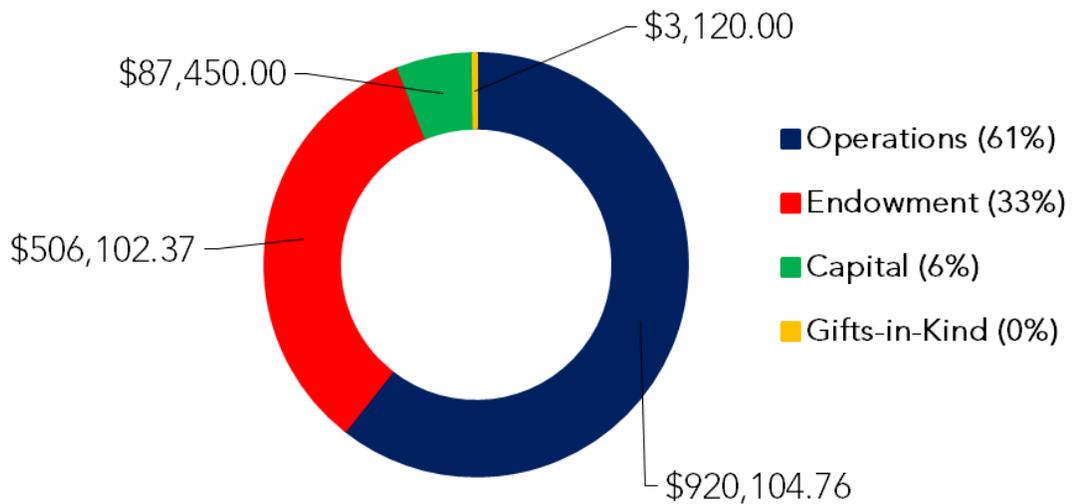
	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec
— 2019	\$1,847,616	\$462,353	\$2,171,995	\$1,205,525	\$1,088,361	\$1,409,964	\$1,437,118	\$622,500	\$1,014,860	\$1,099,905	\$5,579,666	\$5,546,093
— 2020	\$399,791	\$498,798	\$2,024,510	\$740,291	\$753,893	\$882,533	\$1,232,942	\$1,694,239	\$371,577	\$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				
— 2019-2021	\$923,693	\$652,592	\$1,637,582	\$1,111,213	\$824,191	\$2,214,288	\$1,178,464	\$989,394				

Attachment A

The University of Akron and The University of Akron Foundation
Giving by Constituent Type
July 1 - August 31, 2021 | FY 2022

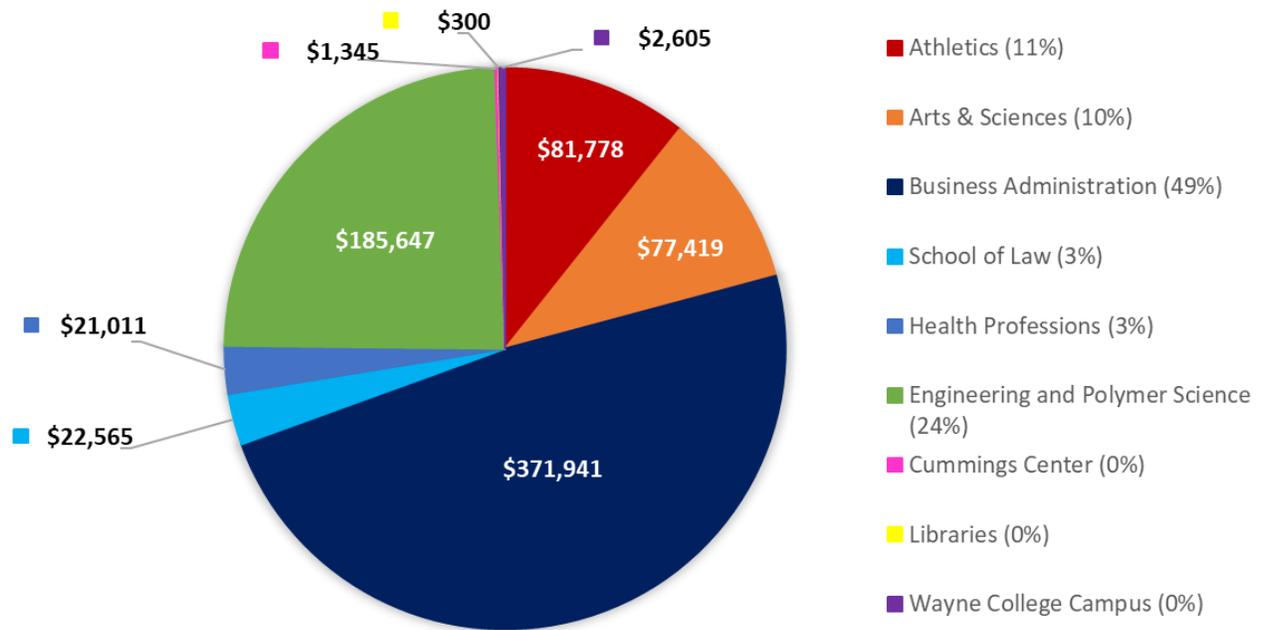


The University of Akron and The University of Akron Foundation
Gifts by Classification Type
July 1 - August 31, 2021 | FY 2022

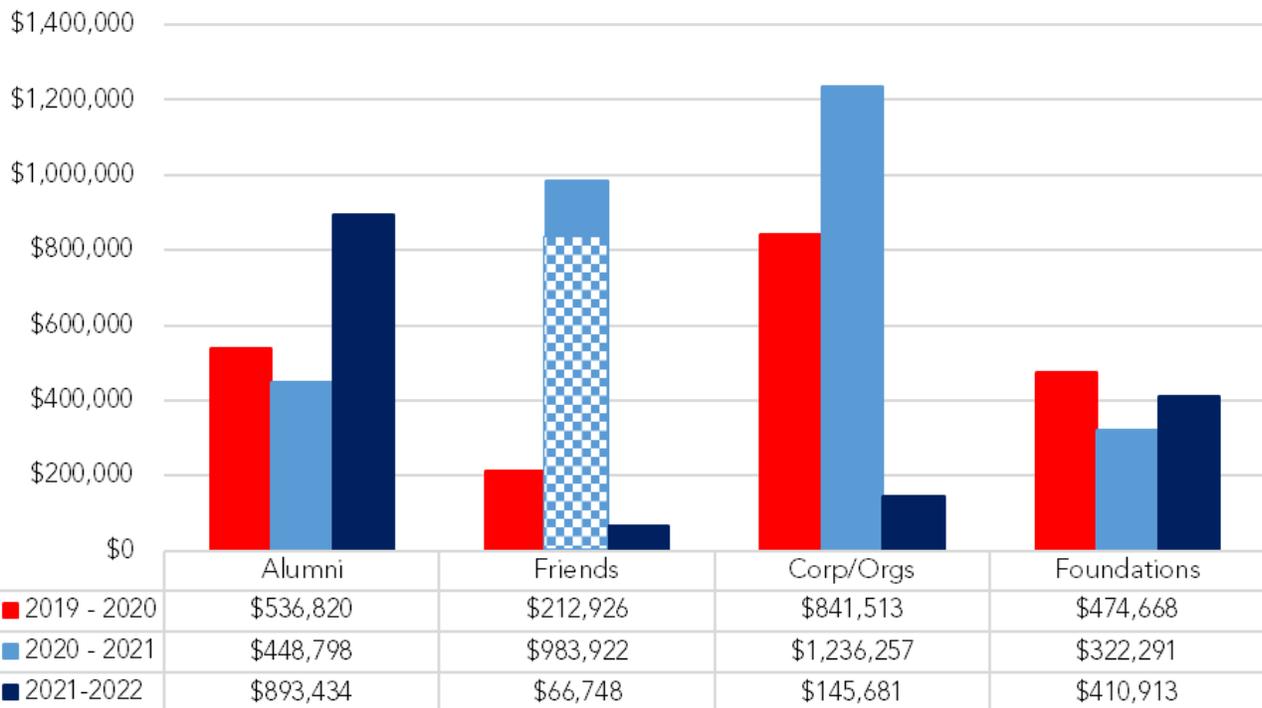


Attachment A

**THE UNIVERSITY OF AKRON AND THE UNIVERSITY OF AKRON FOUNDATION
GIFTS (NO PLEDGES) BY ACADEMIC COLLEGE/AREA
JULY 1 - AUGUST 31, 2021 | FY 2022**

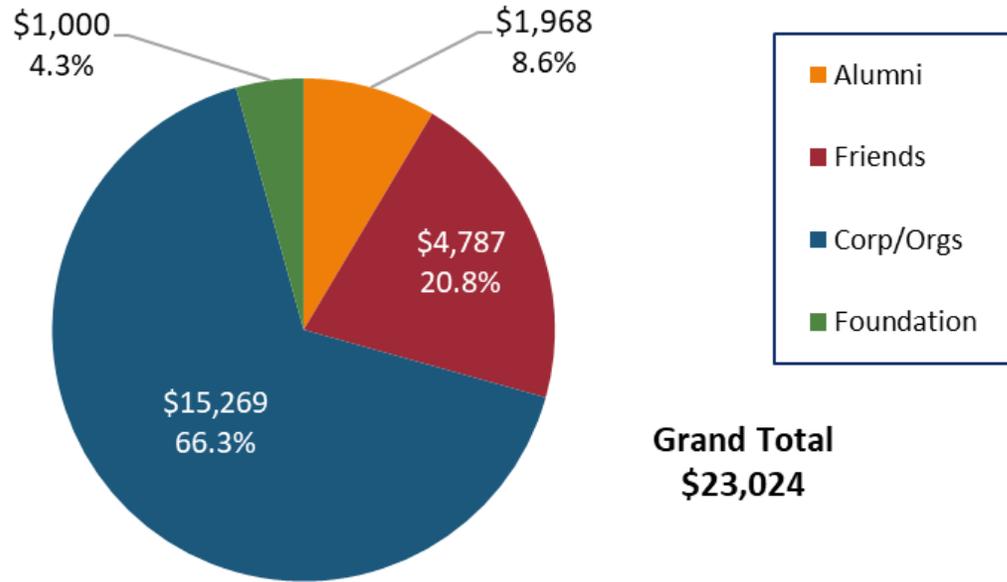


**The University of Akron and The University of Akron Foundation
Gifts by Constituent Type
July 1 - August 31 | FY 2020 - FY 2022**



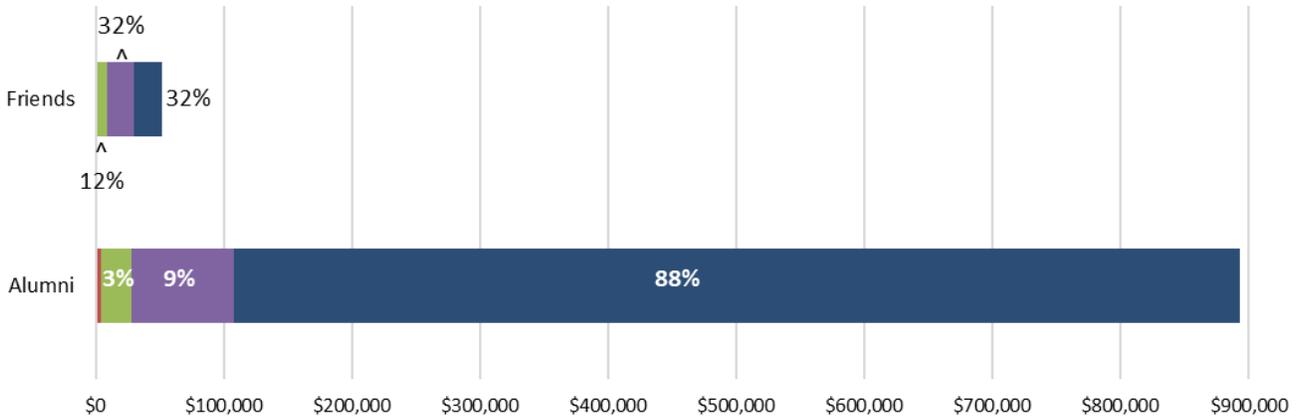
Attachment A

The University of Akron and The University of Akron Foundation Total Giving by New Donors July 1 - August 31, 2021 | FY 2022



Includes gifts-in-kind

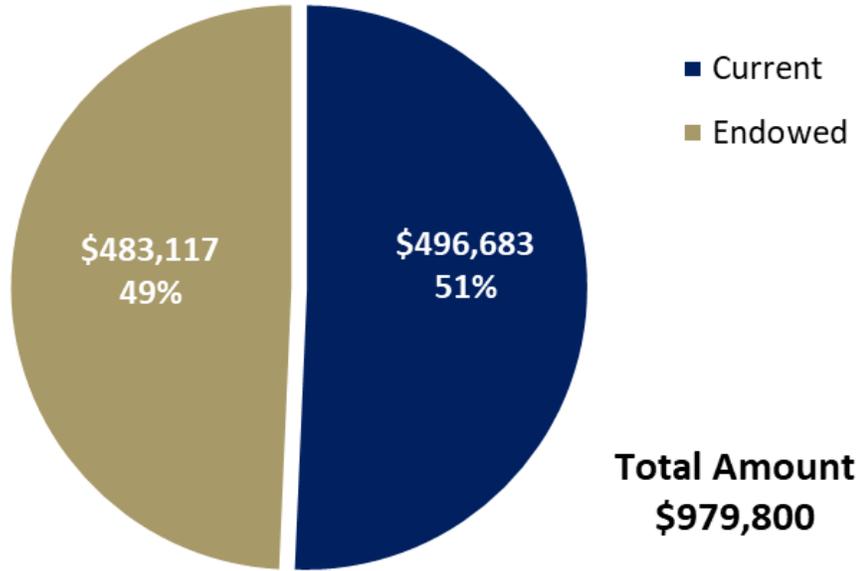
The University of Akron and The University of Akron Foundation Alumni and Friend Donors by Age Group FY 2022 | July 1 - Aug 31, 2021



	Alumni	Friends
18-24	\$164	\$25
25-34	\$1,375	\$56
35-44	\$2,584	\$594
45-54	\$24,118	\$7,926
55-64	\$79,433	\$21,549
>64	\$785,761	\$21,306

Attachment A

The University of Akron and The University of Akron Foundation
Giving to Scholarships by Fund Type | Includes Bequests
July 1 - August 31, 2021 | FY 2022



**The University of Akron and The University of Akron Foundation
Top Funds by Number of Gifts Received
July 1– August 31, 2021 | FY 2022**

Fund Name	Fund Type	No. of Gifts
Association of University Of Akron Retirees’ Scholarship	Scholarship	120
Zips on the Rise Scholarship	Scholarship	69
University of Akron Alumni Association Legacy Scholarship	Scholarship	61
Women’s Committee of The University of Akron Scholarship	Scholarship	49
Friends of Cheerleaders	Operations	46

**The University of Akron and The University of Akron Foundation
Top Funds by Total Amount of Gifts Received
July 1 – August 31, 2021 | FY 2022**

Fund Name	Fund Type	Total Amount Given
William L. Jenkins Endowed Fund in CoB	Scholarship	\$217,519.19
Elton and Wilma Coleman Endowed Sch	Scholarship	\$139,820.40
GAR Foundation Room & Board Scholarship	Scholarship	\$100,000.00
Dorothy Hassenflue Stein Scholarship	Scholarship	\$100,000.00
Joan Greenberg Endowed Fund For Bierce Library	Operations	\$100,000.00



The University of Akron
Campaign Report: Progress Toward Goal
September 2021

**WE RISE
 TOGETHER**

The Campaign for
 The University of Akron

February 1, 2020 – August 31, 2021

OVERALL CAMPAIGN GOAL

\$150,000,000

Total Gifts Received	<u>\$23,704,514</u>
People	\$11,583,139
Place	\$1,540,580
Promise	\$10,580,795
New Gift Pledges Not Yet Realized	<u>\$1,800,443</u>
People	\$1,444,368
Place	\$0
Promise	\$356,075
Research Grants <i>(as of March 31, 2020)</i>	\$430,085
New Bequests Pledges Not Yet Realized	<u>\$7,178,900</u>
People	\$4,221,856
Place	\$400,001
Promise	\$2,557,043
# of New Bequest Pledges	32

Total Campaign Commitments	\$33,113,941
% To Goal	22%

Total Commitments - People	\$17,249,363
Total Commitments - Place	\$1,940,581
Total Commitments - Promise	\$13,493,912
Research Grants	\$430,085

THE UNIVERSITY OF AKRON

RESOLUTION 10- -21

Acceptance of Gift Income Report for July 1 through August 31, 2021

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on October 6, 2021 pertaining to acceptance of the Gift Income Report for July 1 through August 31, 2021 be approved.

M. Celeste Cook, Secretary
Board of Trustees

October 6, 2021

FINANCE & ADMINISTRATION COMMITTEE

TAB 6

PURCHASES

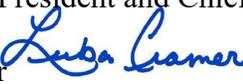
a) \$25,000 TO \$500,000 REPORT

b) OVER \$500,000 – Natural Gas Supply Contract



DATE: September 20, 2021

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

FROM: Luba Cramer 
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 July and August 2021 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
July 2021
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Dell Computer Corporation	103016	\$ 213,259	Network Equipment and Support for the Computer Center
	Fire Engine RED Inc.	103009	146,200	Admission Campaign for Sophomores and Juniors
	Adobe Systems Inc.	103043	121,744	Adobe License Renewal
	Cunningham Paving Co.	102957	78,625	Parking Lot Paving for Wayne Campus
	Ohio State University	103021	68,432	Renewal of Support and Licensing for VMware Virtualization Software
	Sean P. Dunn LLC	102954	60,000	Government Relations and Consulting Services July 2021 thru June 2022
		Subtotal		\$ 688,260
Grant	Search Enterprises LLC	102988	\$ 105,000	Covid19 Contact Tracing
	Search Enterprises LLC	102174	80,027	Covid19 Contact Tracing
		Subtotal	\$ 185,027	
Auxiliary	Metro Regional Transit Authority	103020	\$ 350,000	METRO Regional Transit Services for Parking Services
	Bob McCloskey Agency LLC	103031	151,109	Basic Athletics Insurance Premium Renewal for 2021-2022
	Transact Campus Inc.	103075	140,483	Renewal of Annual Software for Dining Services
	Bob McCloskey Agency LLC	103032	62,000	Basic Athletic Claim Fund Insurance Renewal for 2021
	Subtotal	\$ 703,592		
Plant	Daniel A. Terreri & Sons Inc.	102944	\$ 228,000	EJ Thomas Concrete Repairs
	Lakewood City Schools	102909	89,102	Technology Infrastructure and Office Build-out at Lakewood Facility
		Subtotal	\$ 317,102	
Restricted	Audio Visual Innovations Inc.	103070	\$ 74,000	Audio Visual Equipment Upgrades at the Law Building
		Total	\$ 1,967,981	

Note 1: 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
August 2021
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	D2L Ltd.	103207	\$ 280,532	Annual Fees and End User Support
	Blackboard Inc.	103208	206,335	Student Financial Aid Call Center Services
	Panopto Inc.	103247	61,395	Lecture Capture Software Renewal
		Subtotal	<u>\$ 548,262</u>	
Grant	Kleins Pharmacy & Orthopedic Appliances	103142	\$ 286,875	On Campus COVID-19 Testing Services for Fall 2021
	Center for Marketing & Opinion	103197	62,500	Life Liberty Property Study for Bliss Institute
		Subtotal	<u>\$ 349,375</u>	
Plant	Hall Industrial Insulation Services	102002	<u>\$ 180,400</u>	Insulation and Ductwork Replacement at ASEC
Restricted	Center for Marketing & Opinion	103197	<u>\$ 7,725</u>	Life Liberty Property Study for Bliss Institute
	Total		<u><u>\$ 1,085,762</u></u>	

Note 1: As prescribed by Board Rule, this Report reflects all goods and services exceeding \$25,000 and \$50,000, respectively.

Note 2: The PO Number for Center for Marketing & Opinion, PO #103197 totaled \$70,225 with portions charged to the Grant Fund and Restricted Fund in the amounts of \$62,500 and \$7,725 respectively.



DATE: September 24, 2021

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

FROM: Luba Cramer *Luba Cramer*
Director of Purchasing

SUBJECT: Board of Trustees Informational Item: Expenditure Exceeding \$500,000

As requested of me, I provide to you the following correspondence to be shared with the Board of Trustees at its meeting on October 6, 2021. This informational report is intended to satisfy Board of Trustees Resolution 8-5-21 which provided for the negotiation and execution of the Energy Contracting Authority – Natural Gas Supply contract.

1. **Energy Contracting Authority – Natural Gas Supply (Locally Funded)**

Constellation Energy has been the University's natural gas supplier since September 1, 2018. The current contract expired on August 31, 2021. The Departments of Capital Planning and Facilities Management, Physical Facilities, and Purchasing issued a Request for Proposal (RFP) seeking a natural gas supplier. Three proposals were received with projected annual pricing as follows:

- IGS Energy: \$1,707,838
- Direct Energy: \$1,719,739
- Constellation Energy Gas Choice, Inc.: \$1,805,609

At the time of bid, natural gas prices were on the rise due to weather and pass through costs but are predicted to return to normal levels by end of March 2022. Therefore, the University will continue our service with Constellation Energy Gas Choice, Inc. for the period of September 1, 2021 through March 31, 2022. This contract will use a fixed pricing structure based on consumption and will cost approximately \$900,000 more than budgeted for natural gas this fiscal year. Starting April 1, 2022 through March 31, 2026, the University will contract with IGS Energy to supply our natural gas. If consumption levels and distribution demands remain the same, the projected increase in natural gas expense will be approximately \$200,000 annually. After careful analysis, this approach provides the best value for The University of Akron.

Department of Purchasing
Akron, OH 44325-9001
330-972-5965 Office · 330-972-5564 Fax

The Department of Purchasing awarded Constellation Energy Gas Choice a contract for Natural Gas Supply and Management Services from October 1, 2021 through March 31, 2022, and IGS Energy a contract for Natural Gas Supply and Management Services from April 1, 2022 through March 31, 2026. The contracts were reviewed and approved as to legal form and sufficiency by the Office of General Counsel.

FINANCE & ADMINISTRATION COMMITTEE

TAB 7

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: Misty M. Villers, CPA *M. Villers*
Assistant to the VP/Fiscal Officer, CPFM

DATE: September 20, 2021

SUBJECT: Capital Planning and Facilities Management: Informational Report for the Board of Trustees as of August 31, 2021.

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 Deliver 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 Insulation (General Contracting)	\$200,000 Local Funds		Insulation and ductwork repair of West Tower roof. <u>Construction schedule: 05/2021 updated to 06/2021 - 09/2021.</u>		Construction 60% complete.
ASEC Vivarium Air Handler Replacement (Design/Build) (BOT Approval: 12/11/19)	\$1,260,000 State* 200,000 Local <u>\$1,460,000 Total</u> *State Capital Funds		Replace vivarium air handler and condensate piping and humidifiers. <u>Construction schedule: 05/2021 updated to 07/2021 - 12/2021.</u>		Construction 5% complete.
Baseball Field Renovation (General Contracting) (BOT Approval: 06/12/19)	\$1,890,000 Donations The Foundation loaned \$1 million to the University via a line of credit (LOC). The LOC has been accessed and portions repaid with the current balance totaling \$230,000. The project is concluding and future draws on the LOC are unlikely.		Phase I: Sitework including drainage and installation of artificial turf. Phase II: Scoreboard, press box, and bleachers.		Closeout in progress.
Buckingham McClain Gallery (General Contracting)	\$357,000 State Capital Funds		Renovations and signage for the McClain Gallery. <u>Construction schedule: TBD</u>		Design in progress.
Campus Air Damper Replacements (General Contracting)	\$1,000,000 Grant Funds		Replace up to 34 air exhaust and return damper units in 11 campus buildings. Replace pneumatic controls as needed. <u>Construction schedule: TBD</u>		Design in progress.
Campus Camera Initiative (General Contracting)	\$500,000 (Phase I) \$680,000* (Phase II) \$TBD (Phase III) Local Funds *\$180,000 of this Phase was funded by the Foundation		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 I: 03/2021 - 04/2021.</u> <u>Construction schedule Phase II and Phase III: TBD</u>		Phase I closeout in progress. Phase II in design.

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	
Campus HVAC Indoor Air Quality Improvements (General Contracting) (BOT Information: 12/09/20)	\$1,200,000 (Phase I) \$500,000 (Phase II) Grant Funds		Installation of cold plasma bi-polar ionizers to the major HVAC systems in 27 buildings on the Akron, Wayne, and Medina campuses. <u>Construction schedule Phase I: 12/2020 updated to 06/2021.</u> <u>Construction schedule Phase II: 06/2021 - 12/2021.</u>		Phase I complete. Phase II 60% 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.		Interviews for A/E scheduled 09/2021.
Computer Center Air Conditioning Unit Replacements (General Contracting)	\$560,000 State Capital Funds		Replace existing air conditioning units. <u>Construction schedule: 04/2021 updated to 06/2021 - 09/2021.</u>		Construction 48% complete.
Crouse/Ayer Hall Consolidation (CMR) (BOT Approval: 04/10/19 & 02/12/20)	\$23,260,000 State* 35,000 Local <u>\$23,295,000 Total</u> *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 8% complete.
EJT Concrete Repairs (General Contracting)	\$340,000 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 09/2021 - 12/2021.</u>		Construction 0% complete.
Energy Center Boiler Controls (General Contracting)	\$320,000 Local Funds		Replace HTHW boiler controls at Energy Center.		Closeout in progress.
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.

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	
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. Construction schedule: <u>TBD.</u>		Design in progress.
Hazardous Material Storage Building (General Contracting)	\$225,000 State Capital Funds		Raze and replace existing hazardous material storage building.		Closeout in progress.
Infrastructure Improvements - Electrical (General Contracting) (BOT Approval: 10/09/19)	\$1,502,220 State Capital Funds		Campus electrical improvements. Construction schedule: <u>11/2019 - 10/2020 updated to 09/2021.</u>		Construction 98% complete.
JAR AC #6 (General Contracting)	\$350,000 Local Funds		Replace air conditioning unit #6. Construction schedule: <u>06/2021 updated to 10/2021 - 12/2021.</u>		Construction 0% complete.
Martin Center Boutique Hotel (Private Developer)	\$19,000,000 Estimate Private Developer		Convert Martin Center into a Boutique Hotel. Construction schedule: <u>10/2019 updated to 12/2021 - 03/2023.</u>		Developer continues to search for a lead lender. The University and Developer executed an extension for the construction start date until December 31, 2021. The Developer recently sought an extension for the historic tax
Roof Replacements (General Contracting) (BOT Approval: 02/13/19)	\$1,135,000 State* 550,000 Local \$1,685,000 Total *State Capital Funds		Phase I: Carroll and Forge Street substations, Guzzetta Hall, Mary Gladwin Hall, and Computer Center. Phase II: Kolbe Hall.		Closeout in progress.
Whitby Hall Air Handler and Roof Replacement (Design/Build) (BOT Approval: 02/13/19)	\$1,330,000 State Capital Funds		Replace air handler and roof.		Closeout in progress.
Wonder Bread Site (General Contracting)	\$120,000 Local Funds		Relocate yard material to Lot 29 and aesthetically improve vacated site. Construction schedule: <u>04/2021 - 06/2021 updated to 12/2021.</u>		Construction 8% 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 JULY 1, 2021 THROUGH AUGUST 31, 2021

ASEC INSULATION

001-01	Add ductwork	<u>\$18,000</u>
		<u>\$18,000</u>

ROOF REPLACEMENTS

002-01	Deduct for unused allowance	<u>(\$9,104)</u>
		<u>(\$9,104)</u>

Net	<u>\$8,896</u>
-----	----------------

SECTION

C

State Capital Appropriations

The University of Akron
State Capital Appropriations
As of the month ended 08/31/2021

Description	Appropriation	Released	Encumbered	Expended	Not Yet Encumbered	Remaining (Unreleased)
CROUSE/AYER HALL CONSOLIDATION	\$18,060,000	\$17,839,400	\$17,839,400	\$0	\$0	\$220,600
Capital Appropriation FY21-22	\$18,060,000	\$17,839,400	\$17,839,400	\$0	\$0	\$220,600

AUBURN SCIENCE & ENGINEERING CENTER VIVARIUM	\$1,244,115	\$1,244,115	\$1,167,765	\$76,350	\$0	\$0
BASIC RENOVATIONS	6,420,503	5,360,502	499,207	4,861,296	0	1,060,000
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	330,161	2,670,996	0	0
CROUSE/AYER HALL CONSOLIDATION	4,400,153	4,400,153	1,973,830	2,426,323	0	0
WHITBY HALL AIR HANDLER & ROOF	1,200,000	1,200,000	136,788	1,063,212	0	0
Capital Appropriation FY19-20	\$18,851,679	\$17,791,679	\$4,107,751	\$13,683,928	\$0	\$1,060,000

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
MCCLAIN GALLERY	257,000					257,000
SUMMIT BATTERED WOMEN'S SHELTER	400,000					400,000
Community Projects FY21-22	\$1,307,000	\$0	\$0	\$0	\$0	\$1,307,000

ASHLAND COUNTY-W HOLMES CAREER WORKFORCE	\$300,000	\$0	\$0	\$0	\$0	\$300,000
BATTERED WOMENS SHELTER MEDINA/SUMMIT	500,000	500,000	426,700	73,300	0	0
BIERCE LIBRARY RENOVATIONS	830,658	830,658	0	830,658	0	0
MCCLAIN GALLERY	100,466	34,266	31,393	2,873	0	66,200
OHIO CYBER RANGE	1,188,722	1,188,722	23,547	1,165,175	0	0
WORKFORCED BASED TRAINING & EQUIPMENT	286,667	286,667	0	286,667	0	0
Community Projects FY19-20	\$3,206,513	\$2,840,313	\$481,640	\$2,358,673	\$0	\$366,200

Total	\$41,425,192	\$38,471,392	\$22,428,791	\$16,042,601	\$0	\$2,953,800
--------------	---------------------	---------------------	---------------------	---------------------	------------	--------------------

SECTION

D

Photos of Select Projects

ASEC Insulation



ASEC Vivarium Air Handler Replacement



Buckingham McClain Gallery



Campus Camera Initiative



Campus HVAC Indoor Air Quality Improvements



Center for Precision Manufacturing



Computer Center Air Conditioning Unit Replacements



Crouse/Ayer Hall Consolidation



Crouse/Ayer Hall Consolidation



JAR AC #6



FINANCE & ADMINISTRATION COMMITTEE

TAB 8

INFORMATION TECHNOLOGY REPORT



DATE: September 20, 2021

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 October 6, 2021 meeting. The accompanying report provides a Status of Projects and Activities.

Information Technology Services

Informational Report for the Board of Trustees

October 6, 2021

Prepared effective August 31, 2021



Information Technology Services

TABLE OF CONTENTS

APPLICATION SERVICES PROJECTS & ACTIVITIES.....	1
Data Lake Migration – Phase II	1
New Portal Implementation	1
Graduate School Implementation of Salesforce/TargetX	1
SaaS ERP System Selection and Implementation	1
CYBERSECURITY SERVICES PROJECTS & ACTIVITIES.....	2
Cloud-Based Security Information and Event Management System (SIEM) Implementation..	2
Multi Factor Authentication for Students	2
Penetration Test.....	2
Security Access Directory Implementation	2
INFRASTRUCTURE SERVICES PROJECTS & ACTIVITIES.....	3
IPv4 to IPv6 Migration.....	3
Microsoft OneDrive and SharePoint Migration	3
Oracle Platform as a Service (PaaS) Migration.....	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.</u>		Project activities initiated.
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 40% complete.
Graduate School Implementation of Salesforce/TargetX	\$87,000 General Fund The University expects this will replace existing spend approximating \$55,000 annually.		Implement Salesforce and TargetX for Graduate School admissions processing. This will automate the admissions process and communication with prospects, standardize processes with Undergraduate Admissions which already use Salesforce/TargetX and provide effective analytics. This system replaces ApplyYourself. <u>Schedule: 12/2020 - 04/2021 updated to 10/2021.</u>		Project activities 90% complete.
SaaS ERP System Selection and Implementation	TBD		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 – 11/2021.</u> Phase 2: Implement SaaS-based HCM and Financials pillars. <u>Schedule: 12/2021 – TBD.</u> Phase 3: Implement SaaS-based Student Administration pillar. <u>Schedule: TBD - TBD.</u>		Phase 1 activities 30% 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.

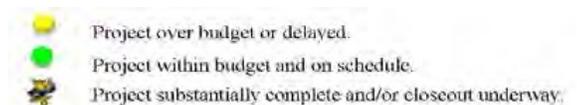
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
CYBERSECURITY SERVICES					
Cloud-Based Security Information and Event Management System (SIEM) Implementation	None		Deploy Microsoft Azure Sentinel for security event logging and analysis which will help to detect and respond to security breaches and reduce the adverse impact of security events. Phase 1: Collection and analysis of Microsoft events. Phase 2: Collection and analysis of legacy and multi-vendor data. Schedule: 11/2020 – 08/2021.		All project closeout tasks and activities completed.
Multi Factor Authentication for Students	\$25,000 General Fund		Provide capability for multi factor authentication for students. This feature will provide an additional layer of protection to help prevent account compromises. Phase 1: Pilot deployment of students. Schedule: 01/2021 - 7/2021. Phase 2: Rollout to remaining students. Schedule: 08/2021 - 12/2021.		Phase 1 completed. Phase 2 activities initiated.
Penetration Test	\$27,450 General Fund		Conduct an authorized and simulated cyberattack to access the University’s information systems. An assessment of the penetration test will identify specific weaknesses and recommend measures to better protect against a malicious attack. Schedule 08/2021 - 01/2022.		Project activities initiated.
Security Access Directory Implementation	None		Consolidate several customized identity and authentication services to a single service through existing licensing with Microsoft Azure Directory Services. This consolidation will provide greater agility, efficiency, and management of security access to systems and services. Phase 1: Identify and map services. Phase 2: Add new services. Phase 3: Migrate to new infrastructure and services from the legacy provider. Schedule: 10/2020 - 09/2021.		All project closeout tasks and activities completed.

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.

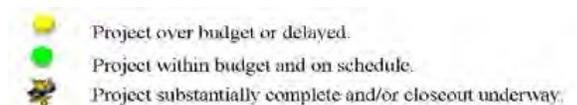
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
INFRASTRUCTURE SERVICES					
IPv4 to IPv6 Migration	None		<p>IPv6 is the next generation internet protocol to IPv4. Migration to IPv6 will improve the routing and capacity for the addressing of devices in the University's network. It also improves 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>		Phase 1 completed. Phase 2 activities initiated.
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 12/2021.</u></p>		Project activities 65% complete.
Oracle Platform as a Service (PaaS) Migration	<p>\$2,600,000 General Fund</p> <p>The University expects the reoccurring and one-time costs to approximate \$2.6 million over 4 years which will replace existing spend approximating \$3.4 million over 4 years.</p>		<p>Migrate from an on-premises Oracle technology platform used to support PeopleSoft and located at The University of Akron to a cloud-based platform hosted by Oracle. This migration helps to 1) Avoid replacement of current on-premises hardware which goes off support in calendar year 2021, 2) Unbundles and eliminates the annual support fees for Oracle technology software, and 3) Provides full business continuity and disaster recovery support.</p> <p><u>Schedule: 05/2020 - 12/2020 updated to 08/2021.</u></p>		All project closeout tasks and activities completed.

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	
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.</p> <p>Phase 3: Inventory and load information for IT software assets. Schedule: 01/2022 – 03/2022.</p>	●	Phase 1 activities initiated.
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 12/2021.</p>	●	Phase 1 completed. Phase 2 activities 50% 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 9

ADVANCEMENT REPORT

DIVISION OF ADVANCEMENT
DEVELOPMENT

PREPETIT-BARNETT SCHOLARSHIP FOR NON-TRADITIONAL STUDENTS

The Nadja Anne Prepetit-Barnett Scholarship was established by UA alumna Nadja Anne Prepetit-Barnett '87, '90, '98, '04. Her gift helps non-traditional students and those returning to college to prepare for new careers. Mrs. Barnett, a native of Port-au-Prince, Haiti, came to Akron in 1982 earning multiple degrees, including an associate degree in business management technology (1987), a Bachelor of Arts degree in Graphic Design (1990), a Bachelor of Science in Nursing (1998), and Master of Science degree in nursing with the title Certified Registered Nurse Anesthetist in (2004).



Nadja Anne Prepetit-Barnett

While a student, Mrs. Barnett met her husband, Carlton, on campus. After working in graphic design, she returned to UA to study nursing. She then worked at the Cleveland Clinic in the cardio-thoracic ICU for five years before returning to UA for a master's degree. Mrs. Barnett joined the U.S. Army Reserves as a nurse in 2002 and spent nine years, two tours of active duty and finishing as a U.S. Army Captain. She worked with the Summa Health System for more than 17 years, which includes past service as a clinical instructor in the ICU at Cleveland Clinic Akron General Hospital.

Through her experiences, Mrs. Barnett has handled and overcome the challenges of returning to college from the workforce which led her to establish a scholarship making it easier for others to achieve their dreams.

SMUCKER BOLSTERS DINDO BUSINESS SCHOLARSHIP



In honor of Kathryn Dindo's retirement from the J.M. Smucker Company Board of Directors, the Smucker Company made a gift designated to The Kathryn Warther Dindo and Thomas William Dindo Endowed Scholarship in the College of Business.

At left:
Tom, '72, and Kitty, '71, Dindo

GREENBERG FUND FOR BIERCE LIBRARY

The Joan M. Greenberg Endowed Fund for Bierce Library was established with an estate gift from Joan Greenberg to support UA's Bierce Library. Joan passed away in March, 2021, at age 80.

Joan graduated from The University of Akron in 1963 and later earned graduate degrees from The University of Texas, (Austin), and Villanova University. While attending UA, Joan worked at Bierce Library as a student assistant.

Joan and her twin sister, Jane Root '63, attended UA together and were both actively involved in several campus and student organizations. Both remained life-long Zips fans and supporters. As a student, Joan was a member of Phi Mu, Pierian, Who's Who, A-Key, Phi Epsilon Delta (secretary, treasurer), Pi Kappa Delta, Panhellenic Council (president), University Theater (president), the Radio Workshop, and served as a freshman counselor.

Joan began her professional career as an English teacher, then spent nearly 30 years as a librarian after receiving a graduate degree in library science. She worked mostly in public libraries, serving as the head librarian of both Jenkintown Library and Glenside Library, and was the adult services librarian and assistant director at Upper Moreland Library in Willow Grove for 15 years, where she developed numerous programs and services.



Joan Greenberg '63

GOFF SCHOLARSHIP HELPS LAW STUDENTS



**Michele and
Christopher Goff**

Christopher V. and Michele D. Goff made an estate gift commitment to endow The Christopher V. Goff Scholarship, established for Akron Law students interested in pursuing health and/or employment law careers.

Mr. Goff earned a master's degree in Political Science, (1995) and a Juris Doctor, (1999) from UA. He is the chief executive officer and general counsel for Employers Health in Canton, Ohio. Mr. Goff is a member of the President's Advisory Council, University of Akron Foundation Board of Directors, Law Alumni

Association Board of Directors, and also serves as an adjunct faculty member in the School of Law and Co-Director of the Health Law Certificate program.

Michele Goff is a pharmacist with Absolute Health Services in Canton, Ohio.

CLEVELAND ALUMNI SOCIAL A SUCCESS!

More than 200 Zips attended the UA Alumni Association's Cleveland social in July. The event was held at Nuevo, hosted by President and Mrs. Gary L. Miller.



John Adams '88, UA Athletics Director Charles Guthrie, and Sarah Adams.



President Miller (right), talks with an alumnus.

ALUMNI AT PRIDEFEST

Hundreds of Akronites and Zips stopped by the UA Alumni Association tent at PRIDE fest in downtown Akron, August 28th.

The alumni team handed out PRIDE-designed Zippy cookies as well as "Forever a Zip" PRIDE decals. In addition to the giveaways, the Alumni Association proudly hosted the student organization PRIDE in STEMM.



DONOR SPOTLIGHT:

Dr. Jack Fellers



Valued friendships forged early in life often extend and grow deeper over time, bringing a recurring wisdom and guidance at key moments. Dr. John Fellers, known as Jack by his friends, came to The University of Akron in the mid-1960s to pursue graduate studies in polymer science. While earning his Ph.D., he met

Dr. Maurice Morton, a mentor he would draw on and who would inspire him to establish a legacy gift in appreciation of the education he received.

Jack met Dr. Morton in the fall of 1963, shortly before starting graduate studies at UA. Jack, who retired as Professor Emeritus, Department of Material Sciences and Engineering, University of Tennessee (UT), Knoxville, in 2004 after a 34-year career, recalled his lasting admiration for Morton. Their association would last more than 30 years.

Jack, who previously served in the Department of Chemical, Metallurgical and Polymer Engineering at UT, recently made a generous estate gift to the Maurice Morton Fund for Graduate Studies. This fund was initially established in 1979 by former students and friends in memory of Dr. Morton, who started UA's first Ph.D. program in polymer chemistry in 1956.

Dr. Morton was the first director of The University of Akron's Institute of Rubber Research, later renamed in his honor.

Through the fund, the Maurice Morton Award is given annually to the student with the highest GPA in the first-year core courses in the Department of Polymer Science.

"Dr. Morton was a precise man. Articulate and direct, you knew what he meant; his lectures were well thought out and highly organized," said Jack, of his graduate advisor. "He basically ran the program. He knew what it should look like, and if you made it through, you were well-prepared

to succeed in industry."

After earning his Ph.D. in polymer science in 1967, Jack worked for Ford Motor Co., for four years as an investigative researcher. Producing numerous papers and five patents during his Ford career, he kept in touch with Morton. On one visit, he shared his interest in leaving industry to pursue an academic career.

"Dr. Morton went to a big steel file cabinet he kept in his office and pulled a letter from a professor at (The University of) Tennessee in the chemical engineering department describing the person they needed. I said, 'that's me,'" Jack said.

Jack, who has mentored numerous Ph.D. students during his own stellar career, said he never forgot Morton's teachings. "He was a man of intellectual honesty, tough but fair. Dr. Morton was there if you, as a graduate student needed help, but he was not the buddy type. That was not his style."

"Enthusiasm is contagious. It reminds people of the joy, whether the topic is science or music; a source of joy is enabling and it is important to find that joy."

—Dr. Jack Fellers

A University of Akron donor for many years, Jack said gratitude to both UA and Dr. Morton spurred his estate gift to The University of Akron Foundation.

"I came to UA as a young man. I was a good student with credentials but did not have a lot of schools after me," Jack said. "Dr. Morton's confidence in me stayed with me, in many ways."

"At 22 years old, I had dreams. My message to prospective UA grad students, is to think about your dreams. Try to live them, they're here for you to have," Jack said. "My hope is that guys who were perhaps 10, to 20 years behind me, who are finishing up or have finished their professional careers, they have worked hard and achieved, done great things.

But they got there on the good ship Akron."

"They really gave a lot of us an incredibly solid foundation, a chance to get off to great starts in our professional careers," Jack said.

"I hope that graduates share my hope and desire to see a new generation of young people have that same experience, that's really what a decision to offer scholarship support is all about."

Today, Jack, 80, serves on the board of directors of The Joy of Music School in Knoxville, an organization offering free music lessons to low-income, disadvantaged youth. Jack, who teaches piano to youngsters twice a week, happily points out a correlation between his past career and his current interest.

The
University
of Akron

**WE RISE
TOGETHER**
The Campaign for
The University of Akron

We lift our people. We elevate this place. We live up to our promises.



FINANCE & ADMINISTRATION COMMITTEE

TAB 10

**UNIVERSITY COMMUNICATIONS AND
MARKETING REPORT**



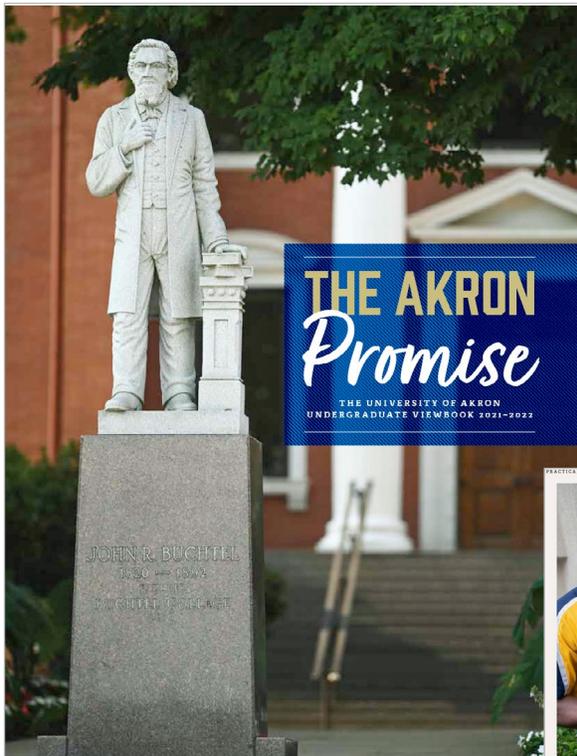
REPORT TO THE BOARD OF TRUSTEES | October 2021

UNIVERSITY COMMUNICATIONS AND MARKETING



New viewbook details our enduring promise to undergraduates and our community

Through words, statistics and rich photography, the new, 18-page viewbook makes the case that UA has been faithful to its founding promise, the Akron Promise: to open the doors of education to all students, giving them the opportunity to reach their full potential, launch successful careers and improve the world.





Renown for engineering excellence

This postcard is being sent to engineering prospects for next fall, encouraging them to apply. It includes information about co-op

opportunities, starting salaries, engineering scholarships and more.



Another link between city and university

This eye-catching 118' x 20' graphic covers the north side of the Polsky bridge over South High Street. Its "We Are Akron" message underscores the strong tie between the University and city.



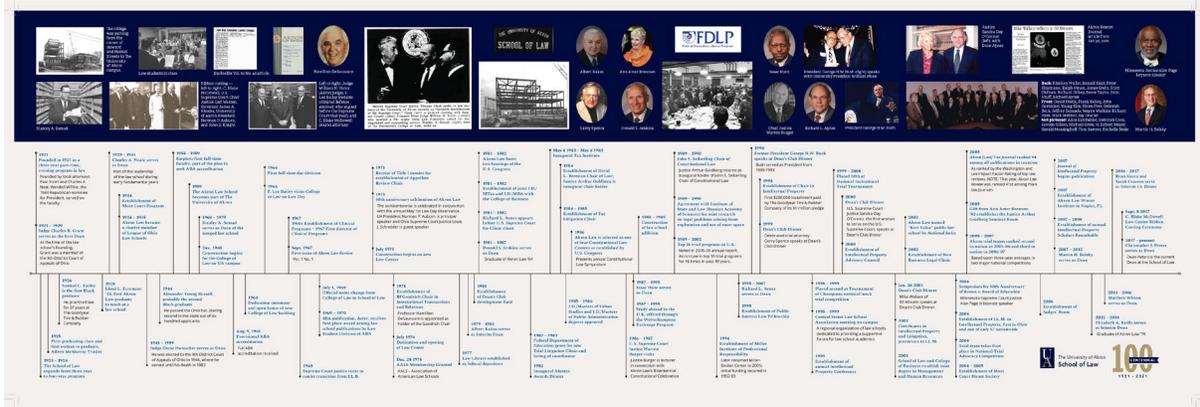


Marking the School of Law's centennial

The window graphics above and the pole banner at left honor the Law School's 100 anniversary, which carries the theme, "Honoring our Past. Building our Future." Look for them as you drive the streets near the school.



Below is a printed fold-out timeline that captures the high points of the school's history. It will be provided to attendees of events marking the centennial. A similar timeline appears on the school's website.



Refreshes for home page and scholarship pages

Our designers recently refreshed the University's home page (right) and scholarship pages (sample below), among others.

The new designs amp up the visuals as they promote the manifold benefits of attending UA.

THE PRESIDENTIAL SCHOLARSHIP
At UA, you're rewarded for your hard work.

Our merit-based Presidential Scholarship ranges from \$1,000 to \$7,500 per academic year.

There's no need for a separate application. We determine your scholarship eligibility automatically using the materials you submit when you apply for admission.

Students with a 3.00 or higher qualify for the Presidential Scholarship.

The scholarship is awarded for eight semesters of full-time attendance or until the completion of a bachelor's degree. A cumulative GPA of 2.5 is required for renewal each year.

Note: We review our scholarship programs annually. This information is for the academic year of fall 2022 and spring 2023.

MORE WAYS UA IS MAKING COLLEGE AFFORDABLE

FOR OHIO RESIDENTS The UA Tuition Guarantee Program ensures that tuition will not increase over four academic years, allowing you to better predict and plan for the cost of your education.	FOR NON-OHIO RESIDENTS If you have a GPA of 3.00 or higher, you'll receive the renowned \$3,000 Merit Advantage Award . Combined with the Presidential Scholarship, you can significantly reduce the cost of your education.
--	---

Scholarships for new first-year students →

EARN MORE WITH YOUR UA DEGREE

No. 1	\$40,000	\$63,000
--------------	-----------------	-----------------

YOU BELONG HERE!
Start your journey by applying for admission today. The undergraduate application fee is waived now through Jan. 1, 2022.
[APPLY TO UA](#) [VISIT CAMPUS](#)

GREAT VALUE
UA offers one of the best values in quality education today.
[AFFORDABILITY AND SCHOLARSHIPS →](#)

SEEING IS BELIEVING
Tour our modern, green campus and see the many ways you can get involved, make new friends and launch the life you want to live.
[VISIT CAMPUS →](#)

DEGREES OF EXCELLENCE
We have 200+ degrees and programs, taught by expert faculty and enhanced by internships or other hands-on learning. You'll graduate ready to rise in the global job market.
[EXPLORE MAJORS →](#)

APPLY **CONFIRM ENROLLMENT** **GET INFO**



SOCIAL MEDIA

#ZipsInvade resumes

With students back on campus and Main Street construction mostly concluded, we have resumed the #ZipsInvade events.

#ZipsInvade is a Knight Foundation-funded project that gives UA students, faculty and staff a chance to explore Akron businesses and receive an item free of charge to them.

There was a great turnout for the first #ZipsInvade at the Peanut Shoppe and these events will continue regularly throughout the semester.





Thumbs ready, new social media ambassadors to show daily life at UA

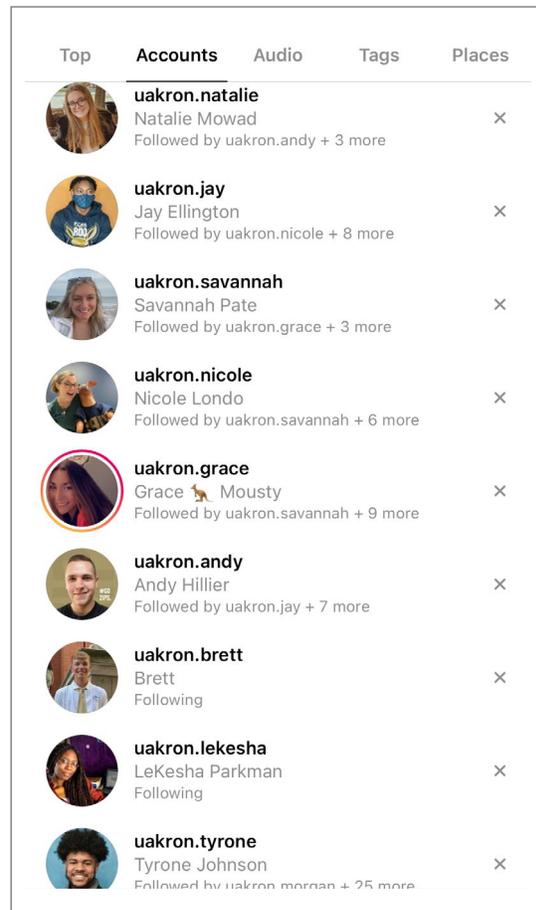
The #UASocialRoos Social Media Ambassador program has expanded this semester to more than 10 students with a variety of majors and campus involvements.

Ambassadors have their own UA-branded Instagram account which they will post to throughout the semester, showing what life is like as a UA student.

Welcoming back to campus

An important part of our work in social media is supporting Admissions' efforts and welcoming our new students to campus.

We highlighted the excitement on social media from move-in to convocation, to new freshmen events and more.



Capturing student and faculty achievement via video

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.



We celebrated the return of in-person classes and activities in a video that drew vivid contrast between this year and last.



Dr. Hazel Barton, professor and director of the Integrated Bioscience Program, sat for 20 questions—some serious, some not so.



Faculty members' resilience over the last year was the focus of a video played during a welcome-back event for faculty and staff.



Recipients of the James P. and Maureen C. Kovach Scholarship for the Performing Arts express their gratitude to the Kovachs.



Engineering and computing students have a variety of promising career opportunities ahead of them after graduation.



Students in a Mechanical Engineering lab designed the artificial intelligence inside this smooth moving AI robot.

Media relations: Telling our story

Here are highlights of the work by the media relations team since the last Board meeting:

The Akron Beacon Journal published a story about UA's outlook a year after its workforce reduction that included comments from Dr. John Wiencek, executive vice president and provost.

The media relations team promoted the groundbreaking research of Dr. Junpeng Wang, assistant professor in the School of Polymer Science and Polymer Engineering, who discovered a solution to clear a scientific pathway for a more sustainable future in plastics that can appeal to the rubber, tire, automobile and electronics industries.

Wang's research was covered by Chemical & Engineering News, ScienceDaily, The Hill, Modern Plastics (India) and 1590-WAKR.

Dallas A. Grundy, senior vice president and chief financial officer, interviewed with Cleveland.com and Crain's Cleveland Business about ways UA will use the latest



AKRON BEACON JOURNAL

University of Akron requiring students, faculty and staff to get COVID-19 vaccine by Dec. 13

The University of Akron is joining a growing number of colleges requiring students, faculty and staff to get a COVID-19 vaccine.

Students, faculty, staff and contract professionals must show proof that they are fully vaccinated by Dec. 13, according to a post on the university website Friday.

More: These Ohio colleges and universities are requiring the COVID-19 vaccine for the fall semester

Exemptions to University of Akron's COVID-19 vaccine requirement

Exemptions can be requested "for medical reasons or for sincerely held religious beliefs or reasons of conscience," according to UA's website.

Students who are not vaccinated or granted an exemption will not be permitted to enroll at UA for the spring semester.

Those individuals who are not vaccinated or have not reported their vaccination status will be subject to up-to-weekly testing and required to wear a face mask at all times while on campus.

call center will be available 10 a.m. to 3 p.m. on weekdays beginning Monday, Aug. 30.

Other Ohio universities also requiring COVID-19 vaccine

Kent State also announced Friday all students and staff are required to be vaccinated against the coronavirus by Dec. 20.

Ohio State University announced earlier this week it's requiring all students, faculty, staff and the campus community to get a COVID-19 vaccine. Many others are expected to join the trend after the U.S. Food and Drug Administration recently gave full approval to the two-shot Pfizer COVID-19 vaccine.

In its announcement, UA said it decided to implement the requirement after consulting with the University Council, Faculty Senate, faculty staff unions, 1590-WAKR and Student Government.

Several media outlets provided coverage of UA's revised mask and vaccine policies. President Gary L. Miller discussed with 1590-WAKR host Ray Horner how UA is protecting its students, faculty and employees. The Akron Beacon Journal, Crain's Cleveland Business, Cleveland.com, Cleveland Scene, 89.7-WKSU, WKYC-TV, WEWS-TV, WOIO-TV, WJW-TV and 90.3-WCPN also provided coverage.

installment of higher education funding from the American Rescue Plan.

Crain's Cleveland Business and Cleveland.com covered UA's receipt of a \$539,218 federal grant for its Educational Talent Search program. The program supports Akron-area students and adults who are low income or potential

first-time college students for postsecondary education.

UA will play a key role in a newly established 11-university Great Lakes Innovation Corps (I-Corps) Hub that was funded by the National Science Foundation. Crain's Cleveland Business and

Continues on next page.

Continued from previous page.

Forbes reported on the \$15 million award, which includes \$375,000 in funding to UA.

Following the sale of UA startup company Akron Ascent Innovations to a large, multi-national technology company, Crain's Cleveland Business published a story touting other startup companies that are supported by the University of Akron Research Foundation and hoping to be awarded federal funding for their products.

The Akron Beacon Journal reported on the sale of the former St. Paul's Episcopal Church, which formerly housed the University's dance institute. Dallas Grundy, senior vice president and chief financial officer, commented on the developer's plans to preserve the historic structure.

Dr. Seungbum Lee, professor of management, and Nate Meeker, director of esports, interviewed with reporter Jeanne Destro of 1590-WAKR, about the new Esports Business certificate. The 12-credit interdisciplinary certificate responds to the industry's need for trained college graduates to fill esports-related positions.

AKRON BEACON JOURNAL

Campus is their canvas: High school, college artists transform University of Akron courtyard

By Betty Lin-Fisher

A group of high school and college art students have finished transforming an overlooked courtyard on the University of Akron this summer.

The group of artists — Akron Public Schools high school students in the Akron Arts Lift Program and the Art Bomb Brigade, a companion group at the university — worked on a UA courtyard in the middle of Schrank Hall.

The courtyard is on top of a parking deck and the garden needed some love, said Dan Coffield, education coordinator for Akron Arts Lift and a Firestone high school art teacher.

The Akron Arts Lift Program did the landscaping and built garden totem poles while coordinating with UA professor Elisa Gargarella. Her companion Art Bomb Brigade artists painted colorful murals on the ground.



The media relations team promoted and organized a media event tied to the colorful transformation of the Schrank Hall South courtyard by UA's Art Bomb Brigade, Arts LIFT and the College of Engineering and Polymer Science. The Akron Beacon Journal and Cleveland.com provided coverage.

Crain's Cleveland Business published a story describing technology from Columbus-based company Exacter that was developed with help from faculty and researchers at UA to "listen" to power lines for signals that can indicate power leakages and potential faults with equipment. UA's efforts are led by Dr. J. Alexis De Abreu Garcia, professor of electrical and computer engineering, who was interviewed for the article.

Continues on next page.

Continued from previous page.

Kim Gentile, director of admissions, shared with Cleveland Jewish News some of the unique opportunities UA offers that can appeal to Northeast Ohio residents who prefer to pursue higher education at area institutions.

Science News published a story about research on bird feathers completed by Dr. Ali Dhinojwala, the H.A. Morton Professor in the School of Polymer Science and Polymer Engineering, and graduate student Anvay Patil. Their work with researchers from the University of Ghent showed that sunbirds' flashy, iridescent feathers heat up more than other types of feathers, possibly making it harder to stay cool in hot, sunny conditions.

The media relations team promoted the recent research Dr. Yu Zhu, professor in the School of Polymer Science and Polymer Engineering, who aided in developing a more stable way to store renewable energy that is beneficial for electric vehicle charging stations. ScienceDaily published a story about the research and Zhu's contributions.

Crain's Cleveland Business profiled several area colleges about their success in fundraising during the pandemic. Kim Cole, vice president of advancement and executive director of The University of Akron Foundation, remarked that it is vital to provide context that paints a full picture of current needs for donors.

Continues on next page.



CRAIN'S CLEVELAND BUSINESS

Small businesses are no small target for cyber attacks

By Douglas J. Guth

Ransomware and malware attacks are not exactly top of mind for many small businesses. Considering the deleterious impact presented by an ever-evolving host of cyber threats, enterprises of all sizes should be eager to correct any vulnerabilities within their networks, according to industry experts interviewed by Crain's.

Ransomware is the software behind cyber extortion, an internet crime where company data or devices are quite literally held for ransom. Small businesses with fewer security measures in place are a tasty target — those affected may find their files inaccessible until they provide a hefty payoff.

"These attacks are very straightforward, because cyber criminals found out that businesses will pay large sums of money to get their information back," said [expert name].

emails and more — encrypting the data so it can't be used without a decryption key. Hackers will then demand a ransom payment for a copy of the key, sometimes [expert name].

from a small business is a huge sum of money for them."

How can a small business protect itself? [expert name].

Dr. John Nicholas, professor of computer information systems, told Crain's Cleveland Business how companies can strengthen their cybersecurity during a time when sophisticated threats are coming from criminals and nation-states. In a related story by Crain's, Nicholas commented on what small business can do when hit by ransomware and malware attacks, and how to handle online security. Nicholas and student Aalia Haque provided interviews for a WEWS-TV report about how UA's cybersecurity program is meeting the talent demands of the information technology field as cyber threats increase. Yahoo! News also published the story.

UNIVERSITY COMMUNICATIONS AND MARKETING

Continued from previous page.

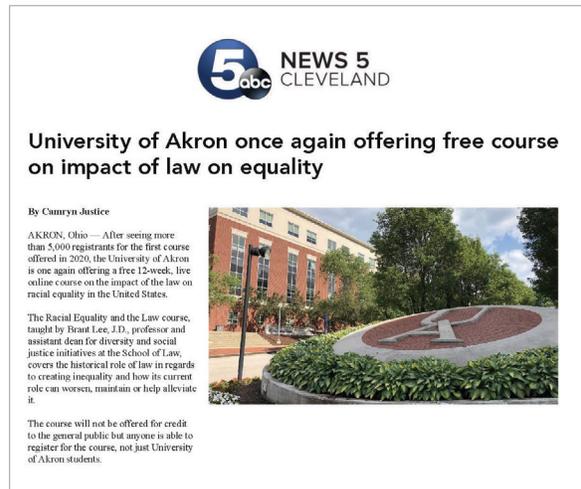
Crain's Cleveland Business reported that UA was one of 27 higher education institutions receiving funds from the State of Ohio's 2021 Campus Safety Grant Program. The \$430,000 awarded to UA will allow for the purchase of cameras, mounting systems, cabling and installation of cameras in parking garages on campus. WKYC-TV and Campus Safety Magazine also covered the announcement.

Cleveland.com and Crain's Cleveland Business published stories about The University of Akron receiving \$100,000 for three consecutive years for scholarship funding that will allow students in need to pay for room and board expenses.

Crain's Cleveland Business interviewed Dr. Henry Astley, assistant professor in both the Department of Biology and the School of Polymer Science and Polymer Engineering, about the ways in which he plans to use his five-year National Science Foundation CAREER grant to expand biomimicry research on snake locomotion.

Other faculty experts continued to provide interviews with media:

- Dr. David Cohen, professor of political science, was interviewed as part of a WKYC-TV story about negative attack ads launched by the campaigns of the two Democratic primary front-runners seeking to fill the vacancy in Ohio's 11th Congressional District. Separately, he contributed insight to Politico for a story that examines



NEWS 5 CLEVELAND

University of Akron once again offering free course on impact of law on equality

By Camryn Justice

AKRON, Ohio — After seeing more than 5,000 registrants for the first course offered in 2020, the University of Akron is once again offering a free 12-week, live online course on the impact of the law on racial equality in the United States.

The Racial Equality and the Law course, taught by Brant Lee, J.D., professor and assistant dean for diversity and social justice initiatives at the School of Law, covers the historical role of law in regards to creating inequality and how its current role can worsen, maintain or help alleviate it.

The course will not be offered for credit to the general public but anyone is able to register for the course, not just University of Akron students.

The media relations team promoted the free 12-week, live online course this fall designed as an introduction to the impact of the law on equality in America. The course is being instructed by Brant Lee, J.D., professor and assistant dean for diversity and social justice initiatives at the School of Law. Cleveland.com, West Side Leader and WEWS-TV provided coverage about the course, which has about 5,000 registrants worldwide.

the inconspicuous campaign of J.D. Vance, who is seeking to fill the seat of retiring U.S. Senator Rob Portman.

- Michael Gentithes, associate professor in the School of Law, interviewed with Cleveland.com as part of a story examining federal charges against a local company.
- In an article by the Akron Beacon Journal looking at the rise in extended-stay lodging, Dr. Melinda Newman, associate professor of finance, advised that homeowners

Continues on next page.

Continued from previous page.

consider their relocation options before jumping into a sale.

- Dr. John Senko, associate professor of geosciences and biology, interviewed with The Columbus Dispatch for a story about the impact of sustainable farming techniques on preventing dangerous algae blooms in Lake Erie.
- Dr. Amanda Weinstein, associate professor of economics, provided insight to Business Insider about the expiration of federal unemployment insurance as the Delta variant is increasingly jeopardizing plans of many to return to work.
- The Los Angeles Times included comments from Dr. John C. Green, interim director of the Ray C. Bliss Institute of Applied Politics, about two special House elections in Ohio. The article was reprinted by Yahoo! News and MSN.com.
- 1590-WAKR morning show host Ray Horner talked to Dr. Richard Londrville, professor of biology, about the coronavirus Delta variant and the efficiency of the COVID-19 vaccination in fighting it.
- Dr. Mahesh Srinivasan, associate professor



Lego Bricks Inspire New Load-Bearing Aerogel Design

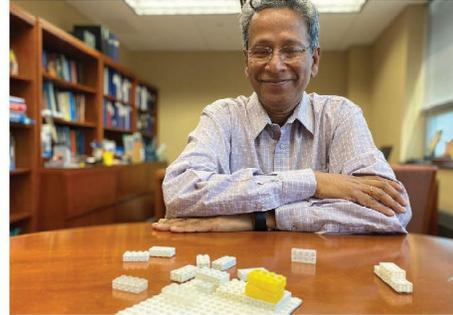
For generations, Lego bricks have inspired creativity among the young and not so young. But that's child's play compared with how the classic toy showed researchers at the University of Akron (UA) a design path to develop high-load-bearing aerogels.

Aerogels are created by combining a polymer with a solvent to form a gel, and then removing the liquid from the gel and replacing it with air, explained a news release on the university website. This makes them porous, very low in density, but a major drawback is that they are unable to support large loads. Aerogels are used as thermal insulation in space shuttles and under-the-ocean pipelines, in the material makeup of sound barriers, and in hospital filters for removing nanoparticles and viruses from the air.

The design of Lego bricks suggested a template for the UA-led engineering team of Piljae Joo, Yimin Yao, Nicholas Teo, and Sadhan Jana, PhD, for strengthening aerogel structures.

"We were inspired by the simplicity of Legos and used them as templates to develop load-bearing aerogel structures that are stronger and more durable," explained Jana, associate dean of research in UA's College of Engineering and Polymer Science.

The Lego-like aerogel bricks are made



from polymer struts with the interior space filled with aerogels. The aerogel inclusions provide the desired thermal insulation, while the modular nature and strength are the main benefits of the bricks, said the researchers.

"If an 8,000-pound elephant was standing on a 12 x 16 x 16 in. aerogel brick structure, it would not break," said Jana.

Work is already in progress in Jana's on-campus laboratory on an aerogel brick design that will be used as packing

materials for cryogenic thermal insulation as well as air filters in hospitals. "Now, we can use our imagination to scale up, depending on how big the application is, just by putting the Lego bricks together," said Jana.

Dr. Sadhan C. Jana, associate dean of research in the College of Engineering and Polymer Science, was featured in stories by Crain's Cleveland Business, Plastics Today and Tech Ohio about the way his team was inspired by the simplicity of Legos, using them as templates to develop load bearing aerogel structures that are stronger and more durable.

of management and director of UA's Institute for Global Business, interviewed with The Columbus Dispatch on product shortfalls that stem from the coronavirus pandemic and the economic downturn that resulted from it.

FINANCE & ADMINISTRATION COMMITTEE

TAB 11

**PUBLIC LIAISON AND GOVERNMENT
RELATIONS UPDATE**

GOVERNMENT RELATIONS UPDATE

September-October 2021

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 September and October, 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 communicated frequently with elected officials and community leaders regarding developments at the University. We participated in virtual meetings 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.



U.S. Capitol Building

FEDERAL UPDATE

We have advocated through APLU for several issues before Congress this fall, including the Double the Pell campaign and an infrastructure bill that would include university research funding. The federal Pell Grant program provides grants to financially needy undergraduate students who have not yet earned a bachelor's degree to help pay the costs of attending a postsecondary institution. The campaign asks that the maximum individual award be increased to \$12,990, which is double the current maximum award.

APLU is monitoring the budget resolution, specifically the portions affecting public higher education. The resolution was passed by the House and Senate and directs congressional committees to draft sections of a \$3.5 trillion budget reconciliation bill based on elements of President Biden's American Families and Jobs Plans.



Ohio Statehouse

STATE UPDATE

The University of Akron has participated in several events regarding redistricting in Ohio. Every 10 years after the U.S. Census, Ohio's 99 House districts and 33 Senate districts must be redrawn to reflect the results of the most recent Census. The Ohio Redistricting Commission is tasked with redrawing each of those legislative districts. On August 27, 2021, the University hosted the Ohio Redistricting Commission, which seeks input from the public on the process, on campus. The event included members of the Commission or their representatives, including Senator Vernon Sykes, Leader Emilia Sykes, Senator Kirk Schuring, and Representative Bill Roemer. President Gary L. Miller welcomed both the Commission members as well as the large crowd to campus.



President Gary L. Miller addresses the Commission members and the public who attended the hearing.

On September 17, 2021, Dr. Matt Akers, in his role as associate director of the Ray C. Bliss Institute of Applied Politics, moderated an Impact Ohio Conference Panel titled “Redistricting: What It Means for Ohio and the Toledo Region.” The panel included State Representative Paula Hicks-Hudson, former State Senator Jeff Jacobson, and Ohio political reporter Liz Skalka.



Dr. Matt Akers moderating the Redistricting Panel, which included Rep. Hicks-Hudson, former Senator Jacobson, and Ms. Skalka.

Akers also attended the Salt Fork Legislative Conference on September 8-9, met with legislators, and listened to sessions about the fall legislative agenda, innovation districts in Ohio, collegiate athletics, and other topics related to the state politics.

State Operating Budget: HB 110 – FY 22 and FY 23

The Legislature, after much discussion about what would go into the State Operating Budget, passed HB 110 on June 28, 2021, and it received the governor’s signature on June 30. Governor DeWine issued 14 line-item vetoes, none of which directly impacted higher education, before signing the bill. The fiscal appropriations within the bill go into effect immediately (thanks to an emergency clause), while the other provisions become effective on September 30, 2021. The biggest takeaways from this budget include a new K-12 funding formula (only effective for this biennium, however), allowing for charitable e-bingo at veterans’ organizations, \$2 billion in income tax cuts, and \$250 million investment into broadband access. Additionally, OBM closed Fiscal Year 2021 with tax revenues \$1.5 billion over the yearly estimate led by both categories of the state sales tax.

Legislative Meetings and Events

President Miller continues to host meetings both virtually and in-person with legislators and key decision makers in Columbus. Throughout the operating budget process and over the summer recess, President Miller and Matt Akers, in conjunction with Sean P. Dunn and Associates, had several meetings in Columbus, and the meetings have continued into the fall.

Members of The University of Akron's administration visited Columbus on September 21 and 22 and met with leadership in both the House and the Senate, including Speaker Bob Cupp and Senate President Matt Huffman. Other meetings included Chancellor Randy Gardner, Leader Emilia Sykes, Rep. Galonski, Rep. Casey Weinstein, Senator Vernon Sykes, and Department of Agriculture Director Dorothy Pelanda. UA Trustee Tom Needles also attended the meetings and participated in discussions about the University's response to the pandemic and the vaccine mandate, as well as HB 327, which deals with Critical Race Theory, and the upcoming capital budget.

	
<p><i>Speaker Bob Cupp</i></p>	<p><i>President Matt Huffman</i></p>

On Thursday, September 30, Secretary of State Frank LaRose visited the UA campus and met with President Miller and student leaders, including our two student trustees and USG leadership. He also visited our Career Center to learn about how we connect students with employers.



Secretary of State Frank LaRose

General Legislative Update

Upon returning from summer recess, both chambers of the legislature have been focused on several key policy areas: redistricting reform, sports gaming, qualified immunity, Critical Race Theory, vaccine and mask mandates, spending of federal dollars, and recreational marijuana. Redistricting was resolved through the passage of four-year maps on Sep. 15, and the vote was along party lines. We expect these maps to be taken to court and litigated by opponents of the maps and the process. Sports gaming and qualified immunity are holdovers from the last general assembly. Sports gaming was not resolved before the legislature went into summer recess, and we believe it will be resolved by the end of this year. As the COVID-19 pandemic continues, there has been a significant push to extend qualified immunity from September 30, 2021, until December 31, 2022. As K-12 schools came back to class in mid-August, Critical Race Theory (CRT) has been and will continue to be a hot-button issue, and two bills have been introduced to combat and prevent CRT from being taught at the K-12 level.

There also have been more than ten anti-vaccine and mask-related bills introduced (not including SB 22 and HB 244, which have been enacted) that are currently pending before committees in both chambers. We expect either a current bill or one that has yet to be introduced to pass with the sponsorship of either the Speaker or a member of House Republican leadership dealing with vaccine mandates. A few provisions we expect in that bill include:

- Prohibiting mandating a vaccine that is in emergency use by both public and private employers;
- Granting exemptions by employers to employees for reasons of religion, medical and conscience and to any employee who can demonstrate the presence of antibodies equal to or more than the vaccine;
- Allowing exempted employees to be required to wear masks and to undergo random testing at the expense of the employer;
- Reinstating Qualified Immunity to be extended until December 2022;
- Mandating that employers need to make all reasonable efforts to accommodate exempted employees from jobs for which they are otherwise qualified for that interface less with the public; and
- Allowing employees to file claims with the Bureau of Workers Compensation due to injury or adverse reaction to a vaccine.

Lastly, after the voters resoundingly defeated Issue 1 during the 2016 election around recreational marijuana and then the passage by the legislature of medical marijuana, recreational marijuana is back in a preliminary fashion. We expect to see movement on this issue, as the push to legalize recreational marijuana has gained national momentum. We also expect to see the legislature do again what it did in 2016 and pass a bill instead of dealing with a ballot initiative.

A few higher education specific pieces of legislation are noteworthy. One is a credit enhancement bill supported by the Treasurer of State (TOS), which would help institutions of higher education leverage their SSI when debt is issued to the TOS. Many university CFOs, including Akron's Dallas Grundy, have had meetings with TOS staff to discuss the viability and timeline of this bill. The second bill is Senate Bill 135. While the bill has come a long way in

terms of content from when it was introduced, there are still two problem provisions that would be cumbersome on universities. The first provision deals with free speech. Most of this provision is redundant because of the last General Assembly’s Senate Bill 40. We continue to work with the sponsor, Sen. Cirino, on ameliorating his concerns about free speech at institutions of higher education. The second provision deals with donor intent and is aimed at how private contributions are used by a public university. Another bill currently pending in the House is HB 327, which prohibits the teaching of divisive concepts in both K-12 and higher education spaces. This bill is colloquially known as the anti-critical race theory bill and will have more hearings this fall.

Legislation Affecting UA

The Capital Budget, *Pending Introduction*

While the capital budget has yet to be introduced, we are anticipating the following timeline for its introduction and passage:

Late September 2021	OBM issues capital budget guidance to all state agencies and asks them to identify their most pressing priorities for infrastructure, construction, renovation, and improvements as well as the Capital Improvements Plan (CIP).
Late October 2021	State Agency CIP requests are due to OBM
Nov. 2021 – Jan. 2022	OBM reviews and analyzes agency requests and submits recommendations to the governor.
Early 2022	Capital Bill for FY 2023-2024 is introduced and considered by the Ohio General Assembly. Must be passed prior to March 30 to be effective prior to the conclusion of the fiscal year.
Effective date	90 days after being signed by the governor.

SB 135 – Higher Education Reform Bill (Cirino) *Pending in House Committee*

Currently pending in the House Higher Education and Career Readiness Committee, the bill passed out of the Senate committee by a vote of 5 to 2, along party lines, and then off the Senate floor by a vote of 31-2, with Sens. Antonio and Fedor voting no. The version passed out of the Senate had substantial changes that were agreeable to UA and fellow IUC institutions; however, we continue our good faith efforts to further ameliorate any lasting concerns with Senator Cirino. Two of the more controversial items included were removed, narrowed, and inserted into HB 110 and passed with that bill (nursing degrees at two-year institutions and the Second Chance Grant Pilot Project).

SB 176 – Sports Wagering Bill (Antani/Manning, N.) *Pending in House Committee*

Currently pending in House Finance Committee, the bill was voted out of the Senate by a vote of 30-2, with Sens. Johnson and Peterson voting no. The bill legalizes sports wagering and

gambling in the state of Ohio to be licensed and regulated by the Ohio Casino Control Commission and any sports gaming lottery to be operated by the State Lottery Commission. It would allow for betting on any collegiate sports event, as well as professional and Olympic events. Regulation and restrictions are included in the bill to prevent individuals from cheating or disproportionately benefitting from making certain bets.

HB 327 – Divisive Content (Grendell/Fowler-Arthur) *Pending in House Committee*

This bill would prohibit school districts, community schools, STEM schools, and state agencies from teaching, advocating, or promoting divisive concepts. The 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. UA has sent professors’ critiques of the bill to IUC, which is collecting comments from all IUC institutions and will formulate a common set of talking points for schools to use in advocating for adjustments to the bill. President Miller will submit opponent testimony along with IUC.

HB 415 – In-state tuition for veterans/spouses/dependents (Miller, A/Jarrells) *Introduced*

The bill would allow for in-state tuition to be granted to expanded groups of eligible veterans, their spouses, and dependents at state institutions of higher education. The bill was recently introduced, is a partisan bill, and has not yet been assigned to a committee.

SB 208 – Regards Ohio Arts Council Grants (Brenner) *Pending in Senate Committee*

The bill specifies requirements for administering grants by the Ohio Arts Council while also specifically referencing state institutions of higher education. Senator Brenner most likely drafted this bill in response to a community action organization in his district that provides arts education to students in Delaware County and frequently receives money from Ohio’s capital budgets, however, it is always in need of more funds and has been denied grants from the Arts Council because they have received money from the capital budget.

SB 126 – Collin’s Law (Kunze/Gavarone) *Enacted*

The requirements of the anti-hazing bill take effect on October 7, 2021.



LOCAL UPDATE

South of Exchange Street Safety Initiative

The University of Akron is serving as the fiscal agent for the South of Exchange Safety Initiative, for which the County of Summit received \$100,000 through the community project allocation of the FY21-22 state capital budget. The project will deploy upgraded street lighting

with camera and software technology to provide a safer environment for the large number of students and residents living in this residential area as well as the police who patrol it. The University of Akron, the County of Summit, and the City of Akron meet regularly to discuss project plans. This project will become larger, and the implementation will move more quickly due to increased safety issues in the South of Exchange area. The University of Akron has recently pledged an additional \$1 million to this project.

Connections between the City of Akron and Campus

UA is seeking to strengthen the bonds between the City of Akron and the campus. To that end, Mayor Horrigan attended and spoke at The University of Akron's Celebration of Community event, which was held in downtown Akron at Lock 3 Park.



Mayor Dan Horrigan



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. The Bliss Institute has hosted or participated in a number of events this fall.

Events

On the evening of September 21, the Bliss Institute hosted its biennial Bliss Honorary Certificate in Applied Politics Award Reception in Columbus. The Honorary Certificate is awarded to a Republican and a Democrat who have made a significant contribution to Ohio politics. Teri Geiger, Chief of Staff for Congressman Troy Balderson, and Dannette Palmore (posthumously) received the award. About 50 people attended the reception, including many legislators, UA alumni and friends, and UA Trustee Tom Needles.



Dr. Steve Brooks, Associate Director Emeritus at the Bliss Institute, Teri Geiger, Erica Clark Jones (receiving the award on behalf of her mother Dannette Palmore), and Dr. John Green, Director Emeritus of the Bliss Institute.

After the reception, the Bliss Institute hosted a dinner for legislators and alumni. A number of legislators attended, including Ohio Senate leadership. At the dinner, both the Ohio House and the Ohio Senate recognized Dr. John Green for his service to both UA and the Bliss Institute.



Senator Sykes and Dr. Green



Leader Sykes, Dr. Green, and Rep. Galonski

The Hudson Library & Historical Society will host a live virtual streaming event with George F. Will, Pulitzer Prize winning author of *American Happiness and Discontents: The Unruly Torrent, 2008-2020*. Bliss Associate Director Matt Akers will conduct the interview of the nationally known conservative columnist George Will on October 7 at 7 pm.



George Will

The Bliss Institute will both sponsor and moderate the Greater Akron Chamber's (GAC) U.S. Senate Candidate Conference, which will be an in-person panel discussion featuring Republican candidates seeking to replace U.S. Senator Rob Portman. The event will be held on Thursday, October 28 at 4:00 p.m., followed by the GAC Annual Leadership Reception at 5:30 p.m. Both events are being held at Firestone Country Club and will conclude by 7:30 p.m. A Democratic Candidate Conference will be held later.

The Bliss Institute will host its eighth-quadrennial State of the Parties conference on American political parties to be held November 4-5, 2021. The purpose of the conference is to assess changes in American political parties resulting from the 2020 presidential campaign and election. The conference will bring together scholars and practitioners for this purpose, and the best papers will be included in the ninth edition of "The State of the Parties," scheduled to be published in 2022. While the conference will be virtual, we are planning an in-person reception in Akron on Thursday evening, November 4 featuring Interim Director Green. He will talk about contemporary party politics.

Update from the Provost

Action Items for Consent Agenda Consideration:

October 6, 2021
Committee Meeting

Presiding:
Lewis W. Adkins, Jr.

1

Proposed Curriculum

For Information Only:

2

Research Report

3

Student Success Report

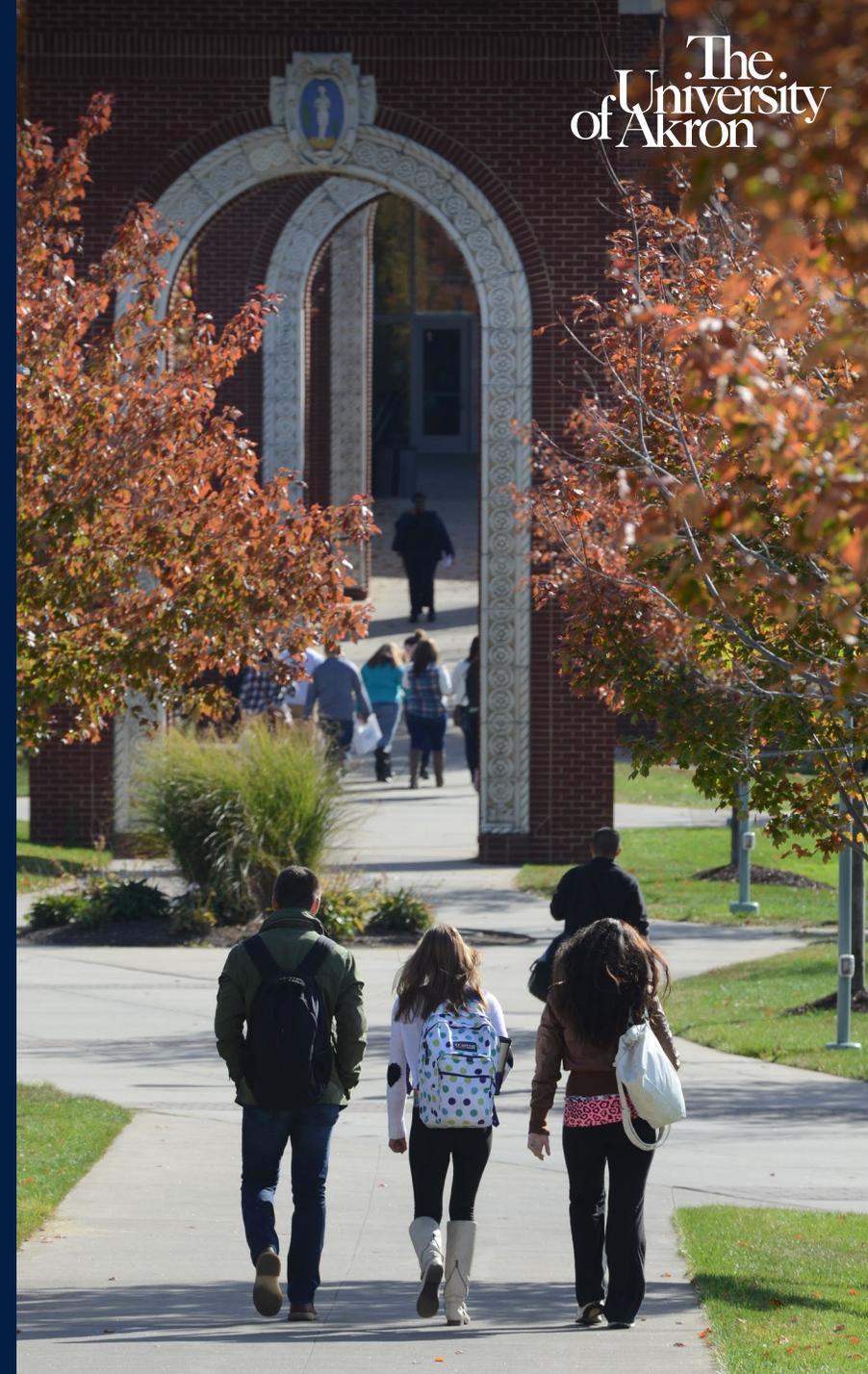


BOARD OF TRUSTEES PRESENTATION

Provost's Report

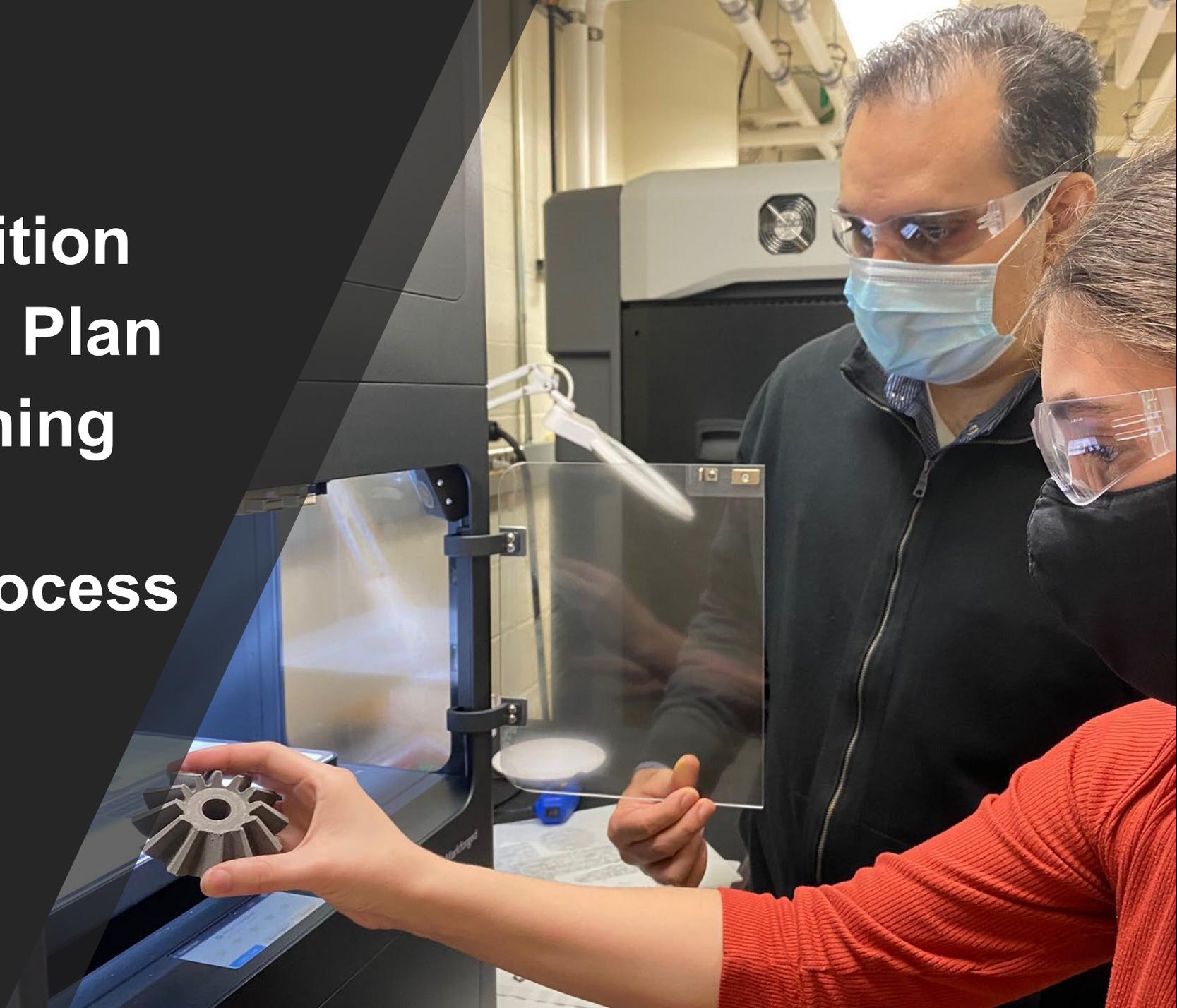
John Wiencek
Executive Vice President & Provost

October 6, 2021



AGENDA

- Faculty Recognition
- Strategic Action Plan
- University Planning Group
- Tools for our Process

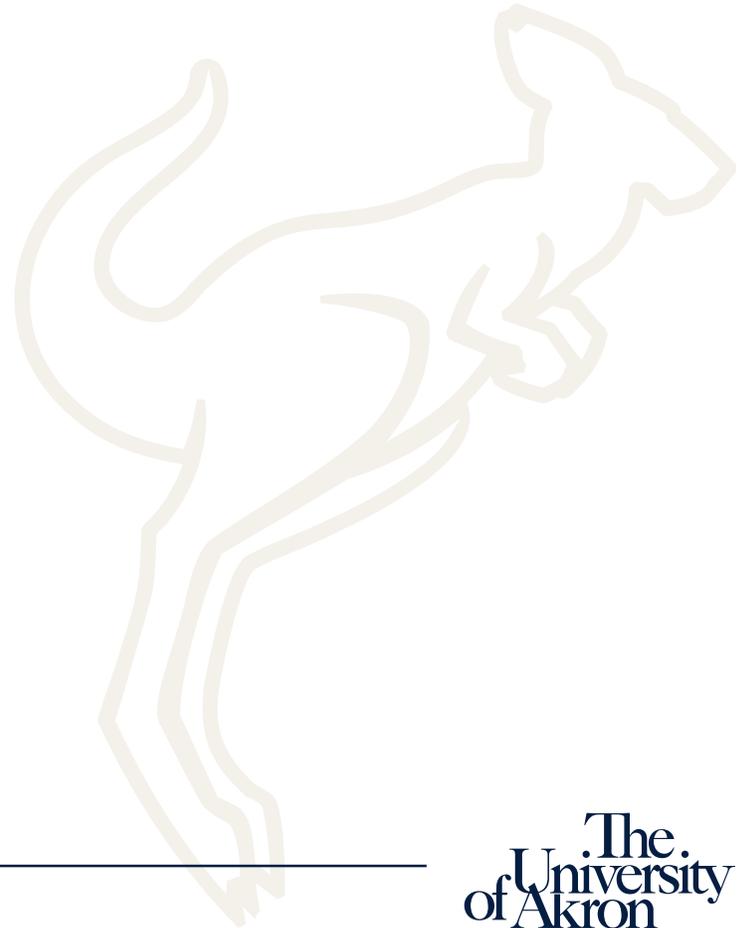




Faculty and Staff Accomplishments

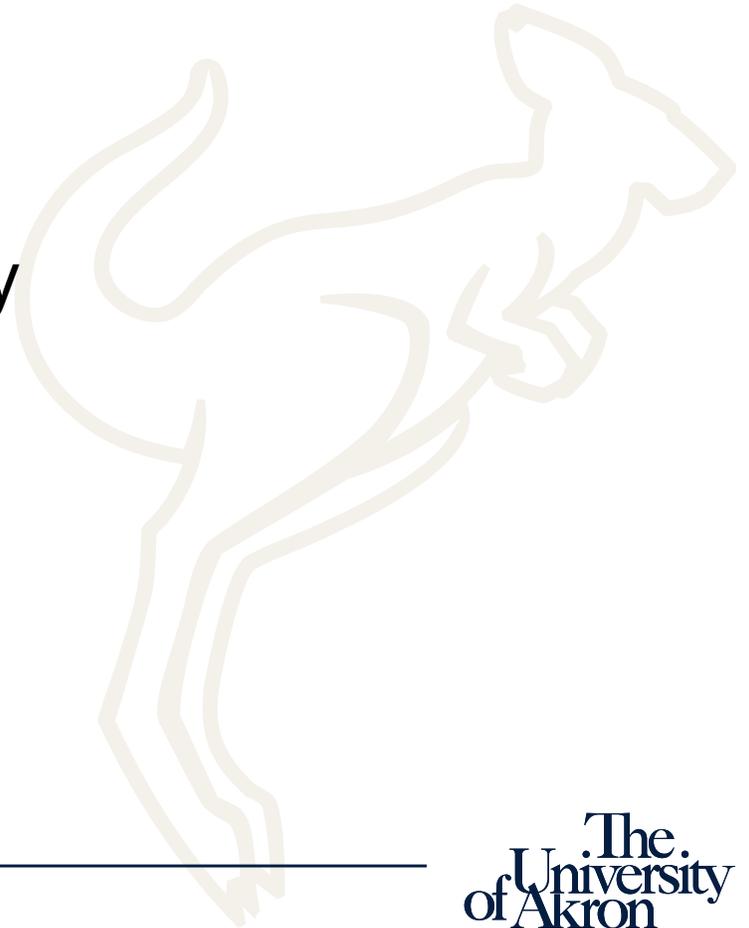
Dr. Robert Peralta
Dr. Daniela Jauk
Donna McDonald
Natacha Keramidas
Katy Yinger
Daniel Preacher
Kelly Bray
Jason Miller
Dr. Siamak Farhad
Elyse Ball
Dr. Karl Kaltenthaler
Dr. Sadhan Jana
Piljae Joo

Yimin Yao
Nicholas Teo
Dr. Jie Zheng
Dr. Yu Zhu
Dr. Jeffrey Pellegrino
Dr. Junpeng Wang
Dr. Hossein Tavana
Brant Lee, J.D.
Dr. Tianbo Liu
Dr. Elena Popa
Dr. Shing-Chung Wong
Dr. Robert Williams



Strategic Action Plan

- Implementation Correspondence Shared in Board Materials
- Framed on 5 Promises:
 1. Ensure long-term viability of the University
 2. Provide flexible and superb education
 3. Increase diversity, equity and inclusion
 4. Nurture research and innovation
 5. Connect to and serve our community



Strategic Action Plan (continued)

- Examples of specific actions anticipated this year:
 - Increased recruiting outcomes (applications through to enrolled)
 - Organized staff (advisors) and faculty effort to increase retention and progression
 - Finalize and start to implement the Diversity Roadmap
 - Hire key leadership (Vice President Research, Deans etc)
 - Launch Professional and Continuing Education Office for non-credit offerings

University Planning Group

The Strategic Planning Process is the responsibility of the University Council as articulated in Board of Trustees rule 3359-10-01.1.

The University Planning Group (UPG) will be comprised of the University Council Executive Committee as well as one dean and one academic chair/school director (appointed by the Executive Vice President and Provost or EVPP). Others will be added as needed by the UPG.

Tools for Moving Forward

Envisioning Workshops – capture human engagement with our plan and our future by identifying individual’s sense of purpose within the UA vision

Once the sense of purpose is in hand ... move to how to realize that purpose and what actions are required

OKRs to AKRs ... getting things done the AKRon way



Office of the Executive Vice President and Provost

Akron, OH 44325-4703

July 19, 2021

To: University Planning Group (UPG)
From: John Wienczek, Executive Vice President and Provost
Re: Formalizing and starting our strategic planning process

Dear Colleagues,

First and foremost, I am so thankful to receive the fruits of your many hours of labor of the last year. I have conferred with President Miller and he endorses what follows. So, as I indicate my approval of your ideas and work, please know that the President likewise approves and is thankful for your ideas and initiatives.

This work completely fulfills the charge that was given to all of you, the University Planning Group (UPG). Now that a “living” planning process is about to launch; I will refer to your group of the past year as UPG 1 since we will soon adjust membership and augment the UPG. This next UPG group will be referred to as UPG 2 in what follows.

Going forward, the UPG will drive the strategic plan and the process for evolving our planning activities. President Miller and I anticipate that the Executive Vice President and Provost (EVPP) be the chair of UPG, given the need to provide continuity in our planning effort, to represent the President and the Board, and the fundamental core responsibilities of the EVPP at The University of Akron. The EVPP provides the glue between our shared governance process and the management of UA resources (namely space, time, people and influence). If we need to discuss this point further, I suggest we do so relatively soon.

The ongoing process for shared input into the strategic plan falls under the responsibility of University Council (UC) by Board rule 3359-10-01.1. UPG 1 was charged with defining an ongoing process for putting actionable plans into place on a recurring basis, ideally having a span of two or three years. The document that UPG 1 shared called, “Strategic Planning Overview 3-2021” (SPO) maps this process out in some detail for the coming year and forms a basis for ongoing processes into the future. The first two sections spell out needed by-laws changes for UC to memorialize our approach. Subsequent sections focus on what we should do in the next year/cycle.

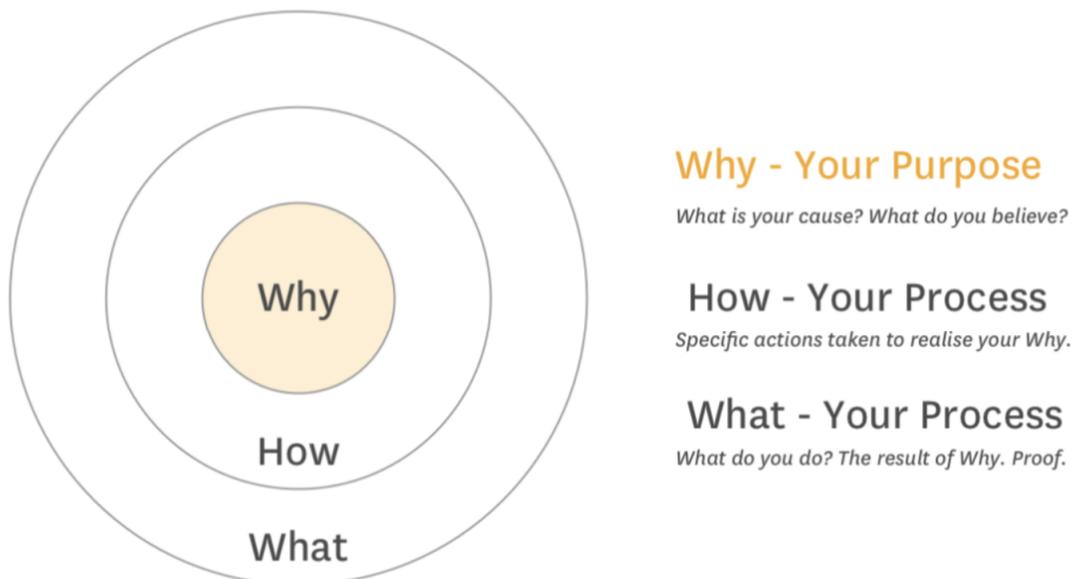
The proposed by-laws revisions discussed in those first two sections are reasonable to put forward to the full UC. The attached summary in Appendix 1 contains those essentials, which will serve us well in the long run. Please avoid placing overly proscriptive and detailed processes and activities into the new by-law(s) that may not be the preferred methodology by future UPGs or future UA leadership. We encourage UC to move necessary by-law(s) forward that accomplish the guidelines listed in Appendix 1 and as reflected in UPG 1’s recommendation.

The strategic plan listed in the UPG 1 document titled, “Executive Summary and Strategic Action Plan 4-8-2021” (ExecSum), is recommended for immediate implementation, subject to minor edits. We propose some minor wording changes (see Appendix 2) and an adjustment of the time period (start plan now and

go through June 30, 2023). Separately, I have included a red-lined version of your original plan with comments so that you can see what has changed and the rationale for these small changes.

This plan will get us started. We all recognize that details of implementation such as cascading the plan and setting up measures of progress will need to be developed and road tested. I will pursue the recommended Objectives and Key Results (OKR) framework and work with UPG 2 to implement that concept. As we enact the plan, we will make adjustments to our process and management of the plan implementation. We will continue to improve our approach over time. This first strategic plan, often called our action plan, will run concurrently with the processes needed to prepare the next strategic plan which will launch the second two-year cycle of plan implementation. The “Planning Process” section of the SPO document would naturally form the nucleus of activity for the development of our 2023-2025 plan.

The rest of the SPO and the ExecSum documents include the details and activities that are needed to “prime the pump” of an ongoing strategic planning process. The ExecSum provides a great image of how the proposed activities will guide us to our next two-year plan. The image is quite congruent with a popular leadership philosophy espoused by Simon Sinek called the Golden Circle. The philosophy speaks to the need to capture human engagement by clarifying the core essence of our shared work. First and foremost, we must answer the fundamental question of “Why?” UPG 1 frames the core of the Golden Circle as finding “a collective sense of purpose, a personal sense of meaning” via reckoning with our past and joining in President Miller’s vision to pick ourselves up and move forward. Indeed, your summary phrase, “Why Akron?” speaks to the core focus of President Miller’s vision and this activity seeks to build shared understanding and inclusivity in that vision.



The next layer of the Golden Circle seeks to define specific actions and dispositions (values) that will assist us to realize our purpose (your Why). This layer is often called the “How?” UPG 1 captured the need to define our How in this sentence, “A collaborative ... activity will help distill our shared ideas about how to achieve President Miller’s vision.” Such a process should be designed to both build on the

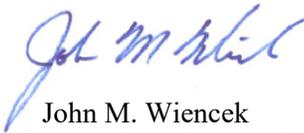
President's vision and nurture relationships and creativity on campus by engaging our students, staff and faculty. However, it is very important at this point in the history of UA to focus on a select number of key objectives to achieve financial stability within the next few years.

At the end of the day, a strategic plan is only as good as the outcomes that result from efforts defined in the prior steps. This final layer of the Golden Circle is called the "What?" This final step defines our Objectives (O) for the next two years. UPG 1 encourages us to embrace a framework to define Key Results (KR) that are measurable and that will help us meet our Objectives (O). The OKR approach is being recommended by UPG 1 as an effective means to manage and promote progress towards completing the strategic plan within its two-year cycle.

In sum, the path defined by UPG 1 is accepted in its entirety with some minor edits as shown in the attachments. The proposed approach is appropriate for the current time. Please do not memorialize this current approach (i.e. the Planning Process section of the SPO document) into our bylaws because it is reasonable to expect that future approaches to planning will change and become more refined as we move forward in time.

Again, I thank you for your investment and for your love of this institution. President Miller and the leadership team are working on kick off events and subsequent sessions as the Fall semester approaches. We will be in touch with more details on those events. Excellent work!

Best wishes



John M. Wiencek
Executive Vice President and Provost
The University of Akron

Appendix 1 - Proposed by-law defining Strategic Plan process

The Strategic Planning Process (SPP) is the responsibility of the University Council as articulated in Board of Trustees rule 3359-10-01.1.

The University Planning Group (UPG) will be comprised of the University Council Executive Committee as well as one dean and one academic chair/school director (appointed by the Executive Vice President and Provost or EVPP). Given the need for continuity in our planning and the inherent position responsibilities, the EVPP will be the Chair of the UPG. The EVPP may delegate this role if necessary.

The SPP will result in an actionable plan of no more than three years in duration with two years being the recommended plan duration as we initialize this process. The UPG will monitor the current plan to help guide the plan to successful outcomes as well as work in parallel to develop the next plan in a timely fashion. The succession of plans will provide a continuous but adaptable path towards mission fulfillment and meeting the President's vision.

Appendix 2 – Initial Action 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.

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.

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 1

PROPOSED CURRICULUM

The Academic Issues & Student Success Committee will be asked to consider the following curricular change for placement on the consent agenda of the regular Board of Trustees meeting on October 6, 2021.

New Program:

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

This proposal offers a new Bachelor of Science in Polymer Science and Polymer Engineering that prepares students for an existing job market in polymer industries in Ohio and other parts of the country. This major also will attract to The University of Akron students from regions of the United States outside of Ohio as well as from other countries.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -21

Proposed Curricular Change

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on October 6, 2021 for the following curricular change, as recommended by the Faculty Senate, be approved.

- Establish a new Bachelor of Science, Polymer Science and Polymer Engineering in the College of Engineering and Polymer Science

M. Celeste Cook, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 2

RESEARCH REPORT

RESEARCH & SCHOLARLY ACTIVITIES



Research and Scholarly Activities Highlights

Select awards received, July and August 2021

College	Department	Title	Sponsor	Award Amount	PI and Co-PI(s)
BCAS	Biology	Carbonate Dissolution & Formation Survey	bioMASON, Inc.	\$ 149,386	Barton,Hazel
BCAS	Biology	Novel Tools for Screening Retinal Function Using Improved Human Retinal Organoid Models	National Eye Institute	\$ 319,835	Renna,Jordan M
BCAS	Biology	PFI-RP: The Development of a Novel Calcium Carbonate, Sourced from Atmospheric Carbon Dioxide, as a Green Alternative for use in Consumer and Industrial Products	National Science Foundation	\$ 549,999	Barton,Hazel (PI) Nourhani, Amir (Co-PI, Mechanical Engineering)
BCAS	Chemistry	Structure and Function of Dopamine Receptors	National Institute of Mental Health via Research Foundation for Mental Hygiene	\$ 110,000	Smith,Adam W
BCAS	Geosciences	State of Ohio Wastewater SARS-CoV-2 Surveillance	Centers for Disease Control & Prevention via Ohio State University	\$ 217,742	Senko,John M
BCAS	Geosciences	State of Ohio Wastewater SARS-CoV-2 Surveillance (Dormitory Wastewater Monitoring)	Centers for Disease Control & Prevention via Ohio State University	\$ 271,747	Senko,John M
CEPS	Electrical & Comp Engineering	Design and Performance Validation of the Switched Reluctance Machines for High-Performance Operations	Turntide Technologies, Inc.	\$ 115,835	Sozer,Yilmaz
CEPS	Mechanical Engineering	Actively Cooled Ceramic Matrix Composites (CMC) Characterization	National Aeronautical and Space Administration via Analytical Mechanics Associates, Inc.	\$ 111,979	Morscher,Gregory N
CEPS	School of Polymer Sci & Engr	Mineral-Promoted RNA Polymerization: Investigating Structural Properties of Catalytic Minerals	National Science Foundation	\$ 176,778	Sahai,Nita
CEPS	School of Polymer Sci & Engr	Olefin/CO2 Derived Polyesters: Structure, Mechanism of Formation, and Degradation	ACS Petroleum Research Fund	\$ 110,000	Eagan,James
CEPS	School of Polymer Sci & Engr	A Screening Tool for Predicting Immune Response to Polymers Designed for Soft Implantable Devices	Burroughs Wellcome Fund	\$ 500,000	Joy,Abraham (PI) Tsige, Mesgin (Co-PI, School of Polymer Science and Polymer Engineering)
CEPS	School of Polymer Sci & Engr	Improved Lining Adhesives for the Structural Treatment of Paintings on Canvas	Getty Foundation via New York University	\$ 231,618	Dhinojwala,Ali
Other: CDO	Acad. Achievement Programs	Upward Bound College Preparation Program	U.S. Department of Education	\$ 572,772	Robertson,Jessica A
Other: CDO	Acad. Achievement Programs	The University of Akron Talent Search Program	U.S. Department of Education	\$ 539,218	Wells,Jennifer M
Other: OAA	Office of Academic Affairs	Choose Ohio First Scholarship Program - New Cohorts 2017-18	OH Dept. of Higher Ed.	\$ 1,968,300	Urigo,Joseph R (PI) Duan, Zhong-Hui, (Co-PI, Computer Science) Londrville, Richard (Co-PI, Biology)

This report's cover illustrates a small sample of the wide variety of UA's research sponsors and the breadth and depth of UA's externally-funded research.

Technology Transfer and UA Research Foundation Highlights

UA joins Great Lakes I-Corps Hub, earns funding to lead technology commercialization training

The University of Akron will play a key role in a newly established Great Lakes Innovation Corps (I-Corps) Hub that was funded by the National Science Foundation. The \$15 million award, which includes \$375,000 in funding to UA, will support the I-Corps Hub for the next five years. UA's funding will be used to acquire the teaching team to run 15 cohorts of the I-Corps program for teams across Northeast Ohio, as well as for direct grants to at least 100 participating teams to conduct customer discovery. Over the past eight years, UA's I-Corps program has taken more than 350 teams and more than 1,000 people, through a seven-week hands-on customer discovery process. Teams graduating from UA's I-Corps program have formed 51 new startup companies and have raised more than \$6.2M in follow-on funding.



Three startup companies based on UA technology receive \$768,000 in National Science Foundation funding

Three startup companies that are commercializing technology based on UA research have received prestigious Small Business Innovative Research (SBIR) awards from the National Science Foundation. In total, these companies will receive \$768,000 over the next year to develop prototypes, run field tests, and move their technologies closer to a product launch. The awardee companies are:

- **Corrolytics**, producing a first of its kind oil and gas pipeline test kit that can differentiate between microbially influenced corrosion and other types of corrosion, based on research by **Dr. Chelsea Monty-Bromer** former UA Associate Professor of Chemical & Biomolecular Engineering, and **Dr. John Senko**, Associate Professor of Geosciences;
- **PolyLux**, a breakthrough photo-responsive adhesive that sticks better than competition but removes easily on demand, based on research from the lab of **Dr. Abraham Joy**, Professor of Polymer Science & Polymer Engineering; and
- **RooSense**, which analyzes an athlete's sweat during exercise so they can plan their hydration to enhance performance and recovery, based on technology developed by **Dr. Chelsea Monty-Bromer** and tested by **Dr. Ronald Otterstetter**, Professor of Exercise Physiology & Adult Fitness.



RooSense team tests its sweat sensor technology in collaboration with UA

Over the past 5 years, UA startup companies have received \$4.8 million in SBIR funding. This has led to the launch of several new products, including Akron Ascent Innovation's line of ShearGrip adhesive products which were recently brought into the portfolio of a large multi-national corporation.

Large multinational corporation licenses UA filtration technology

A large multinational corporation has entered into a research and licensing agreement to gain access to filtration technology developed in UA's Department of Chemical & Biomolecular Engineering. While details of the agreement are confidential, the license extends application of the filtration technology platform into new fields of use.

International Soap Box Derby licenses UA created STEM curriculum



A Soap Box Derby race gets underway (image courtesy of soapboxderby.org)

The International Soap Box Derby has licensed curriculum developed by UA faculty that is focused on motivating students to pursue careers in science, technology, engineering and mathematics. The curriculum, titled “Zipping to STEM,” introduces middle school students to basic applied physics concepts in rigid-body dynamics as they design, test, and redesign model stock mini-cars using computer assisted design software, 3D printers, and virtual and desk-top wind tunnels. It was developed by UA faculty members **Donald Visco** (Chemical Engineering), **Nidaa Makki** (Curricular & Instructional Studies), **Nicholas Garafolo** (Mechanical Engineering), **Wondimu Ahmed** (Educational Foundations & Leadership), and **Kristin Koskey** (Education) under a National Science Foundation grant. The

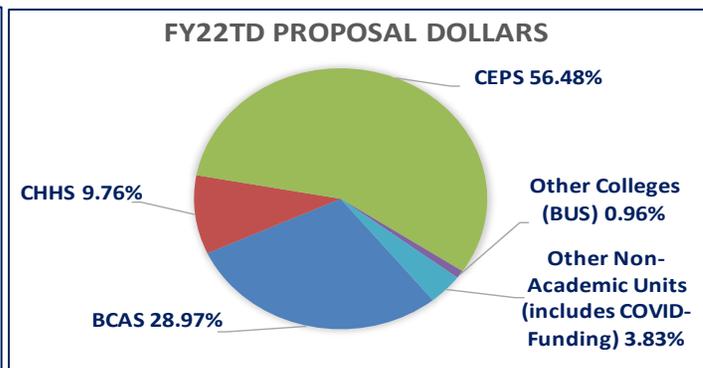
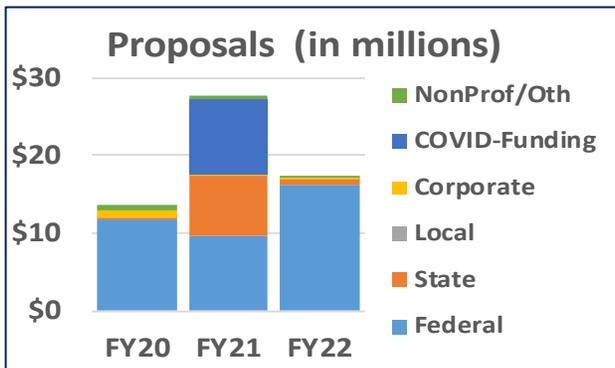
curriculum was tested with 8th grade teachers and students at Akron Public Schools. International Soap Box Derby plans to extend use of the curriculum to other school districts across the region.

PROPOSALS (New and Continuing)

FY20	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	37	\$ 11,863,108	\$ 3,255,117	\$ 325,476
State	2	\$ 64,280	\$ 12,832	\$ -
Local	2	\$ 15,995	\$ -	\$ -
Corporate	22	\$ 1,007,123	\$ 209,966	\$ -
NonProfit	9	\$ 368,371	\$ 23,720	\$ 5,382
Other*	2	\$ 314,300	\$ -	\$ -
Total	74	\$ 13,633,177	\$ 3,501,635	\$ 330,858

FY21	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
COVID-Funding	1	9,533,149	-	-
Federal	23	9,620,765	2,622,680	920,706
State	5	7,719,829	1,498,934	61,360
Local	2	15,926	-	-
Corporate	11	292,993	9,336	-
NonProfit	8	517,998	57,502	-
Total	50	27,700,660	4,188,452	982,066

FY22	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	46	\$ 16,215,513	\$ 3,631,943	\$ 130,213
State	5	\$ 795,187	\$ 5,062	\$ 16,494
Local	3	\$ 37,355	\$ -	\$ -
Corporate	7	\$ 134,489	\$ 12,190	\$ -
NonProfit	10	\$ 266,097	\$ 48,738	\$ 61,179
Other	1	\$ 4,000	\$ -	\$ -
Total	72	\$ 17,452,641	\$ 3,697,933	\$ 207,886



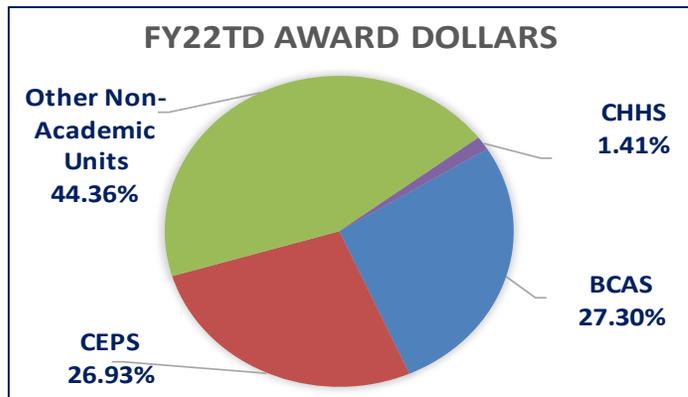
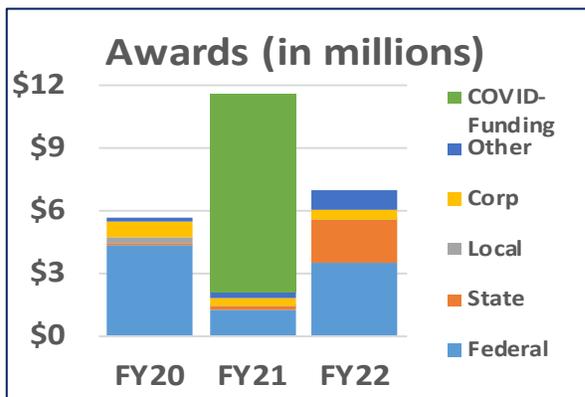
*Other is comprised of sponsor types: individual, non-U.S. government, and other universities. This report may co-report with UA's Development Office.

A W A R D S

FY20	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	21	\$ 4,335,282	\$ 1,029,450	\$ 8,645
State	4	\$ 119,370	\$ 16,658	\$ 28,770
Local	3	\$ 290,276	\$ 3,302	\$ -
Corporate	21	\$ 729,347	\$ 257,656	\$ -
Other*	8	\$ 172,371	\$ 11,481	\$ 3,698
Total	57	\$ 5,646,646	\$ 1,318,547	\$ 41,113

FY21	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
COVID Funding	1	\$ 9,533,149	\$ -	\$ -
Federal	15	\$ 1,209,095	\$ 212,623	\$ 95,759
State	2	\$ 217,375	\$ 12,710	\$ -
Local	2	\$ 15,926	\$ 3,286	\$ -
Corporate	13	\$ 356,630	\$ 58,344	\$ -
Other*	6	\$ 265,565	\$ 36,549	\$ -
Total	39	\$ 11,597,740	\$ 323,512	\$ 95,759

FY22	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	29	\$ 3,467,419	\$ 606,804	\$ 15,500
State	4	\$ 2,103,810	\$ -	\$ 1,968,300
Local	3	\$ 23,555	\$ 3,210	\$ -
Corporate	9	\$ 399,710	\$ 108,222	\$ -
Other*	12	\$ 953,465	\$ 44,308	\$ 1,179
Total	57	\$ 6,947,958	\$ 762,544	\$ 1,984,979



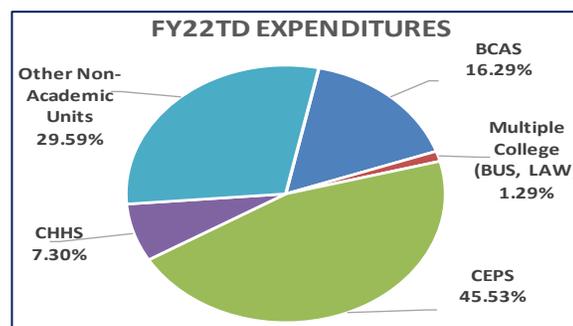
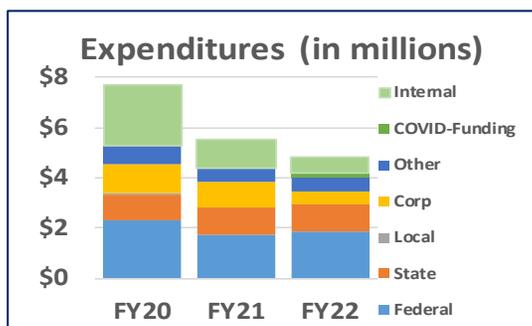
*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities. This report does not include testing agreements. Also, this report may co-report with UA's Development Office.

RESEARCH EXPENDITURES

FY20	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 5,300,651	\$ 1,061,398	
Federal	\$ 2,331,201	\$ 591,527	
State	\$ 1,030,178	\$ 11,942	
Local	\$ 25,793	\$ 1,184	
Corporate	\$ 1,158,949	\$ 336,758	
Other*	\$ 754,531	\$ 119,986	
Internal	\$ 2,396,591	\$ -	\$ 1,694,533
Grand Total	\$ 7,697,242	\$ 1,061,398	\$ 1,694,533

FY21	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 4,401,457	\$ 704,413	
Federal	\$ 1,738,944	\$ 372,709	
State	\$ 1,088,351	\$ 30,304	
Local	\$ 15,902	\$ 1,082	
Corporate	\$ 977,998	\$ 206,127	
Other*	\$ 580,262	\$ 94,191	
Internal	\$ 1,147,641	\$ -	\$ 65,076
Grand Total	\$ 5,549,099	\$ 704,413	\$ 65,076

FY22	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 4,166,560	\$ 697,024	
COVID-Funding	\$ 103,395	\$ -	
Federal	\$ 1,857,691	\$ 449,219	
State	\$ 1,075,763	\$ 23,924	
Local	\$ 22,530	\$ 1,455	
Corporate	\$ 486,986	\$ 127,095	
Other	\$ 620,196	\$ 95,331	
Internal	\$ 672,092	\$ -	\$ 42,778
Grand Total	\$ 4,838,652	\$ 697,024	\$ 42,778

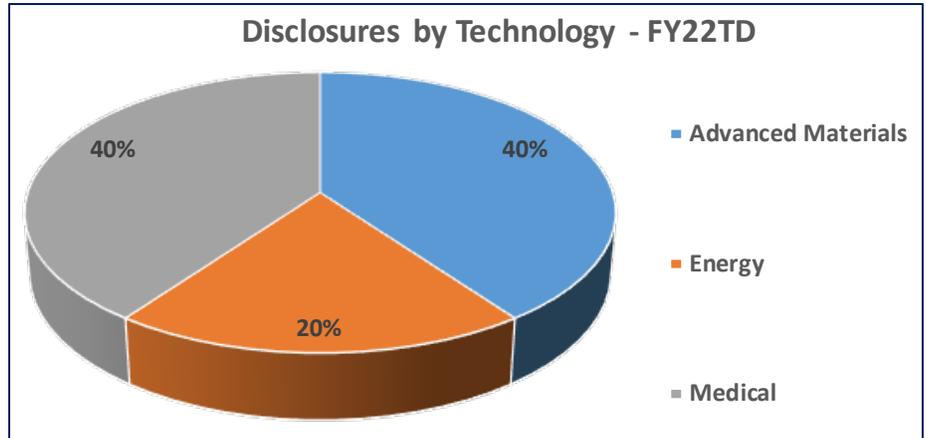


External "Other" sponsor types are foundation/nonprofit, individual, non-U.S. gov't. and other universities. External expenditures includes expenditures on research and other sponsored programs.

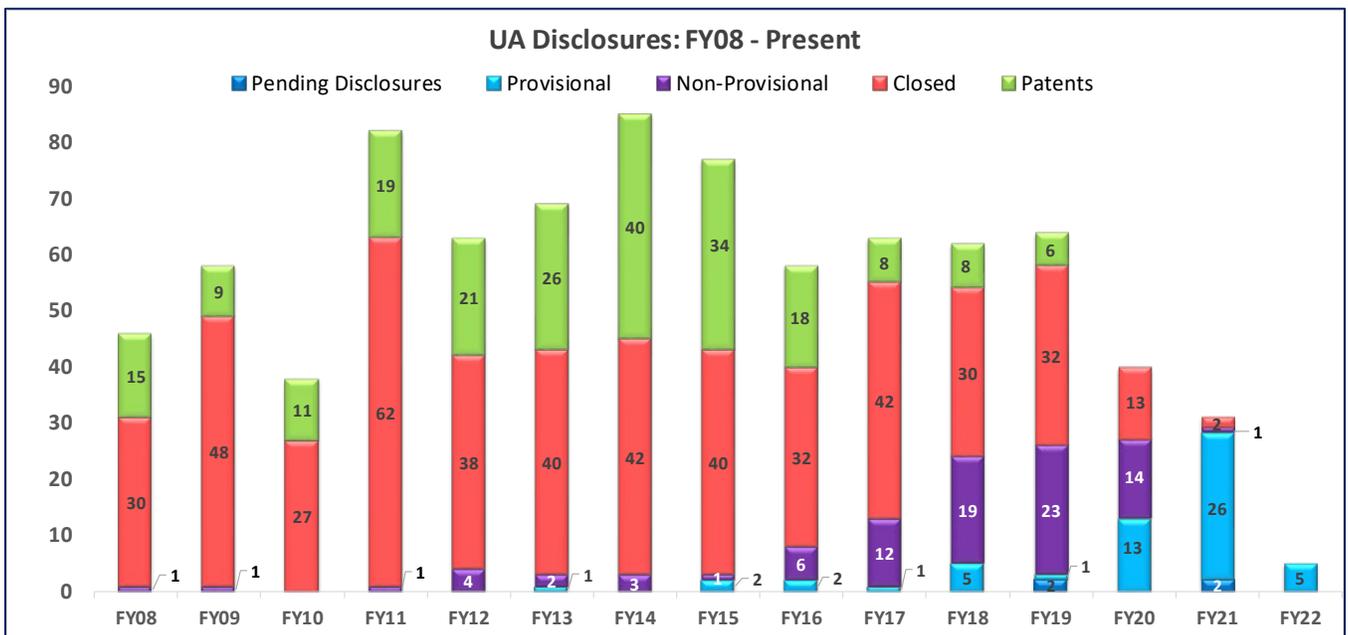
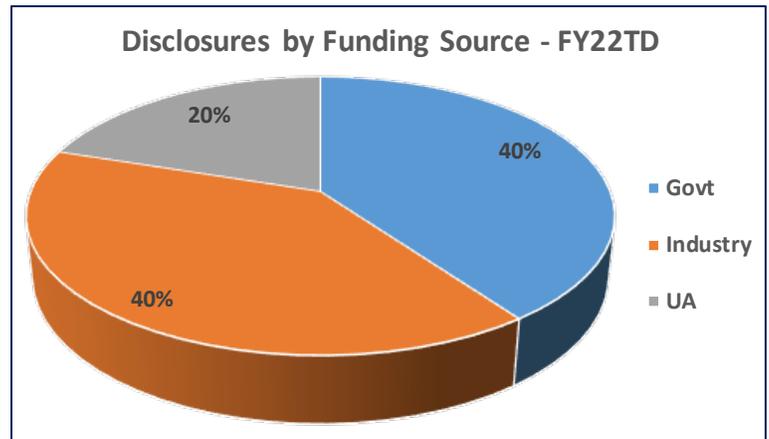
Internal research expenditures include specific research-related accounts, such as startup funding.

Technology Transfer: Invention Disclosures and Patent Activity FY07 to present

Disclosures submitted in FY22 to date continue in a variety of fields, with 80% being in advanced materials and medical. 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 August 31, 2021
(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
11,066,316	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 Liyangahawatte	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
11,084,952	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
11,058,469	7/13/2021	Minimal Shock Set Screw	Ajay Mahajan, Jason King, Greg Norman and Tim Paul	CEPS	Medical	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

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 3

STUDENT SUCCESS REPORT

REPORT TO THE ACADEMIC ISSUES AND STUDENT SUCCESS COMMITTEE DIVISION OF STUDENT AFFAIRS OCTOBER 2021

NEW STUDENT CONVOCATION WELCOMES NEW AND RETURNING STUDENTS



Above: First-year students gather at FirstEnergy Stadium – Cub Cadet Field for 2021 New Student Orientation

More than 1000 new students attended New Student Convocation August 20 at FirstEnergy Stadium – Cub Cadet Field, joined by faculty and staff. President Miller, USG President Grace Kasunic, and Mayor Dan Horrigan encouraged guests to embrace new opportunities and develop a strong support network. Immediately following, attendees made their way to a welcome reception on Coleman Common with the chance to mingle with members of the University community.

NEW ROO WEEKEND

NEW ROO
Weekend



Above: Undergraduate Student Government takes class selfie during New Roo Weekend 2021

Coleman Common was the site of New Roo Weekend 2021 on August 21. More than 2000 new and returning students enjoyed the weekend's events, including:

- troop meetings conducted by specially selected leaders
- Coke Toast and class selfie led by Undergraduate Student Government (USG)
- address by renowned motivational speaker Hoan Do
- lunch from Swensons and Barrio food trucks and meals served by Chick-Fil-A and Panda Express in the Jean Hower Taber Student Union, co-sponsored with Career Services and Student Employment
- Greek Life Annual Ice Cream Social, sponsored by Fraternity & Sorority Life (FSL), to promote sororities and fraternities at UA
- music by W-ZIP
- inflatables and novelty amusements sponsored by the Zips Programming Network (ZPN).
- Informational tabling by 155 student organizations and community agencies

RESIDENCE LIFE AND HOUSING, EMERGING LEADERS SET THE PACE



Above: Zips residence hall move-in August 13-19



Above: Emerging Leaders and staff enjoy Headphone Disco, co-sponsored by Residence Hall Programming Board and Residence Hall Council

August was filled with training, programs, and activities for more than 150 new Emerging Leaders, including “True Colors” training by Tracy Knofla; informational presentations conducted by Vice President for Student Affairs Dr. John A. Messina, Director of Learning Communities/Akron Experience Brandon Mikulski, and Director of ZipAssist Alison Doehring; “Tour the Town”; attending Zips Soccer game vs. Niagara, and Headphone Disco.

The University of Akron received three Regional Of the Month (OTM) Awards for July from the Central Atlantic Affiliate of College and University Residence Halls (CAACURH):

- Educational Program—Activities Staff Workshop 2
- Executive Board Member—Lindsey Corcoran
- Social Program—Emerging Leaders Summer Social

The University of Akron has received twenty-seven (27) Regional OTMs from CAACURH since January 2021.

RHPB AND RHC AIM TO PLEASE



The Residence Hall Programming Board (RHPB) and Residence Hall Council (RHC) brought nationally known psychic magician Craig Karges (August 21), a capella group “Filharmonic” (August 25), and comic Jen Kober (September 1) to EJ Thomas Hall. These performers attracted an audience of more than 1000 guests.

RETURN TO REC: ZIPS IN MOTION

Student Recreation and Wellness Services (SRWS) saw a marked increase in participation among students with 12,104 participations coming through SRWS facilities, representing an increase of almost 100% over 2020 numbers. Back by popular demand was Late Night at the Rec, sponsored by Campus Focus and hosted at the SRWC. More than 500 students played volleyball, dodgeball, rock climbing, and Gaga ball, and enjoyed free pizza and S'mores.



JOB FAIR HIGHLIGHTS ON-CAMPUS EMPLOYMENT

The Student Employment Job Fair took place on Coleman Common in August. More than 400 students connected with nearly 40 on-campus employers and met the Career Services team while enjoying ice cream and music provided by a DJ.



CAREER SERVICES & STUDENT EMPLOYMENT CAREER FAIRS

Upcoming Career Services (In-Person 9am -12pm and Virtual 2-4pm)
Career Fairs:

- October 6 - Careers in Business, Communications, and Design
- October 7 - Careers in Healthcare, Human Sciences, and Behavioral Health
- October 12 - Careers in Sports, Entertainment, and Service Industrious (Virtual only)
- October 13 - Careers in Public Service, Community & Culture, and Sustainability
- October 19 - Careers in Data Science and Analytics
- October 26-27 - Student Employment & Part-Time Job Fairs (11am -2pm)



CAMPUS PROGRAMS HAS SOMETHING FOR EVERYONE

Campus Programs partnered with several student organizations and administrative units to present events during Weeks of Welcome (8/10 – 9/13/2021). Collaborations included:

- "Get Rowdie," a new, interactive event co-sponsored with the AK-Rowdies featuring putt-putt golf, light speed, and laser tag. The first 250 students received a white Akron script t-shirt (pictured right) to tie-dye at the event. First year students were able to learn about the AK-ROWDIES and sign up to become a member.



- “A Night on the Common,” held with Fraternity and Sorority Life
- “Pride of Akron,” a collaboration with the Office of Inclusion and Equity on August 24. This program provided a safe and welcoming opportunity for LGBTQ+ students to become acquainted with LGBTUA, Pride in STEMM, Pride Clinic, CANAPI, and Hope and Healing. Students also were able to visit the Akron Pride Festival table and receive more information about the Equity March and festival schedule. The UA community was invited to be included in the 2021 Zips of Pride poster and receive Zips of Pride giveaways, as well.



Above: Alex Simler, President of Pride in STEMM, speaks to a student at Pride of Akron.

ZIPS PROGRAMMING NETWORK ROLLS OUT THE RED CARPET

More than 2,200 Zips participated an array of activities sponsored by the Zips Programming Network (ZPN) during New Roo Weekend and Weeks of Welcome. ZPN hosted Welcome Back Bingo (8/19), Fall in Love with Akron (8/21), ZPN Fest (8/26), and a movie series that showcased 4 films, including Fast and Furious 9, A Quiet Place II, Cruella, and a Hitman’s Wife’s Bodyguard.

PHC NEWS AND ACCOLADES

Panhellenic Conference (PHC) was busy with events to showcase sorority life and encourage women to register for formal recruitment, which took place September 10-12. The PHC Recruitment Team, along with the recruitment guide staff, hosted PHC Sorority 101 August 25. Alongside National Pan-Hellenic Council (NPHC), all sorority chapters and councils tabled at the All Sorority Meet and Greet August 30 and 31.

The University of Akron’s College Panhellenic Council (PHC) was recognized by the National Panhellenic Conference (NPC) with Innovation Awards in the following categories:

- Academic Innovation
- Community Impact
- Innovation in Judicial Procedure
- Innovation in Recruitment
- Innovation in Marketing

The Innovation Awards are granted to College Panhellenic Associations that demonstrate outstanding and unique contributions to an individual award category. The University of Akron’s Panhellenic Council is one of 26 College Panhellenic Associations to receive Innovation Awards.

IFC NEWS

Interfraternity Council (IFC) fraternity recruitment wrapped up its two-week structured recruitment period of August 23 – September 2. Each chapter was able to host up to 5 individual recruitment events over the two weeks, totaling 60 events overall, and bids were extended to September 3.

NPHC NEWS

National Pan-Hellenic Council (NPHC) held NPHC Week September 13-17. They hosted their signature event, Meet the Greeks, September 13, during which all chapters were present to provide information to perspective students. In addition, they hosted a Game Night in the Roo Lounge September 14 and a Service Project September 16.

SERVEAKRON

serveAkron and Civic Engagement Programs kicked off the fall semester by hosting a donation drive in August. School supplies were donated to Helen Arnold Elementary school teachers. The First Year Service project was held the week before classes began. In total, 27 students participated in both on and off-campus volunteer projects. The off-campus agencies, Habitat for Humanity ReStore, The Well/CDC, and Helen Arnold Community Learning Center (CLC) were particularly happy to invite UA students back to their offices after a

significant time away due to COVID-19. The on-campus project allowed students to work on creating t-shirt pillows which were donated to the Battered Women’s Shelter.



Above: Students complete the First Year Service project at local agencies, including the Well/CDC garden.

UNDERGRADUATE STUDENT GOVERNMENT

USG President Grace Kasunic and Vice President James Garchar are excited to lead the rollout this fall of USG’S flagship campaign, #ZipsHeartBeat, a campaign that seeks to promote physical and emotional wellness by taking a holistic approach to the undergraduate experience at UA. Their desire to hit the ground running was evidenced by a series of fruitful meetings with senior administrators, deans and members of the faculty over the summer.

ZIPS FROM AROUND THE WORLD



The International Center welcomed 105 international students and 2 international scholars to campus, with 6 additional students taking classes online this semester. These Zips came to campus from Azerbaijan, Chile, Taiwan, Rwanda, and 42 other countries. Top countries remain India, Nigeria, China, Bangladesh, and Saudi Arabia.

- 56% are graduate students
- 1 is a law student
- 4 are Fulbright awardees
- 2 are new Emerging Leaders
- 2 are exchange students from our international partner schools
- 14 are athletes

Many of these students overcame closed embassies, embassies with varied hours of operation, and numerous visa appointment delays. Several travelled to, and sometimes quarantined in, one or more countries in order to secure a visa appointment. In Spring 2021, 14 students were taking classes online in their home countries. Of these, 12 are now here and 1 continues to study from home. 93% of the students who started studying online from outside the USA have been retained.

ESPORTS VARSITY NEWS



Varsity MAC competition started September 1 with Rocket League and September 4 with Valorant. Valorant is a newly added title to the MAC esports league this year. All of Akron's games can be watched live at <https://www.twitch.tv/zipsesports>. Rocket League plays weekly at 7pm and Valorant plays weekly at 2pm. Last fall Akron's Rocket League team won the season, going undefeated in league play and continuing on to win the National Championship. The other varsity titles - Overwatch, Hearthstone, League of Legends, Rainbow 6 Siege, Fortnite and Counter Strike - began their seasons in mid-September.

ESPORTS CLUB NEWS



Official club activities began the week of August 30 and will run weekly or bi-monthly during the course of the fall semester. Tryouts are underway, with the expectation that 25 different teams will be fielded from those identified through the process. 416 new freshmen have joined the esports discord to engage with the club and intramural programs on campus. Of those, 252 used esports facilities on campus during their first week of class. On average, the esports facilities usage rate is on par with the rate seen pre-COVID-19. The Super Smash Brothers Club and the Fighting Games Club are using the facilities at BOUNCE Innovation Hub for their weekly events.

MILITARY SERVICES NEWS

Upcoming Military Services events:

- Military Charity Ball – Dinner, dancing, and Photo Booth, with proceeds to benefit Valor Home (October 23, 2021)
- Veterans Resource Fair - In honor of Veterans Day, guests from organizations on and off-campus will meet at InfoCision Stadium-Summa Field to provide resources to veterans. Lunch will be provided (November 10, 2021)

LTC SAMUEL KICKER IN COMMAND OF UA ARMY ROTC PROGRAM

LTC Samuel C. Kicker has joined the University as Commander of our Army Reserve Officers' Training Corps (ROTC) program and chair of the Military and Science Leadership Department. LTC Kicker began his post Aug. 9.

Prior to joining the University, he served as the division chief of training for the Military Intelligence Readiness Command at Fort Belvoir, Virginia. He has over 20 years of service in the U.S. Army, receiving his commission as a Military Intelligence Officer in May 1999 from the United States Military Academy at West Point. Throughout his Army career, he served as an electronic warfare platoon leader at Fort Polk, La.; a battalion adjutant and later a logistics officer in Darmstadt, Germany; an intelligence officer in Vicksburg, Mississippi; and a battalion operations officer at Joint Base Lewis-McChord in Washington. In September 2012, Kicker deployed to Afghanistan in support of Operation Enduring Freedom as the construction equipment and mobility officer for the International Security Assistance Force at Kabul International Airport base. He transitioned into Active Guard and Reserve program in June 2015, serving as the executive officer in Millington, Tennessee.

Kicker's military education includes courses in air assault, imagery intelligence, anti-terrorism, joint engineer operations and advanced operations. As a civilian, he earned a Bachelor of Science in Economics with a minor in civil engineering from West Point and a Master of Business Administration with a concentration in operations from the University of Phoenix.



Among his awards and decorations, he has earned the Meritorious Service Medal, Army Commendation Medal and Army Achievement Medal. LTC Kicker resides with his wife Bonnie, son Brennan, and daughter Jocelyn.

COUNSELING AND TESTING CENTER PSYCHOLOGISTS RECOGNIZED BY APA

Dr. Donna Mc Donald and Dr. Natacha Keramidas each won an award from the American Psychological Association (APA) during the 2021 annual convention, which was held virtually. The awards were from the APA's Division 17 (Counseling Psychology) Supervision and Training Section that noted their outstanding work in the supervision and training of psychology doctoral students at The University of Akron Counseling and Testing Center.



Outstanding Training Director:

Dr. Donna McDonald, University of Akron Counseling and Testing Center
Donna McDonald, Ph.D. serves as the Associate Director of Training at the Counseling and Testing Center. She received her doctorate in Counseling Psychology from Michigan State University. She has expertise in working with trauma survivors and with students with diverse identities including first generation college students and non-traditional adult learners. She coordinates the Center's Doctoral Internship in Health Psychology that is accredited by the American Psychological Association.



Outstanding Early Career Professional Supervisor/Training:

Dr. Natacha Keramidas, University of Akron Counseling and Testing Center
Natacha L. Keramidas, Ph.D. is a Staff Psychologist and Outreach Coordinator who completed her doctorate in Counseling Psychology at the University of Akron. Her clinical interests include positive psychology, anxiety and college students' wellbeing, career exploration issues, as well as international student issues and acculturation. Natacha is the faculty advisor to the UA Women in Psychology student organization and is certified as a Mental Health First Aid trainer.

DOCTORAL STUDENTS BEGIN PSYCHOLOGY INTERNSHIP

Three new doctoral psychology students started working in the Counseling and Testing Center (CTC) July 1 for their doctoral Internship in Health Psychology that is accredited by the American Psychological Association (APA). Huanzhen Xu from Bowling Green State University, Catherine Hommer from West Virginia University and Luke Evans from St. Louis University are providing comprehensive psychological services for the fiscal year under the clinical supervision of CTC psychologists. The UA Counseling and Testing Center is the only university counseling center in Northeast Ohio to hold this prestigious national internship.



PRESENTATION BY UA TO NATIONAL COLLEGE TESTING ASSOCIATION CONFERENCE

On August 11, Natalie Martin (Office of Accessibility), Sara Rieder Bennett (Counseling & Testing Center), Tammy Stitz (University Libraries), and Vernee Hemphill (Central Access Administrator for Central Washington University) presented at the National College Testing Association's (NCTA) annual conference. The presentation, titled "Accessibility in a Remote World", addressed the challenges, triumphs, and silver linings of adapting testing accommodations remotely during the COVID-19 pandemic. We shared information about the University of Akron's testing structure, universal design, strategies for how we adapted testing accommodations at every point throughout the past 18 months (i.e., fully remote, hybrid, and back to "normal"), resources, and what lessons would be useful in future decision making (Hemphill, V., Martin, N., Rieder Bennett, S., Stitz, T. 2021 August. Accessibility in a Remote World. National College Testing Association Annual Conference. Conference conducted virtually via Hopin).

STUDENT HEALTH SERVICES



With the FDA approval of Pfizer’s COVID-19 vaccine and the University of Akron’s new COVID-19 immunization policy, Student Health Services, in partnership with the Office of General Counsel and the Dean of Students, is processing exemption requests based on medical reasons, sincerely held religious beliefs, or reasons of conscience. Student Health Services is also at work developing opportunities for continued COVID-19 vaccine availability on campus and making Influenza vaccines available. Health Services joined ZipAssist and the Salvation Army in a food and health supplies giveaway in August. Participating students received a variety of basic health supplies and information about available services in both areas. Health Services partnered again with ZipAssist to hold Pop-Up Health Information events in the Jean Hower Taber Student Union and outside Simmons Hall. Health information regarding COVID-19 and general wellness education was presented along with giveaways. Students were encouraged to upload their COVID-19 vaccine information to Med+Proctor to receive their free tee shirt.

ZIPASSIST COORDINATES FUNDING TO SUPPORT STUDENT WELLBEING

The University of Akron received federal funding through the Higher Education Emergency Relief Fund III (HEERF), authorized by the Coronavirus Response and Relief Supplemental Appropriations Act 2021, in May 2021. ZipAssist will lead the facilitation of an application request process, including a manual review of eligibility and application response. Beginning in mid-July, funds were made available to enrolled UA students to address outstanding tuition balances.

The University has been awarded \$2,200 from the American College Health Association (ACHA) for campus education related to COVID-19. ZipAssist will lead the organization and facilitation of the grant, including creating a series of pop-up events to distribute information and resources to students related to wellness. Health Services will join in the programming to share information about on-campus healthcare options. Due to increased demand for access to ZipAssist support services and groceries through Campus Cupboard, ZipAssist will remain open on Tuesdays and Wednesdays until 7:30pm.

ZIPASSIST JOINS WITH SALVATION ARMY TO DELIVER SUPPORT TO STUDENTS

On August 26, ZipAssist and the Salvation Army of Summit County distributed over 2,700 lbs. in fresh produce and shelf-stable food to more than 100 students. In total, more than 500 students were assisted in August through walk-in pantry visits, Zips Care Package requests and pop-up event attendance.

Action Items for Consent Agenda Consideration:

1

Rescind University Rule 3359-11-21, Criminal background checks for residence life and housing employees

2

Rescind University Rule 3359-11-22, Criminal background checks for university employees

3

New University Rule 3359-11-22, Background checks

For Information Only:

4

Introductory Update of University Rule 3359-41-01, Code of student conduct at the university of Akron

October 6, 2021
Committee Meeting

Presiding:
Bryan C. Williams



Office of the Vice President &
General Counsel

DATE: September 20, 2021

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 Rules Committee Agenda Items Following
the October 6, 2021 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 Rules at its meeting on October 6, 2021.

1. **O.A.C. 3359-11-21 – Criminal background checks for residence life and housing employees.**

This rule will be rescinded and combined with Rule 3359-11-22 to create a new Rule 3359-11-22.

2. **O.A.C. 3359-11-22 – Criminal background checks for university employees.**

This rule will be rescinded and combined with Rule 3359-11-21 to create a new Rule 3359-11-22.

3. **O.A.C. 3359-11-22 – Background checks.**

The Office of Human Resources proposes new Rule 3359-11-22 as the single rule for criminal background checks. The new Rule 3359-11-22 reflects Human Resources' current practices for the use of criminal background checks and incorporates recommendations from the University Council Executive Committee. The new Rule incorporates recommended employer best practices, including an enhanced pre-employment screening process related to motor vehicle and financial background checks for applicable positions, and requires background checks for employees who interact with youth. The Rule also has been updated to provide Human Resources with greater operational flexibility to adapt background check procedures in response to changes in best practices or enhanced security needs.

4. O.A.C. 3359-41-01 – Code of student conduct at the university of Akron.

The Division of Student Affairs proposes that Rule 3359-41-01 be rescinded and that a new and updated Rule 3359-41-01 be enacted. The Office of Student Conduct and Community Standards, part of the Division of Student Affairs, recently completed a comprehensive review of the Rule through a representative body of students, faculty, and staff. As a result of this review, the Office of Student Conduct and Community Standards is proposing revisions to the Rule, which includes required regulatory changes (such as enhanced anti-hazing definitions pursuant to Collin's Law: The Ohio Anti-Hazing Act), updated definitions for violations, and disciplinary process improvements. The revisions will provide greater clarity for students, as well as greater operational flexibility for administrators.

Because of the significant scope of revisions to the Rule, rather than providing a difficult-to-read redline version of the new Rule, the Division of Student Affairs has provided a summary of the most significant changes, as well as both new and old versions of Rule 3359-41-01. These revisions also will be shared with University Council for its information in October.

The Division of Student Affairs intends to introduce the new Rule at the October meeting of the Rules Committee, but will recommend to the Rules Committee that it not formally act on the new Rule until its December meeting, so that the Rules Committee may have sufficient time to thoroughly review the new Rule.

Please let me know if you have any questions or if I can be of further assistance.

cc: Gary L. Miller
Paula Neugebauer

TO BE RESCINDED

3359-11-21 Criminal background checks for residence life and housing employees.

(A) Purpose.

The department of residence life and housing is charged with supporting the academic needs of students by providing programs that support personal growth, development and student success. Likewise, residence life and housing provides facilities that are responsibly maintained and conducive to sleep and study. Of paramount concern in all residence life and housing initiatives are the health, welfare and safety of our resident students who reside in university housing, and the protection and preservation of their property. As such, pre-employment background checks are required of all applicants for residence hall staff positions or positions necessitating access to student living quarters or common areas, and all employees hired into such positions will be subject to criminal background checks annually thereafter. This policy shall apply to, without limitation, contract professionals, resident assistants, graduate assistants, residence assistants, desk assistants, staff, and such others as designated by the director of residence life and housing. In addition to such staff and employees, criminal background checks may also be required of spouses and adult dependents, as a condition of being granted permission to reside in the residence halls.

(B) Residence life and housing staff members and others subject to criminal background checks.

Staff members or potential staff members and others as designated by the director of residence life and housing shall be required to provide information regarding criminal history and background information as part of the employment process on forms provided for that purpose. In addition, it shall be a condition of employment that all such individuals submit to the criminal background check procedures established by the university police. Failure to disclose criminal history as required, or providing false or misleading information, shall constitute sufficient grounds for disqualifying a candidate for employment and/or for termination of a current employee's employment.

"A plea of guilty to, a finding of guilty by a referee, jury or court of, or a conviction" of any of the following shall disqualify an applicant from

employment, and shall disqualify a current employee from employment, in any position described in section (A) above:

- (1) A felony.
- (2) A sexual offense, as defined in chapter 2907 of the revised code.
- (3) An offense of violence, as defined in section 2901.01(A) (9)(a) of the revised code.
- (4) A theft offense, as defined in section 2913.01(K)(1) of the revised code.
- (5) A drug abuse offense, as defined in section 2925.01(G) of the revised code.
- (6) Substantially comparable conduct to (1) through (5) above, occurring in a jurisdiction outside the state of Ohio.

All employees employed in positions described in section (A) above, including but not limited to students, staff, and contract professionals, are annually subject to criminal background checks pursuant to this policy. Effective immediately, reemployment as a member of the residence life and housing staff shall be conditioned, in part, upon a satisfactory criminal background check that does not include any disqualifying conditions as outlined in (B)(6) above.

Current employees who are charged with an offenses described in section (B)(1)-(6) above during employment are subject to administrative leave with or without pay until such time as the matter is finally adjudicated or dismissed. Upon a "plea of guilty, a finding of guilty by a referee, jury or court of, or conviction of any such offenses," the individual's employment shall be subject to termination.

(C) Conducting criminal background checks.

Residence life and housing administrative staff and others as designated by the director of residence life and housing are responsible for ensuring that criminal background checks are completed and that the individual has no disqualifying criminal background prior to an offer of employment being made to the applicant. In the event it is determined that a criminal background check was not completed prior to the start of employment, the individual shall be placed on administrative leave pending the completion of a criminal background check. Depending upon the outcome of the criminal background check, the individual shall either be returned to active employment, or if found to have a disqualifying condition for employment as provided in this rule, shall be subject to termination from his or her

employment.

The director of residence life and housing, in conjunction with the associate vice president and dean of student life as well as the executive director of human resources and the vice president and general counsel, or their designees, shall provide for and prepare guidelines that shall provide for periodic review of this rule, its application, and the need for sharing the information obtained with other university offices as necessary.

Where a criminal background check reveals that a student committed an offense described in section (B)(1) through (B)(6) above, such information shall be made a part of that student's education record and employment record at the university of Akron. Nothing in this rule shall limit the duty or authority of the board of trustees or administrative officers from taking appropriate disciplinary action through such procedures as may be provided by rule or authority, nor shall this rule be construed to modify, limit, or rescind any rule of the university.

(D) Procedure for effecting criminal background checks.

The procedure for effecting criminal background checks shall be under the authority of university police.

Replaces: 3359-11-21

Effective: 01/31/2015

Certification:

Ted A. Mallo
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 11/06/06

THE UNIVERSITY OF AKRON

RESOLUTION 10- -21

Rescind University Rule 3359-11-21
Criminal background checks for residence life and housing employees

BE IT RESOLVED, That the recommendation presented by the Rules Committee on October 6, 2021, to rescind Rule 3359-11-21, as this rule will be combined with Rule 3359-11-22 to create a new Rule 3359-11-22, Background checks, be approved.

M. Celeste Cook, Secretary
Board of Trustees

TO BE RESCINDED

3359-11-22 Criminal background checks for university employees.

- (A) Purpose. The university of Akron is committed to providing a safe environment for all students and employees. The university endeavors to protect the health, welfare and safety of all students, employees and visitors on our campus. As such, the university will conduct a pre-employment background check for all applicants selected for employment. This policy shall apply, without limitation, to all individuals selected during the hiring process for full-time and part-time administrators, faculty, contract professional and staff positions.
- (B) Conducting criminal background checks.
- (1) Background checks will be performed once a preferred candidate has been selected for employment, but prior to the commencement of employment. The applicant for the position will be required to provide a written release to authorize the criminal background investigation using an authorized university form. In addition, it shall be a condition of employment that all such individuals submit to the criminal background check procedures.
 - (2) If the preferred candidate has lived in the state of Ohio for the past five consecutive years, a state of Ohio criminal background check will be conducted through the Ohio bureau of criminal identification and investigation ("BCI&I"). If the candidate has not lived in the state of Ohio for the past five consecutive years, a federal criminal background check will be conducted through the "BCI&I" website in addition to the Ohio criminal background check. Residence length will be verified during the employment reference checking procedure.
 - (3) Certain positions at the university of Akron, if required by law or contract, will be subject to both state of Ohio and federal criminal background checks regardless of how long the preferred candidate has resided in Ohio. The candidate may be required by the law enforcement agency conducting the criminal background check to provide additional information which is needed by the law enforcement agency for purposes of conducting the criminal background check. The university of Akron will pay for all fees associated with the criminal background check.
- (C) Use of information obtained from criminal background checks.

- (1) A plea of guilty to, a finding of guilty by a referee, jury or court, or a conviction of a crime will be considered in determining the eligibility of an individual for employment. The university of Akron will not consider arrests without conviction for employment purposes unless required by law; provided, however, that in the event the applicant has an arrest that is pending during the hiring process and the university determines that the hiring decision cannot be delayed pending the outcome of the criminal proceedings, the university will proceed with the hiring process without further consideration of the applicant.
- (2) Although a disqualification is possible, in accordance with federal and state laws, a previous conviction will not automatically disqualify an applicant from consideration for employment. Background reports that indicate a plea of guilty to, a finding of guilty by a referee, jury or court, or a conviction of a crime will be reviewed by a designated individual(s) in the department of human resources. The associate vice president of human resources and employee relations and/or the assistant vice president of human resources and appointing authority shall confer with the office of general counsel prior to approving any action taken under this policy.
- (3) In the absence of compelling and extraordinary circumstances, a plea of guilty to, a finding of guilty by a referee, jury or court, or a conviction of any of the following shall normally disqualify an applicant from employment:
 - (a) A felony.
 - (b) A sexual offense, as defined in Chapter 2907. of the Revised Code.
 - (c) An offense of violence, as defined in division (A)(9)(a) of section 2901.01 of the Revised Code.
 - (d) A theft offense, as defined in division (K)(1) of section 2913.01 of the Revised Code.
 - (e) A drug abuse offense, as defined in division (G) of section 2925.01 of the Revised Code.
 - (f) Substantially comparable conduct to paragraphs (C)(1) to (C)(5) of this rule, occurring in a jurisdiction outside the state of Ohio.
- (4) In addition, the following factors will be considered for those applicants with other potentially disqualifying criminal record in determining whether to extend an offer of employment:
 - (a) The nature or gravity of the offense(s); and
 - (b) The time since the conviction and/or completion of the sentence; and

(c) The nature of the job held or sought.

(5) If a guilty plea, finding of guilty, or conviction is discovered, the applicant will be given an opportunity to discuss the findings of the criminal background report with the designated individual(s) in the department of human resources. If, at any time, an applicant attempts to withhold information or falsifies information pertaining to previous convictions, the applicant will immediately be removed from consideration for employment. If an applicant does not disclose or otherwise withholds or falsifies information pertaining to a criminal record during the hiring process, and is later found to have such a record, it will be considered sufficient grounds to terminate the individual's employment.

(D) Offer of employment procedure. Conditional offers of employment will be made subject to the successful completion of a criminal background check. Information obtained from the criminal background check will be used as part of the employment process and will be kept strictly confidential to the extent permitted under Ohio law.

(E) Procedure for effecting criminal background checks. The procedure for effecting criminal background checks shall be under the authority of the university of Akron's department of human resources.

Replaces: 3359-11-22

Effective: 01/31/2015

Certification:

Ted A. Mallo
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 08/30/99, 12/31/09

THE UNIVERSITY OF AKRON

RESOLUTION 10- -21

Rescind University Rule 3359-11-22
Criminal background checks for university employees

BE IT RESOLVED, That the recommendation presented by the Rules Committee on October 6, 2021, to rescind Rule 3359-11-22, as this rule will be combined with Rule 3359-11-21 to create a new Rule 3359-11-22, Background checks, be approved.

M. Celeste Cook, Secretary
Board of Trustees

3359-11-22 **Background checks.**

(A) Purpose.

The university of Akron is committed to providing a safe environment for all students and employees. The university endeavors to protect the health, welfare and safety of all students, employees and visitors on our campus. As such, the university will conduct a pre-employment background check for all applicants selected for employment, volunteer activities and those individuals working with minors. This background check shall apply, without limitation, to all individuals selected during the hiring process including all full-time and part-time administrators, faculty, contract professional, staff, volunteers and those working with minors.

For individuals who are considered for rehire following an interrupted period of employment, a background investigation will be required if there is a break of twelve months or more from the end of the most recent period of employment. Individuals that have a break in service for less than 12 months, must disclose any convictions that occurred during the break prior to commencement of rehire or participation in university activities and programs.

(B) Conducting criminal background checks.

(1) Background checks will be performed once a candidate has been selected for employment and an offer contingent upon successful background check result has been made, but prior to the commencement of employment. The applicant for the position will be required to provide a written release to authorize the criminal background investigation. In addition, it shall be a condition of employment that all such individuals submit to the criminal background check procedures.

(2) Certain positions may be subject to additional background investigation. Other inquiries pertinent to a particular position, including but not limited to obtaining an applicant's credit history or driving history, will be obtained as warranted. The determination of whether additional inquiries may be required, based on the position, will be determined by the chief human resources officer and the appropriate divisional leader.

(a) Contract professionals, graduate assistants, residence assistants, desk assistants, staff, volunteers, individuals working with minors and such others as designated by the director of residence life and housing are subject to annual criminal background checks.

In addition to such staff, employees, and volunteers, criminal background checks also may be required of spouses and adult dependents, as a condition of being granted permission to reside in the residence halls.

(b) Positions with access to, or control over cash, checks, credit card accounts, or

financially sensitive information.

(c) Positions that allow access to personally identifiable information about individuals or organizations associated with the university or involve the creation or maintenance of processes required to secure information maintained by the university, including network administrators, system programmers, human resources, student employment and university advancement personnel.

(d) Positions requiring the operation of university motor vehicles or heavy equipment as part of assigned job duties.

(e) Individuals whose job duties require them to interact with minors.

(3) The university may utilize a professional firm specializing in background searches and investigations. All investigations and records are obtained and handled in a confidential manner and in compliance with applicable federal and state laws, including the Fair Credit Reporting Act (FCRA). The university of Akron will pay for all fees associated with the criminal background check.

(C) Use of information obtained from criminal background checks.

(1) A plea of guilty to, a finding of guilty by a referee, jury or court, or a conviction of a crime will be considered in determining the eligibility of an individual for employment. The university of Akron will not consider arrests without conviction for employment purposes unless required by law; provided, however, that in the event the applicant has an arrest that is pending during the hiring process and the university determines that the hiring decision cannot be delayed pending the outcome of the criminal proceedings, the university will, within its discretion, proceed with the hiring process without further consideration of the applicant.

(2) Although a disqualification is possible, in accordance with federal and state laws, a previous conviction will not automatically disqualify an applicant from consideration for employment. Background reports that indicate a plea of guilty to, a finding of guilty by a referee, jury or court, or a conviction of a crime will be reviewed by a designated individual(s) in the department of human resources. The chief human resources officer or designee and appointing authority shall confer with the office of general counsel prior to approving any action taken under this policy.

(3) In the absence of compelling and extraordinary circumstances, a plea of guilty to, a finding of guilty by a referee, jury or court, or a conviction of any of the following normally shall disqualify an applicant from employment:

(a) A felony as defined by the Revised Code

(b) A sexual offense, as defined in Chapter 2907 of the Revised Code.

(c) An offense of violence, as defined in division (A)(9)(a) of section 2901.01 of the

Revised Code.

- (d) A theft offense, as defined in division (K)(1) of section 2913.01 of the Revised Code.
- (e) A drug abuse offense, as defined in division (G) of section 2925.01 of the Revised Code.
- (f) Substantially comparable conduct, at the university's sole discretion, to paragraphs (C)(1) to (C)(5) of this rule, occurring in a jurisdiction outside the state of Ohio.
- (4) In addition, the following factors will be considered for those applicants with other potentially disqualifying criminal records in determining whether to extend an offer of employment:

 - (a) The nature or gravity of the offense(s);
 - (b) The time since the conviction and/or completion of the sentence; and
 - (c) The nature of the job held or sought.
- (5) If a guilty plea, finding of guilty, or conviction is discovered, the applicant will be given an opportunity to discuss the findings of the criminal background report with the designated individual(s) in the department of human resources. If, at any time it is determined that an applicant attempts to withhold information or falsifies information pertaining to previous convictions, the applicant immediately will be removed from consideration for employment. If an applicant does not disclose or otherwise withholds or falsifies information pertaining to a criminal record during the hiring process, and is later found to have such a record, it will be considered sufficient grounds to terminate the individual's employment.
- (D) Offer of employment. Generally, no one should be hired prior to obtaining the results of background checks. However, it is recognized that there may be extenuating circumstances that necessitate the start of employment before the background check results are received. In these limited situations, employment is contingent on the results of the background check. Information obtained from the criminal background check will be used as part of the employment process and will be kept confidential to the extent permitted under Ohio law.
- (E) Standards. Faculty, staff, contract professionals, student employees, graduate assistants, and volunteers working with minors must self-disclose felony or misdemeanor convictions that occur after hire within three days of pleading guilty or being convicted.
- (F) Procedure for effecting criminal background checks. The procedure for effecting criminal background checks shall be under the authority of the university of Akron's department of human resources.

Replaces: 3359-11-22

Effective:

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 08/30/99, 12/31/09, 1/31/15

THE UNIVERSITY OF AKRON

RESOLUTION 10- -21

New University Rule 3359-11-22
Background checks

BE IT RESOLVED, That the recommendation presented by the Rules Committee on October 6, 2021, to replace Rule 3359-11-21, Criminal background checks for residence life and housing employees and Rule 3359-11-22, Criminal background checks for university employees, that were rescinded and are to be combined in new Rule 3359-11-22, Background checks, be approved.

M. Celeste Cook, Secretary
Board of Trustees



Department of Student Conduct
and Community Standards

Akron, OH 44325-6207
t: 330-972-8646
f: 330-972-5884

uakron.edu/studentconduct

To: Dr. John Messina, Vice President for Student Affairs
From: Dale Adams, Director Student Conduct and Community Standards
Date: September 16, 2021
Re: Code of Student Conduct Revision

The Department of Student Conduct and Community Standards has conducted an extensive review and update of the Code of Student Conduct (the “Code”), working with numerous members of the campus community, including a committee of faculty, staff, and students. This review included benchmarking our current Code against the codes of conduct of other Ohio public institutions, as well as reviewing the Code against numerous federal and state laws and regulations. A revised copy of the Code has been attached for your review and the most significant changes to the Code are outlined below.

Summary of significant updates to the Code of Student Conduct:

- Streamline and improve overall organization of the Code to make it easier to read and understand.
- Provide the complainant and respondent with the same rights throughout the student conduct process.
- Update definitions for key terms used in the hearing and appeals process to include clear explanations of the roles and responsibilities of administrators and boards in those processes.
- Update the definition for “student” and the jurisdiction statement to reflect that “student status” ceases when a student graduates, is not enrolled for two consecutive semesters, transfers, or is suspended or dismissed from the university.
- Revise and update definitions of misconduct to:
 - Revise the definition of hazing and to incorporate changes to align the definition with requirements outlined in “Collin’s Law: The Ohio Anti-Hazing Act.”
 - Add a provision stating that students and/or student organizations may have a shared responsibility for Code violations that are committed in their presence and/or may be responsible for violations that result from their guests’ actions that are Code violations.
 - Revise and expand the definition of academic misconduct to include cheating, plagiarism, fabrication, unauthorized collaboration, misrepresentation, gaining an unfair advantage, and/or engaging in behavior specifically prohibited by an instructor.
 - Add a definition for protected class-based harassment/discrimination that aligns with University Rule 3359-11-13.
 - Revise the definition for sexual misconduct and sexual harassment to align with the University’s Gender-Based Misconduct and Title IX Policy & Protocol and new federal Title IX regulations.

- Add a definition for fire safety that includes tampering with or misuse of fire safety equipment.
- Add an amnesty policy for students seeking help related to alcohol, drug, and other medical emergencies; and/or to those reporting and/or involved in gender-based misconduct and Title IX concerns. This policy is intended to encourage students to seek assistance for themselves and others without fear of being found in violation of the Code and is in alignment with the University's Gender-Based Misconduct and Title IX Policy and Protocol.
- Revise the interim suspension process to:
 - Identify the Vice President for Student Affairs as the administrator responsible for issuing an interim suspension.
 - Include provisions to allow a suspended student to request a review of the interim suspension and to authorize the Vice President for Student Affairs to modify an interim suspension.
- Remove arbitrary investigation timelines from the Code to enhance the ability for the University to conduct timely and thorough investigations.
- Revise hearing procedures to:
 - Allow either party to request a postponement of a hearing for reasonable cause.
 - Require the parties to submit to the Department of Student Conduct prior to the hearing a list of witnesses, a summary of the information each witness is expected to provide, and any documents the parties expect to present at the hearing, so that information can be shared with the other party in advance of the hearing.
 - Give the Hearing Officer(s) and/or Hearing Facilitator the responsibility for managing the overall decorum of the hearing process to ensure the hearing runs in an efficient and effective manner.
- Revise the appeal process to:
 - Give both parties the opportunity to review and submit a written response to any appeal filed.
 - Allow the Appeals Board to request advice from a university attorney.
- Replace the presidential review process with the review of dismissal process, which will permit a dismissed student to submit a request for readmission to the Vice President for Student Affairs one year after the sanction was issued.
- Add two sanction definitions to include:
 - Failing or lowered grades - in cases of academic misconduct, a student may be issued a failing or lowered grade in a course and/or loss of credit on coursework.
 - University deferred suspension - a suspension that is delayed or deferred, pending completion of assigned sanction(s) or behavioral expectations.

TO BE RESCINDED

3359-41-01 Code of student conduct of the university of Akron.

(A) Introduction, purpose and disciplinary authority of the university.

- (1) The disciplinary power of the university is inherent in its responsibility to protect its educational purposes and processes through the setting of standards of conduct and scholarship for its students and through the regulation of the use of its facilities. The university of Akron's code of student conduct (CSC) reflects and supports the educational mission of the institution, balancing the ideals of individual rights and responsibilities with community citizenship and responsibility. The CSC expresses the university's values of civility, integrity in all matters, and responsible behavior on- and off-university premises. Students also are required to abide by applicable federal, state, and local laws.
- (2) Students at the university of Akron are responsible to know and abide by all university rules, regulations and policies. Failure to abide by the university's rules, regulation and policies may result in sanction by the university. Students are subject to public laws, which the university police and other law enforcement agencies are empowered to enforce on or off university premises, either through their statutory jurisdiction or pursuant to a mutual aid agreement. Public laws include federal, state and local laws and ordinances. Should a student's conduct violate public law and the CSC, the university may proceed with its own investigation and disciplinary action under the CSC without awaiting the outcome of concurrent criminal, administrative or civil proceedings.
- (3) There are significant differences between the university of Akron's conduct process and state and federal criminal processes. Criminal processes are adversarial, with one side opposing the accused. The conduct process is designed to be a tool for student learning and development while still protecting the interests of complainants, accused, victims and all members of the university community. Although the university of Akron's student disciplinary process is not designed to function as a court of law, there are policies and procedures in place to ensure that each student is treated in a fair and equitable manner. However, the formal rules of criminal procedure that apply to the criminal justice system do not apply to the student disciplinary process.
- (4) The overarching goal of the enforcement of the CSC is to focus on the growth of

the individual student, encourage self-discipline, and maintain a civil environment that is safe and conducive for learning. Each intervention within the university's conduct process is intended to assess the cause of a student's inappropriate behavior and to develop resolutions that will benefit the individual student and the university community.

- (5) Involvement of parents or guardians in these proceedings will be governed by the "Family Educational Rights and Privacy Act" as provided in rule 3359-11-08 of the Administrative Code.
- (6) These rules shall not be interpreted, construed or applied in any manner that abridges or denies to any student his or her constitutional rights as guaranteed under the constitutions of the United States or the state of Ohio.

(B) Definitions.

- (1) "Advisor." "Advisor" includes anyone assisting or supporting a student during his or her involvement in a student conduct and community standards proceeding, including but not limited to, an attorney, parent(s), guardian, social worker, student advocate, professor, acquaintance or friend.
- (2) "Chairperson of the hearing board." "Chairperson of the hearing board" or "chairperson" refers to a member of the hearing board who is selected by the vice president for student affairs upon recommendation of the director of the department of student conduct and community standards from a smaller pool of hearing board members who have received additional training. The chairperson presides over the deliberations of the hearing board and reports the hearing board's decisions.
- (3) "Code of student conduct." "Code of student conduct" refers to this rule of the administrative code, which outlines the expectations for student behavior and the procedures through which the department of student conduct and community standards addresses student misconduct.
- (4) "Complainant." "Complainant" means any person who submits a report alleging that a student has violated this code of student conduct.
- (5) "Contract professional." "Contract Professional" means persons who are full-time or part-time non-teaching professional personnel of the university as described in paragraph (A) of rule 3359-22-01 of the Administrative Code.
- (6) "Disciplinary hold." "Disciplinary hold" is a restriction placed on a student's account that prevents a student from obtaining certain university services, including but not limited to: registering for classes; obtaining enrollment or

degree verification; receiving an official transcript; and/or issuance of a housing contract.

- (7) "Disciplinary referral." "Disciplinary referral" is a communication to the department of student conduct and community standards of information about a possible violation of the code of student conduct with a request that the department of student conduct and community standards initiate action concerning the alleged violation.
- (8) "Faculty member." "Faculty member" means any person hired by the university to conduct classroom or teaching activities, research activities or who is otherwise considered by the university to be a member of the faculty.
- (9) "Investigating officer". "Investigating officer" refers to representative of the department of student conduct and community standards who: investigates allegations of student misconduct; meets with the accused student; decides whether to proceed to a hearing; determines sanction(s) if student accepts responsibility for alleged violation; and presents information about the alleged misconduct to the hearing board or, if the accused student has waived his or her right to have the case heard by a hearing board, to the student conduct administrator.
- (10) "Member of the university community." "Member of the university community" includes students, university employees, and persons lawfully present on university premises.
- (11) "Student." "Student" includes all persons taking credit or non-credit courses from the university of Akron. Persons who have been notified of their acceptance for admission, persons who withdraw after allegedly violating the code of student conduct and persons who are matriculated but not officially enrolled for a particular term also are considered "students."
- (12) "Student Conduct Administrator." "Student conduct administrator" refers to the representative of the department of student conduct and community standards who: presides over hearings conducted pursuant to this code; rules on questions and motions during the hearing; and ensures that the hearing procedures specified in this code are followed. In the event that the student waives his or her right to have his or her case heard by a hearing board, the student conduct administrator also makes findings of responsibility and determines sanction(s).
- (13) "Student organization." "Student organization" means any number of persons who have complied with the formal requirements for or are actively seeking

university recognition as a student organization.

- (14) "University official." "University official" includes any person employed or appointed by the university and performing administrative or professional responsibilities within the scope of his/her authority.
- (15) "University policy." "University policy" generally means the written regulations of the university as found in, but not limited to: the code of student conduct; the residence hall handbook; the school of law student handbook; departmental operating manuals; the university web page; university rules; and the undergraduate and graduate bulletins. University policy also includes unwritten policies that are commonly applied and utilized consistent with written policies or in order to carry out the effect of written policies.
- (16) "University premises." "University premises" includes all land, buildings, facilities, and other property in the possession of or owned, leased, used or controlled by the university or its foundations including adjacent streets and sidewalks.
- (17) "University." "University" means the university of Akron and all of its campuses, centers or other locations on which it operates.
- (18) "Weapon." "Weapon" is defined in accordance with federal, state and local law, and includes any object or substance designed to inflict a wound or cause injury.

(C) Jurisdiction.

- (1) University authority should not be used merely to duplicate the function of general laws. The university of Akron code of student conduct applies to the conduct of all students and student organizations that occurs on university owned premises or on non-university premises, where the conduct away from university premises is deemed by the university to affect the university or its students and university employees, including but not limited to:
 - (a) Any professional practice assignment;
 - (b) Any activity performed to satisfy academic course requirements, such as internships, field trips, or student teaching;
 - (c) Any activity supporting pursuit of a degree, such as research at another institution;
 - (d) Any activity sponsored, conducted, or authorized by the university or by

student organizations including but not limited to social events, athletic contests and philanthropic activities;

- (e) Any activity that causes substantial destruction of property belonging to the university or members of the university community or causes serious harm to the health or safety of members of the university community; or
 - (f) Any activity in which a police report has been filed; a criminal indictment or information has been issued; or an arrest has occurred for a crime of violence.
- (2) Each student shall be responsible for his or her conduct from the time of notification of acceptance for admission through the actual awarding of a degree, even though conduct may occur before classes begin or after classes end, as well as during the academic year and during periods between terms of actual enrollment, even if his or her misconduct while a student is not discovered until after a degree is awarded. The code of student conduct shall apply to a student's conduct even if the student withdraws from school while a disciplinary matter is pending. The director of student conduct and community standards or his or her designee shall determine whether the code of student conduct shall be applied to conduct occurring off university premises, on a case by case basis.

(D) Definition of student misconduct.

The university of Akron defines "student misconduct" as behavior that violates university policies, rules and regulations. Any student or student organization alleged to have committed or to have attempted to commit the following misconduct is subject to the disciplinary process outlined in this rule.

- (1) Academic misconduct is any activity that compromises the academic integrity of the student and university, and undermines the educational process. Academic misconduct includes but is not limited to:
- (a) Cheating, including but not limited to:
 - (i) Use of unauthorized assistance in taking quizzes, tests, or examinations.
 - (ii) Submitting substantially the same work to satisfy requirements for one course or academic requirement that has been submitted in satisfaction of requirements for another course or academic requirement, without permission of the faculty member of the course for which the work is being submitted or supervising authority for the academic requirement.

- (iii) Use of sources prohibited by the faculty member in writing papers, preparing reports, solving problems, or carrying out other assignments.
- (iv) Inappropriate acquisition and/or improper distribution of tests or other academic materials without the permission of the faculty member.
- (v) Engaging in any behavior specifically prohibited by a faculty member in the course syllabus or during class discussion.

Paragraphs (D)(1)(a)(iii)(iv) and (v) of this rule shall not be interpreted as permitting a faculty member to limit a student's right to responsibly engage in free inquiry and expression, when relevant to the subject under study or discussion, or to be treated fairly in the academic setting and to have his/her performance evaluated solely on an academic basis.

(b) Plagiarism, including but not limited to:

- (i) Intentional or unintentional representation of ideas or works of another author or creator in whole or in part as the student's own without properly citing the original source for those ideas or works.
 - (ii) The use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials.
- (2) Knowingly furnishing false or misleading information to university officials or faculty members either verbally, in writing or in any other form of communication or on university records, including but not limited to forgery, alteration, or misuse of any university document, record, or instrument of identification.
 - (3) Engaging in or threatening physical abuse, verbal abuse, threats, intimidation, harassment, coercion, and/or other conduct which intentionally or recklessly threatens or endangers the health, welfare or safety of any person.
 - (4) Disorderly, disruptive, lewd or indecent conduct.
 - (5) Unauthorized use of an electronic or other device(s) to make an audio or video recording of any person without his or her prior knowledge or consent, except as is otherwise permitted by law and except in a public setting where there is not a reasonable expectation of privacy and such use is consistent with the law.

- (6) Unauthorized distribution or dissemination of an audio or video recording or photograph of any person without his or her prior knowledge or consent, even if the audio or video recording or photograph originally had been produced with the person's consent.
- (7) Sexual misconduct, sexual assault as defined in applicable federal, state or municipal law, or imposition or sexual harassment in violation of rule 3359-11-13 of the Administrative Code. Sexual misconduct includes but is not limited to:
 - (a) Any physical act of a sexual nature perpetrated against an individual without consent or when an individual is unable to freely give consent.
 - (b) Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature that expressly or implicitly imposes conditions upon, threatens, interferes with, or creates an intimidating, hostile, or demeaning environment for an individual's:
 - (i) Academic pursuits;
 - (ii) University employment;
 - (iii) Participation in activities sponsored by the university or organizations or groups related to the university, or
 - (iv) Opportunities to benefit from other aspects of university life.
- (8) Theft or attempted theft, or willfully, recklessly, or negligently destroying, damaging, injuring, or using another's property without the consent of the owner.
- (9) Use, possession, manufacture, cultivation, distribution or facilitating the distribution of marijuana or any narcotic, hallucinogenic, or other controlled substances as defined in applicable federal, state or municipal law.
- (10) Use, possession, manufacture or distribution of alcoholic beverages, or public intoxication in a manner prohibited by law or university policy including but not limited to any violation of rule 3359-47-01 of the Administrative Code. Alcoholic beverages may not, in any circumstance, be used by, possessed by or distributed to any person under twenty-one years of age.
- (11) Unlawful gambling or participating in unlawful games of chance as defined in applicable federal, state and municipal law.
- (12) Unlawful or unauthorized possession of firearms, fireworks, explosives, other

weapons, or dangerous chemicals, or using any such item, even if lawfully possessed, in a manner that harms, threatens or causes fear to others.

- (13) Commission of any felony or misdemeanor under applicable federal, state and municipal law.
- (14) Unauthorized possession, distribution, duplication, retention or use of keys to any university premises or unauthorized entry into, presence in, or use of university facilities.
- (15) Behavior that the student knew or reasonably should have known would cause a disruption or obstruction of teaching, research, administration, disciplinary proceedings, or other university activities, including its public service functions on or off university premises, or of other authorized non-university activities occurring on university premises.
- (16) Participation in a disturbance with the purpose to commit or incite any action that presents a clear and present danger to others, causes physical harm to others, or damages property. Prohibited behavior in the context of a riot includes but is not limited to those behaviors prohibited by federal, state and municipal law and:
 - (a) Engaging in conduct designed to incite another to engage in riotous behavior;
 - (b) Causing or threatening damage to or destruction of university premises or property of others, whether done intentionally or with reckless disregard;
 - (c) Failing to comply with a directive to disperse by university officials, faculty members, law enforcement or emergency personnel; or
 - (d) Intimidating, impeding, hindering or obstructing university officials, faculty members, or law enforcement or emergency personnel in the performance of their duties.

Paragraph (D)(16)(d) of this rule shall not be interpreted as prohibiting peaceful demonstrations, peaceful picketing, a call for a peaceful boycott, or other forms of peaceful dissent.

- (17) Possession of or permitting animals inside buildings owned or leased by the university of Akron or its foundation. This excludes disability-related service animals and animals permitted within the residence halls by the residence life and housing contract. Animals must not be disruptive to the learning or living environment of the university. Owners must control their animals at all times

and abide by all applicable federal, state, and local laws (e.g., use of leashes and removal of waste) while on university premises.

- (18) Theft or other abuse of computer facilities and resources, including but not limited to:
- (a) Unauthorized entry into a file, to use, read, or change the contents, or for any other purpose.
 - (b) Unauthorized transfer of a file.
 - (c) Use of another individual's identification and/or password.
 - (d) Use of computing facilities and resources to interfere with the work of another student, faculty member or university official.
 - (e) Use of computing facilities and resources to send obscene or abusive messages.
 - (f) Use of computing facilities and resources to interfere with normal operation of the university computing system.
 - (g) Any violation of the university computer use policy as outlined rules 3359-11-09 to 3359-11-10 of the Administrative Code.
- (19) Hazing, as defined by the Ohio Revised Code and federal law, is prohibited. It is a violation of this rule for an individual, knowing that hazing has been or is being committed, to knowingly fail to report such information to law enforcement authorities or to student conduct and community standards. Officers of a student organization must report any hazing incident(s) of which they are aware. The consent of the victim is not a defense.
- (20) Willful failure to comply with directions of university officials, faculty members, law enforcement officers or emergency personnel acting in performance of their duties and/or willful failure to identify oneself to these persons when requested to do so.
- (21) Abuse of the student conduct system, including but not limited to:
- (a) Failing to comply with notice (with confirmation of delivery) from the department of student conduct and community standards or university official to appear for a meeting or hearing as part of the student conduct system.
 - (b) Knowingly falsifying, distorting, or misrepresenting information during the

student conduct process or initiating a conduct proceeding in bad faith.

- (c) Engaging in behavior that an individual knew or reasonably should have known would cause disruption or interference with the orderly proceeding of the student conduct process.
 - (d) Attempting to discourage an individual's proper participation in, or use of, the student conduct system.
 - (e) Attempting to influence the impartiality of a member of the hearing board prior to, and/or during the course of, the hearing board proceeding.
 - (f) Failing to comply with the sanctions imposed under the code of student conduct.
 - (g) Influencing or attempting to influence another person to commit an abuse of the student conduct system.
- (22) Willfully, recklessly, or knowingly engaging in conduct that violates any university policy, rule, or regulation. It is not a defense that the student was unaware of the policy, rule, or regulation.
- (E) Investigation of student misconduct.
- (1) It is the intent of this provision that the department of student conduct and community standards shall be the exclusive administrative unit that has authority to investigate reports of misconduct as defined in this rule and to implement the procedures and sanctions as provided in this rule. While other units and organizations such as residence halls, athletic teams and professional schools may have separate rules and administer separate penalties or sanctions, whether by contract or otherwise, that may apply to certain categories of students, the commission of misconduct as defined in this rule shall also be reported to the department of student conduct and community standards for action as appropriate under this rule.
 - (2) The fact-finding process shall be as follows:
 - (a) The department of student conduct and community standards, generally within five business days of receipt of a disciplinary referral, will send written notice to any student or student organization identified as allegedly being in violation of university rules. Notice may be given in person or by mail to the student or student organization's last known address or by any other official means of notification adopted by the university now or in the future. The department of student conduct and

community standards must request, and the vice president for student affairs or his or her designee must within three days of such request either deny or approve, any extension of time that will delay notice to the student beyond fifteen business days. A copy of the request for an extension, and the final decision as to that request, shall be included in the student's disciplinary file.

- (b) The student or authorized representative of the student organization shall be required to appear before an officer of the department of student conduct and community standards no more than five business days following receipt of notice, unless otherwise determined by the department of student conduct and community standards. Upon his or her appearance in the department of student conduct and community standards, the student or authorized representative of the student organization shall be informed of the initial report that alleges violations of university rules and regulations. All available materials related to the alleged violation of university rules shall be made available to the student or authorized representative of the student organization at this meeting, or in advance if practicable.

The student or authorized representative of the student organization shall be requested to make a statement concerning the reported violation, but prior to this request the student shall be informed that:

- (i) S/He is not required to make a statement; provided however that the authorized representative of a student organization shall be required to make a statement on behalf of the organization; and
- (ii) Any statement s/he may wish to make may later be used in disciplinary proceedings, and
- (iii) S/He has the right to have an advisor present. The role of an advisor is explained in paragraph (F)(2)(g) of this rule.
- (c) Investigation(s) generally will be completed within fifteen business days of the initial meeting. If additional time is needed to gather more information, student conduct and community standards shall make a request to the vice president for student affairs or his or her designee for a time extension(s) if the vice president determines that the circumstances warrant an extension.
- (d) Upon completion of the investigation, the fact-finding process shall be concluded if both of the following conditions are satisfied:

- (i) The student or authorized representative of the student organization denies the alleged misconduct, and
- (ii) Based on the information gathered, the student conduct administrator determines that no university rule or regulation was violated.

If these conditions are satisfied, the student or authorized representative of the student organization shall be informed that the matter is closed with no prejudice to him or her.

- (e) If the investigation reveals that there is sufficient information to support an allegation that the student or the student organization has violated university rules, the department of student conduct and community standards may place a disciplinary hold on the student's or the student organization's account and may refer the matter to the university hearing board for further proceedings.
- (f) If the student or authorized representative of the student organization admits responsibility for violating university rules, the investigating officer shall issue a sanction or sanctions. If the student or authorized representative of the student organization disagrees with the sanction(s) assigned, s/he may appeal the sanction(s) to the university appeals board.
- (g) If the student or authorized representative of the student organization does not agree with the charge(s), and if the investigating officer determines that the charge(s) are appropriate based upon the information collected, the student or authorized representative of the student organization may choose to pursue a determination of responsibility before a student conduct administrator or a university hearing board. An explanation of the charges and the process shall be given to the accused student and all information revealed by the investigation and known to the department of student conduct and community standards shall be included in a comprehensive, detailed, written report by the investigating officer and made available to the accused student or authorized representative of the student organization.
- (h) If the matter is referred to a university hearing board, the student or authorized representative of the student organization shall be informed that the university hearing board generally will meet no later than ten business days from the date of the hearing board charge letter. When necessary, the university may continue the date of the hearing beyond ten business days with the approval of the vice president for student affairs or his or her designee.

- (i) In cases where more than one student or student organization is involved, each student or student organization has the right to a separate hearing upon written request. Additionally the department of student conduct and community standards may hold separate hearings at its discretion.
 - (j) The student or authorized representative of the student organization shall be informed in writing by the department of student conduct and community standards of the time and place of the hearing, the specific university rule(s) or regulation(s) that the student is accused of violating, and information on the hearing procedures and the general facts surrounding the incident that led to the charge(s). The notice may be hand-delivered, placed into a student or authorized representative of the student organization's residence hall mailbox or mailed to the last known address of the student or authorized representative of the student organization, either by certified mail or first class mail or given via any method officially recognized by the university now or in the future. Notice of the hearing generally will be provided at least five business days prior to the scheduled hearing. The student or authorized representative of the student organization may be granted an earlier hearing upon written request to, and approval by the department of student conduct and community standards.
- (3) Alternative resolution process. Based on the nature of the incident and the willingness of the complainant and the accused to participate, the department of student conduct and community standards may recommend to the parties that the matter be addressed through an educational conference, mediation or restorative justice process. Such mediation sessions shall be conducted by a person chosen by the department of student conduct and community standards who has been trained in mediation based on the principles of restorative justice. No such mediation shall be conducted unless the accused student and the person(s) harmed by the student's misconduct consent to the mediation.
- (F) Student procedural rights.
- (1) Alleged violations of the code of student conduct shall be heard by a student conduct administrator or university hearing board. In every instance, proper procedural safeguards shall be observed to protect each party's rights.
 - (2) Although the procedural requirements are not as formal as those existing in criminal or civil courts of law, the following procedural rights shall pertain to all formal proceedings:
 - (a) Proceedings are instituted only for violation of university rules and

regulations established under this code.

- (b) Investigation of alleged misconduct is conducted as described in this code.
- (c) Sanctions should be commensurate with the violation(s) found to have occurred. More than one sanction may be imposed for any single violation. Individual circumstances, attitude, and prior conduct history are some of the factors that are considered when determining the sanction(s). Possible sanctions include, but are not limited to:
 - (i) Deactivation - a student organization's loss of all privileges, including university recognition, for a specified period of time.
 - (ii) Educational sanctions - other appropriate sanctions may be imposed, including but not limited to workshops, work assignments, essays, service to the university, residence hall actions up to and including cancellation of contract, or other related discretionary sanctions.
 - (iii) Fine - monetary charge assigned for a violation in accordance with the schedule approved by the board of trustees.
 - (iv) Formal reprimand - a notice in writing to the student that the student is violating or has violated university regulations and that future violations will result in further charges and sanctions.
 - (v) Loss of privileges - denial of specified privileges for a designated period of time.
 - (vi) Probation - probation is imposed for a designated period of time and includes the probability of more severe disciplinary sanctions if the student is found to violate any university regulation(s) during the probationary period. Students shall not be considered to be in good standing with the university until the probationary period has ended. Probation may affect a student's ability to participate in athletics, serve in a leadership capacity in a student organization or act as a representative of the university of Akron.
 - (vii) Revocation of an academic degree.
 - (viii) Revocation of admission (for violations that occur prior to the student's first class attendance.)
 - (ix) Restitution - compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material

replacement.

- (x) University suspension - separation of the student from the university for a specified period of time, after which the student is eligible to return. Conditions for readmission may be required.
- (xi) University dismissal - permanent separation of the student from the university.
- (d) University officials have the right to enter property owned, leased or operated by the university for purposes of inspecting for cleanliness, orderliness and safety, to perform maintenance, and to administer university regulations. Evidence of violations of this code obtained as a result of this entry, may be used in disciplinary proceedings. In cases involving suspicion of misconduct, as defined in this code, except in health, welfare and safety emergencies, student premises and possessions shall not be searched without first obtaining proper authorization from the associate vice president and dean of students or his or her designee. Notwithstanding the foregoing, university police have the right to enter property, subject to the normal requirements of applicable policy and law.
- (e) Pending action on the alleged violation(s), the status of the student shall not be altered or his or her right to be present on campus and to attend classes suspended, except when the student's continued presence disrupts the good order and discipline of the university or poses a threat to his or her own physical or emotional safety or to that of others. The president or his or her designee shall determine whether such a threat exists. If the president or his or her designee, concludes that such a disruption or threat exists, s/he may suspend the student immediately.

When a student is suspended in this manner, the department of student conduct and community standards shall convene the hearing board as soon as practical. This interim suspension does not replace the regular judicial process, which shall proceed on the normal schedule, up to and through a university hearing.

- (f) Prior to a conduct hearing, a representative of the department of student conduct and community standards shall inform the student in writing of the reasons for the proposed disciplinary action. The department of student conduct and community standards will make available to the charged student copies of all information related to the conduct hearing that is in its possession at the time of the notice, including the names of all known witnesses who may testify in support of the allegations. Such

information generally will be available at least five business days before the hearing to ensure that the student has an opportunity to prepare for the hearing. If the department of student conduct and community standards receives additional information less than five business days before the hearing, the department shall promptly make that information available to the charged student. If the student requests an earlier hearing and such request is granted by the department of student conduct and community standards, such information also may be provided to the student less than five business days before the hearing.

- (g) The complainant and the accused student shall have the right to have an advisor of his or her choice present to provide advice and counsel in the hearing and in any meetings with representatives of the department of student conduct and community standards. The advisor may only give counsel to the parties and may not actively participate in the hearing; provided however that in extraordinary circumstances and at the sole discretion of the student conduct administrator, an advisor may be permitted to actively participate, subject to the limited terms and conditions set by the student conduct administrator. The student shall speak and act on his or her own behalf. Questions asked or testimony given by the accused student shall be limited to elements directly related to the alleged violations and potential sanctions.
- (h) Either party may raise a continuing objection to the proceedings or on any other matter; any such objection shall be noted by the chairperson.
- (i) Either party, during the course of the hearing, may request a short break. Such requests may be granted by the student conduct administrator at his or her discretion. The student conduct administrator shall advise the chairperson in order to assure an orderly hearing process in order to observe fairness and due process. The student conduct administrator, at the direction of the chair, is authorized to exclude persons from the hearing who are disruptive, or may postpone the hearing due to such disruption.
- (j) The student conduct administrator may request advice from a university attorney. A university attorney may be present during the hearing. The role of the university attorney shall be limited to advising the student conduct administrator on matters of procedure and on the rights of the parties; provided however that if the student conduct administrator allows a student advisor to actively participate in the hearing, the university attorney shall be afforded the same opportunity to actively participate,

subject to any limited terms and conditions set by the student conduct administrator.

(G) University hearing board.

(1) Pool of members. The president shall appoint a pool of hearing board members from a list of nominees submitted by the senior vice president, provost and chief operating officer. This pool shall be collected as follows:

(a) Nominees.

- (i) Faculty members. Every other year, the dean of each academic college shall nominate, for a two-year renewable term, a minimum of one interested full-time faculty member from his or her college and forward the nominee(s)' name(s) to the director of the department of student conduct and community standards. The director of the department of student conduct and community standards shall compile the list of all interested nominees and forward it, along with his or her recommendations to serve, to the senior vice president, provost and chief operating officer. The senior vice president, provost and chief operating officer will review these nominees and recommendations and forward to the vice president for student affairs his or her recommendations for hearing board membership.
- (ii) Contract professionals. Every other year, a supervisor may nominate, for a two-year renewable term, a minimum of one interested contract professional from his or her administrative unit and forward the nominee(s)' name(s) to the director of the department of student conduct and community standards. The director of the department of student conduct and community standards shall compile a list of all interested nominees and forward it, along with his or her recommendations to serve, to the vice president for student affairs.
- (iii) Undergraduate students. Undergraduate students seeking appointment to the hearing board shall apply to the department of student conduct and community standards and be recommended by the undergraduate student government (USG) as provided by the USG bylaws. Nominations shall be forwarded to the vice president for student affairs.
- (iv) Graduate students. Graduate students seeking appointment to the hearing board shall apply to the department of student conduct and community standards and be recommended by the graduate student

government (GSG), consistent with its bylaws. Nominations shall be forwarded to the vice president for student affairs.

- (b) The vice president for student affairs shall review the pool of nominees and the recommendations submitted by the director of the department of student conduct and community standards and the senior vice president, provost and chief operating officer and shall forward to the president his or her final, recommended nominees for hearing board membership.
 - (c) The president initially shall appoint ten faculty members and ten contract professionals from the list of nominees to serve as hearing board members. Of the initial appointees, five members from each group shall serve a two-year term and five shall serve a one-year term. The president also shall appoint fifteen students, graduate/professional and undergraduate, to serve one-year renewable appointments as hearing board members.
 - (d) Following the first year appointments, the president thereafter shall appoint annually five faculty members and five contract professionals from the list of nominees to two-year appointments as hearing board members and fifteen students, graduate/professional and undergraduate, to serve one-year renewable appointments as hearing board members.
- (2) Composition of the boards. The university hearing board shall be composed of five members as follows:
- (a) Three faculty members or contract professionals; and,
 - (b) Two student members.
 - (c) Hearing boards shall be organized by the director of the department of student conduct and community standards and shall be organized into standing hearing boards. Alternate hearing board members also may be designated to participate in standing hearing boards as needed.
 - (d) Each hearing board shall have a minimum of one faculty member for non-academic charges and a minimum of two faculty members for a hearing in which a student is charged with academic misconduct.
 - (e) In the case of a graduate or professional student accused of misconduct, the student members of the hearing board will be graduate or professional students.
 - (f) The chairperson for the hearing board shall be appointed by the vice

president for student affairs upon recommendation by the director of the department of student conduct and community standards from among the board members.

- (g) The accused student shall have the right to challenge any member of the university hearing board, for good cause. If the student conduct administrator determines that good cause has been shown, the challenged member shall be excused and a substitute member appointed by the student conduct administrator.
 - (h) The student conduct administrator shall attend all meetings of the hearing board with the exception of deliberations which shall be closed.
- (3) Training. All hearing board members shall be trained by the department of student conduct and community standards on core competencies needed to perform their duties, including but not limited to hearing board procedure, evaluating information, techniques for questioning witnesses, applying the standard of proof, sanctioning, and issues of diversity. All members who complete training shall be eligible to serve on the university hearing board if needed. Chairpersons will receive further training from the department of student conduct and community standards.
- (4) Procedures. When a case of alleged student misconduct is to be heard by the university hearing board, all of the student procedural rights in this code of student conduct shall apply, and the following procedures shall be followed:
- (a) The department of student conduct and community standards shall notify the student in writing of the time and place of the hearing, the specific university rule(s) or regulation(s) that the student is charged with violating, information on the hearing procedures and the facts surrounding the incident that led to the charges.
 - (b) If the accused student does not appear before the university hearing board or the university student conduct administrator, the charges shall be reviewed as scheduled on the basis of the information available and a decision shall be made.
 - (c) The accused student shall not be required to testify against himself or herself. No inference may be drawn against the student for failing to attend a hearing or remaining silent. The conclusion shall be based on the evidence presented and, if applicable, the sanction shall be imposed in accordance with the findings.

- (d) The student has the right to have his or her responsibility or lack of responsibility determined by the university hearing board. It is the responsibility of the complainant to present information to support the allegation(s) that the student has violated university rules. To provide for a fair and impartial hearing the following processes shall apply:
- (i) No member of the university hearing board shall be a party to prior investigation of the alleged violation against the student, nor should any member of the university hearing board be placed in a position of developing or presenting the information related to the charges. If any member is unavoidably involved, s/he must disclose and shall not participate in the proceedings as a member of the hearing board.
 - (ii) The student conduct administrator shall begin the hearing by reviewing the hearing board procedures that include the standard of evidence needed to support the finding of responsibility and a summary of the hearing procedure. The student conduct administrator also shall be responsible for recording the hearing.
 - (iii) The chairperson of the board shall advise the student of the alleged violation(s) by reading the notice of hearing and shall inform the student that s/he may admit responsibility, deny responsibility or partly admit and partly deny responsibility.
 - (iv) An admission of complete responsibility would require no further proceedings, except that any student shall be offered the opportunity to present evidence of extenuating circumstances, good character, scholarship, or previous record of good conduct bearing only upon the sanction to be assessed by the university hearing board.
 - (v) A denial or partial denial of responsibility by the accused student shall require the complainant to present information to support the charges(s).
 - (a) Information related to the charge(s) shall be presented by the complainant and/or a representative of the department of student conduct and community standards.
 - (b) Such information may consist of oral testimony and the introduction of any physical exhibits that pertain to the charge(s).
 - (c) The complainant and the accused student shall be given an opportunity to hear and question all witnesses, as well as to

present information and call witnesses.

- (d) The members of the hearing board and a representative of the department of student conduct and community standards shall have the right to question any witness.
 - (e) If a witness, for good reason, cannot attend the hearing, he or she may testify by telephone-or video-conference. If the witness cannot testify by telephone-or video-conference, he or she may submit a written statement. If the student conduct administrator determines that a written statement may be considered by the hearing board, the accused student shall have the right to object to its consideration by the hearing board and, if admitted, to provide a rebuttal to said evidence.
 - (f) The student conduct administrator shall facilitate the operation of the hearing.
 - (g) The standard of proof that shall apply to all hearings is "preponderance of the evidence", (i.e., more likely than not), that the alleged conduct occurred.
- (e) Members of the university hearing board or a representative of the department of student conduct and community standards may request any member of the faculty, staff or student body who might have pertinent information to participate in a hearing. Only information that will tend to establish either a violation or an absence of violation of the code shall be considered by the hearing board in making its decision concerning responsibility.
- (f) Findings regarding responsibility and sanction(s) shall be decided by a majority vote. The chairperson shall participate in balloting. Four members constitute a quorum; three affirmative vote(s) shall be required for a finding of responsibility.
- (g) The report of the university hearing board shall consist of a simple statement covering the chronological sequence of the hearing procedure, together with a summary of evidence presented to the university hearing board, the conclusions reached by it on the basis of such evidence, its conclusion as to the finding of responsibility and, if applicable, sanction(s). The report shall be signed by all members of the university hearing board and shall be final, subject only to the student's right of appeal to the university appeals board and to the limited right for

presidential review pursuant to section (I).

- (h) The representative of the department of student conduct and community standards shall transmit the report of the university hearing board in writing to the student.
- (i) Consistent with the requirements of the "Family Educational Rights and Privacy Act," disciplinary records and information concerning students may be provided from time to time to other university officials, in accordance with rule 3359-11-08 of the Administrative Code or others as prescribed by law. In such instances, neither the consent of the student nor that of the student's parents shall be required.

(H) University appeals board.

(1) Composition.

- (a) The university appeals board shall be composed of three members including one student and at least one faculty member; it may include one contract professional. The appeals board shall be selected by the director of the department of student conduct and community standards from the pool of hearing board members. No appeals board member may have participated in the initial adjudication of the case. All appeals board members must be members of the hearing board pool.
- (b) The university appeals board shall meet in closed session to review all records of the hearing and to determine whether the grounds presented for appeal have merit.

(2) Procedures.

- (a) The complainant or adjudicated student ("the appellant(s)") shall have five business days from the time that s/he is notified of the outcome of the hearing in which to petition the appeals board in writing for a review. In order to prepare for the appeal the appellant(s) may have access to materials that shall be provided to the appeals board, including a complete record of the hearing.
- (b) The appellant(s) must prepare a written statement appealing the outcome of the hearing and deliver it to the department of student conduct and community standards. The appeal must specify the applicable grounds for appeal, as listed in paragraphs (H)(3)(a) through (H)(3)(e) of this rule, and the facts that support the appellant(s)' claim that an error was made.

- (c) The department of student conduct and community standards may provide the appeals board with a written response, a copy of which shall be provided to the appellant(s).
 - (d) If the appellant(s)' appeal(s) the outcome of the hearing, the sanction issued shall not be imposed until the appeal has been considered by the university appeals board and the appellant has been notified of the outcome of the appeal process; provided, however, that a student suspended pursuant to paragraph (F)(2)(e) of this rule shall remain suspended during the pendency of an appeal. Upon conclusion of this appeal process no additional appeal may be requested.
- (3) Grounds for appeal. An appeal shall be limited to review of the record of the hearing and the supporting documents for one or more of the following purposes:
- (a) To determine whether there was a misapplication or misinterpretation of the rule alleged to have been violated;
 - (b) To determine whether the hearing was conducted in violation of procedural requirements set forth in the code of student conduct, and whether these violation(s) could have affected the outcome of the hearing;
 - (c) To determine, based solely upon a review of the original hearing record, whether there was a reasonable basis for the hearing board's or student conduct administrator's conclusion that a violation of the code of student conduct had been proven by the applicable standard of the evidence;
 - (d) To determine whether the sanction(s) imposed were grossly disproportionate to the violation(s) of the code of student conduct for which the appellant(s) was found responsible; or
 - (e) To consider new evidence unavailable to the appellant(s) at the time of the hearing, which is sufficient to alter a decision.
- (4) Possible dispositions by the university appeals board. The university appeals board may exercise one of the following options in response to the appeal:
- (a) The appeal may be denied and the outcome of the hearing upheld.
 - (b) The case may be remanded for a new hearing.
 - (c) The university appeals board may reverse the finding of responsibility, in whole or in part, made by the university hearing board or student conduct

administrator.

- (d) The university appeals board may uphold, reduce or increase the sanction(s) imposed by the university hearing board or student conduct administrator.
- (e) The university appeals board may dismiss the appeal if the appeal is not based upon one or more of the grounds set forth in paragraphs (H)(3)(a) to (H)(3)(e) of this rule.
- (f) The decision of the university appeals board is final, subject only to the limited right for presidential review pursuant to paragraph (I) of this rule.

(I) Presidential review.

- (1) The vice president for student affairs may request a presidential review. Such review shall be requested only in rare cases where there were procedural violations that rendered the decision unreliable, where the decision reached is not supported by the evidence or where the sanction imposed is excessively severe or lenient.
- (2) Notwithstanding any other provision in this code, and after exhaustion of all other rights of appeal and review, a student who has been dismissed or had a degree revoked pursuant to this code of conduct may request to have such decision reviewed by the president.
- (3) Upon review, the president may:
 - (a) uphold or reverse the finding of responsibility in whole or in part; and/or
 - (b) uphold, increase, or decrease the sanction(s) imposed by the university hearing board or the university appeals board in whole or in part.
- (4) A student is entitled only to one presidential review, pursuant either to paragraph (I)(1) or (I)(2) of this rule, of a finding that results in a student's dismissal or degree revocation, and the president's decision is final.

(J) Academic misconduct procedure.

- (1) Procedure for addressing allegations of academic misconduct.
 - (a) An incident of academic misconduct may be resolved and a sanction assessed in a meeting between the faculty member and student. If the student and faculty member agree on the facts of the incident and the proposed sanction(s), the matter can be resolved informally. The faculty member shall confer with the department of student conduct and

community standards to determine whether any prior academic misconduct has occurred. Written documentation of the agreement as to the facts and the sanction should be created by the faculty member, signed by the student and retained for the faculty member's records. A copy shall be sent to the department of student conduct and community standards and the student.

- (b) If the student and faculty member disagree about the facts of the incident or the proposed sanction(s), then the matter shall be referred to the department of student conduct and community standards for adjudication as provided in the code of student conduct. The matter also may be referred directly to the department of student conduct and community standards if the faculty member does not wish to have the matter resolved informally as provided in this rule. Such decision by the faculty member shall not prejudice the student's case.
 - (2) When the alleged misconduct of the student creates an immediate health and safety concern, including but not limited to, clinical and internship environments, in addition to any other academic disciplinary processes, the student may be immediately removed from the clinical or internship environment upon recommendation of the academic dean, in accordance with the rules of the academic program, professional governing body or contract between the university and the site, pending the outcome of the university judicial process.
- (K) Authority for amendments.

The procedures outlined in this document are the instrument of the board of trustees of the university of Akron. Amendments to the code may be proposed in accordance with the procedures outlined in the board's bylaws.

Replaces: 3359-41-01

Effective: 02/01/2015

Certification: _____
Ted A. Mallo
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: Prior to 11/04/77, 12/06/85, 01/16/86,
12/04/99, 11/24/01, 08/03/03, 09/05/03,
07/05/10, 08/20/11, 11/15/12, 05/23/13,
11/01/13

3359-41-01 **3359-41-01 Code of student conduct at the university of Akron.**

(A) Introduction, purpose and disciplinary authority of the university.

- (1) The disciplinary power of the university is inherent in its responsibility to protect its educational purposes and processes through the setting of standards of conduct and scholarship for its students and through the regulation of the use of its facilities. The university of Akron's code of student conduct reflects and supports the educational mission of the institution, balancing the ideals of individual rights and responsibilities with community citizenship and responsibility. The code of student conduct expresses the university's values of civility, integrity in all matters, and responsible behavior on and off university premises. Students also are required to abide by applicable federal, state, and local laws.
- (2) Students at the university of Akron are responsible to know and abide by all university rules, regulations and policies. Failure to abide by the university's rules, regulation and policies may result in sanction(s) by the university. Students are subject to public laws, which the university police and other law enforcement agencies are empowered to enforce on or off university premises, either through their statutory jurisdiction or pursuant to a mutual aid agreement. Public laws include federal, state and local laws and ordinances. Should a student's conduct violate public law and the code of student conduct, the university may proceed with its own investigation and disciplinary action under the code of student conduct without awaiting the outcome of concurrent criminal, administrative or civil proceedings.
- (3) There are significant differences between the university of Akron's student conduct process and state and federal criminal processes. Criminal processes are adversarial, with one side opposing the accused. The student conduct process is designed to be a tool for student learning and development while still protecting the interests of complainants, respondents, victims and all members of the university community. Although the university of Akron's student conduct process is not designed to function as a court of law, there are policies and procedures in place to ensure that each student is treated in a fair and equitable manner. However, the formal rules of criminal procedure that apply to the criminal justice system do not apply to the student conduct process.
- (4) The overarching goal of the enforcement of the code of student conduct is to focus on the growth of the individual student, encourage self-discipline, and maintain a civil environment that is safe and conducive for learning. Each intervention within the university's student conduct process is intended to assess the cause of a student's inappropriate behavior and to develop resolutions that will benefit the individual student and the university community.
- (5) Involvement of parents or guardians in these proceedings will be governed by the "Family Educational Rights and Privacy Act" as provided in rule 3359-11-08 of the

Administrative Code.

(6) These rules shall not be interpreted, construed or applied in any manner that abridges or denies to any student their constitutional rights as guaranteed under the constitutions of the United States or the state of Ohio.

(B) Definitions.

(1) "Advisor." "Advisor" includes anyone assisting or supporting the complainant or respondent during their involvement in a student conduct and community standards proceeding, including but not limited to, an attorney, parent, guardian, social worker, student advocate, professor, acquaintance or friend. The role of an advisor is explained in paragraph (F)(3) of this rule.

(2) "Appeals board." "Appeals board" refers to a panel of hearing officers assigned by the director of the department of student conduct and community standards to review appeals as defined in paragraph (F)(7) of this rule. An appeals board shall be composed of three members, including at least one student and one faculty member. No appeals board member may have participated in the initial adjudication of the case. All appeals board members must be members of the hearing officer pool. Representatives of the department of student conduct and community standards may not serve as a hearing officer on an appeals board. The appeals board procedure is explained in paragraph (F)(7) of this rule.

(3) "Chairperson of the hearing board." "Chairperson of the hearing board" or "chairperson" refers to a member of the hearing board who is selected by the director of the department of student conduct and community standards from a smaller pool of hearing officers who have received additional training. The chairperson presides over the deliberations of the hearing board and reports the hearing board's decision.

(4) "Code of student conduct." "Code of student conduct" refers to this rule of the administrative code, which outlines the expectations for student behavior and the procedures through which the department of student conduct and community standards addresses student misconduct.

(5) "Complainant." "Complainant" means any individual or entity who is alleged to be the victim of conduct prohibited by the code of student conduct.

(6) "Contract professional." "Contract professional" means individuals who are full-time or part-time non-teaching professional personnel of the university as described in paragraph (A) of rule 3359-22-01 of the Administrative Code.

(7) "Disciplinary hold." "Disciplinary hold" is a restriction placed on a student's account that prevents a student from obtaining certain university services, including but not limited to: registering for classes; obtaining enrollment or degree verification; and/or receiving an official transcript.

- (8) "Disciplinary referral." "Disciplinary referral" is a communication to the department of student conduct and community standards of information about a possible violation of the code of student conduct with a request that the department of student conduct and community standards initiate action concerning the alleged violation.
- (9) "Faculty member." "Faculty member" means any individual hired by the university to conduct classroom or teaching activities, research activities or who is otherwise considered by the university to be a member of the faculty.
- (10) "Hearing board." "Hearing board" refers to a panel of hearing officers assigned by the director of the department of student conduct and community standards to make a determination of responsibility and sanction as appropriate. The hearing board shall be composed of five members including three faculty members or contract professionals, but at least one of each classification, and two student members. A minimum of two faculty members must serve on a hearing board in which a student is charged with academic misconduct. In the case of a graduate or professional student accused of misconduct, the student members of the hearing board will be graduate or professional students. Representatives of the department of student conduct and community standards may not serve as a hearing officer on a hearing board. The hearing procedure is explained in paragraph (F)(6) of this rule.
- (11) "Hearing facilitator." "Hearing facilitator" refers to the representative of the department of student conduct and community standards who presides over hearings conducted pursuant to this code and ensures that the hearing procedures specified in this code are followed.
- (12) "Hearing officer." "Hearing officer" refers to a representative of the department of student conduct and community standards or members of the hearing officer pool appointed by the president and assigned by the director of the department of student conduct and community standards to make a determination of responsibility and sanction as appropriate. All hearing officers shall be trained prior to serving on a hearing or appeals board.
- (13) "Investigating officer". "Investigating officer" refers to representative of the department of student conduct and community standards who: investigates allegations of student misconduct; meets with the respondent; decides whether to proceed to a hearing; determines sanction(s) if the respondent accepts responsibility for the alleged violation(s); and presents information about the alleged misconduct to the hearing board or hearing officer.
- (14) "Member of the university community." "Member of the university community" includes students, university employees, and individuals lawfully present on university premises.
- (15) "Respondent." "Respondent" includes any student or student organization, through their authorized representative, that has been accused informally or through a

disciplinary referral of violating the code of student conduct.

- (16) "Student." "Student" includes all individuals taking credit or non-credit courses from the university of Akron. Individuals who have been notified of their acceptance for admission, individuals who withdraw after allegedly violating the code of student conduct and individuals who are matriculated but not officially enrolled for a particular term are also considered "students." Student status ceases when an individual graduates, is not enrolled for two consecutive semesters including the summer term, transfers to another institution, or an individual who is suspended or dismissed for any reason.
- (17) "Student organization." "Student organization" means any number of individuals who have complied with the formal requirements for or are actively seeking university recognition as a student organization.
- (18) "University official." "University official" includes any individual employed or appointed by the university and performing administrative or professional responsibilities within the scope of their authority.
- (19) "University policy." "University policy" generally means the written regulations of the university as found in, but not limited to: the code of student conduct; the residence hall handbook; the school of law student handbook; departmental operating manuals; the university web page; university rules; and the undergraduate and graduate bulletins. University policy also includes unwritten policies that are commonly applied and utilized consistent with written policies or in order to carry out the effect of written policies.
- (20) "University premises." "University premises" includes all land, buildings, facilities, and other property in the possession of or owned, leased, used or controlled by the university or its foundations including adjacent streets and sidewalks.
- (21) "University." "University" means the university of Akron and all of its campuses, centers or other locations on which it operates.
- (22) "Weapon." "Weapon" is defined in accordance with federal, state and local law, and includes any object or substance designed to inflict a wound or cause injury.

(C) Jurisdiction.

- (1) University authority should not be used merely to duplicate the function of general laws. The university of Akron code of student conduct applies to the conduct of all students and student organizations that occurs on university premises or on non-university premises, in person or by any electronic form or medium, where the conduct away from university premises is deemed by the university to affect the university or its students and university employees, including but not limited to:
- (a) Any professional practice assignment;

- (b) Any activity performed to satisfy an academic course or course requirement, including but not limited to internships, co-op, clinical or practicum experiences, field trips, study abroad or student teaching;
 - (c) Any activity supporting pursuit of a degree, such as research at another institution;
 - (d) Any activity sponsored, conducted, or authorized by the university or by student organizations including but not limited to social events, athletic contests and philanthropic activities;
 - (e) Any activity that causes substantial destruction of property belonging to the university or members of the university community or causes or threatens serious harm to the health or safety of members of the university community; or
 - (f) Any activity which could constitute a criminal offense as defined by local, state or federal law, regardless of the existence or outcome of any criminal proceeding.
- (2) Each student shall be responsible for their conduct from the time of notification of acceptance for admission through the actual awarding of a degree, even though conduct may occur before classes begin or after classes end, as well as during the academic year and during periods between terms of actual enrollment, even if their misconduct while a student is not discovered until after a degree is awarded. The code of student conduct shall apply to a student's conduct even if the student withdraws from the university while a disciplinary matter is pending. Student status ceases when an individual graduates, is not enrolled for two consecutive semesters including the summer term, transfers to another institution, or an individual who is suspended or dismissed for any reason. The director of student conduct and community standards or designee shall determine whether the code of student conduct shall be applied to conduct occurring off university premises, on a case-by-case basis.

(D) Definition of student misconduct.

The university of Akron defines "student misconduct" as behavior that violates university policies, rules and regulations. Any student or student organization alleged to have committed or to have attempted to commit the following misconduct is subject to the disciplinary process outlined in this rule. Students and student organizations have shared responsibility for infractions committed in their presence in such a way to incite, aid or abet a violation and/or may be responsible for their guests' actions that are violations of the code of student conduct.

- (1) Academic misconduct: Engaging in any intentional or unintentional activity, individually or in concert with others, which would constitute a breach of academic integrity, or otherwise subverts the educational process. This includes the submission of any student work or assignment wherein an evaluation, grade, or academic credit is expected, whether in a face-to-face setting or by any electronic means. Acts of academic misconduct include, but are not limited to, the following:

- (a) Cheating: the use, attempt to use, or possession of any aid, information, resources, or other means in the completion of any academic assignment, where use of such material is not specifically permitted or authorized by the instructor, or providing such material to another student. This includes, but is not limited to: possessing, referring to, or otherwise using unauthorized books, notes, crib/cheat sheets, etc. in any format; possessing, using, or referring to any unauthorized electronic devices or other materials during completion of any academic assignment; looking at or using information from another student during the completion of any academic assignment; receiving assistance from another individual in completing any academic assignment without express authorization from the instructor; utilizing or soliciting another individual to complete any portion of an academic assignment in place of oneself or submitting the work of another individual as one's own; submitting the same, or substantially the same, materials for academic credit in more than one course without the express permission of the instructor making the academic assignment; completing or participating in the completion of any portion of an academic assignment for another student to submit as their own work; providing assistance, information, or other materials to another student in any manner not authorized by the instructor.
- (b) Plagiarism: presenting as one's own work the ideas, representations, or words of another individual/source without proper attribution. Examples include, but are not limited to, submitting material that in whole or in part is not entirely one's own work, without accurate and appropriate citation and/or attribution (including the use of quotation marks); using the words, ideas, or structure/sequence of another individual or source without proper and appropriate citation and attribution (including the use of quotation marks).
- (c) Fabrication: falsification, invention, or manipulation of any information, citation, data, or method. Examples include, but are not limited to, changing materials submitted on a graded academic assignment and requesting re-grading of that assignment; presenting false or invented information in any academic assignment; presenting false claims regarding how information or data was collected, generated or obtained; inventing or inaccurately presenting citations or sources.
- (d) Unauthorized collaboration: unauthorized collaboration with another in any phase of, or in the completion of, an individual academic assignment, without the express permission of the instructor to complete any assignment in that manner.
- (e) Misrepresentation: falsely representing oneself or one's efforts or abilities in an academic assignment. Examples include, but are not limited to, utilizing another individual or individuals to complete any portion of an academic assignment in place of one's self; having another individual appear in or participate in any fashion in any class.
- (f) Gaining an unfair advantage: completing an academic assignment through use of

information or means not available to other students or engaging in any activity that interferes with another student's ability to complete their academic work. Examples include, but are not limited to: retaining, possessing, using, or distributing previous or current academic assignment materials when the instructor has indicated that those materials are not to be retained or shared or are to be returned to the instructor at the conclusion of the academic assignment or course (including originals, copies, reproductions, or pictures and electronic or hard-copy formats); making copies, pictures or reproductions in any form of any academic assignment when the instructor has not allowed such reproduction; obstructing or interfering with another student's work, or ability to get access to information to be used in the completion of any academic assignment; taking another student's work without his or her knowledge or permission; removing academic assignment materials from an instructor's office, classroom, computer, or any other University space (physical or virtual/electronic); violating the procedures described to maintain the integrity of an academic assignment.

(g) Engaging in behavior specifically prohibited by an instructor in the course syllabus or during any academic assignments.

(h) Attempts to engage in any of the described acts shall be treated the same as a completed act.

This rule shall not be interpreted as permitting a faculty member to limit a student's right to responsibly engage in free inquiry and expression, when relevant to the subject under study or discussion, or to be treated fairly in the academic setting and to have the student's performance evaluated solely on an academic basis.

Violation of any prohibition of academic misconduct may result in the imposition of sanctions beyond any imposed, or suggested, by the faculty member involved, and may result in the University revoking any degree awarded. Any act of academic misconduct must be reported to the department of student conduct and community standards by any faculty, or other individuals who become aware of such acts and will be adjudicated as outlined in paragraph (H) of this rule.

(2) Furnishing false information: Knowingly furnishing false or misleading information to university officials or faculty members either verbally, in writing or in any other form of communication or on university records; including, but not limited to, forgery, alteration, or misuse of any university, government, or other document, record, or instrument of identification.

(3) Offenses against others: Engaging in or threatening physical abuse, threats, intimidation, harassment, coercion, and/or other conduct which intentionally or recklessly threatens or endangers the health, welfare or safety of any individual.

(4) Protected class-based harassment: Protected class-based harassment in violation of rule

3359-11-13 of the Administrative Code, includes, unwelcome conduct directed towards a person based on their actual or perceived membership in a protected class where (1) enduring the offensive conduct becomes a condition of continued employment or participation in the University's educational program, activities or services, or (2) the conduct is sufficiently severe or pervasive to create a work, educational or campus residential environment that a reasonable person would consider intimidating, hostile, or abusive. For purposes of this policy, protected classes are those specified in the University's affirmative action policy and include 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. Alleged violations of protected class-based harassment will be addressed through the process as provided in rule 3359-11-13 of the Administrative Code.

(5) Disorderly conduct: Disorderly, disruptive, lewd or indecent conduct.

(6) Unauthorized recording: Unauthorized use of an electronic or other device(s) to make an audio or video recording or photograph of any individual without the individual's prior knowledge or consent, except as is otherwise permitted by law and except in a public setting where there is not a reasonable expectation of privacy and such use is consistent with the law. The faculty have the right to control the academic environment and to permit or deny permission for electronic video or audio recording in the academic environment.

(7) Release of recordings: Unauthorized distribution or dissemination of an audio or video recording or photograph of any individual without the individual's prior knowledge or consent, even if the audio or video recording or photograph originally had been produced with the individual's consent, except as is otherwise permitted by law and except in a public setting where there is not a reasonable expectation of privacy and such use is consistent with the law.

(8) Gender-based misconduct. Gender-based misconduct as defined in the gender-based misconduct and title IX policy and protocol includes sexual harassment, sexual assault, dating violence, domestic violence, stalking, discrimination, battery, indecent exposure, sexual exploitation and retaliation. Alleged violations of gender-based misconduct will be addressed through the process outlined in the gender-based misconduct and title IX policy and protocol.

(9) Theft/Damage: Theft or attempted theft, or willfully, recklessly, or negligently destroying, damaging, injuring, or using another's property without the consent of the owner.

(10) Drugs: Unlawful use, possession, manufacture, cultivation, distribution or facilitating the distribution of marijuana or any narcotic, hallucinogenic, drug of abuse, or other controlled substances as defined in applicable federal, state or local law. Possession

of drug paraphernalia is also prohibited.

- (11) Alcohol: Use, possession, manufacture or distribution of alcoholic beverages, or public intoxication in a manner prohibited by law or university policy including, but not limited to, any violation of rule 3359-47-01 of the Administrative Code. Alcoholic beverages may not, in any circumstance, be used by, possessed by, or distributed to any individual under twenty-one years of age.
- (12) Gambling: Unlawful gambling or participating in unlawful games of chance as defined in applicable federal, state or local law.
- (13) Weapons/Prohibited items: Unlawful or unauthorized possession of firearms, fireworks, explosives, other weapons, or dangerous chemicals, or using any item, even if lawfully possessed, in a manner that harms, threatens or causes fear to others.
- (14) Felony/Misdemeanor: Commission of any felony or misdemeanor under applicable federal, state or local law.
- (15) Unauthorized access: Unauthorized possession, distribution, duplication, retention or use of keys, keycards or other means of access to any university premises or unauthorized entry or exit, presence in, or use of university facilities.
- (16) Disruptive/Obstructive behavior: Behavior that the student knew or reasonably should have known would cause a disruption or obstruction of teaching, research, administration, disciplinary proceedings, or other university activities, including its public service functions on or off university premises, or of other authorized non-university activities occurring on university premises.
- (17) Riotous behavior: Participation in a disturbance with the purpose to commit or incite any action that presents a clear and present danger to others, causes physical harm to others, or damages property. Prohibited behavior in the context of a riot includes, but is not limited to, those behaviors prohibited by federal, state or local law and:
 - (a) Engaging in conduct designed to incite another to engage in riotous or violent behavior;
 - (b) Causing or threatening damage to or destruction of university premises or property of others, whether done intentionally or with reckless disregard;
 - (c) Failing to comply with a directive to disperse by university officials, faculty members, law enforcement or emergency personnel; or
 - (d) Intimidating, impeding, hindering or obstructing university officials, faculty members, or law enforcement or emergency personnel in the performance of their duties.

This rule shall not be interpreted as prohibiting legally protected behavior and

speech under the law.

- (18) Animals: Possession of or permitting animals inside buildings owned or leased by the university of Akron. This excludes disability-related service animals and animals permitted within the residence halls by the residence life and housing contract. Animals must not be disruptive to the learning or living environment of the university. Owners must control their animals at all times and abide by all applicable university policies and federal, state, and local laws (e.g., use of leashes and removal of waste) while on university premises.
- (19) Computer/Network use: Students are responsible to know and abide by the regulations as outlined in rule 3359-11-10 of the Administrative Code. University computing resources include hardware, software, and data owned, licensed, or developed by the university, students, or employees. Abuse of computer facilities and resources includes, but is not limited to:
- (a) Unauthorized transfer or entry into a file, to use, read, or change the contents, or for any other purpose;
 - (b) Unauthorized access to, use of, or control of university computing resources including circumvention of computing system safeguards;
 - (c) Use of another individual's identification and/or password;
 - (d) Use of computing facilities and resources to interfere with the work of another student, faculty member or university official;
 - (e) Use of computing facilities and resources to send unlawful communications, including threats of violence, obscenity, child pornography, and harassing communications;
 - (f) Use of computing facilities and resources to interfere with normal operation of the university computing system or educational process;
 - (g) Destruction, theft or misuse of property;
 - (h) Unauthorized copying of computer software, or other violations of software copyrights, license agreements or trade secrets; or
 - (i) Using university resources to violate federal, state, or local law.
- (20) Hazing: Hazing means doing, participating in, allowing, causing, coercing or forcing an individual to do, any of the acts listed below, regardless of the individual's willingness to participate, for the purpose of admitting, affiliating, or initiating, an individual into or with a student organization or any other recognizable groups, teams, or associations of students, or for the purpose of continuing, enhancing, or reinstating an individual's affiliation, membership, or status in a student organization or any other

recognizable groups, teams, or associations of students:

- (a) Consume any food, liquid, alcohol, drug of abuse, or other substance;
- (b) Endure any act of a physical nature including, but not limited to, whipping, beating, branding, paddling, kicking, pushing, shoving, physical exercise, physical exertion, or exposure to the elements;
- (c) Endure any act which may adversely affect the mental health or dignity of the individual including, but not limited to, sleep deprivation, exclusion from social contact, or conduct that could result in embarrassment, harassment, ridicule, or degradation;
- (d) Any activity which has the potential to be frightening, degrading, or unduly deceptive, including deception designed to convince the individual of impending pain, injury, or non-admission, non-affiliation, non-initiation, or non-membership, including, but not limited to, promoting servitude, requiring individuals to run personal errands, intentionally creating labor or clean-up work, berating or verbally harassing individuals, referring to individuals by demeaning or embarrassing nicknames, assigning individuals degrading, crude, or humiliating stunts, skits, or acts, throwing items at or on individuals, forcing individuals to carry items, forcing individuals to yell when entering or departing a physical structure or in the presence of designated individuals, forcing individuals to use designated entrances or exits, forcing an individual to be confined to a small space, transportation and/or abandonment of an individual, or requiring individuals to wear embarrassing, humiliating, or scant attire or to be nude;
- (e) Any activity that causes or creates a substantial risk of causing mental or physical harm to any individual;
- (f) Endure or participate in any act of a sexual nature;
- (g) Any activity which endangers or has the potential to endanger the academic performance of the individual, such as not allowing adequate time for or interfering with academic commitments;
- (h) Any destruction or removal of public or private property; or
- (i) Any violation of federal, state, or local law; university policy, rule or regulation; or the Ohio Department of Higher Education anti-hazing policy.

Hazing does not include reasonable and customary athletic, law enforcement or military training, contests, competitions, or events that are explicitly relevant to the mission of the student organization or any other recognizable groups, teams, or associations of students.

Expressed or implied consent of the victim to hazing is not a defense and does not prevent the behavior from being considered a violation of this rule.

It is a violation of this rule for any individual, knowing that hazing has been or is being committed, to fail to report such information to law enforcement authorities or to the department of student conduct and community standards.

- (21) Failure to comply: Willful failure to comply with directions of university officials, faculty members, law enforcement officers or emergency personnel acting in performance of their duties and/or willful failure to identify oneself to these individuals when requested to do so.
- (22) Fire safety: Tampering with, or misuse of, fire alarms and/or firefighting equipment, including but not limited to: fire extinguishers, fire hoses, heat and smoke detectors, sprinkler systems, or other safety devices.
- (23) Abuse of the conduct system: Abuse of the student conduct system, including but not limited to:
- (a) Failing to comply with notice (with confirmation of delivery) from the department of student conduct and community standards or university official to appear for a meeting or hearing as part of the student conduct process;
 - (b) Knowingly falsifying, distorting, or misrepresenting information during the student conduct process or initiating a conduct proceeding in bad faith or without reasonable cause to do so;
 - (c) Engaging in behavior that an individual knew or reasonably should have known would cause disruption or interference with the orderly proceeding of the student conduct process;
 - (d) Attempting to discourage an individual's proper participation in, or use of, the student conduct process;
 - (e) Attempting to influence the impartiality of a member of the hearing board or hearing officer prior to, and/or during the course of, the hearing proceeding;
 - (f) Failing to comply with the sanctions imposed under the code of student conduct; or
 - (g) Influencing or attempting to influence another individual to commit an abuse of the student conduct system.
- (24) Violation of university policy/rule/regulation: Willfully, recklessly, or knowingly engaging in conduct that violates any university policy, rule, or regulation. It is not a defense that the student was unaware of the policy, rule, or regulation.

(E) Amnesty.

(1) Medical Amnesty. Student health and safety is a substantial University interest. The University's interest in promoting student health and safety is furthered by encouraging students to seek and obtain prompt medical assistance for themselves or another individual who is in distress from the use of alcohol, and/or other substances, or is experiencing a medical emergency. The University's interest is also furthered by removing obstacles to obtaining prompt medical assistance for an individual in need.

A student who in good faith seeks or obtains medical assistance (e.g. seeking assistance of a university staff member, calling UAPD at 330-972-2911 if on campus or calling 9-1-1 if off campus) for themselves or for another individual for the use of alcohol, other substances, or experiencing a medical emergency shall not be charged with a violation of the code of student conduct in connection with the possession or use of alcohol or drugs if all of the following apply:

- (a) The information that would be the basis of the code of student conduct alcohol, drug or other offense was obtained as a result of a student seeking medical assistance for themselves or another individual.
- (b) The student accepts responsibility for the misconduct; obtains an alcohol and drug assessment; complies with any recommendations for treatment from a university or community alcohol or drug abuse services provider or a properly credentialed substance abuse or addiction treatment professional; and completes any educational interventions required by the department of student conduct and community standards.
- (c) The student provides documentation of completion of assessment and treatment recommendations.
- (d) The student has not previously been granted medical amnesty in defense of another alcohol or drug incident.
- (e) The student is in good disciplinary standing with the university.

(2) Limited Amnesty. To encourage reporting and adjudication of student misconduct including, but not limited to, gender-based misconduct, the university of Akron may extend limited amnesty to complainants, respondents, and witnesses. Such amnesty may be granted at the sole discretion of the director of student conduct and community standards or designee.

(3) Amnesty does not preclude any disciplinary actions regarding other university violations including, but not limited to, endangering, threatening, or attempting to cause physical harm to another individual; gender-based misconduct; damage to property; theft; hazing; or any other code of student conduct violation.

(4) Student Organizations. If a representative of a recognized student organization seeks medical assistance under medical amnesty, that act will be considered as a mitigating

factor in determining a sanction if the organization is found in violation of the code of student conduct in connection with the occurrence.

- (5) In the event of a health and safety emergency, the University may notify the students' parents/guardians about the incident.
- (6) Amnesty applies only to disciplinary actions under code of student conduct violations and does not limit any law enforcement agency, including the university of Akron police department, from investigating or prosecuting criminal activity in accordance with federal, state or local law.
- (7) Determination of whether all the conditions of amnesty have been satisfied is at the sole discretion of the director of student conduct and community standards or designee. When circumstances warrant, the department of student conduct and community standards may waive compliance with subparagraphs (E)(1)(d) and (E)(1)(e). A student who fails to successfully satisfy all the conditions of this policy, including any required educational interventions, will be referred for adjudication as outlined in this rule for the original incident.

(F) Investigation and adjudication of student misconduct.

- (1) The department of student conduct and community standards shall be the exclusive administrative unit that has authority to investigate reports of misconduct as defined in this rule and to implement the procedures and sanctions as provided in this rule. While other units and organizations such as residence halls, athletic teams and professional schools may have separate rules and administer separate penalties or sanctions, whether by contract or otherwise, that may apply to certain categories of students, the commission of misconduct as defined in this rule shall also be reported to the department of student conduct and community standards for action as appropriate under this rule.
- (2) Interim Suspension. Pending action on any alleged violation(s) of the code of student conduct, the status of the student shall not be altered or the student's right to be present on campus and to attend classes suspended, except when the student's continued presence disrupts the good order and discipline of the university or poses a threat to the physical or emotional safety of others. The vice president for student affairs or designee shall determine whether such a threat exists. If the vice president for student affairs or designee, concludes that such a disruption or threat exists, the vice president for student affairs or designee may suspend the student immediately.

When a student is suspended in this manner, the department of student conduct and community standards shall convene a hearing as soon as practical. This interim suspension does not replace the regular student conduct process.

Any student under an interim suspension may request a review of the interim suspension by submitting a written request to the vice president for student affairs or

their designee. The vice president for student affairs or their designee will complete a review and issue a decision within three business days of receipt of the written request. Regardless of the outcome of the review, the student conduct process will continue as provided in this rule. The vice president for student affairs or designee has the authority to modify the interim suspension as appropriate.

- (3) Right to an advisor. The complainant and the respondent shall have the right to have an advisor of their choice present to provide advice and counsel in any meetings or hearings held by the department of student conduct and community standards. The advisor may only give counsel to their party and may not actively participate in the meeting or hearing. The same individual may not serve as an advisor and a witness; nor can the advisor of a charged student organization serve as a witness and an advisor. In extraordinary circumstances and at the sole discretion of the hearing officer/hearing facilitator, an advisor may be permitted to actively participate, subject to the limited terms and conditions set by the hearing officer/hearing facilitator. The complainant and respondent shall speak and act on their own behalf. Any advisor who repeatedly violates the limitations imposed on advisors, or otherwise engages in disruptive behavior may be removed from the meeting or hearing. Meetings or hearings will not be scheduled around the availability of an advisor. An advisor may not attend a meeting or hearing unaccompanied by the advisee.

In cases where the complainant or respondent is a minor or dually enrolled high school student, the complainant and/or respondent may have both a parent and an advisor present for a meeting or hearing.

If an accommodation is required for a complainant or respondent, an individual such as an interpreter, sign language communicator, or physical needs assistant may attend a meeting or hearing and may not be counted as an advisor.

- (4) The fact-finding process shall be as follows:

- (a) When a disciplinary referral is received by the department of student conduct and community standards alleging a student has violated the code of student conduct the department of student conduct and community standards will send written notice to the student respondent(s). This notice will include the alleged violation(s) of the code of student conduct and details concerning a fact-finding meeting. Notice will be sent to the respondent's official university email account; however, the department may use other delivery methods as necessary.
- (b) The respondent shall be required to appear before an investigating officer(s) of the department of student conduct and community standards. Upon the respondent's appearance in the department of student conduct and community standards, the respondent shall be informed of the alleged violation(s) of the code of student conduct.
- (c) During meetings conducted by the department of student conduct and community

standards the respondent and complainant shall be given:

- (i) Reasonable access to all available materials related to the alleged violation(s).
 - (ii) An opportunity to make a statement concerning the alleged violation(s). The respondent is not required to make a statement; unless the respondent is a student organization, in which case a statement on behalf of the student organization is required. Any statements made may be used in disciplinary proceedings.
 - (iii) An opportunity to provide relevant information and/or identify relevant witnesses.
 - (iv) The right to have an advisor present. The role of an advisor is explained in paragraph (F)(3) of this rule.
- (d) Failure to appear or comply with a request to make and keep an appointment relevant to an investigation may result in a disciplinary hold being placed on a respondent's account and/or the initiation of charges for abuse of the student conduct system. In addition, failure of the respondent to participate in an investigation and/or fact-finding meeting shall in no way prevent the university from proceeding with an investigation and/or conducting a hearing.
- (e) The fact-finding process shall be concluded if:
- (i) The respondent denies the alleged misconduct, and based on the information gathered during the investigation, the investigating officer(s) determine(s) that there is not sufficient information to support an allegation that the respondent has violated the code of student conduct. If these conditions are satisfied, the respondent and complainant shall be informed that the matter is closed; or
 - (ii) The respondent admits responsibility for violating the code of student conduct. The investigating officer(s) shall issue sanction(s) and inform the respondent and complainant of the outcome. If the respondent or complainant disagree with the sanction(s), the respondent and/or complainant may appeal the sanction(s) to the appeals board; or
 - (iii) The respondent denies the alleged misconduct, and based on the information gathered during the investigation, the investigation reveals that there is sufficient information to support an allegation that the respondent has violated the code of student conduct, the department of student conduct and community standards may place a disciplinary hold on the respondent's account and may pursue a determination of responsibility at a hearing as outlined in this rule.
- (5) Alternative resolution process.

Based on the nature of the incident and the willingness of the complainant and the respondent to participate, the department of student conduct and community standards may recommend to the parties that the matter be addressed through an alternative resolution process, which may include, but is not limited to, an educational conference, mediation or restorative justice process. Such alternative resolution processes shall be conducted by an individual chosen by the department of student conduct and community standards who has been trained in alternative resolution processes. No such process shall be conducted unless the respondent and complainant consent to the alternative resolution process.

(6) Hearing Procedures.

- (a) Alleged violations of the code of student conduct shall be heard by a single hearing officer or hearing board. The respondent and/or complainant has the option to request a hearing with a single hearing officer, rather than a full hearing board. The final determination of the use of a single hearing officer or the full hearing board will be determined by the director of student conduct and community standards or designee. If a single hearing officer model is used, the hearing officer will determine if the hearing facilitator role as described in this rule will be used at the hearing.
- (b) In cases where more than one respondent or complainant is involved, a separate hearing may be requested in writing by a respondent or complainant and granted at the discretion of the director of student conduct and community standards or designee. The department of student conduct and community standards may hold separate hearings at its discretion.
- (c) The respondent and complainant shall be informed in writing by the department of student conduct and community standards of the date, time and location of the hearing, the specific violation(s) of the code of student conduct that the respondent is accused of violating, and information on the hearing procedures. The notice will be sent to the respondent's and complainant's official university email account; however, the department may use other delivery methods as necessary. Either party may request a postponement of the hearing for reasonable cause. Any request for postponement must be made in writing, include the supporting rationale and be received by the department of student conduct and community standards at least two business days before the scheduled hearing.
- (d) The complainant(s), respondent(s), hearing officer(s), and investigating officer(s) may request witnesses who might have pertinent information to participate in a hearing. Information shall be limited to elements relevant to the alleged violation(s) of the code of student conduct and only information relevant to the alleged violation(s) of the code of student conduct shall be considered by the hearing officer(s) in making a decision concerning responsibility. On a date specified by the department of student conduct and community standards, the

complainant and respondent will submit to the department of student conduct and community standards a list of witnesses for the hearing, a summary of the information each witness is expected to provide and any document(s) the complainant and respondent expect to present at the hearing. The department of student conduct and community standards will make this information available to the complainant, respondent, and the hearing officer(s) prior to the hearing. The University does not have the power to compel or subpoena witnesses to attend the hearing. If a witness, for good reason, cannot attend the hearing, they may testify by telephone or video-conference. If the witness cannot testify by telephone or video-conference, they may submit a written statement. If the hearing officer/hearing facilitator determines that a written statement may be considered by the hearing officer(s), the complainant and respondent shall have the right to object to its consideration by the hearing officer(s) and, if admitted, to provide a rebuttal to said evidence.

- (e) Prior to the hearing, the respondent and complainant shall have reasonable access to all available materials and information revealed by the investigation and known to the department of student conduct and community standards.
- (f) All hearings are closed to the public.
- (g) If the respondent or complainant does not appear at the hearing, the allegation(s) shall be reviewed as scheduled on the basis of the information available and a decision shall be made.
- (h) To provide for a fair and impartial hearing the following processes shall apply:
 - (i) No hearing officer shall be a participant in the investigation of the alleged violation(s) against the respondent. If any hearing officer is unavoidably involved, that hearing officer must disclose and shall not participate in the hearing.
 - (ii) The complainant and respondent shall have the right to challenge any hearing officer for good cause. If the hearing facilitator determines that good cause has been shown, the challenged hearing officer shall be excused, and a substitute may be appointed by the hearing facilitator. Four hearing officers constitute a quorum for a hearing board.
 - (iii) Either party may raise a continuing objection to the proceedings or on any other matter; any such objection shall be noted for the record.
 - (iv) The hearing facilitator shall facilitate the operation of the hearing and shall begin the hearing by reviewing the hearing procedures that include the standard of evidence needed to support a finding of responsibility. The hearing facilitator or hearing officer shall also be responsible for recording the hearing. The recording will be made available to the respondent and

- complainant for review during the appeal period. The respondent, complainant, witnesses, and/or their advisors are not permitted to record any conference, hearing or disciplinary meeting.
- (v) The standard of proof that shall apply to all hearings is "preponderance of the evidence" (i.e., more likely than not), that the alleged conduct occurred.
 - (vi) The respondent will enter a plea regarding each alleged violation of the code of student conduct. An admission of complete responsibility would require no further hearing proceedings, except that the complainant, respondent, and investigating officer shall be offered the opportunity to present information to be considered for the sanction(s) to be assessed by the single hearing officer or hearing board.
 - (vii) The complainant and respondent will be given the opportunity to make a statement and present evidence that pertain(s) to the alleged violation(s). The respondent shall not be required to testify against themselves. No inference may be drawn against the respondent for failing to attend a hearing or remaining silent. The conclusion shall be based on the evidence presented and, if applicable, any sanction(s) shall be imposed in accordance with the findings.
 - (viii) The complainant and respondent shall be given an opportunity to hear and question each other, the investigating officer, and all witnesses, as well as to present information and call witnesses. Questions asked, and testimony given by the complainant and respondent shall be limited to elements relevant to the alleged violation(s) and potential sanction(s).
 - (ix) The investigating officer will present the investigative report and has the right to question the complainant, respondent, and any witnesses.
 - (x) The hearing officer(s) has the right to question the complainant, respondent, investigating officer and any witness.
 - (i) The hearing officer(s) and/or the hearing facilitator are responsible for the overall decorum of the hearing process, and may:
 - (i) Remove any individual in attendance at a hearing if the hearing officer/hearing facilitator believe the individual to be disruptive, distracting, or inhibiting the process in any way.
 - (ii) Limit the time of any individual presenting to the hearing officer(s).
 - (iii) Limit the number of witnesses if it is determined that the information they intend to share is similar in nature to other individuals who have presented to the hearing officer(s).

- (iv) End statements or questions if the hearing officer/hearing facilitator determines that no new evidence is being offered.
 - (v) Permit any additional university officials to be present during the hearing.
 - (j) The hearing officer(s) and/or the hearing facilitator may request advice from a university attorney. A university attorney may be present during the hearing. The role of the university attorney shall be limited to advising the hearing officer(s) and/or the hearing facilitator on matters of procedure and on the rights of the parties; provided however that if the hearing officer and/or hearing facilitator allows an advisor to actively participate in the hearing, the university attorney shall be afforded the same opportunity to actively participate, subject to any limited terms and conditions set by the hearing officer and/or hearing facilitator.
 - (k) The hearing facilitator shall attend all meetings of the hearing board with the exception of deliberations which shall be closed.
 - (l) Findings regarding responsibility and sanction(s) shall be decided during closed deliberations as follows:
 - (i) In a hearing being conducted by a single hearing officer, the findings regarding responsibility and sanctions(s) shall be decided by that hearing officer.
 - (ii) In a hearing being conducted by a hearing board, the findings regarding responsibility and sanction(s) shall be decided by a majority vote of the hearing officers. The chairperson shall participate in balloting. Four hearing officers constitute a quorum; three affirmative vote(s) shall be required for a finding of responsibility.
- The hearing officer(s) shall complete a report with the findings of responsibility and, if applicable, sanction(s). The report shall be signed by all hearing officer(s) and shall be final, subject only to the complainant's and respondent's right of appeal to the appeals board. A representative of the department of student conduct and community standards shall transmit the findings to the complainant and respondent.

(7) Appeals board.

(a) Procedures.

- (i) The complainant and/or respondent ("the appellant(s)") shall have five business days from the time that they are notified of the outcome of the hearing to submit an appeal in writing. In order to prepare their appeal, the appellant(s) may have reasonable access to all available materials related to the proceedings.
- (ii) The appellant(s) must prepare a written statement appealing the outcome of the

hearing and submit it to the department of student conduct and community standards. The appeal is not intended to re-hear or re-argue the same case and is limited to the specific grounds outlined in this rule. The appeal must specify the applicable grounds for appeal, as listed in paragraph (F)(7)(b) of this rule, the facts that support the appellant(s)' claim(s), and the requested solution.

(iii) In a case where a respondent has accepted responsibility for violating the code of student conduct, the appellant(s) may only appeal on the basis of (F)(7)(b)(iv) of this rule.

(iv) The appellee(s) will be notified if an appeal is filed and will have five business days to submit a written response to the appeal. The department of student conduct and community standards may provide the appeals board with a written response. Copies of the appeal(s) and any response(s) will be made available to the parties.

(v) The appeals board shall meet in closed session to review all records of the proceedings and to determine whether the grounds presented for appeal have merit. The appeals board may request advice from a university attorney. The role of the university attorney shall be limited to advising the hearing officer(s) on matters of procedure and on the rights of the parties.

(vi) If the appellant(s)' appeal(s) the outcome of the hearing, the sanction(s) issued shall not be imposed until the appeal has been considered by the appeals board and the parties have been notified of the outcome of the appeal process; provided, however, that a student issued an interim suspension pursuant to paragraph (F)(2) of this rule shall remain on interim suspension during the pendency of an appeal.

(b) Grounds for appeal.

(i) Whether there was a misapplication or misinterpretation of the rule alleged to have been violated;

(ii) Whether the hearing was conducted in violation of procedural requirements set forth in the code of student conduct, and whether these violation(s) significantly impacted the outcome of the hearing;

(iii) Whether there was a reasonable basis for the hearing board's or hearing officer's decision;

(iv) Whether the sanction(s) imposed were grossly disproportionate to the violation(s) of the code of student conduct for which the respondent(s) was found responsible; or

(v) Whether there is new evidence that was unavailable to the appellant(s) at the time of the hearing which is sufficient to alter the decision.

(c) Possible dispositions by the appeals board. The appeals board may exercise one of the following options in response to the appeal(s):

(i) The appeal may be denied and the outcome of the hearing upheld.

(ii) The case may be remanded for a new hearing.

(iii) The appeals board may reverse the finding of responsibility, in whole or in part, made by the hearing board or hearing officer.

(iv) The appeals board may uphold, reduce or increase the sanction(s) imposed by the hearing board or hearing officer.

(v) The appeals board may dismiss the appeal if the appeal is not based upon one or more of the grounds set forth in paragraph (F)(7)(b) of this rule.

(d) The decision of the appeals board is final.

(8) Sanctions.

(a) Sanctions should be commensurate with the violation(s) found to have occurred. More than one sanction may be imposed for any single violation. Individual circumstances, attitude, and prior conduct history are some of the factors that are considered when determining the sanction(s). Failure to complete any sanction may result in a disciplinary hold being placed on a student's account. Possible sanctions include, but are not limited to:

(i) Deactivation - a student organization's loss of all privileges, including university recognition, for a specified period of time.

(ii) Educational sanctions - other appropriate sanctions may be imposed, including but not limited to, educational conferences and/or discussions, reflection papers, workshops, work assignments, essays, service to the university or university community, or other related discretionary sanctions.

(iii) Failing or lowered grades – in cases of academic misconduct, a student may be issued a failing or lowered grade in a course and/or loss of credit on coursework.

(iv) Fine - monetary charge assigned for a violation in accordance with the schedule approved by the board of trustees.

(v) Formal reprimand - a notice in writing to the student that the student is violating or has violated university regulations and that future violations will result in further charges and sanctions.

(vi) Loss of privileges - denial of specified privileges for a designated period of time, including but not limited to restrictions on access to university facilities,

university sponsored events, and residence hall actions up to and including cancellation of contract.

(vii) Probation - probation is imposed for a designated period of time and includes the probability of more severe disciplinary sanctions if the student is found to violate any university regulation(s) during the probationary period. Students shall not be considered to be in good standing with the university until the probationary period has ended. Probation may affect a student's ability to participate in athletics, serve in a leadership capacity in a student organization or act as a representative of the university of Akron.

(viii) Revocation of an academic degree.

(ix) Revocation of admission (for violations that occur prior to the student's first class attendance.)

(x) Restitution - compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.

(xi) University deferred suspension – Suspension that is delayed or deferred, pending completion of assigned sanction(s) or behavioral expectations. A finite period of observation and review occurs during the deferred suspension. This suspension will go into effect immediately if the student fails to complete the assigned sanctions or behavioral expectations or is found responsible for violations of the code of student conduct while on deferred suspension.

(xii) University suspension - separation of the student from the university for a specified period of time, after which the student is eligible to return. Conditions for readmission may be required.

(xiii) University dismissal - permanent separation of the student from the university.

(b) Review of dismissal.

Students dismissed pursuant to this rule shall not be readmitted to the university of Akron except upon review and approval of the vice president for student affairs. No request for readmission will be considered until at least one year has elapsed from the date of dismissal. A request for readmission after a dismissal pursuant to this rule must be made in writing and should include the reasons for the request and any supporting information and/or documentation to justify the potential readmission. Upon review, the vice president for student affairs may approve or deny the request for readmission and will notify the student of the decision. Readmission under these circumstances may be accompanied by terms of strict probation or other conditions deemed appropriate by the vice president

for student affairs.

(G) Hearing officers.

(1) Pool of members. The president shall appoint a pool of hearing officers from a list of nominees submitted by the vice president for student affairs. This pool shall be collected as follows:

(a) Nominees.

(i) Faculty members. Every year, the dean of each academic college shall nominate, for a two-year renewable term, a minimum of one full-time faculty member from their college and forward the nominee(s)' name(s) to the director of the department of student conduct and community standards.

(ii) Contract professionals. Every year, a supervisor may nominate, for a two-year renewable term, a minimum of one contract professional from his or her administrative unit and forward the nominee(s)' name(s) to the director of the department of student conduct and community standards.

(iii) Undergraduate students. Undergraduate students seeking appointment to a hearing officer position shall apply to the department of student conduct and community standards and be recommended by the undergraduate student government (USG) as provided by the USG bylaws. Nominations shall be forwarded to the vice president for student affairs. The appointment will be a one-year renewable term.

(iv) Graduate students. Graduate students seeking appointment to a hearing officer position shall apply to the department of student conduct and community standards and be recommended by the graduate student government (GSG), consistent with its bylaws. Nominations shall be forwarded to the vice president for student affairs. The appointment will be a one-year renewable term.

(b) The director of the department of student conduct and community standards shall compile the list of all interested nominees and forward it, along with any recommendations to serve, to the vice president for student affairs.

(c) The vice president for student affairs or designee shall review the pool of nominees and the recommendations submitted by the director of the department of student conduct and community standards and shall forward to the president the final, recommended nominees for hearing officer membership.

(H) Academic misconduct procedure.

(1) Procedure for addressing allegations of academic misconduct.

- (a) An incident of academic misconduct may be resolved, and a sanction assessed in a meeting between the faculty member and student. If the student and faculty member agree on the facts of the incident and the proposed sanction(s), the matter can be resolved informally. The faculty member shall confer with the department of student conduct and community standards to determine whether any prior academic misconduct has occurred. Written documentation of the agreement as to the facts and the sanction should be created by the faculty member, signed by the student and retained for the faculty member's records. A copy shall be sent to the department of student conduct and community standards and the student.
- (b) If the student and faculty member disagree about the facts of the incident or the proposed sanction(s), then the matter shall be referred to the department of student conduct and community standards for adjudication as provided in the code of student conduct. The matter also may be referred directly to the department of student conduct and community standards if the faculty member does not wish to have the matter resolved informally as provided in this rule. Such decision by the faculty member shall not prejudice the student's case.
- (2) When the alleged misconduct of the student creates an immediate health and safety concern, including but not limited to, clinical and internship environments, in addition to any other academic disciplinary processes, the student may be immediately removed from the clinical or internship environment upon recommendation of the academic dean, in accordance with the rules of the academic program, professional governing body or contract between the university and the site, pending the outcome of the university conduct process as set forth in this rule.

(I) Entering university property.

University officials have the right to enter property owned, leased or operated by the university for purposes of inspecting for cleanliness, orderliness and safety, to perform maintenance, and to administer university regulations. Evidence of violations of this code obtained as a result of this entry, may be used in disciplinary proceedings. In cases involving suspicion of misconduct, as defined in this code, except in health, welfare and safety emergencies, student premises and possessions shall not be searched without first obtaining proper authorization from the vice president for student affairs or designee. Notwithstanding the foregoing, university police have the right to enter property, subject to the normal requirements of applicable policy and law.

(J) Disciplinary Records.

Consistent with the requirements of the "Family Educational Rights and Privacy Act," disciplinary records and information concerning students may be provided from time to time to other university officials, in accordance with rule 3359-11-08 of the Administrative Code or others as prescribed by law. In such instances, neither the consent of the student nor that of the student's parents shall be required.

(K) Authority for amendments.

The procedures set forth in this document are the instrument of the board of trustees of the university of Akron. Amendments to the code may be proposed in accordance with the procedures set forth in the board's bylaws.

Replaces: 3359-41-01

Effective:

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: Prior to 11/04/77, 12/06/85, 01/16/86, 12/04/99, 11/24/01, 08/03/03, 09/05/03, 07/05/10, 08/20/11, 11/15/12, 05/23/13, 11/01/13; 2/01/2015

-



**Consent Agenda
Meeting of The University of Akron's Board of Trustees
October 6, 2021**

Item	Description	Committee	Tab
1	Minutes for August 11, 2021	None	Board of Trustees
2	Investment Report for the Fiscal Year Ended June 30, 2021	Finance & Admin.	2
3	Financial Report for the Fiscal Year Ended June 30, 2021	Finance & Admin.	3
4	Procurements for More Than \$500,000: a) Approval	Finance & Admin.	4
5	b) Preapproval		
6	Cumulative Gift and Grant Income Report for July 1 through August 31, 2021	Finance & Admin.	5
7	Curricular Change	Academic Issues & Student Success	1
8	Rescind University Rule 3359-11-21, Criminal background checks for residence life and housing employees	Rules	1
9	Rescind University Rule 3359-11-22, Criminal background checks for university employees	Rules	2
10	New University Rule 3359-11-22, Background checks	Rules	3

Presiding:
Chair
Joseph M. Gingo

October 6, 2021

1	Modification of Resolution 10-13-17 for the Creation of Women's Lacrosse and the Return of Baseball
2	Naming of The Timken Foundation Center for Precision Manufacturing
3	Extension and First Amendment of Employment Agreement for President Gary L. Miller
4	
5	
6	
7	
8	
9	
10	
11	
12	

THE UNIVERSITY OF AKRON

RESOLUTION 10- -21

**Modification of Resolution 10-13-17 for the Creation of
Women's Lacrosse and the Return of Baseball**

WHEREAS, The Board of Trustees ("Board") of The University of Akron ("University") recognizes the importance of intercollegiate athletics, which provide the University increased visibility and reputation, while also providing increased opportunities for students to compete at the NCAA Division I level; and

WHEREAS, To meet those goals, the Board created a Women's Lacrosse team and Men's Baseball team (collectively "Programs") to compete on the Division I level in Resolution 10-13-17; and

WHEREAS, The previous resolution required the Programs to limit the awarding of athletics scholarships to those that are funded by external sources and required student-athletes to live in University residence halls for the first two years of attendance; and

WHEREAS, The University seeks to update the previous resolution to address environmental and programmatic changes in NCAA Athletics that have occurred since the Programs' creation, including the introduction of the NCAA Transfer portal and reduced transfer restrictions, which have led to increased challenges in retaining student-athletes, particularly in sports that offer restricted scholarship opportunities; and

WHEREAS, Modification of Name, Image, and Likeness rules has drastically impacted the traditional financial models for college athletics, which requires more than ever that the University have a sustainable funding plan for all athletics programs; and

WHEREAS, The inclusion of the Programs in the overall Department of Intercollegiate Athletics' scholarship budget without restriction as to funding source will add budget certainty for the Programs and the resulting financial flexibility will help to ensure gender equity compliance in financial assistance; and

WHEREAS, Permitting athletic scholarship budgets for these Programs will ensure that the Programs can remain competitive in the recruiting and retention of student-athletes to the University while not increasing the overall Athletics scholarship budget; Now, therefore,

BE IT RESOLVED, That the restrictions on scholarships and residence hall requirements from Resolution 10-13-17 are hereby rescinded and are modified to permit the provision of athletic scholarships to the Programs, consistent with NCAA limits; and

BE IT FURTHER RESOLVED, That the effect of the authority to grant athletic scholarships to the programs will be budget neutral and the Department of Intercollegiate Athletics will not be provided additional budget resources to provide the athletic scholarships to the Programs.

M. Celeste Cook, Secretary
Board of Trustees

October 6, 2021

THE UNIVERSITY OF AKRON

RESOLUTION 10- -21

Pertaining to the Naming of
The Timken Foundation Center for Precision Manufacturing

WHEREAS, The Timken Foundation of Canton (the “Timken Foundation”), established in 1934 when many of the city’s families faced struggle during the Great Depression, is recognized as a private charitable foundation dedicated to promoting civic betterment through capital fund grants to support colleges, universities, hospitals, cultural centers, and other charitable institutions; and

WHEREAS, The Timken Foundation has been a stalwart supporter of higher education in general and The University of Akron (the “University”) in particular, having given more than \$6.6 million in philanthropy to the University through 2021, including support to the University’s Engineering building and to the College of Engineering Student Design Center; and

WHEREAS, The Timken Foundation most recently has provided a \$3 million gift in support of The University of Akron Center for Precision Manufacturing, located on campus at 225 East Mill Street; and

WHEREAS, This gift will allow faculty and students to team with industry researchers in the areas of process and materials engineering, resulting in synergies that will increase the global competitiveness of the University’s partners and will propel University faculty and students to develop new manufacturing finishing technologies, spurring a new generation of technological advancement and raising the Akron standard still higher; Now, Therefore,

BE IT RESOLVED, That the Center for Precision Manufacturing be named The Timken Foundation Center for Precision Manufacturing in honor of the leadership and visionary support from the Timken Foundation for The University of Akron and its students.

M. Celeste Cook, Secretary
Board of Trustees

THE UNIVERSITY OF AKRON

RESOLUTION 10- -21

Extension and First Amendment of Employment
Agreement
For President Gary L. Miller

WHEREAS, The University of Akron (the “University”) and Gary L. Miller (“Dr. Miller”) entered into an Employment Agreement (the “Agreement”) on October 1, 2019, pursuant to which Dr. Miller agreed to serve as President of the University through September 30, 2024; and

WHEREAS, The University of Akron Board of Trustees (the “Board”) authorized and ratified the Agreement at its meeting held on October 9, 2019; and

WHEREAS, During his tenure as President, Dr. Miller has provided decisive and consistent leadership to the University as it has navigated internal and external challenges; and

WHEREAS, Under Dr. Miller’s guidance during the last two years, the University has achieved a long-term labor agreement with the faculty, undertaken meaningful steps towards greater financial stability, and consolidated its academic colleges to provide a more cohesive educational opportunity for students, all while navigating the COVID pandemic; and

WHEREAS, The Board is pleased with the steady leadership that Dr. Miller has provided to the University during his first two years as President; and

WHEREAS, The Board wishes to maintain consistency in leadership for the University as it emerges from the pandemic and moves forward with the completion and implementation of its strategic plan; Now, Therefore,

BE IT RESOLVED, That the Board agrees to extend and amend Dr. Miller’s Employment Agreement through June 30, 2027, consistent with the terms and conditions of the First Amendment to the Agreement, which is attached hereto as Exhibit A.

M. Celeste Cook, Secretary
Board of Trustees

EXHIBIT A

First Amendment to The University of Akron President's Employment Agreement

This is the First Amendment to the President's Employment Agreement ("First Amendment") and is made between the **BOARD OF TRUSTEES OF THE UNIVERSITY OF AKRON** ("Board") and **DR. GARY L. MILLER** (the "President" or "Dr. Miller"), to be effective as of the _____ day of _____, 2021.

RECITALS

WHEREAS, the Board employs Dr. Miller as President of The University of Akron under an Employment Agreement dated October 1, 2019 (the "Agreement");

WHEREAS, both the Board and the President desire to amend the Agreement;

NOW, THEREFORE, in consideration of the covenants and agreements set forth herein, the adequacy and sufficiency of which are hereby acknowledged, the President and the Board agree as follows:

A. Amendment of Term of Appointment.

Section 1 of the Agreement shall be modified as follows to extend the Term:

- 1. Appointment and Term.** The Board appoints and employs Dr. Miller to serve as the President of the University for a term beginning October 1, 2019 and ending June 30, 2027 (the "Term"). Dr. Miller is employed to serve as the chief executive officer of the University under the policies, rules, supervision, direction and discretion of its Board and the Board's Executive Officers, and consistent with all applicable law. The President hereby accepts and agrees to such appointment as of such date. The Term may be extended by mutual written agreement of the parties.

B. Amendment of Compensation.

The following language shall be added to the end of Section 3a of the Agreement.

The Board has the discretion to award performance bonuses to the President based upon the President's achievement on mutually agreed upon goals, objectives and other criteria in connection with the President's annual evaluation as set forth in Section 4 of this Agreement.

Section 3b. of the Agreement shall be deleted and replaced in its entirety with the following:

- b. Internal Revenue Code §457(f) Plans.** The University shall establish and maintain for the benefit of the President a non-qualified deferred compensation plan under Section 457(f) of the Internal Revenue Code of 1986, as amended, and the guidance thereunder (the "457(f) Plan"). (For purposes of this Agreement, the "Code" shall refer to the Internal Revenue Code of 1986, as amended, and the guidance thereunder.) The University shall credit this Plan with

\$25,000.00 during each year of the Agreement beginning October 1, 2019, and ending September 30, 2021, provided that the President has remained continuously employed by the University through the end of such year. For each year beginning October 1, 2021, and ending September 30, 2024, the University shall credit this Plan with \$40,000 annually on September 30th of each such year provided that the President has remained continuously employed by the University through such September 30th date. All accrued deferred compensation that the University has credited to the 457(f) Plan shall become fully vested on September 30, 2024. If the President terminates service for any reason (including termination for Cause under Section 7(a) of this Agreement) or voluntarily resigns pursuant to Section 7(c) of this Agreement) before completion of the Term, he forfeits the right to receive payment of any amounts previously credited to the Account; provided, however, should the President terminate service before the end of the Term due to his death, permanent disability (as defined by Section 409A(a)(2)(C) of the Code), or termination without Cause by the University (pursuant to Section 7(b) of the Agreement), all credits made to the Account shall vest, and the President shall forfeit the right to receive any future credits to the Account. The amount credited to the Account shall be payable to the President (or, in the event of the President’s death, to a beneficiary previously designated by the President, or if there is no such beneficiary, to the President’s estate) within 60 days after the vesting date. Any other terms and conditions of the Plan shall be set forth in a document separate and apart from this Agreement but shall include a substantial risk of forfeiture provision. Both parties acknowledge that future guidance issued by the Internal Revenue Service with respect to Section 409A of the Code or Section 457(f) of the Code may necessitate an amendment of this Section 3(b) and the parties mutually agree to amend this Section 3(b) to comply with such guidance.

The following new Section 3c. shall be added to the Agreement, and the current Section 3c. shall be renumbered as Section 3d.

- c. **Retention Bonus.** The President will earn a retention bonus on the applicable “Retention Date” if he remains continuously employed as President through such Retention Date according to the following schedule:

Retention Date	Retention Bonus Payable
September 30, 2025	\$40,000
September 30, 2026	\$40,000
June 30, 2027	\$27,000

The retention bonuses shall be payable in a single lump sum within sixty (60) days after the applicable Retention Date.

C. Amendment to Automobile.

Section 5d. of the Agreement shall be amended as follows:

d. **Automobile.** During the Term of the Agreement, the University shall provide the President with an automobile allowance in the amount of \$1,000.00 per month. Any automobile expenses beyond the amount of the allowance as well as any liability, collision, and comprehensive insurance and any additional operating expenses shall be the responsibility of the President.

D. **Amendment to Housing.**

Section 5e. of the Agreement shall be amended as follows:

e. **Housing.** During the Term of the Agreement, the University shall provide the President a stipend of \$4,000.00 per month to be applied toward housing. Any housing expense balance, as well as any liability and comprehensive insurance and all additional operation expenses associated with said housing, including all repairs, shall be procured and borne by the President. It is expected that the President shall, from time-to-time, utilize facilities on the main campus or elsewhere, including the President's residence, to (1) entertain various individuals, including but not limited to dignitaries, community leaders, faculty and other employee groups, students, friends of the University, and political leaders; and (2) to hold receptions, meetings, conduct fund-raising activities and a variety of events for mixed business and social purposes benefiting the interests of the University. In such instances, reasonable cooking, catering, housekeeping, as well as lawn and grounds services rendered by independent contractors shall be provided to, or reimbursed by the University at the President's request.

E. **Amendment to Travel, Entertainment, and Other Business Expenses.**

Section 5f. of the Agreement shall be amended as follows:

f. **Travel, Entertainment, and Other Business Expenses.** The President and his spouse are expected to travel on behalf of the University. Business class air travel for domestic and international flights will be provided for the purposes of such travel. Other reasonable travel and other business expenses incurred by the President and his spouse in connection with University business (including mileage) shall be paid for or reimbursed in accordance with the University's travel and hosting policies. The University will establish an annual budget for entertainment and travel based on the needs of the President's responsibilities. If the President requests his spouse to utilize her skills and talents in connection with a University related activity and for the direct benefit of the University, such efforts will be on a voluntary, unpaid basis; however, expenses incurred in connection with such University related activity by the President's spouse shall be reimbursed in accordance with University policy. This provision shall be liberally construed to encourage the participation of the President's spouse, who is donating her time to the University.

F. **Amendment to Working Facilities.**

Section 5h. of the Agreement shall be amended as follows:

h. Working Facilities. The President shall be provided with a private office, reasonable staffing, entertainment budget (consistent with Section 5(f) of this Agreement), and other resources necessary for the operation of the Office of the President and to carry out the University's development objectives as determined by the Board. The University also will provide the President with necessary equipment and support (i.e. computer, printer, mobile telephone, etc.) to operate an office at the President's local personal residence and at one additional remote location. In addition, the President's spouse will be supplied with reasonable and necessary computing equipment and support to facilitate her participation in events and activities for the benefit of the University. Such equipment shall remain the property of the University.

G. Amendment to Termination Without Cause.

Section 7b. of the Agreement shall be amended as follows:

The University may terminate this Agreement without Cause at any time for the convenience of the University upon ninety (90) days prior written notice to the President. Termination of this Agreement by virtue of the President's Permanent Disability or death (as set forth in Sections 7(d) and 7(e) of this Agreement, respectively) shall not be construed as termination without Cause. If the University terminates this Agreement without cause prior to the expiration of the Term, the President shall be entitled to receive: (i) payments equal to the President's then-Base Salary and benefits (medical, prescription, dental and vision) for two (2) years from the date of such notice of termination without cause; (ii) the total credit of deferred compensation as of the date of such notice; and (iii) any bonuses due as of the date of such notice of termination without cause. The President shall not be entitled to any further compensation, unearned bonuses, or benefits as President, except as set forth in the University's various benefit plans, including the 457(f) Plan, with respect to vesting and rights. No payments shall be made under this Section 7(b) unless the President provides to the University, and does not revoke, a general release of claims in a form satisfactory to the University. For purposes of this Agreement, any reference to the President's termination of employment will be interpreted in a manner consistent with the definition of "separation from service" under Section 409A of the Code and with the definition of "severance from employment" under Code Section 457(f).

H. Amendment to Resignation.

Section 7c. of the Agreement shall be amended as follows:

The President may resign from the Presidency by providing at least nine (9) months prior written notice to the Board. The President's employment as President shall cease on the effective date of resignation, and the President shall not be entitled to any further compensation or benefits as President, except as set forth in the University's various benefit plans with respect to vesting and rights after termination of employment. The President acknowledges and agrees that if he resigns prior to September 30, 2024, the completion of the original term of the Employment Agreement dated October 1, 2019, he forfeits all rights to any deferred compensation under Section 3(b) of this Agreement.

Should the President resign: (i) less than one (1) calendar year from the Effective Date of this First Amendment or with less than nine (9) months advance notice to the Board, the President shall pay to the University as liquidated damages, and not as a penalty, forty percent (40%) of his original Base Salary. Such payment will be due to the University within sixty (60) days of the President's final day in office. Notwithstanding the foregoing, if the President resigns following the failure of the state of Ohio to appropriate the necessary funds for his salary, as contemplated in Section (3)(c), the University will not assess liquidated damages.

The University of Akron

Joseph M. Gingo
Chair, Board of Trustees

Dr. Gary L. Miller
President

Date

Date