

Presiding:
Chair
Joseph M. Gingo
October 14, 2020

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 9, 2020 Student Union, Room 339
11	Adjournment

Board of Trustees

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Meeting Minutes
Wednesday, August 12, 2020
Student Union, Room 339

Board Members Present:

Joseph M. Gingo, Chair	Lewis W. Adkins, Jr.	Michael J. Dowling
Olivia P. Demas, Vice Chair	Roland H. Bauer	Thomas F. Needles*
Alfred V. Ciraldo, M.D., Vice Chair	Cindy P. Crotty	William A. Scala

*Via teleconference

Student Trustees Present:

Taylor A. Bennington* McKenzie K. Gerzanics**

*Via teleconference

**Via teleconference except for welcome and oath of office

Advisory Trustees Present:

Anthony J. Alexander* Dr. David W. James*

*Via teleconference

Staff Officers of the Board Present:

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

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

***Adjacent support

Administrative Officers Present:

Dr. Gary L. Miller, President

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

Kimberly M. Cole, Vice President, Advancement*

Tammy Ewin, Vice President/Chief Communication and Marketing Officer*

Wayne R. Hill, Vice President and Chief of Staff***

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

Nathan J. Mortimer, Vice President, Operations***

Dr. Rex D. Ramsier, Executive Vice Provost and Director of Academic Administrative Services*

Dr. Stephen R. Storck, Interim Chief Financial Officer*

*Via teleconference

***Adjacent support

Others Present: (See Appendix A.)

REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Gingo called the meeting to order at 11:15 a.m. He welcomed to the Board new Student Trustee McKenzie K. Gerzanics, whom Governor Mike DeWine had appointed on July 31, 2020 to a term ending on July 1, 2022. A Cuyahoga Falls resident, McKenzie earned her bachelor's degree in Sociology, Criminology and Law Enforcement at The University of Akron and is currently enrolled in the School of Law. Prior to enrolling at the University, McKenzie served honorably in the United

States Navy as a hospital corpsman and aviation medicine technician. Following her term of enlistment, she was a medical secretary at Akron Children’s Hospital. In addition to her academic work, McKenzie has since re-enlisted in the military, this time in the Army National Guard, where she remains active including serving as a veteran liaison in The University of Akron’s Military Service Center. She also soon will be commissioned as a Second Lieutenant in October 2020.

Mr. Gingo thanked Ms. Gerzanic for her service and stated that, “on behalf of the Board, we look forward to working with you as you serve on this Board.” Ms. Cook then administered the oath of office. Ms. Gerzanic briefly commented that she looks forward to working with the Board and bringing her perspective of military experience to the table.

REPORT OF THE CHAIR

Board Committee Assignments

Mr. Gingo began by thanking Trustees for their feedback regarding their preferences and willingness to assume Board committee responsibilities for 2020-2021. He then acknowledged the following Trustees who had accepted appointments to lead **standing committees**:

- Olivia P. Demas, Chair of Academic Issues & Student Success
- Cindy P. Crotty, Chair of Audit & Compliance
- William A. Scala, Chair of Finance & Administration and Personnel & Compensation
- Alfred V. Ciraldo, Chair of Rules
- Michael J. Dowling, Chair of Strategic Issues

Mr. Gingo then announced the leadership of **non-standing committees**:

- Joseph M. Gingo, as Chair, along with Dr. Ciraldo and Mrs. Demas as Vice Chairs, of the COVID-19 Committee
- Lewis W. Adkins, Jr., Chair of Safety & Facilities; and Chair of External Affairs

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

Mr. Gingo reported appointments of Board liaisons to campus constituency groups for 2020-2021.

- Michael Dowling would continue to serve as the primary liaison to attend **University Council** meetings until a new trustee is appointed, who then would assume that responsibility. Olivia Demas would continue to serve as alternate, and McKenzie Gerzanic would serve as the Board’s Student Trustee representative. Mr. Gingo added that all Trustees are welcome to attend these meetings, and he encouraged them to do so whenever possible.

- Cindy Crotty would serve as the appointed primary liaison to attend **Faculty Senate** meetings on behalf of the Board with Al Ciraldo serving as alternate and Taylor Bennington as the Student Trustee representative. Regular Faculty Senate meetings are held during the academic year on the first Thursday of each month, from 3 to 5 p.m. Mr. Gingo encouraged all Trustees to attend these meetings whenever possible.
- Lewis Adkins would serve as the Board liaison to the **Working Group to Evaluate Racial Equality at The University of Akron and to Promote Social Justice Partnerships with the Community**.

New Student Convocation

Mr. Gingo reported that this year's New Student Convocation, to formally welcome to campus the freshman class of the 2020-2021 academic year, would take place on Friday, August 21. The program would be conducted both virtually and live with social distancing from InfoCision Stadium/Summa Field.¹ Dr. Messina would provide further details about this event during his presentation later in the meeting.

Conclusion

Mr. Gingo stated that, “as the beginning of a new academic year approaches with classes scheduled to start on Monday, August 24, I want to express my best wishes to the entire University community for the coming academic year. I know that this will be a year like none before, but I am optimistic that our entire community can come together to overcome these challenges and work together to emerge as a stronger institution going forward.”

* * *

REPORT OF THE STUDENT TRUSTEES

Mr. Bennington reported that the month of August typically would be one of great excitement across campus, characterized by fall athletic practices, band camp and residence hall move-ins. While this year is different, he said that the anticipation to return to campus is as vibrant as ever. Meetings with student leaders over the previous weeks had evinced a shared sentiment of excitement to be back in the classroom soon.

Mr. Bennington then recognized with appreciation those who had worked over the last several months to ensure that students could get the most out of their University of Akron experience in the safest and most responsible way possible during the COVID-19 pandemic. "On behalf of the students of this great University, we say thank you to all who volunteered for return-to-campus task forces, preparation of safety plans or had any role in these efforts. Your work is noticed and appreciated. We are very, very grateful," he said.

¹ The New Student Convocation would later be changed to a fully virtual program to comply with a county health department directive.

Mr. Bennington encouraged students to take the [A.K.R.O.N. Pledge](#) for a healthy return to campus, calling on every student to make responsible choices that include maintaining six feet of distance when possible and wearing a mask in any UA facility. "These efforts will keep our fellow Zips safe and our campus open throughout the fall," he said.

In closing, Mr. Bennington welcomed his colleague McKenzie Gerzanics to the Board of Trustees: "McKenzie brings a unique set of experience, perspective, and leadership that will be of great benefit to the University, our Board and to the student body. I look forward to working alongside Trustee Gerzanics over the next year as we continue to represent the needs and interests of students during these unprecedented times."

ACTION ITEMS

Mr. Gingo said that, because the Board uses a consent agenda, it would hear reports for each committee and wait to hold one vote for all actions on the consent agenda. The Board would vote on 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 on 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 10, 2020 and Special Board meetings of May 29 and July 15, 2020 was placed on the consent agenda.

RESOLUTION 8-1-20 (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 8-2-20 (See Appendix B.)

ACTION: Scala motion on behalf of Committee, passed 9-0

- Financial Report for the Eleven Months Ended May 31, 2020 (Tab 2)

This eleven-month budget report as of May 31, 2020 focused on actual year-to-date revenue and expenditures, which were used to project year-end operating results for the General Fund, Auxiliary Enterprises, and Departmental Sales and Services.

The year-end projections did not include the effects of routine adjusting entries that would be applied to the twelve-month budget results during the annual process of closing the accounting records for the fiscal year.

The University's audited financial statements, expected to be available in January 2021, would convey the complete results of operations for Fiscal Year 2020.

GENERAL FUND – AKRON AND WAYNE

General Fund – Akron and Wayne	YTD May 31, 2020	Comparison to FY20 Budget	FY20 Budget	Projected June 30, 2020	Projection to FY20 Budget
Tuition & General Service Fees	\$169,237,063		\$178,742,000	\$175,612,000	(\$3,130,000)
Other Fees	\$19,778,131		\$21,495,000	\$21,276,000	(\$ 219,000)
Scholarships (contra-revenue)	(\$52,949,208)		(\$61,764,000)	(\$52,693,000)	\$9,071,000
Net Tuition and Fees	\$136,065,985	98%	\$138,473,000	\$144,195,000	\$5,722,000
State Share of Instruction	\$88,926,438		\$99,139,000	\$95,193,000	(\$3,946,000)
Indirect Cost Recovery	\$4,053,223		\$5,247,000	\$4,690,000	(\$ 557,000)
Investment Income	\$723,342		\$1,410,000	\$744,000	(\$ 666,000)
Miscellaneous Revenue	\$2,398,244		\$2,571,000	\$2,641,000	\$ 70,000
Total Revenue	\$232,167,232	94%	\$246,840,000	\$247,463,000	\$623,000
Compensation (Payroll & Fringe Benefits)	\$168,468,704	92%	\$183,572,000	\$180,169,000	\$3,403,000
Non-Personnel (Utilities & Operating)	\$37,609,615	80%	\$46,773,000	\$37,500,000	\$9,273,000
Total Expenditures	\$206,078,319	89%	\$230,345,000	\$217,669,000	\$12,676,000
Net Before Transfers	\$26,088,913		\$16,495,000	\$29,794,000	\$13,299,000
Transfers-In (Draw on Operating Reserves)	-0-		\$11,584,000	\$2,573,000	(\$9,011,000)
Transfers-In Plant Fund and Other	\$1,131,571		\$1,000,000	\$1,132,000	\$132,000
Advance-In	\$93,028		\$140,000	\$93,000	(\$ 47,000)
Transfers-In Encumbrance	\$3,234,688		\$2,600,000	\$3,235,000	\$635,000
Transfers-Out Plant Fund	(\$1,289,303)		(\$1,000,000)	(\$1,289,000)	(\$ 289,000)
Transfers-Out Other	(\$27,655,134)		(\$30,819,000)	(\$32,238,000)	(\$1,419,000)
Advance-Out	(\$440,000)		-0-	(\$270,000)	(\$ 270,000)
Transfers-Out Encumbrance	-0-		-0-	(\$3,030,000)	(\$3,030,000)
Net Transfers	(\$24,925,150)		(\$16,495,000)	(\$29,794,000)	(\$13,299,000)
Difference	\$1,163,764		-0-	-0-	-0-

Based on the revenue and expenditures as of May 31, 2020, the draw on reserves for FY20 was projected at \$2.6 million versus the \$11.6 million originally budgeted. One of the factors that had reduced the draw on reserves was the curtailment of expenditures during the fourth quarter as a result of the University moving to a remote mode of instruction. Other factors had included the unbudgeted \$7 million of CARES Act funding received for institutional use and the awarding of less scholarships than budgeted. While Tuition and General Service Fees fell short of the target by \$3.1 million, financial aid spending for Scholarships was \$9.1 million less than budgeted,

which had resulted in actual net tuition revenue exceeding the budget by \$5.7 million. However, State Share of Instruction (SSI) revenue was \$3.9 million less than budget due to the state's COVID-19-driven reduction in funding during the fourth quarter. Indirect Cost Recovery revenue was projected to fall short of the budget by \$557,000, and Investment Income was projected to be \$666,000 less than budget. Miscellaneous Revenue was projected to exceed budget by \$70,000. As a result, Total Revenue was projected to exceed budget by \$623,000 for the year.

Key drivers of expenditures had been Compensation projected to be \$3.4 million less than budget and Non-Personnel (utilities and other operating) costs projected to be \$9.3 million less than budget. Total Expenditures were projected to be \$12.7 million less than budget for the year.

AUXILIARIES – AKRON AND WAYNE

Auxiliaries Combined – Akron and Wayne	YTD May 31, 2020	Comparison to FY20 Budget	FY20 Budget	Projected June 30, 2020	Projection to FY20 Budget
Revenue	\$32,925,748	78%	\$42,450,000	\$36,446,136	(\$6,003,864)
Compensation (Payroll & Fringe Benefits)	\$13,084,927	89%	\$14,654,000	\$14,368,085	\$ 285,915
Non-Personnel (Operating & Scholarships)	\$29,491,795	84%	\$35,135,000	\$30,659,224	\$4,475,776
Total Expenditures	\$42,576,722	86%	\$49,789,000	\$45,027,309	\$4,761,691
Net Before Transfers	(\$ 9,650,974)		(\$ 7,339,000)	(\$ 8,581,173)	(\$1,242,173)
Transfers-In – Facilities Fee	\$7,402,842		\$ 8,179,000	\$7,600,000	(\$ 579,000)
Transfers-In – General Service Fee	\$10,273,943		\$11,858,000	\$11,631,000	(\$ 227,000)
Transfers-In – Other – Debt Service	\$ 1,826,600		\$ 1,361,000	\$ 1,940,000	\$ 579,000
Transfers-In – Other	\$ 9,945,722		\$11,365,000	\$13,011,580	\$1,646,580
Transfers-In – Fund Balance	-0-		\$ 1,066,000	\$ 1,453,425	\$ 387,425
Transfers-In – Encumbrances	\$ 137,044		-0-	\$ 137,044	\$ 137,044
Transfers-Out – Plant Fund	(\$ 142,302)		-0-	(\$ 141,581)	(\$ 141,581)
Transfers-Out – Other	(\$ 119,331)		-0-	(\$ 119,331)	(\$ 119,331)
Transfers-Out – Debt Service	(\$23,631,825)		(\$25,780,000)	(\$25,780,171)	(\$ 171)
Net Transfers	\$ 5,692,693		\$ 8,049,000	\$ 9,731,966	\$1,682,966
Difference	(\$ 3,958,281)		\$ 710,000	\$ 1,150,793	\$ 440,793

Total revenue from Auxiliaries was projected to be \$6 million less than budget. This was attributed to a shortfall in enrollment that lowered the General Service and Facility Fee revenues and resulted in fewer students paying for room and board. Other factors had been the refunding of room and board due to the closure of residence halls in March and the impact of the pandemic on E. J. Thomas Performing Arts Hall.

Non-Personnel expenditures were projected to be \$4.5 million less than the budget, resulting in the projected operating shortfall (Net Before Transfers) of \$1.2 million more than budgeted. The

revenue shortfall would be offset by a transfer-in from the General Fund of about \$13 million and use of \$1.5 million from the Auxiliaries fund balance.

DEPARTMENTAL SALES AND SERVICES – AKRON AND WAYNE

Departmental Sales and Services Combined – Akron and Wayne	YTD May 31, 2020	Comparison to FY20 Budget	FY20 Budget	Projected June 30, 2020	Projection to FY20 Budget
Revenue	\$25,553,600	78%	\$32,784,000	\$28,261,000	(\$4,523,000)
Compensation (Payroll & Fringe Benefits)	\$ 3,234,315	105%	\$ 3,091,000	\$ 3,483,000	(\$ 392,000)
Non-Personnel (Operating, Premiums and Claims, Capital)	\$26,795,981	86%	\$31,168,000	\$29,817,000	\$1,351,000
Total Expenditures	\$30,030,296	88%	\$34,259,000	\$33,300,000	\$ 959,000
Net Before Transfers	(\$ 4,476,696)		(\$ 1,475,000)	(\$ 5,039,000)	(\$3,564,000)
Transfers-In – Encumbrances	\$ 293,453		-0-	\$ 293,453	\$ 293,453
Transfers-In – Fund Balance	-0-		-0-	\$ 4,817,740	\$4,817,740
Net Transfers	\$ 293,453		-0-	\$ 5,111,193	\$5,111,193
Difference	(\$ 4,183,243)		(\$ 1,475,000)	\$ 72,193	\$1,547,193

The projected \$5 million deficit at June 30 for Departmental Sales and Services would be offset by a transfer-in from the fund balance carried over from prior years.

RESOLUTION 8-3-20 (See Appendix B.)

- Investment Report for the Fiscal Year Ended June 30, 2020 (Tab 3)

OPERATING FUNDS	June 30, 2020	Blended One-Year Rate of Return		Average Quarterly Balance	Policy Benchmark
Cash and Fixed Income Portfolios	\$131.2 M	4.8%	\$6.9 M	\$149.6 M	
Long Term Investments	\$ 61.3 M	2.5%	\$1.5 M	\$ 59.5 M	2.3%
Total Operating Funds	\$192.5 M	4.1%	\$8.4 M		

ENDOWMENTS	June 30, 2020	Blended One-Year Rate of Return		Average Quarterly Balance	Policy Benchmark
Pooled	\$60.9 M	(0.3%)	(\$0.4 M)	\$60.7 M	0.4%
Separately Invested	\$ 6.8 M	1.1%	\$0.1 M	\$ 6.8 M	
Total Endowments	\$67.7 M	(0.2 %)	(\$0.3 M)		

RESOLUTION 8-4-20 (See Appendix B.)

- Procurements for More Than \$500,000 (Tab 4)

1. Kolbe Hall Roof Replacement (General Fund)

An award to Ray Roofing and Supply, Inc. was proposed in the amount of \$526,900 to replace the Kolbe Hall roof. The award had been recommended by the Office of Capital Planning and Facilities Management and the Department of Purchasing as a responsible bid and would be made following review for legal form and sufficiency by the Office of General Counsel.

2. PeopleSoft Maintenance and Support (General Fund)

A one-year contract to Mythics, Inc., a certified reseller for Oracle, Inc., was proposed in the amount of \$1,018,035 for support and license fees for PeopleSoft. The comparable expenditure for the prior year approximated \$1,500,000. The award would be established under the Midwestern Higher Education Compact agreement for Oracle and had been deemed acceptable by the Department of Information Technology Services, the Department of Purchasing and the Office of General Counsel.

3. Custodial Services Contract (Grant Fund)

A contract extension was proposed in an amount not to exceed \$600,000 for ATALIAN US Ohio Valley, Inc. (ATALIAN) to provide routine custodial services for certain University buildings. The contract extension would cover the period of August 10, 2020 through May 31, 2021 for approximately \$15 per person per hour. ATALIAN would be deployed to clean high-touch and other areas in regular intervals across campus in support of University COVID-19 safety initiatives and protocols. CARES Act funding would be used to cover the cost.

RESOLUTION 8-5-20 (See Appendix B.)

- Fiscal Year 2020-2021 Rate Changes – Graduate and Professional Student Tuition Rates and Miscellaneous Fees (Tab 5)

Graduate and Professional Student Tuition Rates

The proposed resolution would set the graduate tuition rate at \$442.10 per credit hour within the College of Engineering and Polymer Science, Buchtel College of Arts and Sciences, and College of Health Professions. Graduate tuition rates for the College of Business Administration and the School of Law would remain at \$461.45 and \$712.53 per credit hour, respectively.

Miscellaneous Fees

The fee charged by Information Technology Services to repair non-University devices would increase from a flat \$25 to \$75. The monthly fee for cable television would decrease from \$19 to \$9.50 per residence hall port due to cost reduction achieved by the University related to COVID-19 response.

RESOLUTION 8-6-20 (See Appendix B.)

- Cumulative Gift and Grant Income Report for the Fiscal Year Ended June 30, 2020 (Tab 6)

From July 1, 2019 through June 30, 2020, The University of Akron recorded gifts of cash, bequests, gifts-in-kind and pledges totaling \$21,393,396.

RESOLUTION 8-7-20 (See Appendix B.)

- Purchases \$25,000 to \$500,000 (Tab 7) INFORMATION ONLY
- 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 Report (TAB 12) INFORMATION ONLY

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

presented by Committee Chair Demas

- Presentation

Vice President for Student Affairs Dr. John Messina presented on the planned arrival and welcome activities for incoming students.

- Proposed List of Degree Recipients (Tab 1)

Tentatively, 629 degrees were proposed to be conferred for summer 2020. That total was comprised of 68 doctoral, 211 master's, 263 baccalaureate and 87 associate degrees.

RESOLUTION 8-8-20 (See Appendix B.)

- Curricular Changes (Tab 2)

New Program:

Establish a new Master of Science Family Nurse Practitioner Track in the College of Health Professions, School of Nursing

The Family Nurse Practitioner Track would prepare students for Advance Practice in primary care settings and is currently in demand.

Reactivate Program:

Reactivate the Master of Science, Biomedical Engineering in the College of Engineering and Polymer Science, Department of Biomedical Engineering

The Biomedical Engineering MS degree program was proposed to be reactivated as enrollment is anticipated to increase due to the expanding need for graduates to meet industry demand.

Deactivate Programs:

Deactivate the Business Administration, Finance Concentration MBA in the College of Business Administration, Department of Finance – Proposal for 640000MBA

This proposal would discontinue the Master of Business Administration, Finance Concentration due to declining enrollment and streamlining degree offerings to a single MBA degree with reduced credit hours and flexible options in the College of Business Administration. Students may choose to focus on this content area while earning an MBA.

Deactivate the Business Administration, Risk Management and Insurance Concentration MBA in the College of Business Administration, Department of Finance – Proposal for 640007MBA

This proposal would discontinue the Master of Business Administration, Risk Management and Insurance Concentration due to declining enrollment and streamlining degree offerings to a single MBA degree with reduced credit hours and flexible options in the College of Business Administration. Students may choose to focus on this content area while earning an MBA.

Program Name Changes:

Change the name of the Master of Arts in Education, Clinical Mental Health Counseling in the College of Health Professions, School of Counseling – Proposal for 560005MA

This proposal would change the name of the Master of Arts in Education, Clinical Mental Health Counseling to the Master of Arts, Clinical Mental Health Counseling to update and correctly identify the program and residing college.

Change the name of the Master of Science in Management, Information Systems Concentration in the College of Business Administration, Department of Management – Proposal for 650004MSM

This proposal would change the name of the Master of Science, Information Systems Concentration to the Master of Science, Business Analytics, Information Systems Concentration to accurately reflect the concentration on analytics within the context of Information Systems.

Change the name of the Master of Science in Management, Supply Chain Concentration in the College of Business Administration, Department of Management – Proposal for 650205MSM

This proposal would change the name of the Master of Science, Supply Chain Concentration to the Master of Science, Business Analytics, Supply Chain Concentration to accurately reflect the concentration on analytics within the context of Supply Chain Management.

Program Revisions with Name Changes:

Revise the program curriculum and change the name of the Master of Arts, Educational Administration & Leadership, Principalship in the LeBron James Family Foundation School of Education – Proposal for 570104MA

This proposal would revise the program curriculum to improve flexibility for advancement in an educational career other than pursuing a principal licensure, align the focus with the revised Ohio standard domains, and change the name of the program to the Master of Arts, Educational Administration & Leadership to better reflect the flexibility of the degree options.

Revise the program curriculum and change the name of the Bachelor of Science, Primary Early Childhood Inclusive Teacher in the LeBron James Family Foundation School of Education – Proposal for 561207BS

This proposal would revise the program curriculum and change the name of the Bachelor of Science, Primary Early Childhood Inclusive Teacher to Bachelor of Science, Primary Inclusive Teacher Preparation to align with licensure requirements.

Revise the program curriculum and change the name of the Doctor of Nursing Practice, Nursing Anesthesia Track in the College of Health Professions, School of Nursing – Proposal for 820300DNP

This proposal would revise the program curriculum to reorder the sequence of coursework and change the name of the Doctor of Nursing Practice, Nursing Anesthesia Track to the Doctor of Nursing Practice, Nurse Anesthesia Track to comply with accreditation standards.

RESOLUTION 8-9-20 (See Appendix B.)

- Proposed University of Akron Calendars (Tab 3)

Annual calendars of the academic schedule and some non-academic campus occurrences were proposed through Fiscal Year 2022-2023.

RESOLUTION 8-10-20 (See Appendix B.)

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

CONSENT AGENDA VOTE

Mr. Gingo said that each of the 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: Dowling motion, Crotty second for approval of Resolutions 8-1-20, and 8-3-20 through 8-10-20, passed 9-0

NEW BUSINESS

Mr. Gingo said that the Board would consider two items of new business. He then invited President Miller to present the first proposed action.

- Approval of the Fiscal Year 2020-2021 Akron and Wayne General Fund Combined Budget (Tab 1)

Dr. Miller expressed his gratitude to the Board for having approved in July the administration's temporary spending authority through August due to the uncertainty caused by the COVID-19 pandemic. That measure had allowed extra time for the Fiscal Year 2021 budget to be developed. He reported that, after having worked together with many committed members of the faculty and staff, the budget being proposed by the administrative team would, if circumstances allow, move The University of Akron through this crisis and into a sustainable future.

Dr. Miller cautioned that most of the uncertainties faced by the University in July were still present, and the recent actions by the Akron-AAUP had added a new uncertainty for which the administrative team must plan. The proposed budget was believed to be the most likely scenario based on present knowledge but with the likelihood of a revision during the fall.

Dr. Miller then offered the following general comments to precede a detailed question-and-answer discussion of the Fiscal Year 2021 budget:

"As you discussed with me when I was interviewed here, it is very important to you that we adhere to the principles of shared governance as we work to chart a path for the future of this great University. The two principal shared governance groups at The University of Akron are the Faculty Senate and the University Council. I have enormous respect for the faculty and staff who serve on these important groups. I note, in particular, their work last semester in our strategic planning process and more recently in our reorganization of academic units. As I have my entire career, I am committed to shared governance and will continue to work with these important bodies.

Nevertheless, I feel compelled to comment on two resolutions passed by the Faculty Senate last week directed at this body. These resolutions not only mischaracterized the role of this Board, they also unjustifiably condemned your work as uninformed and intentionally misguided.

I want to say very publicly to the Senate and to this community: There is no group now working on the challenges we face that is more engaged, courageous, informed and wise than this Board. Nor is there the slightest doubt of your love for this institution and its students and employees. You are ultimately accountable to the State of Ohio for the welfare of this great institution, and no one has more responsibility for our future than you. I greatly appreciate your work.

You were also very clear to me when you invited me to join The University of Akron that it was your expectation that we would apply all of our energy and creativity toward securing a strong future for this University.

Prior to COVID, we had implemented a number of very important initiatives designed to move the University forward. With great participation by faculty and staff, we began an accelerated strategic planning process. We believed we were on track to meet your and our goals within a three- to four-year period.

The fallout from the COVID pandemic changed all of that. It compressed our financial challenges into the current fiscal year. We cleared campus and moved to online instruction last spring at great cost. Unprecedented COVID-related decreases in enrollment and SSI, coupled with great uncertainty about the immediate future, made it clear that if we failed to act decisively and immediately, the University would be placed in financial peril in the current fiscal year.

Because of this, and fully appreciating the uncertainty we faced, Mr. Gingo, Mr. Scala and this Board directed us to take actions that would create an FY21 budget having as small a draw on reserves as possible while preserving the academic quality of the University and its historic focus on engagement with this Akron community.

The Board is well aware that our task is not just about FY21. You also charged us to take actions to position the University for the future.

Everything we've seen since last March indicates—without doubt—we are at a historic moment in American higher education. We not only have to have a budget that gets us through this year but, because of the enormous changes on the horizon, many of which we already see, we must put ourselves in a position to operate in a much different environment for many, many years into the future.

Two examples of this uncertainty relate to our most important revenue streams: tuition and state support of instruction (SSI).

- The COVID-induced enrollment decline we are experiencing this fall cannot be overcome in a single year. Any reduction in enrollment in any fall semester lasts for four or five years as those students move through our system.
- We have been cautioned to plan for the potential of additional declines in SSI in this fiscal year. But, even if the current depressed level stays the same this year, it is highly likely it will not be increased very much in subsequent years. We will live with dramatically reduced state funding for many years to come, we believe. At least, we should plan for that. It would be irresponsible, indeed it would be reckless, for us to anticipate anything else.

There should be no doubt in anyone's mind in the University community that we not only face a crisis of the instant, we also are facing a fundamental reorientation of nearly every aspect of higher education. This is not just about balancing an annual budget, which we must do. This is about how we will prosper in the new environment we face.

As I will demonstrate clearly in a moment, because of the great changes afoot, not taking the strong actions that we have taken this year, with your support, would not only place us in

immediate financial difficulties, it would also surrender our chance to create opportunities for this community in the future.

I want to also comment briefly on another topic before we get to the budget.

Over the past six months, I have witnessed incredible courage by faculty and staff who—when faced with unprecedented change and living in isolation—have found ways not only to continue educating students, conducting research and performing the many jobs that make a university like UA move, but also understanding and accepting the great challenges we have in this moment. I am deeply grateful to that great majority of faculty and staff at The University of Akron.

However, there are those in the University who have very loudly vocalized their skepticism about the seriousness of our challenges. These people believe our problems are temporary and should be fixed with short-term, temporary solutions based on one-time savings and cost reductions. They would have us just wait.

Such a view not only ignores data (which we will discuss with you in a moment), it also reveals a fundamental and disquieting lack of trust and commitment to an institution that for 150 years has found a way to weather great change, including another pandemic. To turn, in this critical moment in our history, so single-mindedly to traditional ways of thinking and practice is, indeed, a deep disappointment.

What we need now is courage and creativity and willingness to embrace change we all know is coming. I am indeed thankful we have these characteristics in this Board, in the vast majority of our faculty, staff and students, and in this community."

Dr. Miller then turned to the details of the proposed budget, distributed as Exhibit A of the resolution.

He noted that the budget sheet included the Fiscal Year 2020 approved budget for comparison; the Fiscal Year 2021 General Fund budget proposal, which had been reviewed with the University Council; a list of contingencies at the bottom of the sheet; and a review of what would have been the case had the actions implemented this year not been taken.

Status Quo

Dr. Miller pointed out the far-right column on the budget sheet labeled "Status Quo" noting that it depicted the University's financial position "had we taken the advice of those who would have us wait." Taking no action would have resulted in a draw of nearly \$50 million from the University's \$65 million reserves. "We believe this would have been highly irresponsible," Dr. Miller said. He emphasized, for all listening, some facts of which Board members have long been aware, that the University's reserve pool is not a rainy-day fund nor a pot of money from which to draw in order to weather a significant crisis. Retaining sufficient reserves is an obligation, and the presence of those funds is required to back up the University's debt, to fulfill its operational responsibilities and to maintain accreditation.

In response to some public claims that these funds should be used to weather the current situation, and that failure to do so is an attack on the academic quality of The University of Akron, Dr. Miller maintained that "nothing could be further from the truth," and that holding back these limited funds is the only way to preserve the University's academic quality.

"The fact is," Dr. Miller said, "in this crisis and moving ahead, we must live within our means to preserve academic quality."

Coronavirus Relief Fund

Dr. Miller referred to the notation at the bottom of the budget sheet indicating that the Coronavirus Relief Fund (CRF) is not part of the General Fund budget. These one-time, restricted funds, consisting of \$9.5 million received from the federal CARES Act and allocated to the University through the state, would be used according to specific regulations to offset COVID-related expenses associated with starting up the University this fall and must be spent before the end of the calendar year.

Revenues

Dr. Miller reported that a 15-percent decline in fall enrollment is budgeted, representing a reduction in tuition and fees of \$20 million from last year. He explained that the enrollment numbers had changed favorably in recent months from the originally forecasted 20-percent decline. However, because these numbers remain highly volatile, especially with the unknowns associated with opening fall semester in a low-density hybrid mode and the rate at which enrollment may be affected because of various factors, the 15-percent decline is being budgeted out of prudence and caution.

Regarding the budgeted 8.8-percent decline in State Share of Instruction (SSI) compared to Fiscal Year 2020, Dr. Miller pointed out two relevant factors:

- The University receives SSI in monthly payments. The chancellor had cautioned Ohio's public universities to be prepared for changes in the SSI in subsequent months related to state revenues and the COVID situation.
- Newspaper reports had shown this decline as less than 8.8 percent and somewhere around 4 percent. However, The University of Akron already had projected a decline in SSI because of the decrease in enrollment, so the 8.8 percent is the total of both an expected reduction in SSI due to declined enrollment at The University of Akron and the recent statewide SSI reduction. This amounts to about \$8.6 million in reduced revenue in this budget.

Dr. Miller reported expected COVID-related reductions in Indirect Cost Recovery because of lower levels of faculty research and in Investment Income but increases in Miscellaneous Revenues primarily from additional one-time funds. The total net reduction is approximately \$605,000 compared to Fiscal Year 2020.

The minimum budgeted revenue reduction compared to Fiscal Year 2020 totals \$29.6 million. Dr. Miller stated that, "in my nearly 30 years in higher education, I have never seen a single-year reduction in revenue of this magnitude."

Expenses

Turning to the budgeted expenses, Dr. Miller reported that, working with the deans, department chairs and led by the provost, the administrative team had been able to put in place more than \$44 million in permanent expense reductions across campus. The major areas included:

- Significant reduction in the University's support for Athletics;
- Eliminating unfilled positions throughout the entire University;
- Retirements;
- Operations and utility expense reductions;
- Significant reduction in force to bring our workforce in line with enrollment levels and future trends;
- Reductions in the University portion of health care premiums for staff, contract professionals and police; and
- Elimination of retiree dependent health care for staff and contract professionals.

In addition to these permanent reductions, President Miller noted that cabinet members and some head coaches had voluntarily agreed to temporary salary reductions, and in collaboration with the unions representing University staff and police, temporary pay reductions for those employees had been obtained for the coming year. Temporary salary reductions for non-union faculty, academic administrators, contract professionals (including Athletics) and staff had been approved by the Board.

Agreements also had been negotiated with the staff unions for furlough authority to be used for flexibility, if necessary, and the Board had adopted rules for the use of furloughs of University employees.

Because the Akron-AAUP had narrowly rejected the tentative agreement reached by the union negotiating team and the University, this budget does not include any temporary salary reductions, increases in employee contributions for healthcare, or furloughs for bargaining unit faculty.

Planning contingencies

President Miller noted that, out of necessity, the Fiscal Year 2021 budget anticipates some type of major disruption in the educational process in the fall. He then explained other important contingencies not included in the proposed budget:

Revenue-related contingencies:

The following contingencies would worsen the University's revenue picture:

- Enrollment behavior
 - The University has no experience with the planned delivery model.
 - While students are enthusiastic about returning, it is not known whether they will persist in their studies in this environment.
 - A disruption in academic activities because of a COVID outbreak would trigger lost revenue, possibly as high as \$8,000,000, based on last spring's experience and the enrollment outlook going forward.
- SSI reduction
 - The University must be prepared for fluctuation in the SSI. A reduction in revenue of an additional \$4.7 million is a prudent planning target, based on the data provided.

Thus, the revenue decrease for Fiscal Year 2021, now projected to be \$29 million, could be as large as \$41 million.

Expense-related contingencies:

President Miller reported that several possible contingencies would severely increase the University's expenses, most importantly the reduction in force of the AAUP bargaining unit faculty.

- The Akron-AAUP had filed a grievance regarding the University's use of Section 12 of Article 15 of the Collective Bargaining Agreement to conduct a reduction in force. By failing to ratify the tentative agreement agreed to by the AAUP negotiating team and the University, that grievance moves forward to binding arbitration.
- Were the University not to prevail in that arbitration, the most likely outcome would be a reversal of the reductions in force requiring an immediate reinstatement of those faculty members at a cost of about \$8 million in this fiscal year.
- Given the variability in revenue and expenses possible in the coming months, Dr. Miller cautioned the Board that the draw on reserves could range from the \$7.8 million budgeted to as much as \$32 million, which would be one-third of the University's reserves.

Outyear contingencies:

In addition to the contingencies in the immediate year, Dr. Miller cautioned about the known upcoming financial obligations in FY22 and beyond listed at the bottom of the budget sheet.

Two areas in FY22 total approximately \$5 million less in revenue.

- A transfer of \$2.3 million from The University of Akron Research Foundation was made to fund the University's budget. These funds represented a one-time infusion and would not be available in FY22.

- The salary reductions agreed to with University staff, contract professionals and police union would expire at the end of FY21. These temporary reductions would provide \$2.8 million in reduced expenditures in FY21 but would not be in place in FY22.

Upcoming additional General Fund debt service obligations would begin in each of Fiscal Years 2022, 2023, and 2024. These represent ongoing financial obligations.

Concluding his remarks, Dr. Miller stated that, "Mr. Chairman, we are budgeting in the most volatile and uncertain time in my entire time in higher education. We have lots of people on this campus who are collaborating with us on this and who have taken sacrifices. We appreciate their courageous work and their creativity. We are presenting you with a budget that is a way forward for this institution. We look forward to discussing it with you. We are going to ask you to approve it with the understanding that we will probably come back later for revisions."

Chairman Gingo then asked whether any Trustees had questions.

- Mr. Bauer asked whether the layoffs of the bargaining unit faculty are reflected in the proposed budget.
 - Dr. Miller responded that the proposed budget does include the reduction in force of the AAUP bargaining unit faculty. He referred to the Payroll line on the budget sheet reducing from \$139 million in FY20 to \$111 million in FY21.
- Mr. Bauer asked what they would do if the bargaining unit faculty layoffs were reinstated.
 - Dr. Miller responded that the University is prepared to offer the current academic programs with the staff that is remaining. The reduction in force would go into effect on August 22, and those individuals would be separated from the institution without the severance payments offered in the contract that was not ratified, with the matter going to arbitration. The University's contingency is that a decision leading to the reinstatement of laid-off bargaining unit faculty would add \$8 million in expenses to this fiscal year, which would vastly increase the draw on precious reserves.
- Chairman Gingo said that, "so although we are looking at approving a draw from reserves of around \$8 million, the odds of this being the final budget are extremely remote, correct?"
 - Dr. Miller responded that, "we would have to see everything go right, and that is possible. We are very confident about starting the fall semester; we are very confident we can have students here who will be safe. There are some things, however, that don't relate to that, plus there are these obligations in the outyears. We are optimistic, but we are also budgeting in a prudent way to give you the clear picture of what could happen."
- Chairman Gingo said that, "well, I think that by adding the contingencies, you definitely have given us a vision of what is the potential. We have approximately \$65 million in useable reserves?"

- Dr. Miller confirmed that \$65 million is the unrestricted portion of the \$85 million in total reserves of the University.
- Chairman Gingo said that, "potentially, if some of these contingencies come through, we could have a significant withdrawal on those reserves."
 - Dr. Miller confirmed Chairman Gingo's statement and reiterated that it then would be difficult for the University to meet its obligations to back up its debt, operating promises and Higher Learning Commission accreditation.
- Dr. Ciraldo asked what will happen to the University if it exceeds its reserves and goes into default.
 - Dr. Miller responded that he would not entertain such a possibility and stated that, "we are going to figure this out." He praised the University's programs, students and faculty as some of the best he has ever seen. "We are in a situation that can be resolved with this budget, with a little bit of good luck. Many people on this campus have done enormous work to get there," he said.
- Mr. Adkins asked how the elimination of football this semester had impacted the proposed budget.
 - Dr. Miller responded that the proposed budget had been revised due to the postponement of football to the spring semester, and the absence of football and other fall sports is a revenue loss for the University.
- Mr. Bauer asked whether there had been indications of the cancellation of fall sports adversely affecting enrollment.
 - Dr. Miller responded that it was too early to attribute such an influence but noted that such a possibility had been one of the reasons for the cautious enrollment projection in the budget. Although athletic scholarships would be honored, he pointed out that the approximately 290 student-athletes without athletic scholarships had chosen The University of Akron for both its academic programs and opportunities to play a fall sport. He committed that the University would work very hard to communicate to those students that the present situation is a temporary issue and encourage them to stay and get their degree.
- Chairman Gingo asked how Dr. Miller and Dr. Wiencek would answer recent publicity indicating that layoffs of professors would adversely affect the University's academic programs.
 - Dr. Miller responded that he is confident in the University's ability to offer its stellar academic programs with the same high quality. He acknowledged that it would require working in different ways, as is happening throughout higher education. He praised the level of creativity and innovation demonstrated by the department chairs and deans over the past weeks in meeting the situational challenges, which he noted are being faced similarly by the University's peer institutions.

- Dr. Wiencek shared Dr. Miller's confidence. He cited the strong emphasis at the forefront of his work with the deans and their work with the department chairs, that the University must continue to offer excellent education to its students. The intent had been to maintain all the programs, but some closures previously under consideration may still go forward. He added that faculty may be asked to teach more than they have been, especially during the next few years.
- Chairman Gingo asked whether some faculty may do less research and more teaching.
 - Dr. Wiencek affirmed that extra teaching assignments for the year are possible, and he praised the faculty who had volunteered to step up and teach significantly more at this time of financial stress.
- Mr. Adkins asked that President Miller's comments be posted or otherwise made available for those who were not able to hear them during the meeting, and Chairman Gingo concurred.

RESOLUTION 8-11-20 (See Appendix B.)
ACTION: Bauer motion, Scala second, passed 9-0

Following the vote, Chairman Gingo made the following statement:

"President Miller, on behalf of this Board, I want to thank you again for your continued decisive leadership during this unprecedented time. Know that this Board fully supports your efforts and your unyielding commitment to The University of Akron."

- Anthony J. Alexander Advisory Trustee Appointment (Tab 2)

Chairman Gingo introduced the proposed appointment action, stating the following:

"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.

Because of his invaluable contributions to this Board, and his keen insights, the Board last year extended Tony Alexander's appointment as an Advisory Trustee for an additional year, through August 2020. Given the extraordinary circumstances currently 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, 2021.

RESOLUTION 8-12-20 (See Appendix B.)
ACTION: Adkins motion, Dowling second, passed 9-0

Following the vote, Chairman Gingo thanked Mr. Alexander for his generous agreement to serve as an Advisory Trustee for an additional year. Mr. Alexander thanked the Board and said that he looks forward to doing so.

Mr. Gingo announced that, following adjournment of this regular Board of Trustees meeting, a meeting of the Audit & Compliance Committee would convene and immediately adjourn into executive session, consistent with the requirements of the Ohio Revised Code. The next regular meeting of the Board of Trustees would take place on Wednesday, October 14, 2020. Committee meetings of the Board would take place on Friday, October 9.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 12:19 p.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

October 14, 2020

**APPENDIX A: OTHERS PRESENT FOR ADJACENT SUPPORT
OR VIA LIVE STREAM AS A CAMPUS REPRESENTATIVE**

Cristine Boyd, Director, Media Relations

Kristin A. Brummond, Legal Assistant

Kathryn R. Evans, Staff Employee Advisory Committee*

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

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

Ruth N. Nine-Duff, Chair, University Council*

Alan D. Parker, Contract Professional Advisory Committee*

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

Dr. Julia A. Spiker, University Council*

*Via live stream

APPENDIX B: RESOLUTIONS

RESOLUTION 8-1-20: Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of June 10, 2020 and the Special Board meetings of May 29 and July 15, 2020 be approved.

RESOLUTION 8-2-20: Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by President Gary L. Miller, dated August 12, 2020, 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 8-3-20: Acceptance of the Financial Report for the Eleven Months Ended May 31, 2020

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on August 12, 2020, accepting the Financial Report for the Eleven Months Ended May 31, 2020, be approved.

RESOLUTION 8-4-20: Acceptance of the Investment Report for the Fiscal Year Ended June 30, 2020

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on August 12, 2020, accepting the Investment Report for the Fiscal Year Ended June 30, 2020, be approved.

RESOLUTION 8-5-20: Acceptance of Procurements for More Than \$500,000

BE IT RESOLVED, That the following recommendations presented by the Finance & Administration Committee on August 12, 2020 be approved:

Award to Ray Roofing & Supply, Inc. a contract to replace the Kolbe Hall roof in the amount of \$526,900.

Award to Mythics, Inc., a certified reseller for Oracle, Inc., a one-year contract for support and license fees for PeopleSoft in the amount of \$1,018,035.

Award to ATALIAN US Ohio Valley, Inc. a contract extension for the period August 10, 2020 through May 31, 2021 to provide routine custodial services for certain University buildings in an amount not to exceed \$600,000.

RESOLUTION 8-6-20: Acceptance of FY 2020-2021 Rate Changes – Graduate and Professional Student Tuition Rates and Miscellaneous Fees

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on August 12, 2020, accepting the following rate changes to Fiscal Year 2020-2021 graduate and professional student tuition rates and miscellaneous fees, be approved.

APPENDIX B: RESOLUTIONS, Page 2

Tuition for all graduate courses offered by the College of Engineering and Polymer Science during FY2021: \$442.10 per credit hour.

Tuition for all graduate courses offered by the Buchtel College of Arts and Sciences during FY2021: \$442.10 per credit hour.

Tuition for all graduate courses offered by the College of Health Professions during FY 2021: \$442.10 per credit hour.

Tuition for all graduate courses offered by the College of Business Administration during FY 2021: \$461.45 per credit hour.

Tuition for all courses offered by the School of Law during FY 2021: \$712.53 per credit hour.

Information Technology Services Fee to Repair Non-University Devices: Change the current \$25 flat rate for labor to \$75.

Telecommunications Cable TV Fee: Reduce the monthly fee from \$19.00 to \$9.50 per residence hall port.

RESOLUTION 8-7-20: Acceptance of Gift Income Report for July 2019 through June 2020

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on August 12, 2020, pertaining to acceptance of the Gift Income Report for July 2019 through June 2020, be approved.

RESOLUTION 8-8-20: Proposed Degree Recipients for Summer 2020

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on August 12, 2020, pertaining to the proposed summer 2020 degree recipients for The University of Akron, contingent upon candidates' fulfillment of requirements, be approved.

RESOLUTION 8-9-20: Proposed Curricular Changes

BE IT RESOLVED, That the following curricular changes, as presented by the Academic Issues & Student Success Committee on August 12, 2020 and recommended by the Faculty Senate, be approved.

Establish a new Master of Science Family Nurse Practitioner Track in the College of Health Professions, School of Nursing.

Reactivate the Master of Science, Biomedical Engineering in the College of Engineering and Polymer Science, Department of Biomedical Engineering.

Deactivate the Business Administration, Finance Concentration MBA in the College of Business Administration, Department of Finance.

Deactivate the Business Administration, Risk Management and Insurance Concentration MBA in the College of Business Administration, Department of Finance.

APPENDIX B: RESOLUTIONS, Page 3

Change the name of the Master of Arts in Education, Clinical Mental Health Counseling in the College of Health Professions, School of Counseling.

Change the name of the Master of Science in Management, Information Systems Concentration in the College of Business Administration, Department of Management.

Change the name of the Master of Science in Management, Supply Chain Concentration in the College of Business Administration, Department of Management.

Revise the program curriculum and change the name of the Master of Arts, Educational Administration & Leadership, Principalship in the LeBron James Family Foundation School of Education.

Revise the program curriculum and change the name of the Bachelor of Science, Primary Early Childhood Inclusive Teacher in the LeBron James Family Foundation School of Education.

Revise the program curriculum and change the name of the Doctor of Nursing Practice, Nursing Anesthesia Track in the College of Health Professions, School of Nursing.

RESOLUTION 8-10-20: Proposed University of Akron Calendars for 2020-2021, 2021-2022, and 2022-2023

BE IT RESOLVED, That the proposed University of Akron Calendars for 2020-2021, 2021-2022, and 2022-2023, presented by the Academic Issues & Student Success Committee on August 12, 2020, be approved.

RESOLUTION 8-11-20: Approval of the FY 2020-2021 Akron and Wayne General Fund Combined Budget

WHEREAS, The Interim Vice President for Finance and Administration/CFO submitted the Fiscal Year 2020-2021 Akron and Wayne General Fund Combined Budget (attached as Exhibit A)² and presented that budget to the Board of Trustees for its consideration and approval; Now, Therefore,

BE IT RESOLVED, That the Fiscal Year 2020-2021 Akron and Wayne General Fund Combined Budget is approved.

RESOLUTION 8-12-20: 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

² Exhibit A of Resolution 8-11-20 is included in these minutes as Appendix C.

APPENDIX B: RESOLUTIONS, Page 4

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

WHEREAS, The extraordinary circumstances currently confronting the University require experienced Board leadership to help the University emerge from these challenges 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, 2020 through August 31, 2021.

APPENDIX C: EXHIBIT A OF RESOLUTION 8-11-20

**The University of Akron
Akron and Wayne General Fund Combined
FY21 Budget Planning**

	FY21 Assumptions		Status Quo
	Enrollment	SSI	
		-15.0%	
		-8.8%	
		Hybrid Instruction/ Enrollment Disruption	
	FY20 Approved Budget	FY21 Proposed Budget	
Tuition & General Service Fees	\$178,742,000	\$149,694,000	\$149,694,000
Other Fees	21,495,000	16,717,000	16,717,000
Scholarships	(61,764,000)	(48,259,000)	(48,259,000)
Net Tuition and Fees	<u>138,473,000</u>	<u>118,152,000</u>	<u>118,152,000</u>
State Share of Instruction	99,139,000	90,445,000	90,445,000
Indirect Cost Recovery	5,247,000	4,000,000	4,000,000
Investment Income	1,410,000	500,000	500,000
Miscellaneous Revenues	2,571,000	4,121,000	4,121,000
Total Revenues	<u>246,840,000</u>	<u>217,218,000</u>	<u>217,218,000</u>
Payroll	139,719,000	111,722,000	138,668,000
Fringes	43,853,000	36,829,000	44,056,000
Total Compensation	<u>183,572,000</u>	<u>148,551,000</u>	<u>182,724,000</u>
Utilities	10,258,000	8,970,000	8,970,000
Operating	36,515,000	28,652,000	29,578,000
Total Non Personnel	<u>46,773,000</u>	<u>37,622,000</u>	<u>38,548,000</u>
Total Expenditures	<u>230,345,000</u>	<u>186,173,000</u>	<u>221,272,000</u>
Net Before Transfers	<u>16,495,000</u>	<u>31,045,000</u>	<u>(4,054,000)</u>
Transfers-In (Draw on Operating Reserves)	11,584,000	7,833,000	49,321,000
Transfers-In Plant Fund and Other	1,000,000	0	0
Advance-In	140,000	0	0
Transfers-In Encumbrance	2,600,000	3,030,000	3,030,000
Transfers-Out Plant Fund	(1,000,000)	(1,000,000)	(1,000,000)
Transfers-Out - Facilities Fee	(6,267,000)	(4,856,000)	(4,856,000)
Transfers-Out - General Service Fee	(11,858,000)	(9,328,000)	(9,328,000)
Transfers-Out - Other-Debt Service	(1,361,000)	(4,681,000)	(4,681,000)
Transfers-Out - Other (add'l aux support when campus close:	(11,333,000)	(22,043,000)	(28,432,000)
Advance-Out	0	0	0
Transfers-Out - Encumbrance	0	0	0
Net Transfers	<u>(16,495,000)</u>	<u>(31,045,000)</u>	<u>4,054,000</u>
Difference	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

The following situations could require additional draws on reserves of over \$28 million:

No AAUP RIFs	(8,163,120)	increased expenditures
Full year enrollment disruption	(8,000,000)	reduced revenues
Unfavorable changes in enrollment	(7,222,000)	reduced revenues
Additional SSI reduction	(4,700,000)	reduced revenues

Future year budgetary impacts:

FY22	End of term salary reductions	(2,818,650)	increased expenditures
FY22	No revenue from UARF	(2,300,000)	decreased revenues
FY22	GF Debt Service \$843,000	(843,000)	increased expenditures
FY23	GF Debt Service \$7,100,000	(6,257,000)	increased expenditures
FY24	GF Debt Service - \$12,200,000	(5,100,000)	increased expenditures

Note: The Coronavirus Relief Fund (CRF) and related expenditures are not reflected as they are 1-time and have no bottom line net impact.

**THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
EXTERNAL AFFAIRS COMMITTEE**

Meeting Minutes

Wednesday, September 16, 2020

Student Union, Room 339

Committee Members Present:

Lewis W. Adkins, Jr., Committee Chair

Michael J. Dowling*

Thomas F. Needles*

Taylor A. Bennington

Joseph M. Gingo, ex officio

*Via teleconference

Other Trustee Present:

Alfred V. Ciraldo, M.D.

Olivia P. Demas*

Staff Officer of the Board Present:

John J. Reilly, Assistant Secretary; Associate Vice President and Deputy Gen. Counsel

Administrative Officers Present:

Dr. Gary L. Miller, President

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

Tammy Ewin, Vice President/Chief Communication and Marketing Officer*

Wayne R. Hill, Vice President and Chief of Staff

*Via teleconference

Others Present:

Dr. Matthew P. Akers, Public Liaison/Associate Director, Ray C. Bliss Institute of Applied Politics

Lisa Dodge, Sean P. Dunn & Associates*

*Via teleconference

MEETING OF THE EXTERNAL AFFAIRS COMMITTEE

Mr. Adkins called the meeting to order at 7:30 a.m. The Committee adjourned into executive session on a 6-0 vote for the stated purposes of considering real estate matters, pursuant to O.R.C. 121.22(G)(2); to meet with legal counsel concerning litigation involving the University, pursuant to O.R.C. 121.22(G)(3); and to review for collective bargaining sessions, pursuant to O.R.C. 121.22(G)(4). The meeting returned to public session at 8:33 a.m. on a vote of 6-0.

Mr. Adkins asked President Miller to update the Committee on the University's current external affairs priorities.

Dr. Miller expressed his appreciation to those in attendance for a review of important external affairs activities around the state, many of which concern recent or expected legislation. He then asked Dr. Akers to brief the committee on some of those activities.

- **Ohio House Bill 606 – Qualified Civil Immunity**

Dr. Akers reported that, although HB 606 had not been advanced through both chambers of the General Assembly, Governor DeWine had signed the bill on Monday, September 14. Dr. Akers then asked Mr. Reilly, who had assisted with crafting language and edits of the bill, to comment on The University of Akron's role in the bill and its potential benefits to the University.

Mr. Reilly reported that, when the bill was introduced, the key issue for higher education had been to ensure that the bill addressed not only people providing services in response to the emergency, but also during the course of the emergency, which was the pandemic. In consultation with colleagues at other institutions, language had been suggested for consideration by the legislature that would expand the qualified civil immunity to include entities providing services during the pandemic, such as higher education, and to set a standard for what would qualify as not following duty of care, consistent with the current statutory language for a public employee in Ohio. The legislature had considered those provisions and, having found them to be amenable, included them in the bill.

Mr. Reilly said that, although the bill does not take effect for 90 days, there is a lookback period to the date of the Governor's first declaration of the emergency, which is March 9. The scope of coverage for the qualified civil immunity extends through December 2021.

- **Governor's COVID-19 Relief Fund**

Dr. Akers explained that the availability of these funds had originated through the federal CARES Act, but the money had been allocated to the University through the Governor of Ohio as a one-time payment. Its use is restricted to costs of reopening campus as a result of the COVID-19 pandemic. The University's estimated total reopening costs are substantial and would exceed the amount received.

- **Governor's Emergency Education Relief Fund**

Dr. Akers said that money allocated from this fund to the University also would be disbursed as a one-time payment with restrictions. Eligibility for these funds applies to K-12 schools as well as higher education, and some K-12 disbursements already had been made. The deadline for the Governor to allocate these funds extends to June 2021. The Inter-University Council of Ohio had been advocating on behalf of higher education for the remaining funds.

Dr. Akers then invited Lisa Dodge to comment on state legislative or funding issues.

Ms. Dodge said that the remaining money in the Governor's Emergency Education Relief Fund possibly could be released at the Controlling Board's meeting on September 28. She reiterated

that these funds are very restrictive in terms of how they can be spent, and the Department of Higher Education is aggressively advocating for the release the remaining funds.

- **Federal Funding**

Dr. Akers reported that the portion of the federal CARES Act funding that was provided to the University but designated for students had been disbursed to them according to guidelines of the legislation.

Dr. Akers explained that the University advocates for additional funding at the federal level primarily through its membership in large organizations such as the Association of Public Land-Grant Universities. He said that chances were dwindling of another federal stimulus package being passed before the November presidential election but noted additional funding for higher education had been included in various recent proposals.

Mr. Gingo asked whether there was a possibility of passage during a lame-duck session. Dr. Akers said that such a possibility would depend on the outcome of the presidential election.

Mr. Adkins thanked Dr. Miller and Dr. Akers and asked if there was any new business from the Committee. Hearing none, he thanked everyone for their time and attention and adjourned the meeting.

ACTION: Meeting adjourned by consensus at 8:43 a.m.

Lewis W. Adkins, Jr.
Chair External Affairs Committee

M. Celeste Cook
Secretary, Board of Trustees

October 14, 2020

**THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
SAFETY AND FACILITIES SPECIAL COMMITTEE**

Meeting Minutes

Wednesday, September 16, 2020

Student Union, Room 339

Committee Members Present:

Lewis W. Adkins, Jr., Committee Chair

Thomas F. Needles*

Joseph M. Gingo, ex officio

*Via teleconference

Other Trustee Present:

Alfred V. Ciraldo, M.D.

Staff Officer of the Board Present:

John J. Reilly, Assistant Secretary; Associate Vice President and Deputy Gen. Counsel

Administrative Officers Present:

Dr. Gary L. Miller, President

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

Tammy Ewin, Vice President/Chief Communication and Marketing Officer*

Wayne R. Hill, Vice President and Chief of Staff

Nathan J. Mortimer, Vice President, Operations

*Via teleconference

Others Present:

Kenneth R. Ball, Chief, Akron Police Department*

Charles A. Brown, Deputy Mayor, Public Safety, City of Akron*

Dale E Gooding, Jr., Chief of Police and Campus Safety, The University of Akron

The Hon. Daniel Horrigan, Mayor of Akron*

Brian Nelsen, Chief of Staff to Executive Ilene Shapiro, County of Summit*

Ellen Nischt, Senior Strategic Counsel, Press Secretary, City of Akron*

The Hon. Ilene Shapiro, Executive, County of Summit*

MEETING OF THE SAFETY AND FACILITIES SPECIAL COMMITTEE

Mr. Adkins called the meeting to order at 9:03 a.m. The Committee adjourned into executive session on a 4-0 vote for the stated purposes of considering real estate matters, pursuant to O.R.C. 121.22(G)(2); and details relative to the security arrangements and emergency response protocols for a public body or office, pursuant to O.R.C. 121.22(G)(6). The meeting returned to public session at 9:43 a.m. on a vote of 4-0.

Mr. Adkins asked President Miller to update the Committee on the University's current campus and community safety priorities.

Dr. Miller said that the Safety & Facilities Special Committee of the Board of Trustees meets regularly with city and county partners to consider joint actions of public safety in areas around The University of Akron campus. He reported on the following three projects:

1. Street and Porch Lighting in the Area South of Exchange

This initiative involves replacement of approximately 280 lights by Ohio Edison – FirstEnergy Corp.

- Approximately 250 streetlights had been replaced in the target area bound by East Exchange, Grant, East Thornton and Spicer Streets.
- The City of Akron had subsequently identified lighting gaps and requested additional lights. Approximately 30 more LED lights would be installed.

A residential porch light program had received support through a \$15,000 grant from the Summit County Land Bank to Habitat for Humanity of Summit County to install nearly 430 solar powered security lights. Installation of 133 lights would occur October 13-14, 2020.

Dr. Miller thanked all the partners for their work on this project.

2. Akron Police Department and University of Akron Police Department Collaboration and Synergies

- The APD and UAPD have a long-standing relationship.
- The two departments work together nightly responding to high priority calls for service in the neighborhoods surrounding campus.
- Since August 2020, the APD has deployed a special detail that focuses on violence and weapons-related offenses in the Exchange Street corridor.

Dr. Miller thanked both police departments and their chiefs for this collaboration.

3. Improvement to Properties

Dr. Miller listed four properties that had been converted to green space following abatement and razing of the following former buildings:

- Gallucci Hall
- Grant Street Residence Hall and Apartments
- Plasma Center – The University of Akron Foundation had abated and razed the building.

- Radiator Rich – A joint effort among the City of Akron, Summit County Land Bank, and The University of Akron Foundation had acquired the property.

In closing, Dr. Miller said, "I just want to express my appreciation to the Board Committee and to all of our community partners as we continue to think about how to make the area around the University safe and vibrant for our students and the faculty."

Mr. Adkins thanked Dr. Miller and asked if there was any new business from the Committee. Hearing none, he thanked everyone for their time and attention and adjourned the meeting.

ACTION: Meeting adjourned by consensus at 9:47 a.m.

Lewis W. Adkins, Jr.
Chair, Safety and Facilities Special Committee

M. Celeste Cook
Secretary, Board of Trustees

October 14, 2020

THE UNIVERSITY OF AKRON

RESOLUTION 10- -20

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of August 12, 2020 and of the External Affairs Committee and the Safety & Facilities Special Committee meetings of September 16, 2020 be approved.

M. Celeste Cook, Secretary
Board of Trustees

October 14, 2020
Board Meeting

Presiding:
William A. Scala

1	Personnel Actions
2	*Financial Report for the Fiscal Year Ended June 30, 2020
3	*Financial Report for the Two Months Ended August 31, 2020 and Affirmation of the Fiscal Year 2020-2021 General Fund, Auxiliary Funds, and Sales Funds Budgets
4	*Bond Refunding
5	*Fiscal Year 2020-2021 Course Fees
6	*Cumulative Gift and Grant Income Report for July 1 through August 31, 2020
	For Information Only:
7	Purchases \$25,000 to \$500,000 Report
8	Capital Projects Report
9	Information Technology Report
10	Advancement Report
11	University Communications and Marketing Report
12	Government Relations Report
*	CONSENT AGENDA: ITEMS 2, 3, 4, 5, 6

FINANCE & ADMINISTRATION COMMITTEE

TAB 1

PERSONNEL

SUMMARY REPORT FOR EMPLOYEE PERSONNEL ACTIONS
EMPLOYEE PERSONNEL ACTIONS
EMPLOYEE PERSONNEL ACTIONS ADDENDUM
UNCLASSIFIED CLASSIFICATION CHANGES
CLASSIFIED CLASSIFICATION CHANGES
ORGANIZATIONAL/DEPARTMENT NAME CHANGE

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 14, 2020

Human Resources

Summary Report of Personnel Actions for Board of Trustees

October 14, 2020

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

Separations

There are seven (7) faculty retirements recommended for approval.

Probationary Period Extension

In accordance with Article 13 Section of the Akron Chapter of the American Association of University Professors (AAUP) collective bargaining agreement, tenure track faculty shall normally apply for indefinite tenure after ten (10) – twelve (12) full semesters of active service dependent upon the time of their initial appointment during the academic year. In cases where there are clearly documented extenuating circumstances, the probationary period may be extended by up to one (1) year.

Due to the extenuating circumstances created by the COVID-19 pandemic there are six (6) faculty presented for approval of a one (1) year extension of the probationary period.

Emeritus Status

There are twenty-two (22) recommendations for emeritus status in accordance with Article 21 of the Akron Chapter of the American Association of University Professors (AAUP) collective bargaining agreement.

Promotions

There are two (2) recommendations for promotion:

- James Gilbride; Promotion and title change from Captain to Assistant Chief University Police; University Police Department
- James D. McKelvey; Promotion in academic rank and title change from Assistant Professor of Practice, Marketing to Associate Professor of Practice, Marketing; College of Business Administration

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
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EMPLOYEE PERSONNEL ACTIONS

Office of the President

Change

Akers, Matthew P.	Public Liaison/Associate Director, Ray C. Bliss Institute of Applied Politics/Office of the President/Contract Professional	07/01/20	\$91,200.00 12 mo	Title change from Public Liaison/Assistant Director, Ray C. Bliss Institute of Applied Politics; salary reflective of temporary salary reduction
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Office of Athletics

Appointment/Reappointment

Smith, Candace L.	Associate Athletics Director, Internal Operations/Office of Athletics/Contract Professional	07/27/20	\$76,800.00 12 mo	Transfer; successful internal applicant vice M. Rodriguez; title change from Director, Women's Basketball Operations; salary change from \$46,029.00/12 mo; salary reflective of temporary salary reduction
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Office of Academic Affairs

Appointment/Reappointment

Kandray, Daniel E.	Lecturer/UA Solutions/Faculty	08/30/20 12/05/20	\$10,500.00 for the period	Payment for teaching Advanced Machining and CNC Fundamentals courses at Schaeffler USA, Inc. as customized training for an apprentice program
Schulte, Sheri B.	Associate Professor of Practice, Management/Office of Academic Affairs/Faculty (BUF)	05/04/20	\$750.00 one time payment	Payment for teaching 3 Ethical Lens seminars for the Institute for Leadership Advancement

Division of Student Affairs

Appointment/Reappointment

Grove, Melinda	Assistant Lecturer/Office of Student Affairs/Faculty	08/24/20 12/20/20	\$1,680.96 fall semester	Additional pay for part-time teaching assignment
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Johnson, Jodi	Nurse Practitioner, Health Services/Health Services/Contract Professional	09/23/20	\$85,000.00 12 mo	Appointment vice A. Olson
Torgler, William E.	Associate Lecturer/Office of Student Affairs/Faculty	08/24/20 12/20/20	\$1,821.22 fall semester	Additional pay for part-time teaching assignment
<u>Change</u>				
Bowman, Ronald L.	University Registrar/Office of the Registrar/Contract Professional	08/01/20	\$112,782.00 12 mo	Title change from Assistant Vice President, Student Success & University Registrar; grade change from 126 to 125; salary reflective of temporary salary reduction
Torgler, William E.	Executive Director, Academic Advisement & Support/ Exploratory Advising & Academic Support/Contract Professional	08/01/20	\$96,974.00 12 mo	Title change from Assistant Vice President, Student Success & University Advising; salary change from \$112,414.00/12 mo; grade change from 126 to 125

Vice President, Finance & Administration/CFO

Change

Clutter, Denny C.	Director, Accounting, University of Akron Research Foundation/ Office of the Vice President for Finance & Administration/CFO/ Contract Professional	05/01/20	\$82,649.00 12 mo	Title change from Associate Director, Accounting, University of Akron Research Foundation; grade change from 123 to 124; salary reflective of temporary salary reduction
Gilbride, James P.	Assistant Chief, University Police/University Police Department/Staff	08/31/20	\$3,609.20 biweekly	Promotion; title change from Captain; salary change from \$3,351.88/BW; grade change from 122 to 123; salary reflective of temporary salary reduction

Office of Information Technology Services

Change

Carter, Yolanda	Lead Network Engineer/Hardware, Operations & Operating Systems Services/Staff	10/28/19	\$3,394.23 biweekly	Offline equity adjustment; salary change from \$3,020.77/BW
Marsh, Paul J.	Application Services Technical Lead/Application Systems Services/Contract Professional	08/01/20	\$85,279.68 12 mo	Job reclassification; title change from Manager, Business Systems - Employees; salary change from \$3,416.66/BW; salary reflective of temporary salary reduction

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Petras, Matthew B.	Manager, Applications Development/Application Systems Services/Contract Professional	08/01/20	\$92,641.00 12 mo	Job reclassification; title change from Manager, Database Management; grade change from 222 to 223; salary reflective of temporary salary reduction

Office of Human Resources

Change

Hannon, Tami Z.	Director, Equal Employment Opportunity/Affirmative Action/ Human Resources/Contract Professional	08/14/20	\$79,200.00 12 mo	Relinquish Interim Deputy Title IX Coordinator title; salary reflective of temporary salary reduction
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Buchtel College of Arts & Sciences

Appointment/Reappointment

Abdel Razek, Abdel Nasser A.	Assistant Professor of Instruction - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	07/13/20 08/16/20	\$3,300.00 summer session	Payment for summer teaching
Adamowicz-Hariasz, Maria	Associate Professor - Summer/Department of Modern Languages/Faculty (BUF)	07/13/20 08/16/20	\$6,150.00 summer session	Payment for summer teaching
Ahmed, Wondimu	Associate Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	07/13/20 08/16/20	\$4,612.50 summer session	Payment for summer teaching
Barton, Hazel	Professor - Summer/Department of Biology/Faculty (BUF)	06/01/20 06/30/20	\$11,032.78 for the period	Payment for grant-funded summer research
Bisconti, Toni L.	Associate Professor - Summer/Psychology/Faculty (BUF)	07/13/20 08/16/20	\$8,200.00 summer session	Payment for summer teaching
Daviso III, Alfred W.	Associate Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	07/13/20 08/16/20	\$15,498.00 summer session	Payment for summer teaching
Einsporn, Richard L.	Professor - Summer/Department of Statistics/Faculty (BUF)	07/13/20 08/16/20	\$228.00 summer session	Payment for summer teaching
Elicker, Joelle D.	Associate Professor - Summer/Psychology/Faculty (BUF)	07/13/20 08/16/20	\$8,200.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Gatzia, Dimitria E.	Professor - Summer/Department of Philosophy/Faculty (BUF)	07/13/20 08/16/20	\$17,100.00 summer session	Payment for summer teaching
Gruber, Petra	Associate Professor - Summer/School of Art/Faculty (BUF)	06/14/20 06/28/20	\$2,601.00 for the period	Payment for grant-funded summer research
Holliday, Gary	Associate Professor, Education/LeBron James Family Foundation School of Education/Faculty (BUF)	08/26/19 12/22/19	\$3,339.75 fall semester	Overload payment for Fall 2019 teaching assignments
Karriker, Galen S.	Professor - Summer/School of Music/Faculty (BUF)	08/02/20 08/23/20	\$9,470.56 for the period	Payment for August marching band assignment
Kaut, Kevin P.	Professor, Psychology; Fellow, Institute for Life-Span Development & Gerontology/Psychology/ Faculty (BUF)	08/24/20 05/16/21	\$3,150.00 9 mo (stipend)	Temporary administrative stipend for Chair, Institutional Animal Care and Use Committee duties; base salary is \$102,446.00/9 mo
Koskey, Kristin L.	Associate Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	06/08/20 07/12/20	\$615.00 summer session	Payment for summer teaching
Kreider, Kevin L.	Professor, Mathematics; Professor, Civil Engineering; Department Chair, Mathematics; Acting Department Chair, Statistics/Department of Mathematics/Faculty	07/01/20 06/30/21	\$132,778.00 12 mo	Temporary additional title for Acting Department Chair, Statistics assignment; salary reflective of temporary salary reduction
Lenhart, Lisa A.	Professor, Education; Acting Director, LBJFF School of Education/LeBron James Family Foundation School of Education/Faculty	07/01/20 06/30/21	\$16,469.00 12 mo (stipend)	Temporary additional title and administrative stipend for Acting Director assignment; base salary is \$119,674.00/12 mo
Levin, Michael J.	Associate Professor - Summer/Department of History/Faculty (BUF)	07/13/20 08/16/20	\$4,100.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Liang, Xin	Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	06/08/20 07/12/20	\$14,400.00 summer session	Payment for assessment and accreditation for LeBron James Family Foundation School of Education
Lin, Yang Y.	Professor - Summer/School of Communication/Faculty (BUF)	07/13/20 08/16/20	\$8,550.00 summer session	Payment for summer teaching
Maguth, Brad M.	Associate Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	07/13/20 08/16/20	\$6,150.00 summer session	Payment for summer teaching
Mimoto, Nao	Associate Professor - Summer/Department of Statistics/Faculty (BUF)	07/13/20 08/16/20	\$512.50 summer session	Payment for summer teaching
Mudrey, Renee	Associate Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	07/13/20 08/16/20	\$6,150.00 summer session	Payment for summer teaching
Niewiarowski, Peter H.	Professor - Summer/Department of Biology/Faculty (BUF)	07/13/20 08/16/20	\$11,400.00 summer session	Payment for summer teaching
Nunn, Hillary M.	Professor - Summer/Department of English/Faculty (BUF)	07/13/20 08/16/20	\$8,550.00 summer session	Payment for summer teaching
Polen de Campi, Kirstin E.	Professor of Instruction - Summer/Department of Modern Languages/Faculty (BUF)	01/13/20 05/17/20	\$7,561.88 spring semester	Overload payment for academic year 2019-20 teaching assignments
Quinn, Donald D.	Acting Dean, Williams Honors College; Professor, Mechanical Engineering; Associate Dean for Undergraduate Research, Williams Honors College/Williams Honors College/Faculty	08/24/20 06/30/21	\$18,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Acting Dean assignment; base salary is \$132,614.00/12 mo; salary reflective of temporary salary reduction
Ramirez, Rolando J.	Associate Professor - Summer/Department of Biology/Faculty (BUF)	07/13/20 08/16/20	\$6,150.00 summer session	Payment for summer teaching
Stakleff, Simon	NMR System Engineer/Department of Chemistry/Staff	08/01/20 07/31/21	\$153.85 biweekly (stipend)	Extension of temporary administrative stipend for continuation of additional job duties in the Magnetic Resonance Center; base salary is \$3,507.39/BW; salary reflective of temporary salary reduction
Tabatcher, Patrick M.	Assistant Lecturer/School of Art/Faculty	08/24/20 12/20/20	\$3,679.24 fall semester	Additional pay for part-time teaching assignment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Triece, Mary E.	Professor, Communication; Director, Women's Studies Program/School of Communication/Faculty (BUF)	08/24/20 12/20/20	\$2,000.00 fall semester (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; stipend change from \$4,000.00/9 mo; base salary is \$95,749.00/9 mo
Welton, Evonn N.	Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	07/13/20 08/16/20	\$8,550.00 summer session	Payment for summer teaching
Wilson, Gregory	Professor - Summer/Department of History/Faculty (BUF)	07/13/20 08/16/20	\$855.00 summer session	Payment for summer teaching
Yao, Lingxing	Assistant Professor - Summer/Department of Mathematics/Faculty (BUF)	06/01/20 07/31/20	\$3,360.00 for the period	Payment for grant-funded summer research
<u>Change</u>				
Astley, Henry	Assistant Professor, Biology; Assistant Professor, Polymer Science/Department of Biology/Faculty (BUF)	08/24/20	\$91,969.00 9 mo	Extension of tenure probationary period from Fall 2022 to Fall 2023
Beckett, Julia	Professor Emeritus, Public Administration & Urban Studies/Department of Public Administration & Urban Studies/Faculty (BUF)	08/21/20		Title change; award of emeritus status
Coyner, Sandra C.	Professor Emeritus, Education/LeBron James Family Foundation School of Education/Faculty (BUF)	07/31/20		Title change; award of emeritus status
Falah, Ghazi	Professor Emeritus, Geography & Planning/Department of Public Administration & Urban Studies/Faculty (BUF)	08/21/20		Title change; award of emeritus status
Johnson, Dawn M.	Professor, Psychology/Psychology/ Faculty (BUF)	08/24/20 12/20/20		Amend action approved at August 12, 2020 meeting of the Board of Trustees; cancel temporary additional title and \$3,000.00/9 mo administrative stipend for Chair assignment for fall 2020
Kushner Benson, Susan N.	Associate Professor, Education/LeBron James Family Foundation School of Education/Faculty (BUF)	08/24/20	\$86,506.00 9 mo	Relinquish temporary additoinal title for Partnership Lead - I Promise School assignment; salary change from \$105,729.00/12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Migid-Hamzza, Adel A.	Professor Emeritus, Theatre Arts/Dance, Theatre & Arts Administration/Faculty (BUF)	07/31/20		Title change; award of emeritus status
Moore, Francisco B.	Professor Emeritus, Biology/Department of Biology/Faculty (BUF)	09/30/20		Title change; award of emeritus status
Ortega-Liston, Ramona	Associate Professor Emeritus, Public Administration & Urban Studies/Department of Public Administration & Urban Studies/Faculty (BUF)	08/21/20		Title change; award of emeritus status
Sheng, Michael M.	Professor Emeritus, History/Department of History/Faculty (BUF)	08/21/20		Title change; award of emeritus status
Slowiak, James R.	Professor Emeritus, Theatre Arts; Fellow, Institute for Life-Span Development & Gerontology/ Dance, Theatre & Arts Administration/Faculty (BUF)	07/31/20		Title change; award of emeritus status
Tessier, Claire A.	Professor Emeritus, Chemistry/Department of Chemistry/Faculty (BUF)	08/21/20		Title change; award of emeritus status

Leave

Beneke, Charles C.	Professor, Art/School of Art/Faculty (BUF)	08/23/21 05/22/22	\$86,515.00 9 mo	Amend action approved at February 12, 2020 meeting of the Board of Trustees; 50% leave without compensation; Professional Development Leave deferred to academic year 2021-2022
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Separation

Falah, Ghazi	Professor, Geography & Planning/Department of Public Administration & Urban Studies/Faculty (BUF)	08/21/20	\$109,553.00 9 mo	Retirement
Moore, Francisco B.	Professor, Biology/Department of Biology/Faculty (BUF)	09/30/20	\$95,158.00 9 mo	Retirement per Article 16 Section 11
Welton, Evonn N.	Professor, Education/LeBron James Family Foundation School of Education/Faculty (BUF)	08/21/20	\$124,886.00 9 mo	Retirement

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Wheland, Ethel R.	Associate Professor, Mathematics/Department of Mathematics/Faculty (BUF)	08/21/20	\$89,156.00 9 mo	Retirement
College of Business Administration				
<u>Appointment/Reappointment</u>				
Ash, Steven R.	Interim Assistant Dean & Director, Graduate Programs; Department Chair, Management; Professor, Management/ Department of Management/Faculty	07/01/20 09/30/20	\$156,829.00 12 mo (base) \$20,000.00 12 mo (stipend)	Temporary title and administrative stipend for Interim Assistant Dean & Director assignment; conversion of 10% of stipend to base salary; base salary change from \$167,262.00/12 mo; salary reflective of temporary salary reduction; relinquish \$4,113.00/12 mo temporary administrative stipend for Department Chair assignment
	Assistant Dean & Director, Graduate Programs; Department Chair, Management; Professor, Management/Department of Management/Faculty	10/01/20 06/30/21	\$156,829.00 12 mo (base) \$20,000.00 12 mo (stipend)	Title change from Interim Assistant Dean & Director, Graduate Programs; salary reflective of temporary salary reduction; temporary administrative stipend for Assistant Dean assignment
Balasubramnian, Bhanu	Associate Professor - Summer/Department of Finance/Faculty (BUF)	05/18/20 07/12/20	\$5,125.00 summer session	Payment for summer teaching
Bible, Scott C.	Assistant Professor of Practice - Summer/Department of Management/Faculty (BUF)	07/13/20 08/16/20	\$4,125.00 summer session	Payment for summer teaching
Bisco, Jill M.	Assistant Professor - Summer/Department of Finance/Faculty (BUF)	07/13/20 08/16/20	\$5,325.00 summer session	Payment for summer teaching
Brisker, Eric R.	Associate Professor - Summer/Department of Finance/Faculty (BUF)	07/13/20 08/16/20	\$6,150.00 summer session	Payment for summer teaching
Djuric, Vanja	Associate Professor of Practice - Summer/Department of Marketing/Faculty (BUF)	07/13/20 08/16/20	\$9,000.00 summer session	Payment for summer teaching
		08/15/20	\$3,000.00 one time payment	Payment for preparation of online graduate course in Marketing Analytics and fully online master's program
Farrar, Jacob	Assistant Lecturer/College of Business Administration, Office of the Dean/Faculty	08/24/20 12/20/20	\$875.50 fall semester	Additional pay for part-time teaching assignment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Fox, Alexa K.	Assistant Professor - Summer/Department of Marketing/Faculty (BUF)	07/16/20	\$1,500.00 one time payment	Payment for teaching a 3-part series in Strategies in Digital Marketing
Gao, Lei	Assistant Professor - Summer/George W. Daverio School of Accountancy/Faculty (BUF)	07/13/20 08/16/20	\$5,325.00 summer session	Payment for summer teaching
Gradisher, Suzanne M.	Associate Professor - Summer/Department of Finance/Faculty (BUF)	07/13/20 08/16/20	\$6,150.00 summer session	Payment for summer teaching
Hinchliffe, Sarah A.	Assistant Professor - Summer/George W. Daverio School of Accountancy/Faculty (BUF)	07/13/20 08/16/20	\$5,325.00 summer session	Payment for summer teaching
Makarius, Erin	Associate Professor - Summer/Department of Management/Faculty (BUF)	07/20/20 08/02/20	\$1,500.00 for the period	Payment for teaching a 3-part series in Remote Workforce Management
McKelvey, James D.	Assistant Professor of Practice - Summer/Department of Marketing/Faculty (BUF)	07/13/20 08/16/20	\$9,625.00 summer session	Payment for summer teaching
Narotzki, Doron	Assistant Professor - Summer/George W. Daverio School of Accountancy/Faculty (BUF)	06/29/20 09/06/20	\$7,455.00 for the period	Payment for summer teaching
		07/13/20 08/16/20	\$5,325.00 summer session	Payment for summer teaching
Newhouse, Matthew M.	Assistant Lecturer/College of Business Administration, Office of the Dean/Faculty	08/24/20 12/20/20	\$875.50 fall semester	Additional pay for part-time teaching assignment
Payne, David G.	Assistant Professor of Practice - Summer/Department of Marketing/Faculty (BUF)	06/08/20 08/02/20	\$12,003.75 summer session (stipend)	Temporary administrative stipend for Director, Fisher Institute for Professional Selling assignment
	Associate Professor of Practice, Marketing; Director, Fisher Institute for Professional Selling/Department of Marketing/Faculty (BUF)	08/24/20 05/16/21	\$20,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$62,444.00/9 mo
Rushing, Kevin G.	Assistant Lecturer/College of Business Administration, Office of the Dean/Faculty	08/24/20 12/20/20	\$875.50 fall semester	Additional pay for part-time teaching assignment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Srinivasan, Mahesh	Associate Professor - Summer/Department of Management/Faculty (BUF)	06/08/20 08/02/20	\$5,002.00 summer session (stipend)	Temporary administrative stipend for Director, Institute for Global Business assignment
Thomas, Andrew R.	Associate Professor - Summer/Department of Marketing/Faculty (BUF)	05/18/20 07/12/20	\$6,150.00 summer session	Payment for summer teaching
Vijayaraman, Bindiganavale S.	Professor - Summer/Department of Management/Faculty (BUF)	06/08/20 08/02/20	\$3,021.00 summer session (stipend)	Temporary administrative stipend for Director, Center for Information Technologies & e-Business

Change

Akhigbe, Aigbe	Professor Emeritus, Finance; Frederick W. Moyer Chair, Finance/Department of Finance/Faculty (BUF)	08/21/20		Title change; award of emeritus status
Cheh, John J.	Professor Emeritus, Accounting & Information Systems/George W. Daverio School of Accountancy/Faculty (BUF)	08/21/20		Title change; award of emeritus status
Conrad, Edward J.	Associate Professor Emeritus, Accounting/George W. Daverio School of Accountancy/Faculty (BUF)	06/30/20		Title change; award of emeritus status
McKelvey, James D.	Associate Professor of Practice, Marketing/Department of Marketing/Faculty (BUF)	08/24/20	\$68,482.00 9 mo	Promotion in rank; title change from Assistant Professor of Practice, Marketing; salary change from \$62,256.00/9 mo
Mukherjee, Debmalya	Professor - Summer/Department of Management/Faculty (BUF)	05/18/20 07/12/20	\$17,100.00 summer session	Amend action approved at August 12, 2020 meeting of the Board of Trustees; payment for summer teaching; salary change from \$8,550.00/summer session
Wang, Li	Professor, Accounting; Chair, George W. Daverio School of Accountancy/George W. Daverio School of Accountancy/Faculty	07/01/20		Amend action approved at August 12, 2020 meeting of the Board of Trustees title change from Associate Professor, Accountancy

Leave

DeGregorio, Federico	Associate Professor, Marketing/Department of Marketing/Faculty (BUF)	08/23/21 12/21/21	\$130,805.00 9 mo	Amend action approved at February 12, 2020 meeting of the Board of Trustees; 100% leave with compensation; Professional Development Leave deferred to fall 2021
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Separation</u>				
Akhigbe, Aigbe	Professor, Finance; Frederick W. Moyer Chair, Finance/Department of Finance/Faculty (BUF)	08/21/20	\$245,055.00 9 mo	Retirement
College of Engineering				
<u>Appointment/Reappointment</u>				
Abbas, Ala R.	Professor - Summer/Department of Civil Engineering/Faculty (BUF)	08/03/20 08/23/20	\$9,248.51 for the period	Payment for grant-funded summer research
Alhalawani, Adel	Assistant Professor of Instruction - Summer/Department of Biomedical Engineering/Faculty (BUF)	07/20/20 08/09/20	\$1,375.00 for the period	Payment for Institute for Teaching and Learning faculty workshop
Belcher, Marcia C.	Professor, Construction Engineering Technology; Acting Department Chair, Engineering & Science Technology/Division of Engineering & Science Technology/Faculty (BUF)	08/24/20 05/16/21	\$9,420.00 9 mo (stipend)	30-hour load stipend for academic year 2020-2021
		07/01/20 12/31/20	\$5,757.00 for the period (stipend)	Amend action approved at August 12, 2020 meeting of the Board of Trustees; relinquish temporary administrative stipend in lieu of 30-hour load
Cutright, Teresa J.	Professor - Summer/Department of Civil Engineering/Faculty (BUF)	06/29/20 07/12/20	\$4,540.00 for the period	Payment for grant-funded summer research
		08/03/20 08/16/20	\$4,540.00 for the period	Payment for grant-funded summer research
Dong, Yalin	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	06/01/20 06/21/20	\$6,816.44 for the period	Payment for grant-funded summer research
Duirk, Stephen E.	Associate Professor - Summer/Department of Civil Engineering/Faculty (BUF)	05/11/20 05/24/20	\$5,387.88 for the period	Payment for summer research

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Farooqi, Zarreen	Professor - Summer/Division of Business & Information Technology/Faculty (BUF)	07/13/20 08/16/20	\$4,987.50 summer session	Payment for summer teaching
Feerasta, Jamal	Professor - Summer/Division of Business & Information Technology/Faculty (BUF)	07/13/20 08/16/20	\$7,837.50 summer session	Payment for summer teaching
Foster, Mark	Professor, Polymer Science; Assistant Director, Academic Programs; T.A. Knowles Professor, Polymer Science/School of Polymer Science & Polymer Engineering/Faculty (BUF)	08/24/20 06/30/21	\$208,225.00 12 mo (base)	Temporary additional title for Assistant Director assignment; relinquish Interim Associate Dean assignment
		09/01/20 06/30/21	\$12,500.00 10 mo (stipend)	Temporary administrative stipend for Assistant Director assignment
Gao, Xiaosheng	Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	07/06/20 07/12/20	\$3,315.30 for the period	Payment for summer research
King, Hunter T.	Assistant Professor - Summer/School of Polymer Science & Polymer Engineering/Faculty (BUF)	08/03/20 08/23/20	\$8,094.81 for the period	Payment for grant-funded summer research
Ling, Chen	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	05/11/20 08/23/20	\$40,299.64 for the period	Payment for grant-funded summer research
Liu, Lingyun	Associate Professor - Summer/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	06/29/20 07/05/20	\$2,470.00 for the period	Payment for grant-funded summer research
		07/20/20 08/02/20	\$5,841.00 for the period	Payment for summer research
Mahajan, Ajay M.	Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	05/11/20 08/23/20	\$67,647.00 for the period	Payment for grant-funded summer research

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Monty-Bromer, Chelsea	Associate Professor - Summer/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	05/11/20	\$5,751.00	Payment for grant-funded summer research for the period
		05/24/20		
		08/03/20	\$5,530.00	Payment for grant-funded summer research for the period
		08/16/20		
Morscher, Gregory N.	Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	05/18/20	\$32,735.85	Payment for summer research: \$26,188.68 paid from grant accounts; \$6,547.17 paid from general fund
		07/26/20	for the period	
Nadkarni, Gopal R.	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	06/29/20	\$4,626.00	Payment for grant-funded summer research for the period
		07/05/20		
Sahai, Nita	Professor - Summer/Department of Polymer Science/Faculty (BUF)	06/01/20	\$21,562.02	Payment for grant-funded summer research for the period
		07/01/20		
		08/10/20	\$6,860.64	Payment for grant-funded summer research for the period
		08/23/20		
Sastri, Shivakumar	Professor, Electrical & Computer Engineering; Director, Strategic Initiatives/Department of Electrical & Computer Engineering/Faculty (BUF)	08/24/20	\$7,200.00	Extension of temporary additional title and administrative stipend for Director assignment; stipend change from \$10,500.00/9 mo; base salary is \$130,187.00/9 mo
		05/16/21	9 mo (stipend)	
Sawyer, Scott D.	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	08/03/20	\$4,000.00	Payment for summer research for the period
		08/16/20		
Singla, Saranshu	Senior Research Scientist/School of Polymer Science & Polymer Engineering/Staff	10/18/20	\$2,953.84	Temporary reappointment; salary reflective of temporary salary reduction
		10/17/21	biweekly	
Strahin, Brandon L.	Senior Lecturer/Department of Mechanical Engineering/Faculty	08/24/20	\$10,500.00	Additional pay for part-time teaching assignment
		12/20/20	fall semester	
Toonen, Ryan C.	Assistant Professor - Summer/Department of Electrical & Computer Engineering/Faculty (BUF)	06/01/20	\$3,073.00	Payment for grant-funded summer research for the period
		06/30/20		

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Change				
Batur, Celal	Professor Emeritus, Mechanical Engineering/Department of Mechanical Engineering/Faculty (BUF)	07/31/20		Title change; award of emeritus status
Braun, Minel J.	Distinguished Professor Emeritus, Mechanical Engineering/Department of Mechanical Engineering/Faculty (BUF)	08/31/20		Title change; award of emeritus status
Carletta, Joan E.	Associate Dean, Undergraduate and Graduate Studies; Professor, Electrical & Computer Engineering/College of Engineering, Office of the Dean/Faculty	09/01/20	\$153,398.00 12 mo	Title change from Associate Dean, Undergraduate Studies; salary reflective of temporary salary reduction
Chan, Chien-Chung	Professor Emeritus, Computer Science/Department of Computer Science/Faculty (BUF)	08/21/20		Title change; award of emeritus status
Dhinojwala, Ali	Interim Director, School of Polymer Science & Polymer Engineering; Professor, Polymer Science; H. A. Morton Professor of Polymer Science/School of Polymer Science & Polymer Engineering/Faculty	07/01/20 06/30/21	\$236,385.00 12 mo	Title change from Interim Dean, College of Polymer Science & Polymer Engineering; salary reflective of temporary salary reduction
Eagan, James	Assistant Professor, Polymer Science/School of Polymer Science & Polymer Engineering/Faculty (BUF)	08/24/20	\$95,000.00 9 mo	Extension of tenure probationary period from Fall 2025 to Fall 2026
Joy, Abraham	Professor, Polymer Science; Assistant Director, Graduate Admissions/School of Polymer Science & Polymer Engineering/Faculty (BUF)	08/24/20 05/16/21	\$130,155.00 9 mo	Additional title of Assistant Director, Graduate Admissions
King, Hunter	Assistant Professor, Polymer Science; Assistant Professor, Biology/School of Polymer Science & Polymer Engineering/Faculty (BUF)	08/24/20	\$99,836.00 9 mo	Extension of tenure probationary period from Fall 2022 to Fall 2023

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Liu, Chunming	Assistant Professor, Polymer Science; Assistant Professor, Chemistry/School of Polymer Science & Polymer Engineering/Faculty (BUF)	08/24/20	\$93,000.00 9 mo	Extension of tenure probationary period from Fall 2025 to Fall 2026
Liu, Tianbo	Professor, Polymer Science; Alex Schulman Chair of Polymer Science/School of Polymer Science & Polymer Engineering/Faculty (BUF)	10/01/20	\$185,303.00 9 mo	Relinquish Department Chair, Polymer Science assignment and \$15,409.00/12 mo temporary administrative stipend; salary change from \$226,482.00/12 mo; basis change from 12 mo to 9 mo
McKenzie, Ruel	Assistant Professor, Polymer Engineering/School of Polymer Science & Polymer Engineering/Faculty (BUF)	08/24/20	\$97,346.00 9 mo	Extension of tenure probationary period from Fall 2024 to Fall 2025
Saleeb, Atef F.	Distinguished Professor Emeritus, Civil Engineering/Department of Civil Engineering/Faculty (BUF)	08/21/20		Title change; award of emeritus status
Sancaktar, Erol	Professor Emeritus, Polymer Engineering/School of Polymer Science & Polymer Engineering/Faculty (BUF)	07/31/20		Title change; award of emeritus status
Shubat, Larry C.	Professor Emeritus, Surveying & Mapping Technology/Division of Engineering & Science Technology/Faculty (BUF)	05/31/20		Title change; award of emeritus status
Soucek, Mark	Professor, Polymer Engineering; Sundar L. Aggarwal Professor/School of Polymer Science & Polymer Engineering/Faculty (BUF)	10/01/20	\$148,092.00 9 mo	Relinquish Department Chair, Polymer Engineering assignment and \$14,400.00/12 mo temporary administrative stipend; salary change from \$181,001.00/12 mo; basis change from 12 mo to 9 mo
Tayebeh Khabaz, Fardin	Assistant Professor, Polymer Engineering; Assistant Professor, Chemical, Biomolecular & Corrosion Engineering/School of Polymer Science & Polymer Engineering/Faculty (BUF)	08/24/20	\$95,000.00 9 mo	Extension of tenure probationary period from Fall 2026 to Fall 2027

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Leave</u>				
Dhinojwala, Ali	Interim Director, School of Polymer Science & Polymer Engineering; Professor, Polymer Science; H. A. Morton Professor of Polymer Science/School of Polymer Science & Polymer Engineering/Faculty	07/01/21 06/30/22	\$262,650.00 12 mo	Paid sabbatical leave of absence
Jia, Li	Professor, Polymer Science; Professor, Chemistry/School of Polymer Science & Polymer Engineering/Faculty (BUF)	08/24/20 12/20/20	\$141,326.00 9 mo	Amend action approved at February 12, 2020 meeting of the Board of Trustees; 50% leave without compensation; Professional Development Leave date change from academic year 2020-2021
<u>Separation</u>				
Braun, Minel J.	Distinguished Professor, Mechanical Engineering/ Department of Mechanical Engineering/Faculty (BUF)	08/31/20	\$182,714.00 9 mo	Retirement per Article 16 Section 11
College of Health Professions				
<u>Appointment/Reappointment</u>				
Biddle, Stacia E.	Associate Professor, Respiratory Therapy/School of Allied Health/Faculty (BUF)	08/24/20 05/16/21	\$7,920.00 9 mo (stipend)	30-hour load stipend for academic year 2020-2021
Carlin, Charles H.	Associate Professor - Summer/School of Speech-Language Pathology & Audiology/Faculty (BUF)	05/18/20 07/12/20	\$4,100.00 summer session (stipend)	Temporary administrative stipend for Speech-Language Pathology Program Coordinator duties
		08/17/20 08/23/20	\$2,050.00 for the period	Payment for Crisis Prevention Intervention (CPI) Clinical Instruction
Chiu, Sheau-Huey	Associate Professor - Summer/School of Nursing/Faculty (BUF)	06/08/20 07/12/20	\$6,150.00 summer session	Payment for summer teaching
Ellis, John M.	Professor of Instruction - Summer/School of Social Work/Faculty (BUF)	06/01/20 06/30/20	\$4,223.00 for the period	Payment for grant-funded work with Substance Abuse and Mental Health Services Administration (SAMHSA) grant for suicide prevention
Graor, Christine H.	Associate Professor - Summer/School of Nursing/Faculty (BUF)	06/08/20 08/16/20	\$1,845.00 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>
Haas, Marc	Associate Professor, Respiratory Therapy/School of Allied Health/Faculty (BUF)	08/24/20 05/16/21	\$7,920.00 9 mo (stipend)	30-hour load stipend for academic year 2020-2021
Juravich, Matthew	Associate Professor - Summer/Department of Sport Science & Wellness Education/Faculty (BUF)	07/13/20 08/16/20	\$2,152.50 summer session	Payment for summer teaching
Kraft, Kristine N.	Associate Professor - Summer/School of Allied Health/Faculty	06/08/20 08/02/20	\$3,854.00 summer session	Payment for summer teaching
	Associate Professor, Allied Health/School of Allied Health/Faculty	09/01/20 06/30/21	\$8,267.00 10 month (stipend)	30-hour load stipend for 2020-2021 10-month contract
Lee, Seungbum	Professor - Summer/Department of Sport Science & Wellness Education/Faculty (BUF)	07/13/20 08/16/20	\$13,965.00 summer session	Payment for summer teaching
Miller, Erin L.	Professor of Instruction - Summer/School of Speech-Language Pathology & Audiology/Faculty (BUF)	05/18/20 07/12/20	\$3,300.00 summer session (stipend)	Temporary administrative stipend for Northeast Ohio Doctor of Audiology Consortium Program Coordinator duties
Owens, Delila	Associate Professor - Summer/School of Counseling/Faculty (BUF)	07/13/20 08/16/20	\$6,150.00 summer session	Payment for summer teaching
Palmer, Lori J.	Professor of Instruction - Summer/School of Speech-Language Pathology & Audiology/Faculty (BUF)	07/13/20 08/16/20	\$1,650.00 summer session	Payment for management of American Sign Language Program
Patton, Rikki A.	Associate Professor - Summer/School of Counseling/Faculty (BUF)	07/01/19 08/25/19	\$4,158.00 for the period	Payment for grant-funded summer research
Shanks, Linda C.	Associate Professor - Summer/School of Nursing/Faculty (BUF)	07/13/20 08/16/20	\$12,300.00 summer session	Payment for summer teaching
Sigal Papp, Kathern L.	Senior Lecturer/School of Speech-Language Pathology & Audiology/Faculty	08/24/20 12/20/20	\$5,042.88 fall semester	Additional pay for part-time teaching assignment
Sonstrom Malowski, Kristine E.	Assistant Professor - Summer/School of Speech-Language Pathology & Audiology/Faculty (BUF)	05/18/20 07/12/20	\$3,550.00 summer session (stipend)	Temporary administrative stipend for Audiology Graduate Program Coordinator duties

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Willett, Stacy L.	Professor - Summer/Disaster Science & Emergency Services/Faculty (BUF)	06/08/20 07/12/20	\$16,387.50 summer session	Payment for summer teaching
Zelko, Michele I.	Professor of Instruction - Summer/School of Nursing/Faculty (BUF)	07/13/20 08/16/20	\$9,075.00 summer session	Payment for summer teaching
Zhao, Baomei	Professor - Summer/School of Social Work/Faculty (BUF)	07/13/20 08/16/20	\$7,125.00 summer session	Payment for summer teaching

Change

MacCracken, Mary J.	Professor Emeritus, Sport Science & Wellness Education/Department of Sport Science & Wellness Education/Faculty (BUF)	07/31/20		Title change; award of emeritus status
Perkowski, Marilyn	Professor of Instruction Emeritus, Nursing/School of Nursing/Faculty (BUF)	08/21/20		Title change; award of emeritus status
Schwartz, Robert M.	Professor Emeritus, Emergency Management/Disaster Science & Emergency Services/Faculty (BUF)	05/31/20		Title change; award of emeritus status
Sutter, Carolyn J.	Professor of Instruction, Nursing; Coordinator, Nurse Practitioner Tracks/School of Nursing/Faculty (BUF)	08/24/20	\$80,469.00 9 mo	Additional title for Coordinator, Nurse Practitioner Tracks assignment

School of Law

Appointment/Reappointment

Benedict O'Brien, Alisa N.	Senior Lecturer/Law - Instruction/Faculty	08/24/20 12/20/20	\$5,253.00 fall semester	Additional pay for part-time teaching assignment
Gentithes, Michael	Assistant Professor - Summer/Law - Instruction/Faculty	07/01/20 07/31/20	\$2,000.00 for the period	Payment for grant-funded summer research
Lee, Brant T.	Professor - Summer/Law - Instruction/Faculty	07/01/20 07/31/20	\$3,000.00 for the period	Payment for grant-funded summer research
Schultz, Mark	Professor - Summer/Law - Instruction/Faculty	05/11/20 08/23/20	\$12,932.00 for the period	Payment for grant-funded research and administration of the CREATE Grant

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Change				
Korzun, Vera	Associate Professor, Law/Law - Instruction/Faculty	08/24/20	\$118,022.00 9 mo	Amend action approved at August 12, 2020 meeting of the Board of Trustees; promotion in rank; salary change from \$119,940.00/9 mo to \$124,234.00/9 mo to correct promotional increase; salary reflective of temporary salary reduction

University Libraries

Appointment/Reappointment

Biddinger, Mary	Professor, English/Department of English/Faculty (BUF)	04/15/20	\$4,361.00 one time payment	Payment for review of 623 Akron Poetry Prize manuscripts per series editor contract
Bove, Frank J.	Associate Professor, Bibliography; Electronic Resources Librarian; Coordinator, Acquisitions Services/University Libraries, Electronic Services/Faculty (BUF)	07/01/20 08/21/20	\$8,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Coordinator assignment; base salary is \$73,678.00/12 mo

Wayne Campus

Appointment/Reappointment

Hartsock, Angela	Associate Professor, Biology; Associate Director, Regional Campuses/Biology-Wayne Campus/Faculty (BUF)	06/01/20 08/31/20	\$6,000.00 for the period (stipend)	Temporary administrative stipend and additional title for Associate Director assignment; base salary is \$66,863.00/9 mo
	Associate Professor - Summer/Chemistry-Wayne Campus/Faculty (BUF)	07/13/20 08/16/20	\$8,200.00 summer session	Payment for summer teaching
	Associate Professor, Biology; Associate Director, Regional Campuses/Biology-Wayne Campus/Faculty (BUF)	08/24/20 05/16/21	\$18,000.00 9 mo (stipend)	Temporary administrative stipend and additional title for Associate Director assignment; base salary is \$66,863.00/9 mo
Snow, Alan J.	Associate Professor - Summer/Biology-Wayne Campus/Faculty (BUF)	07/13/20 08/16/20	\$9,225.00 summer session	Payment for summer teaching
Wadia, Adil M.	Associate Professor - Summer/Geosciences-Wayne Campus/Faculty (BUF)	07/13/20 08/16/20	\$7,687.50 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Woods, Douglas B.	Associate Professor - Summer/Accounting-Wayne Campus/Faculty (BUF)	06/29/20 09/06/20	\$6,150.00 for the period	Payment for summer teaching
<u>Change</u>				
Obiekwe, Jerry C.	Professor Emeritus, Mathematics/Mathematics-Wayne Campus/Faculty (BUF)	07/31/20		Title change; award of emeritus status
Ronccone II, John E.	Associate Professor - Summer/Sports Science & Wellness Education- Wayne Campus/Faculty (BUF)	05/18/20 08/16/20	\$779.00 for the period	Amend action approved at August 12, 2020 meeting of the Board of Trustees; title change from Professor - Summer

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
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**EMPLOYEE PERSONNEL ACTIONS
ADDENDUM**

Division of Student Affairs

Change

Olson,Alma E.	Nurse Practitioner/Health Services/Contract Professional	12/31/20	\$87,695.00 12 mo	Amend action approved at July 15, 2020 meeting of the Board of Trustees; retirement date changed from 9/30/20
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Office of Academic Affairs

Leave

Proenza, Luis M.	President Emeritus; Professor, Biology; University Professor; Trustees Chair in Higher Education & the Economy; Adjunct Professor, Education; Adjunct Professor, Political Science/Office of Academic Affairs/Faculty	08/24/20 01/01/21	\$341,445.00 9 mo	100% leave without compensation; relinquish \$50,000.00/12 month stipend for Trustees Chair in Higher Education & the Economy
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Separation

Proenza, Luis M.	President Emeritus; Professor, Biology; University Professor; Trustees Chair in Higher Education & the Economy; Adjunct Professor, Education; Adjunct Professor, Political Science/Office of Academic Affairs/Faculty	01/01/21	\$341,445.00 9 mo	Retirement
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Buchtel College of Arts & Sciences

Appointment/Reappointment

Fridline, Mark	Professor of Instruction, Statistics; Associate Department Chair, Statistics; BSMD Enrollment Coordinator/Department of Statistics/Faculty (BUF)	08/24/20	\$68,725.00 9 mo	Relinquish temporary additional title for Associate Department Chair, Computer Science assignment
Lin, Yang Y.	Professor, Communication; Director, Confucius Institute/School of Communication/Faculty (BUF)	08/24/20 05/16/21	\$97,808.00 9 mo	Temporary additional title for Director assignment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Leave				
Holliday,Gary	Associate Professor, Education/LeBron James Family Foundation School of Education/Faculty (BUF)	01/11/21 05/16/21	\$80,154.00 9 mo	Amend action approved at February 12, 2020 meeting of the Board of Trustees; 100% leave with compensation; Professional Development Leave deferred to spring 2021
College of Business Administration				
<u>Appointment/Reappointment</u>				
Kim,Il-Woon	Professor, Accounting & International Business; Associate Director, Institute for Global Business/George W. Daverio School of Accountancy/Faculty (BUF)	08/24/20 05/16/21	\$4,500.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Associate Director assignment; base salary is \$186,690.00/9 mo
Mulholland,Barry S.	Assistant Professor of Practice, Finance; Director, Financial Planning Programs/Department of Finance/Faculty (BUF)	08/24/20 05/16/21	\$15,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$110,000.00/9 mo
Newman, Melinda	Associate Professor, Finance; Director, Financial Management Program/Department of Finance/Faculty (BUF)	10/01/20 05/16/21	\$163,362.00 9 mo	Additional title for Director assignment
Schulte,Sheri B.	Associate Professor of Practice, Management; Assessment Officer/Department of Management/Faculty (BUF)	08/24/20 05/16/21	\$6,000.00 9 mo (stipend)	Extension of temporary title and administrative stipend for Assessment Officer assignment; base salary is \$78,836.00/9 mo
Vijayaraman,Bindiganavale S.	Professor, Management & Information Systems; Director, Center for Information Technologies & e-Business; Coordinator, Information Systems Management Program/Department of Management/Faculty (BUF)	08/24/20 05/16/21	\$159,698.00 9 mo	Extension of temporary titles for Director and Coordinator assignments

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Change</u>				
Thomson,James B.	Interim Associate Dean, College of Business Administration; Department Chair, Finance; Professor, Finance/College of Business Administration, Office of the Dean/Faculty	07/01/20	\$187,119.00 12 mo	Amend action approved at August 12, 2020 meeting of the Board of Trustees; relinquish \$3,600.00/12 mo temporary administrative stipend for Department Chair assignment; salary reflective of temporary salary reduction
	Associate Dean, College of Business Administration; Department Chair, Finance; Professor, Finance/College of Business Administration, Office of the Dean/Faculty	10/01/20	\$187,119.00 12 mo	Title change from Interim Associate Dean, College of Business Administration; salary reflective of temporary salary reduction
College of Engineering				
<u>Appointment/Reappointment</u>				
Gao,Xiaosheng	Professor, Mechanical Engineering; Associate Chair, Graduate Programs, Mechanical Engineering/Department of Mechanical Engineering/Faculty (BUF)	08/24/20 05/16/21	\$2,500.00 9 mo (stipend)	Extension of temporary title and administrative stipend for Associate Chair assignment; base salary is \$122,667.00/9 mo
Sawyer,Scott D.	Associate Professor, Mechanical Engineering; Associate Chair, Undergraduate Programs, Mechanical Engineering/Department of Mechanical Engineering/Faculty (BUF)	08/24/20 05/16/21	\$2,500.00 9 mo (stipend)	Extension of temporary title and administrative stipend for Associate Chair assignment; base salary is \$100,897.00/9 mo
<u>Change</u>				
O'Neil,Timothy W.	Professor, Computer Science; Department Chair, Computer Science/Department of Computer Science/Faculty	07/01/20	\$141,824.00 12 mo	Relinquish Department Chair, Statistics appointment; salary reflective of temporary salary reduction
Tavana,Hossein	Professor, Biomedical Engineering/Department of Biomedical Engineering/Faculty (BUF)	08/24/20	\$113,976.00 9 mo	Amend action approved at August 12, 2020 Board of Trustees meeting; relinquish joint appointment with Mechanical Engineering and Chemical, Biomolecular & Corrosion Engineering

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
120	22148	Research Billing Sys Analyst	Exempt		8/31/2020
124	24354	Public Liaison/AssocDir RCBIAP	Exempt		7/1/2020
125	24553	University Registrar	Exempt		8/1/2020
125	24560	Exec Dir Acad Adv & Support	Exempt		8/1/2020
118	27746	Coord Employer Relations	Exempt		7/16/2020
120	28739	Mgr Marketing & Events	Exempt		8/3/2020
999	29264	Head Diving & Asst Swim Coach	Exempt		7/17/2020
999	29991	Computer Help Desk Asst	Non-exempt		9/11/2020
223	T23334	Mgr Applications Development	Exempt		8/1/2020

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	41345	Coord Admin Svcs-CHP	Non-exempt		8/31/2020

THE UNIVERSITY OF AKRON
Organizational/Department Name Change

In accordance with rule 3359-2-02, the following recommendations for changes are noted for approval by the Board of Trustees, and upon approval, the Secretary of the Board of Trustees is authorized to effect appropriate changes in rules of the Board of Trustees to reflect these changes in titles, reporting or organizations relationships, or other such designations or changes:

Department Name Change:

Effective date: November 1, 2020

FROM: UA Solutions
TO: Workforce Training Solutions

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 Talent Development & 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 Talent Development & 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 Talent Development & 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 Talent Development & 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- -20

Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Gary L. Miller, dated October 14, 2020, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 2

**FINANCIAL REPORT FOR THE
FISCAL YEAR ENDED JUNE 30, 2020**

FINANCE & ADMINISTRATION COMMITTEE

TAB 2

**FINANCIAL REPORT FOR THE
FISCAL YEAR ENDED JUNE 30, 2020**



DATE: September 28, 2020

TO: Stephen R. Storck, Interim Chief Financial Officer
Amy Gilliland

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

**SUBJECT: General Fund, Auxiliary Funds, and Departmental Sales and Services Funds:
Budget to Actual Results for the Fiscal Year Ended June 30, 2020**

As requested, the Office of Resource Analysis & Budgeting provides the accompanying Financial Report for the year ended June 30, 2020 for the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds (Akron and Wayne combined) together with accompanying FY20 budget assumptions and narratives.

While tuition and fee revenues, State Share of Instruction, indirect cost recovery, and investment income fell short of budget, scholarship awards were significantly less thus total revenues were approximately \$231,000 less than budget. Total expenditures were \$13.1 million less than budget while transfers-out other were 1.5 million greater than budget. Of note is the significant reduction in the draw on operating reserves in FY2020. As stated in the January 31, 2020 General Fund Financial Report, the projected draw on General Fund operating reserves at that time was estimated to be the same as the amount budgeted for the fiscal year, \$11.6 million. As of March 31, the projected draw on General Fund operating reserves for the fiscal year was estimated to be \$6.4 million and as of May 31, 2020 it was estimated to be \$2.6 million. As of June 30, 2020, the draw on the General Fund operating reserves was \$2.4 million.

This reduction in the utilization of General Fund operating reserves is largely attributable to expenditure reductions which occurred as a result of the University operating in a remote mode of instruction beginning in mid-March and continuing through the end of the fiscal year. Due to the absence of students, faculty, and staff on campus, expenditures for utilities were \$2.7 million less than budget. Specifically, expenditures for electricity, natural gas, water, and sewer were significantly diminished. Compensation expenditures were \$3.7 million less than budget while expenditures by faculty for research start-ups were \$1.2 million less than budget. In addition, management carefully monitored expenditures, including travel, and limited them to those deemed essential as a result of the reduction in revenues due to the COVID-19 pandemic. This resulted in other operating expenditures being \$6.7 million less than budget. Fiscal year 2020 was a very unusual year as a result of the COVID-19 pandemic and the significant reduction in operating expenditures should be viewed as a one-time event.

Lastly, the CARES funding the University received was utilized to offset the loss of room, board, and student fee revenues resulting from the need to essentially close the residence halls in mid-March. This helped to mitigate the loss of revenues the University incurred due to the pandemic. This Financial Report should be presented for consideration and approval at the October 14, 2020 Board of Trustees meeting.

The University of Akron
General Fund, Auxiliary Funds, and Departmental Sales and Services Funds
Budget to Actual Results
For the Fiscal Year Ended June 30, 2020

Table of Contents

<u>Description</u>	<u>Page</u>
General Fund Budget and Actual (Akron and Wayne Combined).....	1
General Fund FY20 Budget Assumptions (Akron and Wayne Combined)	2
General Fund Narrative (Akron and Wayne Combined).....	5
Auxiliary Funds Budget and Actual	9
Auxiliary Funds FY20 Budget Assumptions.....	18
Auxiliary Funds Narrative	22
Departmental Sales and Services Funds Budget and Actual	32
Departmental Sales and Services Funds FY20 Budget Assumptions.....	38
Departmental Sales and Services Funds Narrative	41

GENERAL FUND

For the Fiscal Year Ended June 30, 2020

The University of Akron
Akron and Wayne General Fund Combined
FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020 with FY19 Comparisons

	FY19	FY20				
	YTD	Approved Budget	YTD June 30	Actual to Budget		
	June 30			\$		%
Tuition & General Service Fees	\$186,251,268	\$178,742,000	\$175,612,417	(\$3,129,583)		
Other Fees	21,732,648	21,495,000	20,352,098	(1,142,902)		
Scholarships	(52,787,389)	(61,764,000)	(52,693,281)	9,070,719		
Net Tuition and Fees	155,196,527	138,473,000	143,271,234	4,798,234		103%
State Share of Instruction	101,851,513	99,139,000	95,193,364	(3,945,636)		
Indirect Cost Recovery	5,188,151	5,247,000	4,702,402	(544,598)		
Investment Income	1,087,866	1,410,000	735,189	(674,811)		
Miscellaneous Revenues	1,959,430	2,571,000	2,707,107	136,107		
Total Revenues	265,283,487	246,840,000	246,609,296	(230,704)		100%
Payroll	140,283,371	139,719,000	139,337,606	381,394		
Fringes	50,643,511	43,853,000	40,572,875	3,280,125		
Total Compensation	190,926,882	183,572,000	179,910,481	3,661,519		98%
Utilities	10,692,070	10,258,000	7,520,445	2,737,555		
Operating	33,846,757	36,515,000	29,794,728	6,720,272		
Total Non Personnel	44,538,828	46,773,000	37,315,173	9,457,827		80%
Total Expenditures	235,465,710	230,345,000	217,225,654	13,119,346		94%
Net Before Transfers	29,817,777	16,495,000	29,383,642	12,888,642		
Transfers-In (Draw on Operating Reserves)	3,795,965	11,584,000	2,364,353	(9,219,647)		
Transfers-In Plant Fund and Other	2,569,633	1,000,000	1,131,571	131,571		
Advance-In	596,972	140,000	143,028	3,028		
Transfers-In Encumbrance	3,832,133	2,600,000	3,234,688	634,688		
Transfers-Out Plant Fund	(2,822,400)	(1,000,000)	(1,405,252)	(405,252)		
Transfers-Out Other	(34,369,392)	(30,819,000)	(32,313,545)	(1,494,545)		
Advance-Out	(77,000)	0	(120,000)	(120,000)		
Transfers-Out - Encumbrance	(3,343,688)	0	(2,418,485)	(2,418,485)		
Net Transfers	(29,817,776)	(16,495,000)	(29,383,642)	(12,888,642)		
Difference	\$0	\$0	\$0	\$0		

The University of Akron
Akron and Wayne General Fund Combined
FY 2020 Budget Assumptions

Revenues

Tuition & General Service Fees

- Overall blended enrollment reduction of over four percent; and
- Tuition and certain fee increase of one and a half percent for the fall 2019 Tuition Guarantee Cohort.

Other Fees

- Overall blended enrollment reduction of over four percent.

Scholarships

- Undergraduate, \$46.2 million including College Credit Plus and Early College;
- Graduate assistant fee remissions, \$11.7 million; and
- Law School, \$3.9 million.

State Share of Instruction

- Based upon information received from the Ohio Department of Higher Education.

Indirect Cost Recovery

- No significant change as compared to FY19; and
- Distributions now limited to the Principal Investigator at 10 percent with remainder to the Center.

Investment Income

- Market fluctuations either way will impact the actual amount.

Miscellaneous Revenues

- Major revenues include \$1 million from the University of Akron Research Foundation, and \$0.5 million from Federal energy tax credit.

Expenditures

Payroll and Vacancies

- Four percent increase pursuant to collective bargaining agreements;
- A raise pool equivalent to two percent for qualifying non-represented employees;
- \$4.3 million of vacancy savings created by employee departures until a replacement employee is hired; and
- \$1 million in reallocation of General Fund compensation to grants, leaves without pay, and professional development leaves.

The University of Akron
Akron and Wayne General Fund Combined
FY 2020 Budget Assumptions

Fringes

- Pooled fringe rate reduced from 37 percent for full time employees to 32 percent and a further percentage reduction;
- Reduced percentage allocated to the self-insurance fund from the General Fund in the amount of \$1.5 million; and
- Voluntary Retirement Incentive Program (VRIP) year two installment in the amount of \$0.9 million.

Utilities

- Electric, natural gas, and water and sewer.

Operating

- The designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to roughly follow the four percent enrollment decline;
- 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;
- The unit allocations reflect adjustments recommended as part of the reduction process, including elimination of revenue share allocations and college and department level IDC distributions while the Center assumes certain research related costs in the amount of \$0.6 million;
- State minimum wage adjustment; and
- Assumes \$2 million underspending of awarded spending authority.

Other

Transfers-In

- Assumes \$11.6 million from operating reserves; and
- \$1 million from plant fund reserves.

Advances-In

- National Museum of Psychology; and
- CAST in support of the Musson Industrial Control Systems Test Bed.

Transfers-Out Plant Fund

- Capital projects will be funded by \$1 million.

Transfers-Out Other

- Transfers to Auxiliaries of General Services Fee, \$11.9 million; Other, \$12.7 million (operations and debt service); and Facilities Fee, \$6.3 million.
- The Facilities Fees maintains a reserve, and a portion of that reserve, in the amount of \$1.9 million, will be used to help service the Auxiliaries' debt service for FY20;

The University of Akron
Akron and Wayne General Fund Combined
FY 2020 Budget Assumptions

therefore, a reduction to Transfers-Out Other was applied to the Student Union, Recreation Center, and Athletics, respectively by \$1.9 million.

	Original General Service Fees	Actual General Service Fees	Original Facilities Fees	Actual Facilities Fees	Original Other Support	Actual Other Support	Original Totals	Actual
Athletics	\$ 11,858,000	\$ 11,631,000	\$3,259,000	\$2,958,000	\$ 7,677,000	\$ 9,699,000	\$ 22,794,000	\$ 24,288,000
E.J. Thomas PAH	-	-	-	-	840,000	840,000	840,000	840,000
Recreation & Wellness Services	-	-	1,106,000	1,004,000	2,136,000	2,238,000	3,242,000	3,242,000
Jean Hower Taber Student Union	-	-	1,902,000	1,726,000	2,042,000	2,218,000	3,944,000	3,944,000
Total	\$ 11,858,000	\$ 11,631,000	\$6,267,000	\$5,688,000	\$ 12,695,000	\$ 14,995,000	\$ 30,820,000	\$ 32,314,000

Debt Service

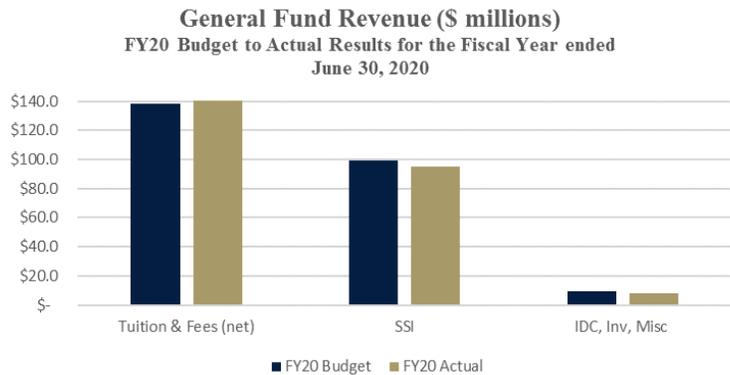
- The General Fund debt service requirement for FY20 reflects \$5 million temporary relief as a result of the debt deferral initiative, and reserves that reside in the plant and debt reserves will service the remaining \$7 million of FY20 General Fund debt service obligation.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020**

Revenues

Tuition & General Service Fees: Tuition & General Service Fees revenues total \$175.6 million or approximately 98 percent of the annual budget of \$178.7 million.

Tuition and General Service Fees tracked less than budget for much of the fiscal year. Summer 2020 credit hour production was in line with Summer 2019 and overall Tuition and General Service Fees came in as projected.



Other Fees: Other Fees revenues total \$20.4 million or approximately 95 percent of the annual budget of \$21.5 million. Spring fees are net of the \$1.2 million refund of Facilities Fees for the portion of the term the campus shifted to remote learning due to COVID-19 and reflect the CARES Act funds of \$924,000 and a \$276,000 reduction in scholarships awarded.

Other Fees include various student fees such as the Technology Fee (27 percent), Facilities Fee (28 percent), unit and course/content, Administrative, Career Advantage and other fees (45 percent). The University recently began to more routinely implement electronic content fees and those fees are charged to a student’s account, the proceeds of which then pass along to Barnes & Noble. This pass-through was about \$1.6 million for the fiscal year.

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 \$52.7 million or approximately 85 percent of the \$61.8 million annual budget. The fiscal year Scholarships include undergraduate (\$40.9 million), graduate tuition remission (\$8.3 million), and law (\$3.5 million) as compared to budgets of \$46.2 million, \$11.7 million, and \$3.9 million, respectively.

The \$40.9 million undergraduate scholarships includes College Credit Plus (\$5.4 million), Early College (\$1.9 million), and \$300,000 for the Making a Difference Moving Forward (MDMF) campaign.

Following the various fee credits to student accounts, scholarships reflect COVID-19 adjustments of \$265,000.

State Share of Instruction: State Share of Instruction (SSI) revenues total \$95.2 million or 96 percent of the annual budget of \$99.1 million.

The Ohio Department of Higher Education reduced the State Share of Instruction by \$3.8 million in response to the significant reduction of State of Ohio revenues related to the COVID-19 economic impact on state finances.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020**

Indirect Cost Recovery: IDC revenues total \$4.7 million or approximately 90 percent of the annual budget of \$5.2 million.

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

Investment Income: Investment Income revenues total \$735,000, or 52 percent of the annual budget of \$1.4 million.

Investment Income is based upon the size of the operating funds investment portfolio and interest rates. Historically, certain realized gains from operating funds that were immediately reinvested were considered investment income. During FY2019, that methodology was changed so that only earnings on the cash and cash equivalent operating funds were recognized for budgetary purposes, and the FY2019 YTD investment income reflects that methodology change.

Prior to COVID-19, the investment income was expected to fall short of budget by approximately \$400,000. With the impact of COVID-19 on the federal funds rates, the investment income totaled \$735,000 or \$675,000 less than budget.

Miscellaneous Revenues: Miscellaneous Revenues total \$2.7 million, or 105 percent of the annual budget of \$2.6 million. These revenues include \$1 million from The University of Akron Research Foundation, \$264,000 federal tax credit from the Energy Bond, and \$1.4 million from various other sources.

CARES Act – 50%: The federal government passed the CARES Act to support various government agencies in the wake of COVID-19. The University of Akron was appropriated \$14.2 million of Higher Education Emergency Relief Fund grant funds, 50 percent of which was designated as “emergency aid” for students. Of the remaining 50 percent, \$6.1 million, was used to offset refunds of room, board, and facilities fees to students in FY20. The remaining \$1 million of funding will be utilized in FY21 to help offset any refunds granted to students or for other eligible COVID-19 related expenditures.

The student portion does not represent operating resources and therefore is not recorded with the General Fund, while the usage stipulation for the remaining 50 percent was treated as a federal grant.

Compensation: Payroll expenditures total \$139.3 million or approximately 100 percent of the annual budget of \$139.7 million.

Payroll and Fringe benefit expenditures were \$180 million, or \$3.7 million less than budget.

Utilities: The Utilities charges of \$7.5 million are net of a credit on a water bill that reduced the expenditures by \$400,000 and a prior year adjustment of \$1 million. Following the March partial campus shut down, the utility usage for the final quarter was much reduced.

Employee Type	Actual YTD
Faculty	\$78,421,000
Staff	29,696,000
Contract Professionals	25,813,000
Graduate Assistants	5,407,000
Total Payroll	\$139,337,000
<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 FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020**

Operating: Operating expenditures total \$29.8 million which is \$6.7 million less than the annual budget of \$36.5 million. Spending in the last quarter of the fiscal year was significantly less than expected as the campus was operating in compliance with COVID-19 pandemic staffing and operating restrictions.

Functional Category	Actual YTD
Instruction and Departmental Research	\$114,520,000
Separately Budgeted Research	3,788,000
Public Service	168,000
Academic Support	26,682,000
Student Services	11,843,000
Institutional Support	41,167,000
Operation and Maintenance of Plant	17,854,000
Scholarships and Fellowships	53,809,000
Total Expenditures by Function	<u>\$269,831,000</u>

Note: The expenditures are summarized by functional classification.

These expenditures are incurred within the operating units primarily for software licenses, supplies and services, transcribing, advertising, travel, biennial football tickets, and occasionally smaller dollar capital items such as personal computers and equipment.

Transfers, Advances and Loan

Transfers-In (Draw on Operating Reserves): The annual budget assumed a draw on operating reserves totaling \$11.6 million. Year-end results require a draw on operating reserves of \$2.4 million. This reduction in the utilization of General Fund operating reserves is largely attributable to expenditure reductions which occurred as a result of the University operating in remote mode beginning in mid-March and continuing through the end of the fiscal year. Due to the absence of students, faculty and staff on campus, expenditures for utilities were \$2.7 million less than budget. Specifically, expenditures for electricity, natural gas, water, and sewer were significantly diminished. This resulted not only from the lack of demand but also due to management’s efforts to reduce the temperature in buildings during the heating season while increasing them during the cooling season. The need for interior lighting was greatly diminished as was the need for domestic water in restrooms. Compensation expenditures were \$3.7 million less than budget while expenditures by faculty for research start-ups were \$1.2 million less than budget. In addition, management carefully monitored expenditures, including travel, and limited them to those deemed essential as a result of the reduction in revenues due to the COVID-19 pandemic. This resulted in other operating expenditures being \$6.7 million less than budget. Fiscal year 2020 was a very unusual year as a result of the COVID-19 pandemic and the significant reduction in operating expenditures should be viewed as a one-time event. Lastly, the CARES funding the University received was utilized to offset the loss of room, board, and student fee revenues resulting from the need to essentially close the residence halls in mid-March. This helped to mitigate the loss of revenues the University incurred due to the pandemic.

Transfers-In Plant Fund and Other: The annual budget reflected \$1 million from reserves for plant fund projects to be transferred in as needed. The transfer-in also reflects a remaining FY2019 balance within Student Recreation and Wellness Services, which was returned to the General Fund.

Transfers-Out Plant Fund: The following activities relate to plant fund transfers:

- \$550,000 Kolbe roof replacement;
- \$240,000 Energy Center chiller rebuild project;

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020**

- \$225,000 James A. Rhoades arena air conditioner;
- \$200,000 Auburn Science and Engineering Center (ASEC) insulation;
- \$138,000 Lakewood renovations for distance learning;
- \$90,900 Polsky building waterproofing;
- \$85,000 Jackson Field track design;
- \$50,000 to relocate the International Programs Office;
- (\$20,600) returned to General Fund upon completion of energy center boiler project;
- (\$24,000) returned to the Art Department upon completion of a Folk Hall renovation project;
- (\$30,900) returned to General Fund upon completion of sand filtering system;
- (\$33,500) returned to General Fund upon completion of E.J. Thomas lighting project; and
- (\$65,000) returned to General Fund upon completion of Akron Engineering Research Center (AERC) air chiller replacement.

Transfers-Out Other: Transfers-Out Other represents operating and debt service support for auxiliary units in the form of Facilities Fees, General Service Fees, and Other Support. Based upon the enrollment difference to budget and the fiscal performance within certain auxiliaries including the clearing of a previous Athletic deficit and the reclassification of a portion of the men’s soccer loan to a transfer, both the mix and magnitude of the transfers changed and increased, respectively.

The biennial football ticket purchase approximating \$600,000 is not reflected within transfers, but it is recorded as an operating expenditure within the General Fund and as a revenue within Athletics.

The total transfers of \$32.3 million exceed the budget by \$1.5 million. This difference reflects incremental support to auxiliaries.

Advances In/Out:

	Balance July 1, 2019	Loans Advances-Out	Repayments Advances-In	Balance June 30, 2020
Musson Industrial Control System Test Bed	\$ 93,028	\$ 70,000	\$ 93,028	\$ 70,000
Cummings Center	10,000	50,000	50,000	10,000
Total	<u>\$ 103,028</u>	<u>\$ 120,000</u>	<u>\$ 143,028</u>	<u>\$ 80,000</u>

Fundraising efforts to cover the \$170,000 advanced for Men’s Soccer salary increases fell short of goal and only \$45,000 was raised. The unsettled portion in the amount of \$163,000 was reclassified from an advance to a transfer.

Loan: 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. Initially, \$700,000 was accessed while \$400,000 was repaid as of June 30, 2020; therefore, \$300,000 remains outstanding. The loan will be further accessed for remaining project phases as other pledge commitments are secured.

AUXILIARY FUNDS

For the Fiscal Year Ended June 30, 2020

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020 with FY19 Comparisons

Auxiliary Funds Combined	FY19		FY20		
	YTD June 30	Approved Budget	YTD June 30	Actual to Budget	
				\$	%
Revenues	\$43,233,817	\$42,450,000	\$36,627,478	(\$5,822,522)	86%
Payroll	10,311,448	10,810,000	10,891,539	(81,539)	
Fringes	4,329,956	3,844,000	3,742,439	101,561	
Total Compensation	14,641,404	14,654,000	14,633,978	20,022	100%
Operating	29,994,659	28,131,000	24,227,608	3,903,392	
Scholarships	6,506,067	7,004,000	6,265,978	738,022	
Total Non Personnel	36,500,726	35,135,000	30,493,586	4,641,414	87%
Total Expenditures	51,142,130	49,789,000	45,127,564	4,661,436	91%
Net Before Transfers	(7,908,313)	(7,339,000)	(8,500,086)	(1,161,086)	
Transfers-In - Facilities Fee	9,306,997	8,179,000	7,600,464	(578,536)	
Transfers-In - General Service Fee	12,066,760	11,858,000	11,631,000	(227,000)	
Transfers-In - Other-Debt Service	0	1,361,000	1,939,795	578,795	
Transfers-In - Other	16,231,440	11,365,000	13,098,257	1,733,257	
Transfers-In - Fund Balance	0	1,066,000	1,403,284	337,284	
Transfers-In - Plant Fund	50,601	0	0	0	
Transfers-In - Encumbrances	271,152	0	137,044	137,044	
Transfers-Out - Plant Fund	(2,116,897)	0	(143,559)	(143,559)	
Transfers-Out - Encumbrances	(137,044)	0	(88,353)	(88,353)	
Transfers-Out - Other	0	0	(119,331)	(119,331)	
Transfers-Out - Debt Service	(25,798,462)	(25,780,000)	(25,780,171)	(171)	
Net Transfers	9,874,547	8,049,000	9,678,430	1,629,430	
Difference	\$1,966,234	\$710,000	\$1,178,345	\$468,345	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020 with FY19 Comparisons

Athletics	FY19	FY20			
	YTD	Approved Budget	YTD June 30	Actual to Budget	
	June 30			\$	%
Revenues	\$9,506,464	\$9,406,000	\$7,253,018	(\$2,152,982)	77%
Payroll	7,830,374	8,217,000	8,360,131	(143,131)	
Fringes	3,049,475	2,657,000	2,583,387	73,613	
Total Compensation	10,879,849	10,874,000	10,943,518	(69,518)	101%
Operating	13,191,831	10,062,000	10,073,914	(11,914)	
Scholarships	6,506,067	7,004,000	6,265,978	738,022	
Total Non Personnel	19,697,898	17,066,000	16,339,892	726,108	96%
Total Expenditures	30,577,747	27,940,000	27,283,410	656,590	98%
Net Before Transfers	(21,071,283)	(18,534,000)	(20,030,392)	(1,496,392)	
Transfers-In - Facilities Fee	4,828,318	4,254,000	3,952,630	(301,370)	
Transfers-In - General Service Fee	12,066,760	11,858,000	11,631,000	(227,000)	
Transfers-In - Other-Debt Service	0	708,000	1,009,044	301,044	
Transfers-In - Other	9,116,301	6,968,000	8,689,713	1,721,713	
Transfers-In - Fund Balance	0	0	0	0	
Transfers-In - Plant Fund	0	0	0	0	
Transfers-In - Encumbrances	37,088	0	12,817	12,817	
Transfers-Out - Plant Fund	0	0	0	0	
Transfers-Out - Encumbrances	(12,817)	0	(10,823)	(10,823)	
Transfers-Out - Other	0	0	0	0	
Transfers-Out - Debt Service	(4,964,367)	(4,962,000)	(4,961,674)	326	
Net Transfers	21,071,283	18,826,000	20,322,707	1,496,707	
Difference	\$0	\$292,000	\$292,315	\$315	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020 with FY19 Comparisons

Residence Life & Housing	FY19	FY20			
	YTD	Approved Budget	YTD June 30	Actual to Budget	
	June 30			\$	%
Revenues	\$19,014,962	\$19,119,000	\$17,440,272	(\$1,678,728)	91%
Payroll	802,538	845,000	816,738	28,262	
Fringes	345,161	307,000	301,270	5,730	
Total Compensation	1,147,699	1,152,000	1,118,008	33,992	97%
Operating	7,099,710	7,645,000	6,492,869	1,152,131	
Scholarships	0	0	0	0	
Total Non Personnel	7,099,710	7,645,000	6,492,869	1,152,131	85%
Total Expenditures	8,247,409	8,797,000	7,610,877	1,186,123	87%
Net Before Transfers	10,767,553	10,322,000	9,829,395	(492,605)	
Transfers-In - Facilities Fee	0	0	0	0	
Transfers-In - General Service Fee	0	0	0	0	
Transfers-In - Other-Debt Service	0	0	0	0	
Transfers-In - Other	0	0	0	0	
Transfers-In - Fund Balance	0	321,000	784,346	463,346	
Transfers-In - Plant Fund	0	0	0	0	
Transfers-In - Encumbrances	5,520	0	37,458	37,458	
Transfers-Out - Plant Fund	0	0	0	0	
Transfers-Out - Encumbrances	(37,458)	0	(8,192)	(8,192)	
Transfers-Out - Other	0	0	0	0	
Transfers-Out - Debt Service	(10,646,776)	(10,643,000)	(10,643,007)	(7)	
Net Transfers	(10,678,714)	(10,322,000)	(9,829,395)	492,605	
Difference	\$88,839	\$0	\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020 with FY19 Comparisons

EJ Thomas Performing Arts Hall	FY19	FY20			
	YTD	Approved Budget	YTD June 30	Actual to Budget	
	June 30			\$	%
Revenues	\$2,214,474	\$2,640,000	\$1,994,086	(\$645,914)	76%
Payroll	226,936	312,000	285,479	26,521	
Fringes	87,789	97,000	86,388	10,612	
Total Compensation	314,725	409,000	371,867	37,133	91%
Operating	2,322,437	2,775,000	1,954,106	820,894	
Scholarships	0	0	0	0	
Total Non Personnel	2,322,437	2,775,000	1,954,106	820,894	70%
Total Expenditures	2,637,162	3,184,000	2,325,973	858,027	73%
Net Before Transfers	(422,688)	(544,000)	(331,887)	212,113	
Transfers-In - Facilities Fee	0	0	0	0	
Transfers-In - General Service Fee	0	0	0	0	
Transfers-In - Other-Debt Service	0	0	0	0	
Transfers-In - Other	970,469	871,000	871,381	381	
Transfers-In - Fund Balance	0	0	0	0	
Transfers-In - Plant Fund	0	0	0	0	
Transfers-In - Encumbrances	28,832	0	0	0	
Transfers-Out - Plant Fund	(213,500)	0	33,483	33,483	
Transfers-Out - Encumbrances	0	0	(38,009)	(38,009)	
Transfers-Out - Other	0	0	0	0	
Transfers-Out - Debt Service	(326,899)	(327,000)	(326,631)	369	
Net Transfers	458,902	544,000	540,225	(3,776)	
Difference	\$36,214	\$0	\$208,338	\$208,338	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020 with FY19 Comparisons

Dining (Aramark)	FY19	FY20			
	YTD	Approved Budget	YTD June 30	Actual to Budget	
	June 30			\$	%
Revenues	\$4,060,090	\$3,186,000	\$2,434,450	(\$751,550)	76%
Payroll	78,915	38,000	96,843	(58,843)	
Fringes	262,982	250,000	279,904	(29,904)	
Total Compensation	341,897	288,000	376,747	(88,747)	131%
Operating	1,341,535	1,747,000	1,006,119	740,881	
Scholarships	0	0	0	0	
Total Non Personnel	1,341,535	1,747,000	1,006,119	740,881	58%
Total Expenditures	1,683,432	2,035,000	1,382,866	652,134	68%
Net Before Transfers	2,376,658	1,151,000	1,051,584	(99,416)	
Transfers-In - Facilities Fee	0	0	0	0	
Transfers-In - General Service Fee	0	0	0	0	
Transfers-In - Other-Debt Service	0	0	0	0	
Transfers-In - Other	0	0	0	0	
Transfers-In - Fund Balance	0	0	0	0	
Transfers-In - Plant Fund	0	0	0	0	
Transfers-In - Encumbrances	22,079	0	46,397	46,397	
Transfers-Out - Plant Fund	(8,397)	0	(175,064)	(175,064)	
Transfers-Out - Encumbrances	(46,397)	0	(24,017)	(24,017)	
Transfers-Out - Other	0	0	(12,000)	(12,000)	
Transfers-Out - Debt Service	(776,016)	(777,000)	(777,390)	(390)	
Net Transfers	(808,731)	(777,000)	(942,074)	(165,074)	
Difference	\$1,567,927	\$374,000	\$109,510	(\$264,490)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020 with FY19 Comparisons

Student Recreation & Wellness Services	FY19	FY20			
	YTD	Approved	YTD	Actual to Budget	
	June 30	Budget	June 30	\$	%
Revenues	\$609,309	\$640,000	\$507,555	(\$132,445)	79%
Payroll	554,518	558,000	541,913	16,087	
Fringes	242,342	229,000	198,076	30,924	
Total Compensation	796,860	787,000	739,989	47,011	94%
Operating	1,827,329	1,750,000	1,423,776	326,224	
Scholarships	0	0	0	0	
Total Non Personnel	1,827,329	1,750,000	1,423,776	326,224	81%
Total Expenditures	2,624,189	2,537,000	2,163,765	373,235	85%
Net Before Transfers	(2,014,880)	(1,897,000)	(1,656,210)	240,790	
Transfers-In - Facilities Fee	1,646,177	1,443,000	1,341,427	(101,573)	
Transfers-In - General Service Fee	0	0	0	0	
Transfers-In - Other-Debt Service	0	240,000	341,819	101,819	
Transfers-In - Other	2,414,020	1,897,000	1,896,581	(419)	
Transfers-In - Fund Balance	0	0	0	0	
Transfers-In - Plant Fund	0	0	0	0	
Transfers-In - Encumbrances	61,728	0	12,152	12,152	
Transfers-Out - Plant Fund	(295,000)	0	0	0	
Transfers-Out - Encumbrances	(12,152)	0	(1,112)	(1,112)	
Transfers-Out - Other	0	0	(107,331)	(107,331)	
Transfers-Out - Debt Service	(1,692,562)	(1,683,000)	(1,683,246)	(246)	
Net Transfers	2,122,211	1,897,000	1,800,290	(96,710)	
Difference	\$107,331	\$0	\$144,080	\$144,080	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020 with FY19 Comparisons

Jean Hower Taber Student Union	FY19	FY20			
	YTD	Approved Budget	YTD June 30	Actual to Budget	
	June 30			\$	%
Revenues	\$1,002,068	\$947,000	\$938,377	(\$8,623)	99%
Payroll	591,082	601,000	557,385	43,615	
Fringes	256,526	220,000	213,148	6,852	
Total Compensation	847,608	821,000	770,533	50,467	94%
Operating	1,848,739	1,755,000	1,447,351	307,649	
Scholarships	0	0	0	0	
Total Non Personnel	1,848,739	1,755,000	1,447,351	307,649	82%
Total Expenditures	2,696,347	2,576,000	2,217,884	358,116	86%
Net Before Transfers	(1,694,279)	(1,629,000)	(1,279,507)	349,493	
Transfers-In - Facilities Fee	2,832,502	2,482,000	2,306,407	(175,593)	
Transfers-In - General Service Fee	0	0	0	0	
Transfers-In - Other-Debt Service	0	413,000	588,932	175,932	
Transfers-In - Other	1,887,305	1,629,000	1,640,582	11,582	
Transfers-In - Fund Balance	0	0	0	0	
Transfers-In - Plant Fund	0	0	0	0	
Transfers-In - Encumbrances	26,670	0	12,236	12,236	
Transfers-Out - Plant Fund	0	0	0	0	
Transfers-Out - Encumbrances	(12,236)	0	0	0	
Transfers-Out - Other	0	0	0	0	
Transfers-Out - Debt Service	(2,912,314)	(2,895,000)	(2,895,339)	(339)	
Net Transfers	1,821,927	1,629,000	1,652,818	23,818	
Difference	\$127,648	\$0	\$373,311	\$373,311	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020 with FY19 Comparisons

Parking & Transportation Services	FY19	FY20			
	YTD	Approved Budget	YTD June 30	Actual to Budget	
	June 30			\$	%
Revenues	\$6,778,971	\$6,458,000	\$6,007,216	(\$450,784)	93%
Payroll	227,085	239,000	233,050	5,950	
Fringes	85,681	84,000	80,266	3,734	
Total Compensation	312,766	323,000	313,316	9,684	97%
Operating	2,353,874	2,387,000	1,827,760	559,240	
Scholarships	0	0	0	0	
Total Non Personnel	2,353,874	2,387,000	1,827,760	559,240	77%
Total Expenditures	2,666,640	2,710,000	2,141,076	568,924	79%
Net Before Transfers	4,112,331	3,748,000	3,866,140	118,140	
Transfers-In - Facilities Fee	0	0	0	0	
Transfers-In - General Service Fee	0	0	0	0	
Transfers-In - Other-Debt Service	0	0	0	0	
Transfers-In - Other	1,843,345	0	0	0	
Transfers-In - Fund Balance	0	745,000	618,938	(126,062)	
Transfers-In - Plant Fund	50,601	0	0	0	
Transfers-In - Encumbrances	89,235	0	15,984	15,984	
Transfers-Out - Plant Fund	(1,600,000)	0	(1,978)	(1,978)	
Transfers-Out - Encumbrances	(15,984)	0	(6,200)	(6,200)	
Transfers-Out - Other	0	0	0	0	
Transfers-Out - Debt Service	(4,479,528)	(4,493,000)	(4,492,884)	116	
Net Transfers	(4,112,331)	(3,748,000)	(3,866,140)	(118,140)	
Difference	\$0	\$0	\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020 with FY19 Comparisons

Wayne Student Union	FY19	FY20			
	YTD	Approved Budget	YTD June 30	Actual to Budget	
	June 30			\$	%
Revenues	\$47,479	\$54,000	\$52,504	(\$1,496)	97%
Payroll	0	0	0	0	
Fringes	0	0	0	0	
Total Compensation	0	0	0	0	0%
Operating	9,204	10,000	1,713	8,287	
Scholarships	0	0	0	0	
Total Non Personnel	9,204	10,000	1,713	8,287	17%
Total Expenditures	9,204	10,000	1,713	8,287	17%
Net Before Transfers	38,275	44,000	50,791	6,791	
Transfers-In - Facilities Fee	0	0	0	0	
Transfers-In - General Service Fee	0	0	0	0	
Transfers-In - Other-Debt Service	0	0	0	0	
Transfers-In - Other	0	0	0	0	
Transfers-In - Fund Balance	0	0	0	0	
Transfers-In - Plant Fund	0	0	0	0	
Transfers-In - Encumbrances	0	0	0	0	
Transfers-Out - Plant Fund	0	0	0	0	
Transfers-Out - Encumbrances	0	0	0	0	
Transfers-Out - Other	0	0	0	0	
Transfers-Out - Debt Service	0	0	0	0	
Net Transfers	0	0	0	0	
Difference	\$38,275	\$44,000	\$50,791	\$6,791	

The University of Akron
Auxiliaries
FY 2020 Budget Assumptions

Overall Assumptions

Revenues

- Roughly four percent enrollment decline.

Payroll

- Four percent increase pursuant to collectively bargained employee contracts;
- A raise pool equivalent to two percent for qualifying non-represented employees; and
- State minimum wage adjustment.

Fringes

- Benefits such as 14 percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee parking permits; and
- Fringe Rate adjustment from 37 percent to 32 percent.

Transfers-In

- Represents debt service and/or operating support passed through or from the General Fund.

	Original General Service Fees	Actual General Service Fees	Original Facilities Fees	Actual Facilities Fees	Original Other Support	Actual Other Support	Original Totals	Actual Totals
Athletics	\$ 11,858,000	\$ 11,631,000	\$4,254,000	\$3,953,000	\$ 7,677,000	\$ 9,699,000	\$ 23,789,000	\$ 25,283,000
E.J. Thomas PAH	-	-	-	-	872,000	872,000	872,000	872,000
Recreation & Wellness Services	-	-	1,443,000	1,341,000	2,136,000	2,238,000	3,579,000	3,579,000
Jean Hower Taber Student Union	-	-	2,482,000	2,306,000	2,042,000	2,230,000	4,524,000	4,536,000
Total	\$ 11,858,000	\$ 11,631,000	\$8,179,000	\$7,600,000	\$ 12,727,000	\$ 15,039,000	\$ 32,764,000	\$ 34,270,000

Transfers-Out – Debt Service

- Debt service for Auxiliary facilities.

Unit Assumptions

Athletics

Revenues

- Externally generated revenues from various sources such as the MAC, game guarantees, naming rights, ticket sales, grants-in-aid, IMG, and Coca-Cola.

Payroll

- Contemplates rate increases as reflected in respective individual contracts.

Operating

- Athletic supplies, student assistants, game officials and guarantees, maintenance, team travel & recruiting, and utilities.

The University of Akron
Auxiliaries
FY 2020 Budget Assumptions

Scholarships

- Approximately 220 Athletic financial aid awards; and
- The New Z Fund event will support scholarships for 5th year aid.

Transfers-In

- Facilities Fee totaling \$3.3 million through the General Fund and \$1 million from the Facilities Fee reserve;
- General Service Fee totaling \$11.9 million from the General Fund; and
- Other support totaling \$7.7 million from the General Fund.

Residence Life & Housing

Revenues

- 81 percent average occupancy for fall 2019 and spring 2020; and
- Room rate increase of 1.5 percent for the fall 2019 Tuition Guarantee Cohort.

Operating

- Maintenance, resident assistant meals, student employment, and utilities.

Transfers-In

- \$321,000 from Fund Balance.

EJ 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.

Operating

- Artist fees, advertising, maintenance, stage & wardrobe, student employment, and utilities.

Transfers-In

- Other totaling \$840,000 from the General Fund; and
- \$31,000 from Endowment.

The University of Akron
Auxiliaries
FY 2020 Budget Assumptions

Dining (Aramark)

Revenues

- Rent and other contractually provided revenues such as utilities, maintenance, and equipment repair; and
- Meal plan increase of three percent for the fall 2019 Tuition Guarantee Cohort.

Compensation

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

Operating

- Card access and point of sale software, equipment, maintenance, and utilities.

Recreation & Wellness Services

Revenues

- Externally generated revenues from various sources such as memberships, pool rental, and locker and facility rentals; and
- \$68,000 in new community membership program and rental income.

Operating

- Group exercise, intramural sports, maintenance, outdoor adventures, student employment, and utilities.

Transfers-In

- Facilities Fee totaling \$1.1 million through the General Fund and \$.3 million from Facilities Fee reserve; and
- Other totaling \$2.1 million from the General Fund.

Jean Hower Taber Student Union

Revenues

- Externally generated revenues from various sources such as bookstore space rent, bank space rent, and room rentals.

The University of Akron
Auxiliaries
FY 2020 Budget Assumptions

Payroll

- A \$45,000 savings from eliminating a full-time position.

Operating

- Maintenance, utilities, and student employment.

Transfers-In

- Facilities Fee totaling \$1.9 million through the General Fund and \$.6 million from Facilities Fee reserve; and
- Other support totaling \$2 million from the General Fund.

Parking & Transportation Services

Revenues

- Parking permits and transportation fee revenues decrease consistent with an overall blended enrollment reduction of four percent.

Operating

- Parking deck and lot maintenance, Roo Express Shuttle, the Metro Dash, and utilities.

Transfers-In

- \$745,000 from Parking Services Fund Balance.

Wayne Student Union

Revenues

- Externally generated revenues from bookstore space rent and room rentals.

Operating

- Artist fees, equipment, and property and fire insurance.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020**

Athletics

Athletics actual revenues total nearly \$7.3 million as compared to annual budgeted revenues of \$9.4 million. Major components of revenue include Mid-American Conference (28 percent), naming rights and gifts (20 percent), game guarantees (19 percent), and ticket sales (18 percent). Unearned revenue for season and single tickets is realized in the fiscal year when the game is held. Currently, \$67,000 is unearned. The General Fund’s biennial football ticket purchase approximating \$600,000 is also reflected as a revenue. As part of the revenue shortfall, the absence of NCAA distributions in FY20 was an unprecedented event that was not contemplated. As a result of COVID-19, the cancellation of events diminished actual revenues below the budget.

Description	Actual YTD
Mid-American Conference	\$1,995,000
Naming Rights and Gifts	1,440,000
Game Guarantees	1,367,000
Ticket Sales	1,294,000
Other	777,000
Pouring Rights	380,000
Total Revenue	<u>\$7,253,000</u>

Employee Type	Actual YTD
Contract Professionals	\$7,529,000
Staff	734,000
Graduate Assistants	91,000
Faculty	6,000
Total Payroll	<u>\$8,360,000</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 \$10.9 million or roughly 101 percent of the annual budget of \$10.9 million. The two percent raises and FLSA changes effective January 1st, are reflected.

Operating expenditures total \$10.1million or 100 percent of the annual budget of \$10.1 million. The principal operating expenditures include supplies & services (58 percent) and travel & hospitality (31 percent). The majority of supplies & services includes maintenance (17 percent), athletic supplies (16 percent), and game officials and guarantees (15 percent). The majority of operating expenditures in travel & hospitality are team travel and recruiting (68 percent).

Description	Actual YTD
Supplies & Services	\$5,824,000
Travel & Hospitality	3,129,000
Utilities	556,000
Student Assistants	375,000
Other	172,000
Equipment	18,000
Total Operating	<u>\$10,074,000</u>

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020**

Scholarships, or Athletics financial aid, totaled \$6.3 million or 89 percent of the annual budget of \$7 million. Refundable room, board, Transportation Fees, and Facility Fees totaled \$252,000 for spring semester student athletes.

Athletics Continued

The other sources of funding include transfers-in of Facilities Fee (including reserve), General Service Fee, and Other budgeted at \$4.3 million, \$11.9 million, and \$7.7 million, respectively. The actual Facilities Fee totaling \$4 million services a portion of the Stadium and Fieldhouse debt while the Athletics actual general services fee, and other transfers-in combined total \$21.3 million. An unbudgeted Transfers-In - Other of \$1.7 million offsets Athletics operating deficit which includes the prior year deficit fund balance of \$292,000 and reclassification of \$163,000 of the Soccer advance.

The Transfers-In - Facilities Fee and Transfers-In - General Service Fee amount reduced by a combined \$301,000 and Transfers-In - Other increased by a similar amount because enrollment was less than expected (the budget projected a four percent decline vs. an actual decline of seven percent).

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 \$13,000 Transfers-In - Encumbrances represent those types of commitments. The \$11,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY21.

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.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020

Residence Life & Housing

Residence Life & Housing actual revenues total \$17.4 million as compared to the annual budgeted revenues of \$19.1 million. The principal revenues include residence hall occupancy (annual average of 74 percent) and are predominately earned during the academic year.

Description	Actual YTD
Room Rentals	\$17,675,000
CARES Act Funds	2,711,000
Other	594,000
Room Rentals Refund	<u>(3,540,000)</u>
Total Revenue	<u>\$17,440,000</u>

Fall semester revenues achieved 48 percent of the total revenue budget. Residence hall early closure due to COVID-19, resulted in \$3.5 million in refunds for the spring semester and the loss of \$40,000 in revenue due to the cancellation of the AA conference. Residence Life & Housing received \$2.7 million of the Federal Stimulus CARES Act funds. Actual revenues came in at \$1.7 million below the budget.

Employee Type	Actual YTD
Contract Professionals	\$536,000
Staff	<u>280,000</u>
Total Payroll	<u>\$816,000</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 \$1.1 million or roughly 97 percent of the annual budget of \$1.2 million. The two percent raises and FLSA changes effective January 1st, are reflected.

Operating expenditures total \$6.5 million or 85 percent of the annual budget of \$7.6 million. The principal operating expenditures include supplies & services (57 percent) and utilities (20 percent). The major spending component in supplies & services includes maintenance (83 percent). The majority of expenditures in utilities are electricity (49 percent), water (32 percent), and gas (12 percent). The majority of operating expenditures in travel & hospitality are Resident Assistant Meals (84 percent). Expenditures were managed to reduce the overall deficit and came in under budget by \$1.2 million.

Description	Actual YTD
Supplies & Services	\$3,681,000
Utilities	1,317,000
Other	635,000
Student Assistants	508,000
Travel & Hospitality	<u>352,000</u>
Total Operating	<u>\$6,493,000</u>

Residence Life & Housing consumed \$784,000 of its Fund Balance to balance.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020**

Residence Life & Housing Continued

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 \$37,000 Transfers-In - Encumbrances represent those types of commitments. The \$8,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY21.

Transfer-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.

EJ Thomas Performing Arts Hall

EJ Thomas Performing Arts Hall actual revenues total nearly \$2 million as compared to the annual budgeted revenues of \$2.6 million. The principal revenues include ticket sales (77 percent). Ticket revenue is considered unearned until the show is held. Currently, EJ Thomas has \$62,000 in unearned revenue for the Broadway in Akron Series FY21 presale event. Revenue fell short of budget due to the temporary closure of EJ Thomas Performing Arts Hall, as a result of COVID-19.

Description	Actual YTD
Ticket Sales	\$1,541,000
Endowment	172,000
Hall Rental	151,000
Other	<u>130,000</u>
Total Revenue	<u>\$1,994,000</u>

Employee Type	Actual YTD
Staff	\$148,000
Contract Professionals	<u>137,000</u>
Total Payroll	<u>\$285,000</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 \$372,000 or roughly 91 percent as compared to the annual budget of \$409,000. The two percent raises are reflected.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020

EJ Thomas Performing Arts Hall Continued

Operating expenditures total nearly \$2 million or 70 percent of the annual budget of \$2.8 million. The principal operating expenditures include supplies & services (84 percent) and utilities (10 percent). The major spending component in supplies & services includes stage & wardrobe (47 percent), artist fees (25 percent), and consultant fee (10 percent). The majority of expenditures in utilities are electricity (49 percent) and steam (39 percent).

Description	Actual YTD
Supplies & Services	\$1,649,000
Utilities	194,000
Student Assistants	68,000
Travel & Hospitality	29,000
Other	14,000
Total Operating	<u>\$1,954,000</u>

Transfers-In – Other of \$871,000 represents general-fund support and endowment funds of \$32,000.

Transfers-Out - Plant Fund of \$33,000 represents the remaining balance returned to EJ Thomas Performing Arts Hall related to the FY2019 Lighting Upgrade Project.

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-Out – Encumbrances represents the liability and expenditures that carried over into FY21.

Transfers-Out – Debt Service of \$327,000 is in line with the budget and pays for the bonded debt related to improvements and equipment from approximately 17 years ago.

Dining Services (Aramark)

Aramark actual revenues total \$2.4 million as compared to the annual budgeted revenues of \$3.2 million. Actual revenue collection accounts for 79% percent of the budget. The primary revenues include CARES Act Funds (63 percent), rent (27 percent), Aramark grant (23 percent), utilities support (14 percent), and facilities support (13 percent).

Description	Actual YTD
CARES Act Funds	\$1,527,000
Other	923,000
Rent	653,000
Aramark Grant	550,000
Utilities Support	352,000
Facilities Support	306,000
POS/Card Access Support	181,000
Meal Plans Refund	<u>(2,058,000)</u>
Total Revenue	<u>\$2,434,000</u>

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020**

Dining Services (Aramark) continued

Employee Type	Actual YTD
Staff	\$97,000
<i>Note 1: Includes all Dining Services (Aramark) payroll-related activities (e.g. full-time, part-time, overtime, etc.).</i>	
<i>Note 2: Excludes fringe benefits.</i>	

Payroll and fringes total \$377,000 or roughly 131 percent of the annual budget of \$288,000. Certain University employees contractually remained and worked with Aramark since Aramark’s arrival. The University paid these remaining six employees during the closure with an attempt to redeploy them to other areas elevating actual cost above budget. The \$280,000 fringe benefits also include the difference between SERS and FICA for CWA employees who remained with the University. The two percent raises are reflected.

Operating expenditures total \$1 million or 58 percent of the annual budget of \$1.7 million. The principal operating expenditures include supplies & services (65 percent) and utilities (24 percent). The major spending component in supplies & services include maintenance (56 percent) and furniture & equipment repair (23 percent). The majority of expenditures in utilities are electricity (55 percent) and water (33 percent).

Description	Actual YTD
Supplies & Services	\$651,000
Utilities	246,000
Equipment	59,000
Other	50,000
Total Operating	<u>\$1,006,000</u>

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 \$46,000 Transfers-In - Encumbrances represent those types of commitments. The \$24,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY21.

Transfers-Out - Plant Fund of \$175,000 represents funding to replace the Student Union dishwasher.

Transfers-Out - Other of \$12,000 represents a transfer to the Student Union to support the extended hours for Union Market.

Transfers-Out – Debt Service of \$777,000 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 13 to 20 years.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020**

Recreation & Wellness Services

Student Recreation & Wellness Services (SRWS) actual revenues total \$508,000 as compared to the annual budgeted revenues of \$640,000. The principal revenues include swimming meets/lessons (53 percent) and memberships (28 percent). Due to COVID-19, all SRWS facilities were closed March 16, 2020, indefinitely, generating refunds for memberships and prepaid events reducing actual revenue below the budget.

Description	Actual YTD
Swimming Meets & Lessons	\$271,000
Memberships	140,000
Other	58,000
Rentals	<u>39,000</u>
Total Revenue	<u>\$508,000</u>

Employee Type	Actual YTD
Contract Professionals	\$420,000
Staff	<u>122,000</u>
Total Payroll	<u>\$542,000</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 \$740,000 or roughly 94 percent as compared to the annual budget of \$787,000. The two percent raises are reflected.

Operating expenditures total \$1.4 million or 81 percent as compared to the annual budget of \$1.8 million. The principal operating expenditures include supplies & services (47 percent), student assistants (34 percent), and utilities (17 percent). The majority of supplies & services spending includes maintenance (88 percent). The majority of expenditures in utilities are electricity (64 percent) and steam (17 percent). Expenditures came in below the budget by 19 percent or \$326,000.

Description	Actual YTD
Supplies & Services	\$673,000
Student Assistants	490,000
Utilities	243,000
Other	14,000
Travel & Hospitality	<u>4,000</u>
Total Operating	<u>\$1,424,000</u>

Transfers-In of \$3.6 million represents facilities fee (including reserve) and general-fund support to service the building's bonded debt and operations

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 \$12,000 Transfers-In - Encumbrances represent those types of commitments. The \$1,000 Transfers-Out - Encumbrances represents the liability and expenditures that carried over into FY21.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020**

Transfers-Out - Other represents the \$107,000 remaining balance returned to the General Fund related to FY2019 projects including heat exchanger and domestic hot water boilers.

Transfer-Out – Debt Service of \$1.7 million is in line with the budget and services the debt requirements.

Jean Hower Taber Student Union

The Student Union actual revenues total \$938,000 as compared to the annual budgeted revenues of \$947,000. The principal revenues include Barnes & Noble bookstore commission income (67 percent), PNC commission (22 percent), and rental revenue (11 percent). Revenues fell short of the budget due to the impact of the COVID-19 pandemic.

Description	Actual YTD
Commission Income	\$832,000
Room Rentals	100,000
Other	<u>6,000</u>
Total Revenue	<u>\$938,000</u>

Employee Type	Actual YTD
Contract Professionals	\$468,000
Staff	<u>89,000</u>
Total Payroll	<u>\$557,000</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 nearly \$771,000 or roughly 94 percent of the annual budget of \$821,000. The two percent raises and FLSA changes effective January 1st, are reflected.

Operating expenditures total \$1.4 million or 82 percent of the annual budget of \$1.8 million. The principal operating expenditures include supplies & services (44 percent), utilities (29 percent), and student assistants (24 percent). The majority of supplies & services spending include maintenance (79 percent). The majority of expenditures in utilities are electricity (52 percent), chilled water (19 percent), steam (16 percent), and water (10 percent). Expenditures came in below the budget by \$308,000.

Description	Actual YTD
Supplies & Services	\$643,000
Utilities	420,000
Student Assistants	349,000
Travel & Hospitality	18,000
Other	<u>17,000</u>
Total Operating	<u>\$1,447,000</u>

Transfers-in of \$4.5 million represents facilities fee and general-fund support to service the building's bonded debt and for operations, respectively.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020**

Jean Hower Taber Student Union continued

Transfers-in - Other includes \$12,000 from Dining (Aramark) to assist the Student Union with the extended hours for Union Market.

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 \$12,000 Transfers-In - Encumbrances represent those types of commitments.

Transfers-Out – Debt Service of \$2.9 million is in line with the budget and services the debt requirements.

Parking & Transportation Services

Parking actual revenues total \$6 million as compared to the annual budgeted revenues of \$6.5 million. Unearned revenue generated from parking permits purchased before the semester begins is recognized when the revenue recognition criteria is met. Currently, \$74,000 is being held in unearned revenue. Parking & Transportation Services received \$810,000 of the Federal Stimulus CARES Act funds. Revenues fell short of the budget due to COVID-19 refunds and enrollment decline.

Description	Actual YTD
Permits	\$5,991,000
CARES Act Funds	810,000
Lot Rentals	149,000
Fines & Meters	96,000
Other	20,000
Permits Refund	<u>(1,059,000)</u>
Total Revenue	<u>\$6,007,000</u>

Employee Type	Actual YTD
Staff	\$161,000
Contract Professionals	<u>72,000</u>
Total Payroll	<u>\$233,000</u>
<i>Note 1: Includes all Parking & Transportation Services payroll-related activities (e.g. full-time, part-time, overtime, etc.).</i>	
<i>Note 2: Excludes fringe benefits.</i>	

Payroll and fringes total \$313,000 or roughly 97 percent of the annual budget of \$323,000. The two percent raises are reflected.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020**

Parking & Transportation Services continued

Operating expenditures total nearly \$1.8 million or 77 percent as compared to the annual budget of \$2.4 million. The principal operating expenditures include supplies & services (75 percent), utilities (13 percent), and student assistants (10 percent). The major spending component in supplies & services includes transportation related activities including busing, parking lot, and deck maintenance (84 percent). The majority of expenditures in utilities are electricity (96 percent). Operating expenditures were below the budget by \$559,000.

Description	Actual YTD
Supplies & Services	\$1,374,000
Utilities	235,000
Student Assistants	176,000
Travel & Hospitality	32,000
Other	<u>10,000</u>
Total Operating	<u>\$1,827,000</u>

Parking & Transportation Services consumed \$619,000 of its Fund Balance to balance.

Transfers-Out – Plant Fund of \$2,000 represents a transfer to support the West Campus Parking Deck repairs.

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 \$16,000 Transfers-In - Encumbrances represent those types of commitments. The \$6,000 Transfers-In - Encumbrances represent those types of commitments.

Transfers-Out – Debt Service of \$4.5 million is in line with the budget and services the debt service requirement related to the renovation and construction of six parking decks.

Wayne Student Union

Wayne Student Union revenues total nearly \$53,000 as compared to the annual budgeted revenues of \$54,000. The principal revenues include Barnes & Noble bookstore commission (96 percent). While revenues fell short of the budget, expenditures were managed and did not exceed the actual revenues earned.

Description	Actual YTD
Commission Income	\$51,000
Other	<u>2,000</u>
Total Revenue	<u>\$53,000</u>

Operating expenditures total \$2,000 or 17 percent as compared to the annual budget of \$10,000.

Description	Actual YTD
Supplies & Services	\$2,000

**DEPARTMENTAL SALES AND
SERVICES FUNDS**

For the Fiscal Year Ended June 30, 2020

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020 with FY19 Comparisons

Departmental Sales and Services Combined	FY19	FY20			
	YTD	Approved Budget	YTD June 30	Actual to Budget	
	June 30			\$	%
Revenues	\$37,539,741	\$32,784,000	\$27,372,310	(\$5,411,690)	83%
Payroll	2,740,341	2,394,000	2,792,049	(398,049)	
Fringes	948,297	697,000	827,546	(130,546)	
Total Compensation	3,688,638	3,091,000	3,619,595	(528,595)	117%
Operating	3,412,730	3,131,000	3,434,228	(303,228)	
Premiums and Claims	26,392,457	28,027,000	24,704,489	3,322,511	
Capital	27,354	10,000	25,526	(15,526)	
Total Non Personnel	29,832,541	31,168,000	28,164,243	3,003,757	90%
Total Expenditures	33,521,179	34,259,000	31,783,838	2,475,162	93%
Net Before Transfers	4,018,562	(1,475,000)	(4,411,528)	(2,936,528)	
Transfers-In - Other	400,000	0	0	0	
Transfers-In - Encumbrances	384,113	0	293,453	293,453	
Transfers-In - Fund Balance	77,632	0	4,332,689	4,332,689	
Transfers-Out - Other	(2,368,534)	0	0	0	
Transfers-Out - Encumbrances	(293,453)	0	(176,323)	176,323	
Net Transfers	(1,800,242)	0	4,449,819	4,802,465	
Difference	\$2,218,320	(\$1,475,000)	\$38,291	\$1,865,937	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020 with FY19 Comparisons

Self-Insurance Health Care	FY19	FY20			
	YTD	Approved Budget	YTD June 30	Actual to Budget	
	June 30			\$	%
Revenues	\$30,303,422	\$25,826,000	\$21,299,743	(\$4,526,257)	82%
Payroll	129,893	143,000	157,970	(14,970)	
Fringes	48,410	46,000	49,780	(3,780)	
Total Compensation	178,303	189,000	207,750	(18,750)	110%
Operating	286,947	208,000	216,712	(8,712)	
Premiums and Claims	26,392,457	28,027,000	24,704,489	3,322,511	
Capital	0	0	0	0	
Total Non Personnel	26,679,404	28,235,000	24,921,201	3,313,799	88%
Total Expenditures	26,857,707	28,424,000	25,128,951	3,295,049	88%
Net Before Transfers	3,445,715	(2,598,000)	(3,829,208)	(1,231,208)	
Transfers-In - Other	0	0	0	0	
Transfers-In - Encumbrances	0	0	0	0	
Transfers-In - Fund Balance	0	0	3,829,208	3,829,208	
Transfers-Out - Other	(2,265,000)	0	0	0	
Transfers-Out - Encumbrances	0	0	0	0	
Net Transfers	(2,265,000)	0	3,829,208	3,829,208	
Difference	\$1,180,715	(\$2,598,000)	\$0	\$2,598,000	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020 with FY19 Comparisons

Workforce Training Solutions	FY19	FY20			
	YTD	Approved Budget	YTD June 30	Actual to Budget	
	June 30			\$	%
Revenues	\$899,436	\$750,000	\$597,807	(\$152,193)	80%
Payroll	327,217	218,000	284,815	(66,815)	
Fringes	104,741	56,000	79,954	(23,954)	
Total Compensation	431,958	274,000	364,769	(90,769)	133%
Operating	304,990	377,000	228,940	148,060	
Premiums and Claims	0	0	0	0	
Capital	0	0	0	0	
Total Non Personnel	304,990	377,000	228,940	148,060	61%
Total Expenditures	736,948	651,000	593,709	57,291	91%
Net Before Transfers	162,488	99,000	4,098	(94,902)	
Transfers-In - Other	0	0	0	0	
Transfers-In - Encumbrances	19,740	0	34,193	34,193	
Transfers-In - Fund Balance	0	0	0	0	
Transfers-Out - Other	0	0	0	0	
Transfers-Out - Encumbrances	(34,193)	0	0	0	
Net Transfers	(14,453)	0	34,193	34,193	
Difference	\$148,035	\$99,000	\$38,291	(\$60,709)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020 with FY19 Comparisons

New Student Orientation	FY19	FY20			
	YTD	Approved Budget	YTD June 30	Actual to Budget	
	June 30			\$	%
Revenues	\$529,885	\$551,000	\$422,245	(\$128,755)	77%
Payroll	161,959	177,000	153,335	23,665	
Fringes	68,272	65,000	50,414	14,586	
Total Compensation	230,231	242,000	203,749	38,251	84%
Operating	355,663	452,000	219,626	232,374	49%
Premiums and Claims	0	0	0	0	
Capital	0	0	0	0	
Total Non Personnel	355,663	452,000	219,626	232,374	49%
Total Expenditures	585,894	694,000	423,375	270,625	61%
Net Before Transfers	(56,009)	(143,000)	(1,130)	141,870	
Transfers-In - Other	0	0	0	0	
Transfers-In - Encumbrances	0	0	0	0	
Transfers-In - Fund Balance	56,009	0	1,130	1,130	
Transfers-Out - Other	0	0	0	0	
Transfers-Out - Encumbrances	0	0	0	0	
Net Transfers	56,009	0	1,130	1,130	
Difference	\$0	(\$143,000)	\$0	\$143,000	

Akron and Wayne Departmental Sales and Services Funds Combined
FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020 with FY19 Comparisons

English Language Institute	FY19	FY20			
	YTD	Approved Budget	YTD June 30	Actual to Budget	
	June 30			\$	%
Revenues	\$279,840	\$325,000	\$158,315	(\$166,685)	49%
Payroll	224,465	216,000	192,316	23,684	
Fringes	69,393	54,000	50,679	3,321	
Total Compensation	293,858	270,000	242,995	27,005	90%
Operating	7,605	8,000	7,641	359	
Premiums and Claims	0	0	0	0	
Capital	0	0	0	0	
Total Non Personnel	7,605	8,000	7,641	359	96%
Total Expenditures	301,463	278,000	250,636	27,364	90%
Net Before Transfers	(21,623)	47,000	(92,321)	(139,321)	
Transfers-In - Other	0	0	0	0	
Transfers-In - Encumbrances	0	0	0	0	
Transfers-In - Fund Balance	21,623	0	92,321	92,321	
Transfers-Out - Other	0	0	0	0	
Transfers-Out - Encumbrances	0	0	0	0	
Net Transfers	21,623	0	92,321	92,321	
Difference	\$0	\$47,000	\$0	(\$47,000)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY20 Budget and Actual Results for the Fiscal Year Ended June 30, 2020 with FY19 Comparisons

Other	FY19	FY20			
	YTD	Approved Budget	YTD June 30	Actual to Budget	
	June 30			\$	%
Revenues	\$5,527,158	\$5,332,000	\$4,894,200	(\$437,800)	92%
Payroll	1,896,807	1,640,000	2,003,613	(363,613)	
Fringes	657,481	476,000	596,719	(120,719)	
Total Compensation	2,554,288	2,116,000	2,600,332	(484,332)	123%
Operating	2,457,525	2,086,000	2,761,309	(675,309)	
Premiums and Claims	0	0	0	0	
Capital	27,354	10,000	25,526	(15,526)	
Total Non Personnel	2,484,879	2,096,000	2,786,835	(690,835)	133%
Total Expenditures	5,039,167	4,212,000	5,387,167	(1,175,167)	128%
Net Before Transfers	487,991	1,120,000	(492,967)	(1,612,967)	
Transfers-In - Other	400,000	0	0	0	
Transfers-In - Encumbrances	364,373	0	259,260	259,260	
Transfers-In - Fund Balance	0	0	410,030	410,030	
Transfers-Out - Other	(103,534)	0	0	0	
Transfers-Out - Encumbrances	(259,260)	0	(176,323)	176,323	
Net Transfers	401,579	0	492,967	845,613	
Difference	\$889,570	\$1,120,000	(\$0)	(\$767,354)	

Overall Assumptions

Payroll

- Four percent increase for bargaining unit employees;
- A raise pool equivalent to two percent for non-represented employees; and
- State minimum wage adjustment.

Fringes

- 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.
- Fringe rate adjustment from 37 percent to 32 percent.

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 changed from 37 percent to 32 percent; and
- Employee and retiree contributions to benefit program 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
- The Self-Insurance Health Care reserves will fund the retiree dependent health care premiums in the amount of \$2.6 million.

Premiums and Claims

- Estimated cost for insurance premiums and self-insured claim payments related to employee benefit program; and
- Expenditures include components such as medical, prescription drug, dental, stop loss insurance, and other ancillary benefits.

**The University of Akron
Departmental Sales and Services
FY 2020 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 companies.

Operating

- Student assistants, supplies and services, and travel and hospitality; and
- Workforce Training Solutions will manage to ensure expenditures are limited to revenues.

New Student Orientation

Revenues

- Commitment 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; and
- New Student Orientation will monitor expenditures; however the budgeted deficit will be offset by the New Student Orientation carryover from fiscal year ended June 30, 2019.

English Language Institute

Revenues

- Externally generated revenues from non-credit courses to teach English to non-English speaking students who plan to attend a university in the United States.

Operating

- Expenditures include student assistants, supplies and services, and travel and hospitality; and
- English Language Institute will manage to ensure expenditures are limited to revenues.

Other

Revenues

- Includes about 145 smaller, revenue-generating activities such as internal Printing Services, Hearing Aid Dispensary, and Akron Polymer Technology Services.

The University of Akron
Departmental Sales and Services
FY 2020 Budget Assumptions

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 a surplus.

Capital

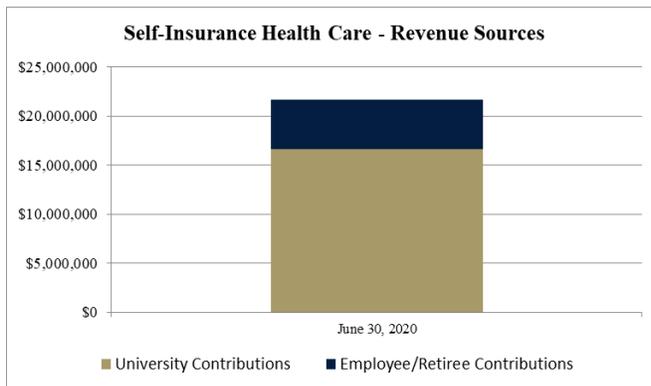
- Equipment purchase related to Akron Polymer Technology Services.

**The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
Narrative of FY20 Original Budget and Actual Results for the Fiscal Year ended June 30, 2020**

Self-Insurance Health Care

Self-Insurance Health Care actual revenues total \$21.3 million as compared to annual budgeted revenues of \$25.8 million.

The revenues are derived from the University (77 percent) and employee/retiree contributions (23 percent). Some benefits are funded solely by the University and/or 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 \$208,000 or 110% as compared to the annual budget of \$189,000.

Operating expenditures total \$217,000 or 104% for consulting and administrative services as compared to the annual budget of \$208,000.

Premiums and Claims expenditures total \$24.7 million or 88% as compared to the annual budget of \$28 million.

The plan was to utilize reserves in the amount of \$2.6 million in order to ultimately achieve a smaller and more reasonably sized reserve balance, whereas reserves in the amount of \$3.8 million were actually utilized. The reserve is approximately \$10 million at June 30, 2020.

Workforce Training Solutions (Formerly UA Solutions)

Workforce Training Solutions actual revenues from open enrollment and contract training fees total \$598,000 or 80 percent as compared to the annual budgeted revenues of \$750,000.

Payroll and fringes total \$365,000 or 133 percent as compared to the annual budget of \$274,000. Generally, payroll costs related to contract training is incurred prior to the associated revenue being collected.

Operating expenditures total \$229,000 or 61 percent as compared to the annual budget of \$377,000. The principal operating expenditures include supplies and services (95 percent) related to training and instructional support.

**The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
Narrative of FY20 Original Budget and Actual Results for the Fiscal Year ended June 30, 2020**

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 \$34,000 Transfers-In - Encumbrances represents those types of commitments.

New Student Orientation

New Student Orientation actual revenues total \$422,000 or 77 percent as compared to the annual budgeted revenues of \$551,000.

Payroll and fringes total \$204,000 or 84 percent as compared to the annual budget of \$242,000.

Operating expenditures total \$220,000 or 49 percent as compared to the annual budget of \$452,000. The principal operating expenditures include Peer Mentoring and New Roo Weekend (49 percent) and student assistants (31 percent).

The \$1,000 deficit was offset by New Student Orientation carryover from fiscal year ended June 30, 2019.

English Language Institute

English Language Institute actual revenues total \$158,000 or 49 percent as compared to the annual budgeted revenues of \$325,000.

Payroll and fringes total \$243,000 or 90 percent as compared to the annual budget of \$270,000.

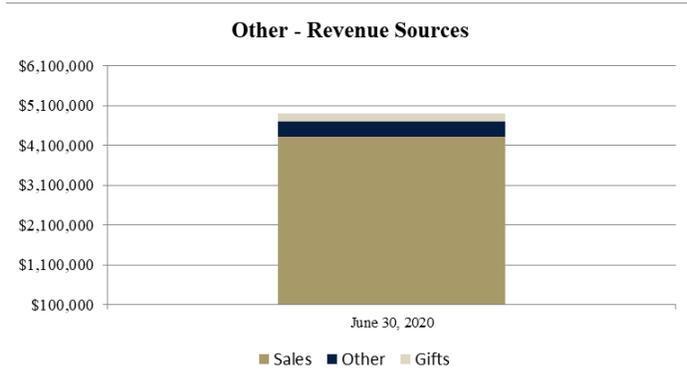
Operating expenditures total \$7,600 or 96 percent as compared to the annual budget of \$8,000. The principal operating expenditures include student aid (38 percent) and supplies and services (30 percent).

The \$92,000 deficit was offset by English Language Institute's carryover from fiscal year ended June 30, 2019.

Other

The Other departmental sales and services actual revenues total \$4.9 million or 92 percent as compared to the annual budgeted revenues of \$5.3 million. The principal revenues are generated from roughly 84 activities including Printing Services (15 percent), CBA Executive Education (eight percent) and Law Enforcement Training Center (six percent).

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
Narrative of FY20 Original Budget and Actual Results for the Fiscal Year ended June 30, 2020



Payroll and fringes total \$2.6 million or 122 percent as compared to the annual budget of \$2.1 million.

Operating expenditures total \$2.8 million or 132 percent as compared to the annual budget of \$2.1 million. The primary operating expenditures are supplies and services (80 percent).

Capital expenditures total \$26,000 compared to the annual budget of \$10,000. Primary capital expenditures are related to a middle-ear analyzer for the Hearing Aid Dispensary, an oven for Food Science, and the purchase and servicing of equipment related to Polymer testing.

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 \$259,000 Transfers-In – Encumbrances represents those types of commitments. The \$176,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into fiscal year 2021.

The \$410,000 deficit was offset by carryover from fiscal year ended June 30, 2019.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -20

Acceptance of the Financial Report for the Fiscal Year Ended June 30, 2020

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on October 14, 2020, accepting the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds Financial Report for the Fiscal Year Ended June 30, 2020, be approved.

M. Celeste Cook, Secretary
Board of Trustees

October 14, 2020

FINANCE & ADMINISTRATION COMMITTEE

TAB 3

**FINANCIAL REPORT FOR THE
TWO MONTHS ENDED AUGUST 31, 2020 AND
AFFIRMATION OF THE FISCAL YEAR 2020-2021
GENERAL FUND, AUXILIARY FUNDS, AND
SALES FUNDS BUDGETS**

The University of Akron
General Fund, Auxiliary Funds, and Departmental Sales and Services Funds
Budget to Actual Results
For the Two Months Ended August 31, 2020

Table of Contents

<u>Description</u>	<u>Page</u>
General Fund Budget and Actual (Akron and Wayne Combined).....	1
General Fund FY21 Budget Assumptions (Akron and Wayne Combined)	2
General Fund Narrative (Akron and Wayne Combined).....	5
Auxiliary Funds Budget and Actual	8
Auxiliary Funds FY21 Budget Assumptions.....	17
Auxiliary Funds Narrative	25
Departmental Sales and Services Funds Budget and Actual	35
Departmental Sales and Services Funds FY21 Budget Assumptions.....	40
Departmental Sales and Services Funds Narrative	42

GENERAL FUND

For the Fiscal Year Ended August 31, 2020

The University of Akron
Akron and Wayne General Fund Combined
FY 2021 Budget and Actual Results for Two Months Ended August 31, 2020 with FY 2020 Comparisons

	FY20		FY21			
	Final	YTD	Approved	YTD	Actual to Budget	
	June 30	Aug. 31	Budget	Aug. 31	\$	%
Tuition & General Service Fees	\$175,612,417	\$9,319,203	\$149,694,000	\$7,624,535	(\$142,069,465)	
Other Fees	20,352,098	949,186	16,717,000	728,007	(15,988,993)	
Scholarships	(52,693,281)	(21,706,216)	(48,259,000)	(21,817,037)	26,441,963	
Net Tuition and Fees	143,271,234	(11,437,827)	118,152,000	(13,464,495)	(131,616,495)	-11%
State Share of Instruction	95,193,364	16,692,781	90,445,000	15,074,088	(75,370,912)	17%
Indirect Cost Recovery	4,702,402	1,092,550	4,000,000	720,811	(3,279,189)	
Investment Income	735,189	120,510	500,000	5,105	(494,895)	
Miscellaneous Revenues	2,610,741	55,275	4,121,000	124,577	(3,996,423)	
Total Revenues	246,512,930	6,523,289	217,218,000	2,460,087	(214,757,913)	1%
Payroll	138,668,320	13,048,068	111,722,000	12,366,181	99,355,819	
Fringes	40,363,924	4,713,748	36,829,000	6,620,679	30,208,321	
Total Compensation	179,032,244	17,761,815	148,551,000	18,986,860	129,564,140	13%
Utilities	7,520,445	(26,090)	8,970,000	38,604	8,931,396	
Operating	29,578,814	10,968,068	28,652,000	8,901,092	19,750,908	
Total Non Personnel	37,099,259	10,941,978	37,622,000	8,939,696	28,682,304	24%
Total Expenditures	216,131,502	28,703,793	186,173,000	27,926,556	158,246,444	15%
Net Before Transfers	30,381,428	(22,180,505)	31,045,000	(25,466,469)	(56,511,469)	
Transfers-In (Draw on Operating Reserves)	1,366,567	0	7,833,000	0	(7,833,000)	
Transfers-In Plant Fund and Other	1,131,571	0	0	0	0	
Advance-In	143,028	0	0	0	0	
Transfers-In Encumbrance	3,234,688	3,234,688	3,030,000	2,418,485	(611,515)	
Transfers-Out Plant Fund	(1,405,252)	64,804	(1,000,000)	0	1,000,000	
Transfers-Out Facilities Fee	(5,688,464)	(1,034,577)	(4,856,000)	(809,333)	4,046,667	
Transfers-Out General Service Fee	(11,631,000)	(1,976,333)	(9,328,000)	(1,554,667)	7,773,333	
Transfers-Out Other-Debt Service	(1,939,795)	(226,799)	(4,681,000)	(780,167)	3,900,833	
Transfers-Out Other	(13,054,286)	(1,898,917)	(22,043,000)	(3,673,833)	18,369,167	
Advance-Out	(120,000)	(170,000)	0	0	0	
Transfers-Out - Encumbrance	(2,418,485)	0	0	0	0	
Net Transfers	(30,381,428)	(2,007,135)	(31,045,000)	(4,399,515)	26,645,485	
Difference	\$0	(\$24,187,639)	\$0	(\$29,865,984)	(\$29,865,984)	

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

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

- The University will provide face to face instruction in the fall while complying with appropriate physical distancing;
- The budget reflects potential instructional disruption during the fall term; and
- In compliance with Governor DeWine's order, masks will be worn as recommended and personal protective equipment (PPE) will be provided as needed.

Revenues

Tuition & General Service Fees

- 15 percent overall enrollment reduction;
- Initiation of Tuition Guarantee for regional campuses; and
- Tuition and certain fee increase of 2.1 percent for the fall 2020 Tuition Guarantee Cohort.

Other Fees

- Overall blended enrollment reduction of 15 percent.

Scholarships

- Undergraduate, \$37.1 million including College Credit Plus and Early College;
- Graduate assistant fee remissions, \$7.9 million; and
- Law School, \$3.3 million.

State Share of Instruction

- State Share of Instruction (SSI) reduction of \$8.7 million from FY 2019-20 budget; and
- Ohio Department of Higher Education (ODHE) indicates potential further reductions later in the fiscal year.

Indirect Cost Recovery

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

Investment Income

- Significant reduction of 64.5% is expected in anticipation of loss of market value resulting from the impact of COVID-19 on the market; and
- Market fluctuations, either way, will impact the actual amount.

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

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; rental income from leased space; and various other sources.

Expenditures

Payroll and Vacancies

- No raise pool is contemplated at this time;
- Abolishment of 178 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; and
- \$2.4 million in one-time tiered salary reductions. Salary reductions of \$2 million for AAUP and FOP bargaining units are not included.

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 retiree dependent coverage; and
- \$2 million estimated for unemployment compensation.

Utilities

- Electric, natural gas, and water and sewer.

Operating

- The designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to follow the 15 percent enrollment decline;
- The designated fees and start-ups assume that only current-year revenues and/or allocations are expended; however, a certain level of carryover exists within these fees and start-ups, which may be expended by the units and therefore cause expenditures to exceed the initial allocations;
- The non-personnel allocations reflect reductions submitted by each unit in response to recommended target reductions;

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

- In the absence of departmental and college level IDC distributions, the enter continues to assume certain research related costs in the amount of \$450,000;
- State minimum wage adjustment;
- Assumes \$1.5 million underspending of awarded spending authority; and
- \$2 million for medical testing and personal protection equipment (PPE).

Other

Transfers-In (Draw on Operating Reserves)

- Draw on reserves of \$7.8 million; however this may change if ODHE announces a second round of reductions in SSI, or if enrollment is negatively impacted by the announcement of a reduction in force.

Transfers-Out Plant Fund

- Capital projects will be funded by \$1 million.

Transfers-Out Other

- Transfers to Auxiliaries of General Services Fee, \$9.3 million; Other, \$26.7 million including \$4.4 million to Residence Life and Housing; and Facilities Fee of \$4.9 million.

	General		Other Debt	Other	
	Services Fee	Facilities Fees	Support	Operating	Total
				Support	
Athletics	\$ 9,328,000	\$ 2,527,000	\$ 2,435,000	\$ 5,522,000	\$ 19,812,000
Residence Life & Housing	-	-	-	8,101,000	8,101,000
E.J. Thomas - Performing Arts Hall	-	-	-	630,000	630,000
Dining Services	-	-	-	2,914,000	2,914,000
Recreation & Wellness Services	-	856,000	826,000	1,470,000	3,152,000
Jean Hower Taber Student Union	-	1,473,000	1,420,000	1,222,000	4,115,000
Parking & Transportation Services	-	-	-	2,184,000	2,184,000
Total	\$ 9,328,000	\$ 4,856,000	\$ 4,681,000	\$ 22,043,000	\$ 40,908,000

Debt Service

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

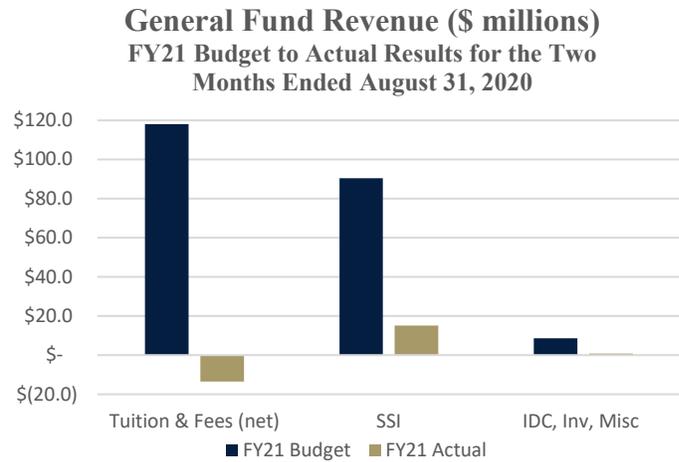
**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Budget and Actual Results for the two months ended August 31, 2020**

Revenues

Tuition & General Service Fees: Tuition & General Service Fees revenues total \$7.6 million or approximately five percent as compared to the annual budget of \$149.7 million. This amount reflects the summer revenue as the fall revenue is deferred until after the census date which falls in September.

The summer credit hours exceeded the prior year by four percent in undergraduate production but lagged prior year activity by eight percent in graduate and about one percent in law. Preliminary fall numbers exceed expectations as the expected 15 percent decline in enrollment is closer to a decline of about eight percent.

Tuition and Fee revenues will exceed the budgeted amount and a preliminary projection will be reflected in the September report.



Other Fees: Other Fees revenues total \$0.7 million or approximately four percent as compared to the annual budget of \$16.7 million.

Other Fees include various student fees such as technology fees (31 percent), facilities fees (12 percent), and unit and course/content, administrative, career advantage and other fees (57 percent). The electronic content fees are charged to a student’s account, the proceeds of which pass along to Barnes & Noble.

Many of the fees remain within the General Fund and are used for operations while the facility 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 \$21.8 million or approximately 45 percent of the \$48.3 million annual budget. Year-to-date Scholarships include undergraduate (\$18.8 million), graduate tuition remissions (\$1.0 million), and law (\$2.0 million). While most undergraduate and law scholarships for fall are reflected, the fall graduate remissions will not be reflected until September. The discounts associated with the College Credit Plus and Early College programs have not yet been recognized but those are estimated to be about \$7 million for the fiscal year.

State Share of Instruction: State Share of Instruction (SSI) revenues total \$15.1 million or 17 percent as compared to the annual budget of \$90.4 million.

Indirect Cost Recovery: IDC revenues total \$0.7 million or approximately 18 percent as compared to the annual budget of \$4 million.

IDC is proportionately related to externally funded research activities and is currently 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 Budget and Actual Results for the two months ended August 31, 2020

Investment Income: Investment Income revenues total \$5,100, or one percent as compared to the annual budget of \$0.5 million. A portion of the investment activity is reported on a quarterly basis, thus not yet reflected.

Investment Income is based upon the size of the operating funds investment portfolio and conditions that impact the return.

Expenditures

Compensation: Payroll expenditures total \$12.4 million or approximately 11 percent of the annual budget of \$111.7 million.

Largely due to 9-month employee contracts, compensation is not incurred ratably throughout the year. By September 30 however, all employees become part of the payroll cycle and compensation becomes more ratable for the remainder of the fiscal year.

Employee Type	Actual YTD
Faculty	\$3,966,000
Staff	3,672,000
Contract Professionals	4,177,000
Graduate Assistants	551,000
Total Payroll	<u>\$12,366,000</u>
<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>	

Utilities: The Utilities charges approximated \$39,000 net of the reversal of the \$0.6 million prior year accrual. Usage is down from prior years as activity on campus is significantly reduced.

Operating: Operating expenditures total \$8.9 million or approximately 31 percent of the \$28.7 million budget. These expenditures trend higher in the first half of the year as annual contracts and blanket purchase orders are encumbered. The two-month results include \$5.8 million in encumbered funds.

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

Transfers, Advances and Loan

Transfers-in (Draw on Operating Reserves): The annual budget assumes the draw on reserves will total \$7.8 million. The funds will be transferred in as needed later in the fiscal year.

Transfers-Out Plant Fund: To date, there have been no funds transferred out to plant funds. As projects arise, the funds will be transferred accordingly.

Transfers-Out Facilities Fee: The annual anticipated Facilities Fee revenues are transferred evenly throughout the fiscal year in support of debt service on the Stadium, Fieldhouse, Student Union and Student Recreation and Wellness Center. At 17 percent of budget, these transfers are in line with the budget; however, if enrollment differs from the budgeted level, the difference will be reflected in Transfers-Out Other – Debt Service.

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Budget and Actual Results for the two months ended August 31, 2020

Loan: In 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. The outstanding balance on July 1, 2020 was \$300,000. As of August 31, additional draws totaling \$540,000 and gifts of \$400,000 leave an outstanding balance of \$440,000. The loan may be further accessed for remaining project phases as other pledge commitments are secured.

AUXILIARY FUNDS

For the Fiscal Year Ended August 31, 2020

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Annual Budget and Actual Results for the two months ended August 31, 2020 with FY 2020 Comparisons

Auxiliary Funds Combined	FY20		FY21			
	YTD June 30	YTD August 31	Approved Budget	YTD August 31	\$ Budget Variance	% of Budget
Revenues	\$36,627,478	\$1,840,136	\$19,166,000	(\$57,906)	(\$19,223,906)	(0%)
Payroll	10,891,539	1,652,447	9,096,000	1,445,400	7,650,600	
Fringes	3,742,439	587,184	2,975,000	422,698	2,552,302	
Total Compensation	14,633,978	2,239,631	12,071,000	1,868,098	10,202,902	15%
Operating	24,227,608	6,927,200	20,790,000	3,687,642	17,102,358	
Scholarships	6,265,978	2,333,627	5,910,000	1,998,198	3,911,802	
Total Non Personnel	30,493,586	9,260,827	26,700,000	5,685,840	21,014,160	21%
Total Expenditures	45,127,564	11,500,458	38,771,000	7,553,938	31,217,062	19%
Net Before Transfers	(8,500,086)	(9,660,322)	(19,605,000)	(7,611,844)	11,993,156	
Transfers-In - Facilities Fee	7,600,464	1,363,244	4,856,000	809,334	(4,046,666)	
Transfers-In - General Service Fee	11,631,000	1,976,333	9,328,000	1,554,667	(7,773,333)	
Transfers-In - Other-Debt Service	1,939,795	226,799	4,681,000	780,167	(3,900,833)	
Transfers-In - Other	13,098,257	1,906,168	22,043,000	3,673,834	(18,369,166)	
Transfers-In - Fund Balance	1,403,284	0	4,528,000	382,250	(4,145,750)	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	137,044	137,044	0	88,353	88,353	
Transfers-Out - Plant Fund	(143,559)	(175,000)	0	0	0	
Transfers-Out - Encumbrances	(88,353)	0	0	0	0	
Transfers-Out - Other	(119,331)	(12,000)	0	0	0	
Transfers-Out - Debt Service	(25,780,171)	(4,296,697)	(25,780,000)	(4,296,621)	21,483,379	
Net Transfers	9,678,431	1,125,891	19,656,000	2,991,984	(16,664,016)	
Difference	\$1,178,345	(\$8,534,431)	\$51,000	(\$4,619,860)	(\$4,670,860)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Annual Budget and Actual Results for the two months ended August 31, 2020 with FY 2020 Comparisons

Athletics	FY20		FY21			
	YTD June 30	YTD August 31	Approved Budget	YTD August 31	\$ Budget Variance	% of Budget
Revenues	\$7,253,018	\$214,180	\$8,315,000	(\$303,558)	(\$8,618,558)	(4%)
Payroll	8,360,131	1,270,861	6,936,000	1,097,674	5,838,326	
Fringes	2,583,387	409,888	2,186,000	321,072	1,864,928	
Total Compensation	10,943,518	1,680,749	9,122,000	1,418,746	7,703,254	16%
Operating	10,073,914	3,533,594	8,136,000	1,663,973	6,472,027	
Scholarships	6,265,978	2,333,627	5,910,000	1,998,198	3,911,802	
Total Non Personnel	16,339,892	5,867,221	14,046,000	3,662,171	10,383,829	26%
Total Expenditures	27,283,410	7,547,970	23,168,000	5,080,917	18,087,083	22%
Net Before Transfers	(20,030,392)	(7,333,790)	(14,853,000)	(5,384,475)	9,468,525	
Transfers-In - Facilities Fee	3,952,630	708,938	2,527,000	421,167	(2,105,833)	
Transfers-In - General Service Fee	11,631,000	1,976,333	9,328,000	1,554,667	(7,773,333)	
Transfers-In - Other-Debt Service	1,009,044	118,007	2,435,000	405,833	(2,029,167)	
Transfers-In - Other	8,689,713	1,161,411	5,522,000	920,333	(4,601,667)	
Transfers-In - Fund Balance	0	0	0	0	0	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	12,817	12,817	0	10,823	10,823	
Transfers-Out - Plant Fund	0	0	0	0	0	
Transfers-Out - Encumbrances	(10,823)	0	0	0	0	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Debt Service	(4,961,674)	(826,946)	(4,959,000)	(826,446)	4,132,554	
Net Transfers	20,322,707	3,150,560	14,853,000	2,486,377	(12,366,623)	
Difference	\$292,315	(\$4,183,230)	\$0	(\$2,898,098)	(\$2,898,098)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Annual Budget and Actual Results for the two months ended August 31, 2020 with FY 2020 Comparisons

Residence Life & Housing	FY20		FY21			
	YTD June 30	YTD August 31	Approved Budget	YTD August 31	\$ Budget Variance	% of Budget
Revenues	\$17,440,272	\$15,723	\$7,224,000	\$21,361	(\$7,202,639)	0%
Payroll	816,738	124,292	681,000	117,004	563,996	
Fringes	301,270	42,516	195,000	34,583	160,417	
Total Compensation	1,118,008	166,808	876,000	151,587	724,413	17%
Operating	6,492,869	1,327,086	5,006,000	851,949	4,154,051	
Scholarships	0	0	0	0	0	
Total Non Personnel	6,492,869	1,327,086	5,006,000	851,949	4,154,051	17%
Total Expenditures	7,610,877	1,493,894	5,882,000	1,003,536	4,878,464	17%
Net Before Transfers	9,829,395	(1,478,171)	1,342,000	(982,175)	(2,324,175)	
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	8,101,000	1,350,167	(6,750,833)	
Transfers-In - Fund Balance	784,346	0	1,199,000	99,917	(1,099,083)	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	37,458	37,458	0	8,192	8,192	
Transfers-Out - Plant Fund	0	0	0	0	0	
Transfers-Out - Encumbrances	(8,192)	0	0	0	0	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Debt Service	(10,643,007)	(1,773,835)	(10,642,000)	(1,773,649)	8,868,351	
Net Transfers	(9,829,395)	(1,736,377)	(1,342,000)	(315,373)	1,026,627	
Difference	\$0	(\$3,214,548)	\$0	(\$1,297,548)	(\$1,297,548)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Annual Budget and Actual Results for the two months ended August 31, 2020 with FY 2020 Comparisons

EJ Thomas Performing Arts Hall	FY20		FY21			
	YTD June 30	YTD August 31	Approved Budget	YTD August 31	\$ Budget Variance	% of Budget
Revenues	\$1,994,086	\$277,406	\$2,668,000	\$0	(\$2,668,000)	0%
Payroll	285,479	34,677	321,000	39,541	281,459	
Fringes	86,388	10,601	92,000	11,401	80,599	
Total Compensation	371,867	45,278	413,000	50,942	362,058	12%
Operating	1,954,106	313,558	2,559,000	62,518	2,496,482	
Scholarships	0	0	0	0	0	
Total Non Personnel	1,954,106	313,558	2,559,000	62,518	2,496,482	2%
Total Expenditures	2,325,973	358,836	2,972,000	113,460	2,858,540	4%
Net Before Transfers	(331,887)	(81,430)	(304,000)	(113,460)	190,540	
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	145,230	630,000	105,000	(525,000)	
Transfers-In - Fund Balance	0	0	0	0	0	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	0	0	0	38,009	38,009	
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)	(54,439)	(326,000)	(54,334)	271,666	
Net Transfers	540,225	90,791	304,000	88,675	(215,325)	
Difference	\$208,338	\$9,361	\$0	(\$24,785)	(\$24,785)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Annual Budget and Actual Results for the two months ended August 31, 2020 with FY 2020 Comparisons

Dining (Aramark)	FY20		FY21			
	YTD June 30	YTD August 31	Approved Budget	YTD August 31	\$ Budget Variance	% of Budget
Revenues	\$2,434,450	\$947,072	(\$3,384,000)	\$96,832	\$3,480,832	(3%)
Payroll	96,843	4,614	55,000	11,826	43,174	
Fringes	279,904	45,508	150,000	3,411	146,589	
Total Compensation	376,747	50,122	205,000	15,237	189,763	7%
Operating	1,006,119	629,394	1,247,000	181,812	1,065,188	
Scholarships	0	0	0	0	0	
Total Non Personnel	1,006,119	629,394	1,247,000	181,812	1,065,188	15%
Total Expenditures	1,382,866	679,516	1,452,000	197,049	1,254,951	14%
Net Before Transfers	1,051,584	267,556	(4,836,000)	(100,217)	4,735,783	
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	2,914,000	485,667	(2,428,333)	
Transfers-In - Fund Balance	0	0	2,700,000	225,000	(2,475,000)	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	46,397	46,397	0	24,017	24,017	
Transfers-Out - Plant Fund	(175,064)	(175,000)	0	0	0	
Transfers-Out - Encumbrances	(24,017)	0	0	0	0	
Transfers-Out - Other	(12,000)	(12,000)	0	0	0	
Transfers-Out - Debt Service	(777,390)	(129,565)	(778,000)	(129,657)	648,343	
Net Transfers	(942,074)	(270,168)	4,836,000	605,027	(4,230,973)	
Difference	\$109,510	(\$2,612)	\$0	\$504,810	\$504,810	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Annual Budget and Actual Results for the two months ended August 31, 2020 with FY 2020 Comparisons

Recreation & Wellness Services	FY20		FY21			
	YTD June 30	YTD August 31	Approved Budget	YTD August 31	\$ Budget Variance	% of Budget
Revenues	\$507,555	\$83,987	\$87,000	\$7,730	(\$79,270)	9%
Payroll	541,913	87,973	448,000	75,578	372,422	
Fringes	198,076	32,113	148,000	21,949	126,051	
Total Compensation	739,989	120,086	596,000	97,527	498,473	16%
Operating	1,423,776	228,410	1,020,000	92,619	927,381	
Scholarships	0	0	0	0	0	
Total Non Personnel	1,423,776	228,410	1,020,000	92,619	927,381	9%
Total Expenditures	2,163,765	348,496	1,616,000	190,146	1,425,854	12%
Net Before Transfers	(1,656,210)	(264,509)	(1,529,000)	(182,416)	1,346,584	
Transfers-In - Facilities Fee	1,341,427	240,571	856,000	142,667	(713,333)	
Transfers-In - General Service Fee	0	0	0	0	0	
Transfers-In - Other-Debt Service	341,819	39,970	826,000	137,667	(688,333)	
Transfers-In - Other	1,896,581	316,097	1,470,000	245,000	(1,225,000)	
Transfers-In - Fund Balance	0	0	59,000	9,833	(49,167)	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	12,152	12,152	0	1,112	1,112	
Transfers-Out - Plant Fund	0	0	0	0	0	
Transfers-Out - Encumbrances	(1,112)	0	0	0	0	
Transfers-Out - Other	(107,331)	0	0	0	0	
Transfers-Out - Debt Service	(1,683,246)	(280,541)	(1,682,000)	(280,344)	1,401,656	
Net Transfers	1,800,290	328,249	1,529,000	255,935	(1,273,065)	
Difference	\$144,080	\$63,740	\$0	\$73,519	\$73,519	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Annual Budget and Actual Results for the two months ended August 31, 2020 with FY 2020 Comparisons

Jean Hower Taber Student Union	FY20		FY21			
	YTD June 30	YTD August 31	Approved Budget	YTD August 31	\$ Budget Variance	% of Budget
Revenues	\$938,377	\$14,465	\$657,000	(\$275)	(\$657,275)	(0%)
Payroll	557,385	96,436	474,000	72,830	401,170	
Fringes	213,148	35,016	151,000	21,628	129,372	
Total Compensation	770,533	131,452	625,000	94,458	530,542	15%
Operating	1,447,351	217,008	1,245,000	117,455	1,127,545	
Scholarships	0	0	0	0	0	
Total Non Personnel	1,447,351	217,008	1,245,000	117,455	1,127,545	9%
Total Expenditures	2,217,884	348,460	1,870,000	211,913	1,658,087	11%
Net Before Transfers	(1,279,507)	(333,995)	(1,213,000)	(212,188)	1,000,812	
Transfers-In - Facilities Fee	2,306,407	413,735	1,473,000	245,500	(1,227,500)	
Transfers-In - General Service Fee	0	0	0	0	0	
Transfers-In - Other-Debt Service	588,932	68,822	1,420,000	236,667	(1,183,333)	
Transfers-In - Other	1,640,582	283,430	1,222,000	203,667	(1,018,333)	
Transfers-In - Fund Balance	0	0	0	0	0	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	12,236	12,236	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)	(482,557)	(2,893,000)	(482,153)	2,410,847	
Net Transfers	1,652,818	295,666	1,222,000	203,681	(1,018,319)	
Difference	\$373,311	(\$38,329)	\$9,000	(\$8,507)	(\$17,507)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Annual Budget and Actual Results for the two months ended August 31, 2020 with FY 2020 Comparisons

Parking & Transportation Services	FY20		FY21			
	YTD June 30	YTD August 31	Approved Budget	YTD August 31	\$ Budget Variance	% of Budget
Revenues	\$6,007,216	\$285,872	\$3,551,000	\$120,004	(\$3,430,996)	3%
Payroll	233,050	33,594	181,000	30,947	150,053	
Fringes	80,266	11,542	53,000	8,654	44,346	
Total Compensation	313,316	45,136	234,000	39,601	194,399	17%
Operating	1,827,760	678,149	1,571,000	717,316	853,684	
Scholarships	0	0	0	0	0	
Total Non Personnel	1,827,760	678,149	1,571,000	717,316	853,684	46%
Total Expenditures	2,141,076	723,285	1,805,000	756,917	1,048,083	42%
Net Before Transfers	3,866,140	(437,413)	1,746,000	(636,913)	(2,382,913)	
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	2,184,000	364,000	(1,820,000)	
Transfers-In - Fund Balance	618,938	0	570,000	47,500	(522,500)	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	15,984	15,984	0	6,200	6,200	
Transfers-Out - Plant Fund	(1,978)	0	0	0	0	
Transfers-Out - Encumbrances	(6,200)	0	0	0	0	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Debt Service	(4,492,884)	(748,814)	(4,500,000)	(750,038)	3,749,962	
Net Transfers	(3,866,140)	(732,830)	(1,746,000)	(332,338)	1,413,662	
Difference	\$0	(\$1,170,243)	\$0	(\$969,251)	(\$969,251)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Annual Budget and Actual Results for the two months ended August 31, 2020 with FY 2020 Comparisons

Wayne Student Union	FY20		FY21			
	YTD June 30	YTD August 31	Approved Budget	YTD August 31	\$ Budget Variance	% of Budget
Revenues	\$52,504	\$1,431	\$48,000	\$0	(\$48,000)	0%
Payroll	0	0	0	0	0	
Fringes	0	0	0	0	0	
Total Compensation	0	0	0	0	0	0%
Operating	1,713	1	6,000	0	6,000	
Scholarships	0	0	0	0	0	
Total Non Personnel	1,713	1	6,000	0	6,000	0%
Total Expenditures	1,713	1	6,000	0	6,000	0%
Net Before Transfers	50,791	1,430	42,000	0	(42,000)	
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	\$1,430	\$42,000	\$0	(\$42,000)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY2021 Budget

	Athletics	Residence Life & Housing	E. J. Thomas Performing Arts Hall	Dining (Aramark)	Student Recreation & Wellness Services	Jean Hower Taber Student Union	Parking & Transportation Services	Wayne Student Union	Total
Revenues	\$8,315,000	\$7,224,000	\$2,668,000	(\$3,384,000)	\$87,000	\$657,000	\$3,551,000	\$48,000	\$19,166,000
Payroll	6,936,000	681,000	321,000	55,000	448,000	474,000	181,000	0	9,096,000
Fringes	2,186,000	195,000	92,000	150,000	148,000	151,000	53,000	0	2,975,000
Total Compensation	9,122,000	876,000	413,000	205,000	596,000	625,000	234,000	0	12,071,000
Operating	8,136,000	5,006,000	2,559,000	1,247,000	1,020,000	1,245,000	1,571,000	6,000	20,790,000
Scholarships	5,910,000	0	0	0	0	0	0	0	5,910,000
Total Non Personnel	14,046,000	5,006,000	2,559,000	1,247,000	1,020,000	1,245,000	1,571,000	6,000	26,700,000
Total Expenditures	23,168,000	5,882,000	2,972,000	1,452,000	1,616,000	1,870,000	1,805,000	6,000	38,771,000
Net Before Transfers	(14,853,000)	1,342,000	(304,000)	(4,836,000)	(1,529,000)	(1,213,000)	1,746,000	42,000	(19,605,000)
Transfers-In - Facilities Fee	2,527,000	0	0	0	856,000	1,473,000	0	0	4,856,000
Transfers-In - General Service Fee	9,328,000	0	0	0	0	0	0	0	9,328,000
Transfers-In - Other-Debt Service	2,435,000	0	0	0	826,000	1,420,000	0	0	4,681,000
Transfers-In - Other	5,522,000	8,101,000	630,000	2,914,000	1,470,000	1,222,000	2,184,000	0	22,043,000
Transfers-In - Fund Balance	0	1,199,000	0	2,700,000	59,000	0	570,000	0	4,528,000
Transfers-Out - Debt Service	(4,959,000)	(10,642,000)	(326,000)	(778,000)	(1,682,000)	(2,893,000)	(4,500,000)	0	(25,780,000)
Net Transfers	14,853,000	(1,342,000)	304,000	4,836,000	1,529,000	1,222,000	(1,746,000)	0	19,656,000
Difference	\$0	\$0	\$0	\$0	\$0	\$9,000	\$0	\$42,000	\$51,000

The University of Akron
Auxiliaries
FY 2021 Budget Assumptions

Overall Assumptions

Revenues

- Fifteen percent enrollment decline.
- The campus will open in the fall.
 - Provide face to face instruction, practicing physical distancing, online, and hybrid options for delivering classes.
 - Face to face instruction in fall 2020 followed by potential mid-term COVID-19 related enrollment disruption.

Payroll

- 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 5 percent for graduate and student assistants.

Transfers-In

- Represents general service fee, facilities fee and operating support passed through or from the General Fund.

	General	Facilities	Other Debt Service	Operating	Total Transfers-	Annual Debt
	Service Fees	Fees	Support	Support	In	Service
Athletics	\$ 9,328,000	\$2,527,000	\$ 2,435,000	\$ 5,522,000	\$ 19,812,000	\$ 4,959,000
Residence Life & Housing	-	-	-	8,101,000	8,101,000	10,642,000
E.J. Thomas PAH	-	-	-	630,000	630,000	326,000
Dining Services (Aramark)	-	-	-	2,914,000	2,914,000	778,000
Recreation & Wellness Services	-	856,000	826,000	1,470,000	3,152,000	1,682,000
Jean Hower Taber Student Union	-	1,473,000	1,420,000	1,222,000	4,115,000	2,893,000
Parking & Transportation Services	-	-	-	2,184,000	2,184,000	4,500,000
Total	\$ 9,328,000	\$4,856,000	\$ 4,681,000	\$ 22,043,000	\$ 40,908,000	\$ 25,780,000

Transfers-Out – Debt Service

- Debt service for Auxiliary facilities.

The University of Akron
Auxiliaries
FY 2021 Budget Assumptions

Unit Assumptions

Athletics

Payroll

- Various coaching salary adjustments.

Operating

- Elimination of Men's Golf, Men's Cross Country, and Women's Tennis.
- Possibility of furloughs if the budget requires an adjustment.

Scholarships

- Scholarships in the amount of \$5.9 million.

Transfers-In

- Includes \$716,000 to cover the net impact of no fall sports.
- \$4.4 million reduction of General Fund support.
- Facilities Fee totaling \$2.5 million through the General Fund.
- General Service Fee totaling \$9.3 million from the General Fund.
- Other support totaling nearly \$8 million from the General Fund.

Residence Life & Housing

Revenues

- Fall revenue estimate based on room assignments as of 6/12/2020 (include \$450 discount per person for students remaining in double occupancy rooms for fall).
- Quaker will not be needed other than as a quarantine facility, and 100% occupancy of rooms in private bed configuration.
- Spring revenues estimate 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.
- No summer housing or summer conference revenue for Summer 2020 but resumes the AA conference for Summer 2021.

Payroll

- Business Systems Administration position as well as the Quaker Square Residence Life Coordinator position will remain unfilled.
- Residence Life Coordinators will be on 11-month contracts for FY21 (not working the month of June). This will transition to 10-month contracts for FY22 (not working July 2021 and June 2022). Two, 2-month temporary positions to be created to complete essential summer work.

The University of Akron
Auxiliaries
FY 2021 Budget Assumptions

- No raises in all personnel categories, and accounts for temporary salary reductions that were approved by Board of Trustees in May 2020 for FY21.
- Three UAPD Officers and one-half of the Student Conduct Coordinators will remain in the Residence Life and Housing budget for FY21 with the goal of moving the positions off the budget in FY22.
- Potential residence halls closure in October could generate a three-month furlough of all staff except the Director and the Housing Services Staff.

Operating

- Expenditures include maintenance, resident assistant meals, student employment, resident student events, and utilities.
- Cancellation of Exchange Street Living Room Furniture project (savings of \$400,000).
- Delay migration to Mercury Cloud (savings of \$5,000).
- Quaker Square off-line for FY21 except for quarantine housing for students who present with COVID-19 symptoms; therefore, the maintenance and the custodial budget includes one-half of the budget estimated by PFOC.
- Fifteen percent reduction in utilities charges and forty percent reduction in maintenance cost.

Transfers-In

- Other totaling \$8.1 million from the General Fund.
- Fund Balance in the amount of \$1.2 million.

E. J. Thomas Performing Arts Hall

Revenues

- Due to the current COVID-19 mass gathering restrictions limiting attendance of no more than 300 people, externally generated revenues from various shows such as Broadway Series sales and Akron Civic Theater pass-through will not continue in Fall 2020. The shows will resume in Spring 2021 if the ban is lifted. Other generated revenue includes hall rental and endowment gifts.

Operating

- Expenditures include artist fees, advertising, maintenance, stage & wardrobe, student employment, and utilities.

Transfers-In

- Transfers-In Other, totaling \$630,000 from the General Fund.

The University of Akron
Auxiliaries
FY 2021 Budget Assumptions

Dining (Aramark)

Revenues

- Contractually provided revenues such as utilities, maintenance, and equipment repair.
- Per the Aramark contract, the University is expected to receive rents of \$3.3 million based on a contractual guarantee of 2,376 mandatory meal plans sold. Because of the anticipated meal plans, the University expects to owe Aramark \$3.6 million after factoring in the contractual guarantee resulting in a \$3.4 million deficit.
- Meal plan increase of four percent for the fall 2020 Tuition Guarantee Cohort.

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' salary to Aramark (cost of \$17,491).
- All other employees are the fiscal responsibility of Aramark.

Operating

- Card access and point of sale software, equipment, maintenance, and utilities.

Transfers-In

- Other totaling \$2.9 million from the General Fund.
- Fund Balance totaling \$2.7 million.

Student Recreation & Wellness Services

Revenues

- Externally generated revenues from various sources such as memberships, pool rental, and locker and facility rentals.
- A \$535,000 reduction in revenue will reflect actuals for months closed as well as projected business loss due to COVID-19 social distancing and group size.

Payroll

- Workforce reductions in the amount of \$151,000 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.

The University of Akron
Auxiliaries
FY 2021 Budget Assumptions

- Two full-time vacant positions to remain unfilled (savings of \$96,028).
- No furloughs for staff members with salaries below \$40,000.
- Abolish the Coordinator Membership and Personnel position (savings of \$40,462).
- Salary reduction for Director, Student Recreation & Wellness Services and the Assistant Director, Programs (savings of \$5,038).
- Changing 12-month contracts to 10-months due to low summer program participation (June/July). Contract change effective August 1st (savings of \$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.

Operating

- Reduction in expenditures for aquatics, fitness and wellness, intramural sports, maintenance, outdoor adventures, membership, student employment, operations and utilities (savings of \$926,000).
- 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 the months of July, early August, and having professional staff fill roles (savings of \$177,000).
- Cancellation of all group programs, rentals, and events that cannot be done without social distancing.
- Reduction in utilities (savings of \$40,000) and maintenance (savings of \$181,000).

Transfers-In

- Facilities Fee totaling \$856,000 through the General Fund.
- Other totaling \$2.3 million from the General Fund.
- Fund Balance totaling \$59,000.

The University of Akron
Auxiliaries
FY 2021 Budget Assumptions

Jean Hower Taber Student Union

Revenues

- Externally generated revenues from various sources such as bookstore commissions, bank commissions, and room rentals.
- A seventy-five percent reduction in room and AV rental income based on campus needs for use of space as classrooms and physical distancing/group size guidelines.
- A 35 percent reduction in Bookstore revenue.

Payroll

- Five full-time vacancies will remain unfilled (savings of \$224,990).

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.
- The budget for Alternative Spring Break and Winter Immersion trips will be eliminated.
- 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.
- The reduction in PFOC maintenance and purchase utilities projection to reflect FY20 actual usage.
- The reduction in the PFOC custodial labor and supplies projection will balance the budget.

Transfers-In

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

The University of Akron
Auxiliaries
FY 2021 Budget Assumptions

Parking & Transportation Services

Revenues

- Parking permits and transportation fee revenues decrease consistent with an overall blended enrollment reduction of fifteen percent.
- Majority of Special Events Parking Fees of \$10 and \$20 maximum for additional preferred lots.
- Changes include an increase in Parking Fine collections rate through expanded iParq capabilities, change to courtesy policies/grace periods, more target of meters, handicapped spaces, and fire lanes.
- Budget based on campus closing in October 2020 and reopens in mid-February 2021 with 50 percent of fall transportation fee revenue refunded and 25% of spring transportation fee revenue refunded.

Payroll

- Eliminate two full-time positions (savings of \$57,000) and reduce part-time staff hours by 50 percent (savings of \$11,000).
- Reduce the number of student assistants, office staff, lot monitors, event workers by 50 percent and no visitor parking lot booth (savings of \$84,000).

Operating

- Shuttle savings due to the campus closure \$250,000 (from both the Roo Express and METRO RTA contract). While Parking & Transportation Auxiliary will enjoy the expenditure savings for the Roo Express during the University campus closure, some costs will be incurred for a portion of the downtime.
- Budget includes closing 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. No outside contractors for parking lot or deck repairs (total savings of \$347,000).

Transfers-In

- Other totaling \$2.2 million from the General Fund.
- Fund Balance totaling \$570,000.

The University of Akron
Auxiliaries
FY 2021 Budget Assumptions

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 University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the Two Months Ended August 31, 2020

Athletics

Athletics actual revenues total -\$304,000 as compared to annual budgeted revenues of \$8.3 million. The major component of the negative revenue includes an account receivable for IMG not realized in the amount of \$343,000 until the month of September. Unearned revenue for season and single tickets is realized in the fiscal year when the game is held. Currently, \$121,000 is unearned.

Description	Actual YTD
Gifts	\$25,000
Ticket Sales	14,000
IMG	<u>-343,000</u>
Total Revenue	<u><u>-\$304,000</u></u>

Employee Type	Actual YTD
Contract Professionals	\$1,045,000
Staff	51,000
Faculty	<u>1,000</u>
Total Payroll	<u><u>\$1,097,000</u></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 \$1.4 million or 16 percent of the annual budget of \$9.1 million. The fiscal year 2021 temporary salary reductions are reflected.

Operating expenditures total nearly \$1.7 million or 20 percent of the annual budget of \$8.1 million. The principal operating expenditures include supplies & services (70 percent) and travel & hospitality (25 percent). The majority of supplies & services include athletic supplies (32 percent) and membership dues (12 percent). The majority of operating expenditures in travel & hospitality are team travel and recruiting (63 percent).

Description	Actual YTD
Supplies & Services	\$1,173,000
Travel & Hospitality	410,000
Utilities	42,000
Other	27,000
Student Assistants	<u>12,000</u>
Total Operating	<u><u>\$1,664,000</u></u>

Scholarships, or Athletics financial aid, nearly \$2 million or 34 percent of the annual budget of \$5.9 million.

The other sources of funding include transfers-in of Facilities Fee, General Service Fee, and Other budgeted at \$2.5 million, \$9.3 million, and \$8 million, respectively. The actual Facilities Fee totaling \$421,000 services a portion of the Stadium and Fieldhouse debt while the Athletics actual general services fee, and other transfers-in combined total \$2.9 million.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the Two Months Ended August 31, 2020**

Athletics (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 \$11,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service is \$5 million. To date, \$826,000 or 17 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. The debt service pays the bonded debt related to InfoCision Stadium (94 percent) and the Athletic Fieldhouse.

Residence Life & Housing

Residence Life & Housing actual revenues total \$21,000 as compared to the annual budgeted revenues of \$7.2 million. The principal revenues include residence hall occupancy (annual average of 74 percent) and are predominately earned during the academic year. Currently, \$7 million of Fall 2020 revenue is deferred.

Description	Actual YTD
Room Rentals	\$18,000
Other	<u>3,000</u>
Total Revenue	<u>\$21,000</u>

Employee Type	Actual YTD
Contract Professionals	\$85,000
Staff	<u>32,000</u>
Total Payroll	<u>\$117,000</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 \$152,000 or 17 percent of the annual budget of \$876,000. The fiscal year 2021 temporary salary reductions are reflected.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the Two Months Ended August 31, 2020

Residence Life & Housing (continued)

Operating expenditures total \$852,000 or 17 percent of the annual budget of \$5 million. The principal operating expenditures include supplies & services (62 percent), travel & hospitality (18 percent), and utilities (10 percent). The major spending component in supplies & services includes maintenance (86 percent). The majority of operating expenditures in travel & hospitality are Resident Assistant Meals (96 percent). The majority of expenditures in utilities are electricity (59 percent), water (21 percent), and gas (12 percent).

Description	Actual YTD
Supplies & Services	\$529,000
Travel & Hospitality	157,000
Utilities	84,000
Other	75,000
Student Assistants	<u>7,000</u>
Total Operating	<u>\$852,000</u>

Transfers-In - Other represents General Fund support for operations and is budgeted at \$8.1 million. To date, \$1.4 million has been transferred with the expectation the full amount will be transferred throughout the remainder of the fiscal year.

Transfers-In - Fund Balance budget includes \$1.2 million to support the budgeted fiscal year-end shortfall. The actual transferred amount may vary pending the fiscal year-end outcome.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been provided by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$8,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service total \$10.6 million. To date, \$1.8 million or 17 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. The debt service pays the debt related to the renovation of seven residence halls and construction of four new buildings.

EJ Thomas Performing Arts Hall

EJ Thomas Performing Arts Hall has yet to collect actual revenues due to COVID-19 and the restrictions on mass gatherings. The annual budgeted revenues total to \$2.7 million. Ticket revenue is considered unearned until the show is held. Currently, EJ Thomas has \$62,000 in unearned revenue for the Broadway in Akron Series FY21 presale event.

Description	Actual YTD
Revenue	\$0

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the Two Months Ended August 31, 2020**

EJ Thomas Performing Arts Hall (continued)

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 Fall 2020 are canceled. Events will resume in Spring 2021 if current COVID-19 large gathering restrictions are lifted.

Employee Type	Actual YTD
Contract Professionals	\$27,000
Staff	<u>12,000</u>
Total Payroll	<u>\$39,000</u>
<i>Note 1: Includes all EJ Thomas Performing Arts Hall payroll-related activities (e.g. full-time, part-time, overtime, etc.).</i>	
<i>Note 2: Excludes fringe benefits.</i>	

Payroll and fringes total \$51,000 or 12 percent of the annual budget of \$413,000. The fiscal year 2021 temporary salary reductions are reflected.

Operating expenditures total nearly \$63,000 or two percent of the annual budget of \$2.6 million. The principal operating expenditures include supplies & services (85 percent) and utilities (13 percent). The major spending component in supplies & services includes the lighting systems (72 percent) and maintenance (28 percent). The majority of expenditures in utilities are electricity (62 percent), chilled water (22 percent), and steam (14 percent).

Description	Actual YTD
Supplies & Services	\$53,000
Utilities	8,000
Other	<u>2,000</u>
Total Operating	<u>\$63,000</u>

Transfers-In - Other represents general-fund support for operations and debt service support is budgeted for \$630,000. To date, \$105,000 has been transferred with the expectation the full amount will be transferred throughout the remainder of the fiscal year.

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.

The budgeted Transfers-Out - Debt Service totals \$326,000. To date, \$54,000 or 17 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. This debt service pays the bonded debt related to improvements and equipment from approximately 18 years ago. The debt will be retired during the fiscal year ended June 30, 2029.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the Two Months Ended August 31, 2020**

Dining Services (Aramark)

Aramark's actual revenues total nearly \$97,000 as compared to the negative annual budgeted revenues of \$3.4 million. The primary revenues include the Aramark grant (95 percent). The 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 it is expected that Aramark revenue will approach a negative \$1.5 to \$2 million.

Description	Actual YTD
Aramark Grant	\$92,000
Other	<u>5,000</u>
Total Revenue	<u>\$97,000</u>

Employee Type	Actual YTD
Staff	\$12,000

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 \$15,000 or roughly 7 percent of the annual budget of \$205,000. The \$150,000 budgeted fringe benefits also include the difference between SERS and FICA for CWA employees who remained with the University as well as certain Aramark employees performing work at the University. The fiscal year 2021 temporary salary reductions are reflected.

Operating expenditures total \$182,000 or 15 percent of the annual budget of \$1.2 million. The principal operating expenditures include supplies & services (84 percent) and utilities (11 percent). The major spending component in supplies & services include furniture & equipment repair (54 percent) and maintenance (37 percent). The majority of expenditures in utilities are electricity (52 percent), water (30 percent), and chilled water (12 percent).

Description	Actual YTD
Supplies & Services	\$152,000
Utilities	20,000
Other	<u>10,000</u>
Total Operating	<u>\$182,000</u>

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.

Transfers-In - Other represents General Fund support for operations and is budgeted at \$2.9 million. To date, \$486,000 has been transferred with the expectation the full amount will be transferred throughout the remainder of the fiscal year.

Transfers-In - Fund Balance budget includes \$2.7 million to support the budgeted fiscal year-end shortfall. The actual fund balance transferred amount may vary pending the fiscal year-end outcome.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the Two Months Ended August 31, 2020**

Dining Services (Aramark) (continued)

The budgeted Transfers-Out - Debt Service totals \$778,000. To date, \$130,000 or 17 percent has been transferred out to pay the upcoming debt service payment with the remaining transfers to occur throughout the year. This debt service pays the bonded debt related to various buildouts of space and 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 nearly \$8,000 as compared to the annual budgeted revenues of \$87,000. The principal revenues include swimming meets/lessons (62 percent) and memberships (38 percent). While swim meets and lessons are not being held due to the pandemic, revenue represents past season payments.

Description	Actual YTD
Swimming Meets & Lessons	\$5,000
Memberships	<u>3,000</u>
Total Revenue	<u>\$8,000</u>

Due to the COVID-19 restrictions, membership is offered to current students and University employees only. The regulations prohibit external memberships, including University alumni.

Employee Type	Actual YTD
Contract Professionals	\$62,000
Staff	<u>14,000</u>
Total Payroll	<u>\$76,000</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 \$98,000 or 16 percent of the annual budget of \$596,000. The fiscal year 2021 temporary salary reductions are reflected.

Operating expenditures total nearly \$93,000 or nine percent as compared to the annual budget of \$1 million. The principal operating expenditures include supplies & services (90 percent). The majority of supplies & services spending includes maintenance (98 percent).

Description	Actual YTD
Supplies & Services	\$83,000
Utilities	7,000
Other	2,000
Student Assistants	<u>1,000</u>
Total Operating	<u>\$93,000</u>

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the Two Months Ended August 31, 2020**

Recreation & Wellness Services (continued)

The other sources of funding include a Transfers-In Facilities Fee and Transfers-In - Other budgeted at \$856,000 and \$2.3 million, respectively. Actual total Transfers-In of \$525,000 represents facilities fee and General Fund support to service the building's debt and operations.

Transfers-In - Fund Balance budget includes \$59,000 to support the budgeted fiscal year-end shortfall. The actual fund balance transferred amount may vary pending the fiscal year-end outcome.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$1,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service totals \$1.7 million. To date, \$280,000 or 17 percent has been transferred out for the debt service requirements associated with the facility and its retail space. The outstanding debt will be retired in the fiscal year ended June 30, 2033.

Jean Hower Taber Student Union

Due to COVID-19, the face to face restrictions prohibit the Student Union from hosting external client room rentals and mass gatherings that exceed 10 people. The -\$300 originates from prepaid room rental refunds. The annual revenue budget totals to \$657,000.

Description	Actual YTD
Rental Income	-\$300

Employee Type	Actual YTD
Contract Professionals	\$62,000
Staff	<u>11,000</u>
Total Payroll	<u>\$73,000</u>
<i>Note 1: Includes all Jean Hower Taber Student Union payroll-related activities (e.g. full-time, part-time, overtime, etc.).</i>	
<i>Note 2: Excludes fringe benefits.</i>	

Payroll and fringes total \$94,000 or 15 percent of the annual budget of \$625,000. The fiscal year 2021 temporary salary reductions are reflected.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the Two Months Ended August 31, 2020**

Jean Hower Taber Student Union (continued)

Operating expenditures total \$117,000 or nine percent of the annual budget of \$1.2 million. The principal operating expenditures include supplies & services (59 percent) and utilities (28 percent). The majority of supplies & services spending include maintenance (93 percent). The majority of expenditures in utilities are chilled water (55 percent), electricity (34 percent), and steam (10 percent).

Description	Actual YTD
Supplies & Services	\$69,000
Utilities	33,000
Student Assistants	10,000
Other	3,000
Travel & Hospitality	<u>2,000</u>
Total Operating	<u>\$117,000</u>

The other sources of funding include Transfers-In - Facilities Fee and Transfers-In - Other budgeted at \$1.5 million and \$2.6 million, respectively. To date, \$686,000 has been transferred with the expectation the remaining amount will be transferred throughout the rest of the fiscal year.

The budgeted Transfers-Out - Debt Service totals \$2.9 million. To date, \$482,000 or 17 percent has been transferred out for the upcoming debt service requirements associated with the facility and its retail space. The outstanding debt will be retired in the fiscal year ended June 30, 2033.

Parking & Transportation Services

Parking actual revenues total \$120,000 as compared to the annual budgeted revenues of \$3.6 million. Unearned revenue generated from parking permits purchased before the semester begins is recognized when the revenue recognition criteria is met. Currently, \$1.9 million is being held in unearned revenue.

Description	Actual YTD
Permits	\$81,000
Lot Rentals	36,000
Fines & Meters	<u>3,000</u>
Total Revenue	<u>\$120,000</u>

Employee Type	Actual YTD
Staff	\$19,000
Contract Professionals	<u>12,000</u>
Total Payroll	<u>\$31,000</u>
<i>Note 1: Includes all Parking & Transportation Services payroll-related activities (e.g. full-time, part-time, overtime, etc.).</i>	
<i>Note 2: Excludes fringe benefits.</i>	

Payroll and fringes total nearly \$40,000 or 17 percent of the annual budget of \$234,000. The fiscal year 2021 temporary salary reductions are reflected.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the Two Months Ended August 31, 2020**

Parking & Transportation Services (continued)

Operating expenditures total \$717,000 or 46 percent as compared to the annual budget of \$1.6 million. The principal operating expenditures include supplies & services (97 percent). The major spending component in supplies & services includes transportation related activities including busing, parking lot, and deck maintenance (97 percent). The total operating expenditures include a \$525,000 encumbrance for the entire fiscal year Roo Shuttle operation.

Description	Actual YTD
Supplies & Services	\$698,000
Utilities	16,000
Student Assistants	2,000
Other	<u>1,000</u>
Total Operating	<u>\$717,000</u>

Transfers-In - Other represents General Fund support for operations and is budgeted at \$2.2 million. To date, \$364,000 million has been transferred with the expectation the full amount will be transferred throughout the remainder of the fiscal year.

Transfers-In - Fund Balance budget includes \$570,000 to support the budgeted fiscal year-end shortfall. The actual transferred amount may vary pending the fiscal year-end outcome.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$6,000 Transfers-In – Encumbrances represent those types of commitments.

The budgeted transfers-out for debt service total \$4.5 million. Transfers-out of \$750,000 or 17 percent represents the debt service that pays the bonded debt related to the renovation and construction of six parking decks. The outstanding debt for deferred maintenance Bond 1997A will be retired in the fiscal year ended June 30, 2022, and June 30, 2029 for the West Deck deferred maintenance. The outstanding debt for the Schrank Deck, North Campus Deck, Polsky Deck, and E.J. Thomas Deck will be retired in the fiscal year ended June 30, 2032. The South Campus Deck outstanding debt will be retired in the fiscal year ended June 30, 2038.

Wayne Student Union

Wayne Student Union annual budgeted revenues is \$48,000. Currently, revenue activity for the two-month period is zero.

Description	Actual YTD
Commission Income	\$0

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the Two Months Ended August 31, 2020

Operating expenditures annual budget is \$6,000.
The expenditure activity for the two months ended
is zero.

Description	Actual YTD
Supplies & Services	\$0

**DEPARTMENTAL SALES AND
SERVICES FUNDS**

For the Fiscal Year Ended August 31, 2020

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Budget and Actual Results for the two months ended August 31, 2020 with FY 2020 Comparisons

Departmental Sales and Services Combined	FY20		FY21			
	YTD June 30	YTD August 31	Approved Budget	YTD August 31	Actual to Budget	
					\$	%
Revenues	\$27,372,310	\$3,016,441	\$25,773,000	\$2,677,882	(\$23,095,118)	10%
Payroll	2,785,718	409,687	2,667,000	358,317	2,308,683	
Fringes	825,569	113,507	687,000	93,627	593,373	
Total Compensation	3,611,287	523,194	3,354,000	451,944	2,902,056	13%
Operating	3,434,228	1,166,506	2,790,000	744,393	2,045,607	
Premiums and Claims	24,704,489	4,331,460	25,141,000	3,843,679	21,297,321	
Capital	25,526	42,052	0	13,260	(13,260)	
Total Non Personnel	28,164,243	5,540,018	27,931,000	4,601,332	23,329,668	16%
Total Expenditures	31,775,530	6,063,212	31,285,000	5,053,276	26,231,724	16%
Net Before Transfers	(4,403,220)	(3,046,771)	(5,512,000)	(2,375,394)	3,136,606	
Transfers-In - Other	0	0	0	0	0	
Transfers-In - Encumbrances	293,453	293,453	0	176,323	176,323	
Transfers-In - Fund Balance	495,173	0	5,528,000	0	(5,528,000)	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Encumbrances	(176,323)	0	0	0	0	
Net Transfers	612,303	293,453	5,528,000	176,323	(5,351,677)	
Difference	(\$3,790,917)	(\$2,753,318)	\$16,000	(\$2,199,071)	(\$2,215,071)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Budget and Actual Results for the two months ended August 31, 2020 with FY 2020 Comparisons

Self-Insurance Health Care	FY20		FY21			
	YTD	YTD	Approved Budget	YTD August 31	Actual to Budget	
	June 30	August 31			\$	%
Revenues	\$21,299,743	\$2,021,494	\$20,126,000	\$2,021,643	(\$18,104,357)	10%
Payroll	157,970	24,203	181,000	27,868	153,132	
Fringes	49,780	7,745	52,000	8,082	43,918	
Total Compensation	207,750	31,948	233,000	35,950	197,050	15%
Operating	216,712	(25,625)	194,000	34,854	159,146	
Premiums and Claims	24,704,489	4,331,460	25,141,000	3,843,679	21,297,321	
Capital	0	0	0	0	0	
Total Non Personnel	24,921,201	4,305,835	25,335,000	3,878,533	21,456,467	15%
Total Expenditures	25,128,951	4,337,783	25,568,000	3,914,483	21,653,517	15%
Net Before Transfers	(3,829,208)	(2,316,289)	(5,442,000)	(1,892,840)	3,549,160	
Transfers-In - Other	0	0	0	0	0	
Transfers-In - Encumbrances	0	0	0	0	0	
Transfers-In - Fund Balance	0	0	0	0	0	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Encumbrances	0	0	0	0	0	
Net Transfers	0	0	0	0	0	
Difference	(\$3,829,208)	(\$2,316,289)	(\$5,442,000)	(\$1,892,840)	\$3,549,160	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Budget and Actual Results for the two months ended August 31, 2020 with FY 2020 Comparisons

Workforce Training Solutions	FY20		FY21			
	YTD	YTD	Approved Budget	YTD August 31	Actual to Budget	
	June 30	August 31			\$	%
Revenues	\$597,807	\$99,649	\$730,000	\$7,120	(\$722,880)	1%
Payroll	284,815	62,296	298,000	24,243	273,757	
Fringes	79,954	15,328	74,000	5,751	(5,751)	
Total Compensation	364,769	77,624	372,000	29,994	268,006	8%
Operating	228,940	102,436	342,000	21,397	320,603	
Premiums and Claims	0	0	0	0	0	
Capital	0	0	0	0	0	
Total Non Personnel	228,940	102,436	342,000	21,397	320,603	6%
Total Expenditures	593,709	180,060	714,000	51,391	588,609	7%
Net Before Transfers	4,098	(80,411)	16,000	(44,271)	(60,271)	
Transfers-In - Other	0	0	0	0	0	
Transfers-In - Encumbrances	34,193	34,193	0	0	0	
Transfers-In - Fund Balance	0	0	0	0	0	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Encumbrances	0	0	0	0	0	
Net Transfers	34,193	34,193	0	0	0	
Difference	\$38,291	(\$46,218)	\$16,000	(\$44,271)	(\$60,271)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Budget and Actual Results for the two months ended August 31, 2020 with FY 2020 Comparisons

New Student Orientation	FY20		FY21			
	YTD	YTD	Approved Budget	YTD August 31	Actual to Budget	
	June 30	August 31			\$	%
Revenues	\$422,245	\$28,545	\$481,000	\$30,180	(\$450,820)	6%
Payroll	153,335	22,472	145,000	22,072	122,928	
Fringes	50,414	8,666	51,000	6,907	44,093	
Total Compensation	203,749	31,138	196,000	28,979	167,021	15%
Operating	219,626	108,923	371,000	50,892	320,108	14%
Premiums and Claims	0	0	0	0	0	
Capital	0	0	0	0	0	
Total Non Personnel	219,626	108,923	371,000	50,892	320,108	14%
Total Expenditures	423,375	140,061	567,000	79,871	487,129	14%
Net Before Transfers	(1,130)	(111,516)	(86,000)	(49,691)	36,309	
Transfers-In - Other	0	0	0	0	0	
Transfers-In - Encumbrances	0	0	0	0	0	
Transfers-In - Fund Balance	1,130	0	86,000	0	(86,000)	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Encumbrances	0	0	0	0	0	
Net Transfers	1,130	0	86,000	0	(86,000)	
Difference	\$0	(\$111,516)	\$0	(\$49,691)	(\$49,691)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Budget and Actual Results for the two months ended August 31, 2020 with FY 2020 Comparisons

Other	FY20		FY21			
	YTD	YTD	Approved Budget	YTD August 31	Actual to Budget	
	June 30	August 31			\$	%
Revenues	\$5,052,515	\$866,753	\$4,436,000	\$618,939	(\$3,817,061)	14%
Payroll	2,189,598	300,716	2,043,000	284,134	1,758,866	
Fringes	645,421	81,768	510,000	72,887	437,113	
Total Compensation	2,835,019	382,484	2,553,000	357,021	2,195,979	14%
Operating	2,768,950	980,772	1,883,000	637,250	1,245,750	
Premiums and Claims	0	0	0	0	0	
Capital	25,526	42,052	0	13,260	(13,260)	
Total Non Personnel	2,794,476	1,022,824	1,883,000	650,510	1,232,490	35%
Total Expenditures	5,629,495	1,405,308	4,436,000	1,007,531	3,428,469	23%
Net Before Transfers	(576,980)	(538,555)	-	(388,592)	(388,592)	
Transfers-In - Other	0	0	0	0	0	
Transfers-In - Encumbrances	259,260	259,260	0	176,323	176,323	
Transfers-In - Fund Balance	494,043	0	0	0	0	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Encumbrances	(176,323)	0	0	0	0	
Net Transfers	576,980	259,260	0	176,323	176,323	
Difference	\$0	(\$279,295)	\$0	(\$212,269)	(\$212,269)	

The University of Akron
Departmental Sales and Services
FY 2021 Budget

	Self-Insurance Health Care	Workforce Training Solutions	New Student Orientation Program	Other	TOTAL
Revenues	\$20,126,000	\$730,000	\$481,000	\$4,436,000	\$25,773,000
Payroll	181,000	298,000	145,000	2,043,000	2,667,000
Fringes	52,000	74,000	51,000	510,000	687,000
Total Compensation	233,000	372,000	196,000	2,553,000	3,354,000
Operating	194,000	342,000	371,000	1,883,000	2,790,000
Premiums and Claims	25,141,000	0	0	0	25,141,000
Capital	0	0	0	0	0
Total Non Personnel	25,335,000	342,000	371,000	1,883,000	27,931,000
Total Expenditures	25,568,000	714,000	567,000	4,436,000	31,285,000
Difference	(\$5,442,000)	\$16,000	(\$86,000)	\$0	(\$5,512,000)
Transfers-In - Fund Balance	5,442,000	0	86,000	0	5,528,000
Difference	\$0	\$16,000	\$0	\$0	\$16,000

The accompanying assumptions are an integral part of this statement.

Overall Assumptions

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 Benefits rates include 29 percent for full-time, 15.45 percent for part-time, and 5 percent for graduate and student assistants.

Fund Assumptions

Self-Insurance Health Care

Revenues

- University contributions to employee-provided benefits such as medical, prescription drug, dental, long-term disability, and life insurance with fringe rate reduction. 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
- The Self-Insurance Health Care reserves will fund the retiree dependent health care premiums.
- Effective January 1, 2021, the Retiree Dependent Health Insurance Program for the eligible dependents of former employees, except for former AAUP employees, will be terminated.

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 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 companies.

Operating

- Student assistants, supplies and services, and travel and hospitality; and
- Workforce Training Solutions will manage to ensure expenditures are limited to revenues.

New Student Orientation

Revenues

- Commitment 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; and
- New Student Orientation will monitor expenditures; however, the budgeted deficit will be offset by the New Student Orientation carryover from fiscal year ended June 30, 2020.

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

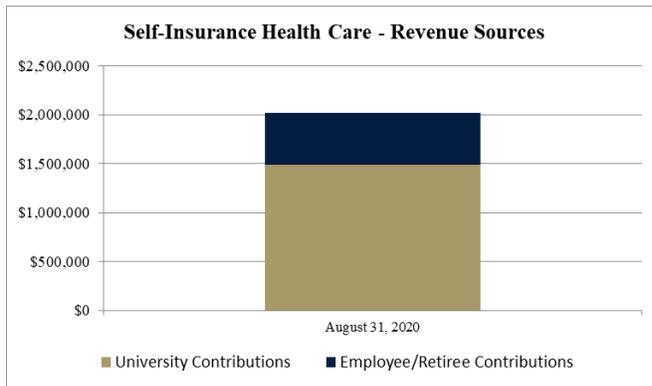
- Equipment replacements not anticipated, barring unforeseen equipment failure.

**The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
Narrative of FY 2021 Budget and Actual Results for the two months ended August 31, 2020**

Self-Insurance Health Care

Self-Insurance Health Care actual revenues total \$2 million or 10 percent as compared to annual budgeted revenues of \$20.1 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/or 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 \$36,000 or 15 percent as compared to the annual budget of \$233,000.

Operating expenditures total \$35,000 or 18 percent for consulting and administrative services as compared to the annual budget of \$195,000.

Premiums and Claims expenditures total \$3.8 million or 15 percent as compared to the annual budget of \$25.1 million.

The Self-Insurance fund has a planned fiscal year shortfall to help achieve a reserve that is more appropriate.

Workforce Training Solutions

Workforce Training Solutions actual revenues from open enrollment and contract training fees total \$7,000 or one percent as compared to the annual budgeted revenues of \$730,000.

Payroll and fringes total \$30,000 or eight percent as compared to the annual budget of \$372,000. Generally, payroll costs related to contract training is incurred prior to the associated revenue being collected.

Operating expenditures total \$21,000 or six percent as compared to the annual budget of \$342,000. The principal operating expenditures include supplies and services related to training and instructional support.

**The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
Narrative of FY 2021 Budget and Actual Results for the two months ended August 31, 2020**

New Student Orientation

New Student Orientation actual revenues total \$30,000 or six percent as compared to the annual budgeted revenues of \$480,000.

Payroll and fringes total \$29,000 or 15 percent as compared to the annual budget of \$196,000.

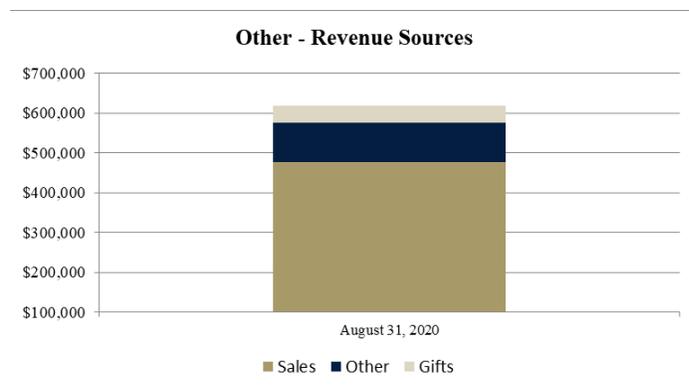
Operating expenditures total \$51,000 or 14 percent as compared to the annual budget of \$371,000. The principal operating expenditures include New Roo Weekend (79 percent) and student assistants (20 percent).

Other

The Other departmental sales and services actual revenues total \$619,000 or 14 percent as compared to the annual budgeted revenues of \$4.4 million. The principal revenues are generated from roughly 41 activities including Law Enforcement Training Center (17 percent), Corrosion Engineering (10 percent) and Installment Payment Plan (nine percent).

Payroll and fringes total \$357,000 or 14 percent as compared to the annual budget of \$2.6 million.

Operating expenditures total \$637,000 or 34 percent as compared to the annual budget of \$1.9 million. The primary operating expenditures are supplies and services (97 percent).



Capital expenditures total \$13,000. The capital expenditures are associated with the purchase of Polymer testing equipment initiated last fiscal year.

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 UNIVERSITY OF AKRON

RESOLUTION 10- -20

Acceptance of the Financial Report for the Two Months Ended August 31, 2020
and Affirmation of the Fiscal Year 2020-2021 General Fund, Auxiliary Funds,
and Sales Funds Budgets

BE IT RESOLVED, That the recommendation presented by the Finance &
Administration Committee on October 14, 2020, accepting the Financial Report for the Two
Months Ended August 31, 2020 and Affirmation of the Fiscal Year 2020-2021 General Fund,
Auxiliary Funds, and Sales Funds Budgets, be approved.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 4

BOND REFUNDING



DATE: September 28, 2020

TO: Dr. Stephen R. Storck, Interim Chief Financial Officer

FROM: *Brian E. Davis*
Brian E. Davis, Associate Vice President and Controller

SUBJECT: Proposed Bond Refunding Resolution

Attached for your consideration is an updated bond refunding resolution developed in conjunction with the University's Bond Counsel. Should you concur, I request the attached Resolution be presented to the Board of Trustees for approval at its October 14, 2020 meeting.

Background

Over the years, the Board of Trustees adopted multiple resolutions authorizing the refunding of outstanding debt secured by the general and non-general receipts of the University ("Refunding Resolutions"). The purpose of the Refunding Resolutions was to enable the University's Administration to act quickly to take advantage of prevailing interest rates or to seek debt relief, as opposed to waiting until the next regularly scheduled Board of Trustees' meeting to obtain approval. The previous Refunding Resolutions typically provided authorization for two to three years.

Over the past few years while interest rates were historically low, the University has saved significant dollars or deferred significant debt payments by refinancing outstanding debt as provided by the Refunding Resolutions.

Refunding Resolution Highlights

- Maintains the scope of the prior Refunding Resolution which includes general and non-general receipts obligations including the two series of bonds issued by the Ohio Air Quality Development Authority ("OAQDA");
- Narrows the financing vehicles available to the University to only fixed rate options which is consistent with how the University has managed the debt portfolio over the years;
- Maintains the minimum net present value savings requirement (3%) of any issue;
- Preserves the ability to pursue refunding that seeks debt payment deferrals to achieve cash flow and budgetary relief;
- Continues to require the President, Board Chair, and Finance Committee Chair to approve the terms before a bond refunding may be executed; and

- Seeks a January 1, 2021 through December 31, 2025 time period.

cc: Blake Beachler, Partner, Calfee, Halter & Griswold LLP
Nathan J. Mortimer, Vice President of Operations

THE UNIVERSITY OF AKRON

Resolution No. _____-20

Authorizing the issuance and sale, from time to time, of The University of Akron General Receipts Refunding Bonds, for the purposes of refunding all or a portion of the University's Outstanding Debt.

WHEREAS, pursuant to its Indenture, the University has issued its Outstanding General Receipts Obligations; and

WHEREAS, the University has additional outstanding debt, including the OAQDA Bonds, capital leases, and other long-term obligations issued to pay for capital improvements; and

WHEREAS, at any time and from time to time, it may be in the University's best interest to refund or refinance the Outstanding Debt to (a) generate savings for the University on a net present value basis, or (b) achieve any other goal that is otherwise in the best interests of the University and is in compliance with the University's debt management policy; and

WHEREAS, this Board has previously approved the pledge of General Receipts to the payment of bonds issued to finance and refinance projects and real property acquisitions initially financed by the University's Outstanding General Receipts Obligations;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of The University of Akron, that:

Section 1. Findings and Determinations. This Board makes the following findings and determinations:

- (a) It is necessary, from time to time, to issue bonds of the University for the purpose of refunding all or any portion of (i) the University's Outstanding General Receipts Obligations, (ii) the outstanding OAQDA Bonds and making loan payments to the OAQDA in accordance with the OAQDA Loan Agreement to cause the refunding of the OAQDA Bonds, and (iii) any other Outstanding Debt.
- (b) Those refunding bonds may be issued in one or more series and at any time, and from time to time, on or before December 31, 2025.
- (c) All formal actions of this Board relating to the enactment of this Resolution were taken in an open meeting of this Board. All deliberations of this Board and of any of its committees that resulted in those formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22, Revised Code.
- (d) Before entering into a written Purchase Agreement in connection with the sale of any Refunding Bonds, the President of the University, the Chair of the Board of Trustees, and the Chair of the Board's Finance & Administration Committee must approve the determinations and approvals of the Chief Financial Officer authorized

by this Resolution, including without limitation, those in Sections 2, 3, 4, 5, 6 and 7. The approval of the President and the Chair of the Board's Finance & Administration Committee may be approved in writing or by facsimile, email, or other similar means of communication, including a telephonic communication confirmed in writing.

- (e) Terms that are capitalized in this Resolution and not otherwise defined are used with the meanings given to them in Section 10 or, if not there, in the Indenture.

Section 2. Purpose and Terms.

- (a) ***Purpose and Authorization.*** The Refunding Bonds will be issued for the purpose of refunding any Outstanding Debt if the Chief Financial Officer determines that there will be cost savings for the University as a result of the refunding at least equal to the Minimum Savings Threshold, or determines that the refinancing is otherwise in the best interests of the University and is in compliance with the University's debt management policy. The proceeds of any Refunding Bonds may also be used to pay expenses and costs relating to the issuance of the Refunding Bonds, and any other items included in the definition "costs of facilities" in Section 3345.12, Revised Code, including, without limitation, any items authorized by Section 3345.12(K)(2), Revised Code. This Board authorizes and directs the Chief Financial Officer to determine any or all of the following and to take the following actions with respect to each issue or series of Refunding Bonds:
 - (1) The amount of savings or other benefit to the University resulting from each issue or series of Refunding Bonds.
 - (2) Which maturities or portions of maturities of the Outstanding Debt will be refunded. This Board authorizes and directs the Chief Financial Officer to call the refunded Outstanding Debt of those maturities for redemption, and to cause the OAQDA to call the OAQDA Bonds of those maturities for redemption. The actions under this Section 2(a)(2) are intended to be actions of the University and this Board sufficient for all purposes of the Indenture and the OAQDA Loan Agreement.
 - (3) The amounts of refunding costs authorized by Section 3345.12(K)(2), Revised Code, to be paid from the proceeds of the Refunding Bonds.
 - (4) Whether the Refunding Bonds should be issued in one or more series, and the appropriate changes to the series designations of those series, if necessary or advisable.
 - (5) Whether bond anticipation notes, in anticipation of the issuance of the Refunding Bonds, should be issued.
- (b) ***Refunding Bond Terms.*** The Refunding Bonds may be issued in any principal amount determined by the Chief Financial Officer. The Refunding Bonds will bear

fixed interest at the rates approved by the Chief Financial Officer, provided that the maximum interest rate may not exceed 8% per annum. Refunding Bonds of the same maturity need not bear the same interest rate. Subject to those limits, this Board authorizes the Chief Financial Officer to determine the following terms and provisions of each issue or series of Refunding Bonds:

- (1) the principal amount of the Refunding Bonds;
- (2) the interest rates to be borne by the Refunding Bonds;
- (3) the date of the Refunding Bonds;
- (4) the interest payment dates for the Refunding Bonds;
- (5) the maturity amounts and dates of maturities of the Refunding Bonds, including any mandatory sinking fund redemption dates and amounts; and
- (6) the optional redemption provisions, if any, for the Refunding Bonds, including any period during which the Refunding Bonds will not be subject to optional redemption and any premium due upon optional redemption, which may not exceed 10% in any year in which the Refunding Bonds are subject to optional redemption.

The Chief Financial Officer must deliver a Certificate of Award setting forth the terms of any Refunding Bonds determined under this Section 2(b). The Refunding Bonds may have such other terms as are provided in the Indenture and approved by the Chief Financial Officer with the advice of General Counsel to the University, Bond Counsel, and the Financial Advisor.

Section 3. Security and Source of Payments.

- (a) ***Refunding Bonds General Receipts Pledge.*** The Refunding Bonds will be payable from the General Receipts of the University and will be secured by a pledge of and lien on those General Receipts and by the covenants made in this Section 3. The pledge of and lien on the General Receipts will be on a parity with the pledge of and lien on the General Receipts securing all Parity Obligations and will be prior to all other expenses, claims, or payments to be made from the General Receipts. The Refunding Bonds also will be secured by a pledge of and a lien on the Special Funds. The pledge of and lien on the General Receipts and Special Funds is created in the Indenture.
- (b) ***Security for Other Obligations.*** This Board further authorizes the pledge of General Receipts, either on a parity basis with Parity Obligations or on a subordinate basis to Parity Obligations, and a pledge of Available Securities to secure the University's obligations under investment agreements, bond insurance, and other credit enhancement, as provided in Section 7, if the Chief Financial Officer determines that pledge to be necessary or useful.

- (c) **University Security Covenants.** This Board covenants, and confirms its covenant in the Indenture, that in each fiscal year it will make, fix, adjust, collect, and apply such charges, rates, fees, rentals, and other items included in General Receipts, to the extent permitted by law so that Available Receipts will be sufficient to pay the operation and maintenance expenses of the University and to pay principal, interest, and any premium requirements on the Outstanding Debt, any reserve requirements for the Outstanding Debt, and any other requirements provided for in the Bond Proceedings.

This Board further covenants to include in its budget for each fiscal year the amounts from the several sources of General Receipts to be applied to make the payments to the Debt Service Fund, and payments under investment agreements, bond insurance policies, and other credit enhancement, so that the amounts from those sources, in the aggregate, will at all times be sufficient in amount and time of collection to meet those payments.

- (d) **Authorization of Officers.** The Board authorizes and directs any one of the President, the Chair of the Board, and the Chief Financial Officer to seek the approval of the Ohio Department of Higher Education to the pledge of General Receipts to the repayment of principal, interest, and any premium on any Refunding Bonds, if the President, the Chair of the Board, or the Chief Financial Officer determine that such approval is required.
- (e) **Limited Obligation.** Notwithstanding the foregoing, the holders and owners of any Refunding Bonds or any related agreement, shall not be given the right and shall have no right to have excises or taxes levied by the General Assembly of Ohio for the payment of principal, interest, and any premium on any Refunding Bonds, and each Refunding Bond shall bear on its face a statement to that effect and to the effect that the right to such payment is limited to the General Receipts and the Special Funds pledged to that purpose under the Bond Proceedings.

Section 4. Sale. Each issue or series of Refunding Bonds will be sold at private sale at a purchase price determined by the Chief Financial Officer in the Certificate of Award. The Chief Financial Officer may sell any Refunding Bonds to an investment banker, acting as underwriter, or to a financial institution or other entity or person, in a private placement. The Chief Financial Officer may enter into a Purchase Agreement with the Original Purchaser in that private sale, or may sell Refunding Bonds without a Purchase Agreement. This Board authorizes the Chief Financial Officer to sell Refunding Bonds at such times, on such terms, and at such prices as they shall determine are in the best interest of the University.

Section 5. Federal Tax Matters.

- (a) If any Refunding Bonds are to be issued on a tax-exempt basis, the University covenants that it will take or cause to be taken those actions required for the interest on those tax-exempt Refunding Bonds to maintain its Federal Tax Status. The University covenants that it will not take or permit to be taken any action that would

adversely affect the Federal Tax Status. In accordance with these covenants, the Board authorizes and directs the Chief Financial Officer or any other officer having responsibility for issuing any Refunding Bonds, to do the following:

- (1) Sign and deliver a certificate of the University, for inclusion in the transcript of proceedings for those tax-exempt Refunding Bonds, setting forth the reasonable expectations of the University regarding the amount and use of the proceeds of those tax-exempt Refunding Bonds and of the projects and real property acquisitions financed and refinanced with those tax-exempt series of Refunding Bonds.
 - (2) Limit the yield on any “investment property” (as defined in Code Section 148(b)(2)) acquired with the proceeds of those tax-exempt Refunding Bonds.
 - (3) Maintain such books and records and make such calculations and reports as are required to comply with the arbitrage rebate requirements of the Code.
 - (4) Retain accountants or other consultants to assist in the calculation of any rebate amounts required to be paid, if retaining such accountants or consultants is necessary in the judgment of the Chief Financial Officer. The fees of those accountants or consultants may be paid from the proceeds of those tax-exempt Refunding Bonds, or from other sources lawfully available and appropriated for that purpose.
 - (5) Sign and file Form 8038-G with the Internal Revenue Service and any other federal tax form required by the Internal Revenue Service.
- (b) This Board authorizes and directs the Chief Financial Officer to take any action with respect to Outstanding Debt to maintain the Federal Tax Status of those Outstanding Debt, including, without limitation, taking remedial actions under the applicable Treasury Regulations to correct any violation of the private business test or private loan financing test.

Section 6. Original Purchaser.

- (a) ***Selection of Original Purchaser.*** This Board authorizes and directs the Chief Financial Officer to (i) issue, at any time and from time to time, requests for proposals, requests for qualifications, or requests for bids or similar requests to investment banks, financial institutions or other persons or entities in connection with the issuance and sale of the Refunding Bonds, and (ii) select one or more investment banks, financial institutions or other persons or entities as an Original Purchaser of the Refunding Bonds, whether as an underwriter as part of a selling group or acting alone, a placement agent in a private placement of the Refunding Bonds, or as a purchaser in a private placement of the Refunding Bonds.

- (b) ***Sale to Original Purchaser.*** This Board authorizes and directs the Chief Financial Officer to sell each issue or series of Refunding Bonds in accordance with Section 4 and Section 6(a). If the sale is to an investment banker, acting as an underwriter, the Original Purchaser will be compensated for its services in accordance with the Purchase Agreement. If the sale is a private placement involving a placement agent, the placement agent will be paid for its services in accordance with any agreement entered into between that placement agent and the University for those services.

Section 7. Authorization of University Officers. This Board authorizes and directs the Chief Financial Officer or, in the Chief Financial Officer's absence, the University's Associate Vice President and Controller, to do any or all of the following if, in the Chief Financial Officer's judgment, with the advice of the Original Purchaser, Bond Counsel, General Counsel, and the Financial Advisor, they are necessary, appropriate, or useful and in the best interests of the University:

- (a) Prepare, or cause to be prepared, and negotiate the terms of any or all of the following in connection with each issue or series of Refunding Bonds:
- (1) a Refunding Supplemental Indenture;
 - (2) a Tax Regulatory Agreement;
 - (3) a Purchase Agreement;
 - (4) a Continuing Disclosure Agreement;
 - (5) one or more escrow agreements to provide for the discharge of any refunded bonds;
 - (6) a continuing covenant agreement or similar agreement if the sale of the Refunding Bonds is to an Original Purchaser in a private placement; and
 - (7) such other documents, agreements, instruments, and certificates, including the form of Refunding Bonds, required in connection with each issue or series of Refunding Bonds.
- (b) Apply for a rating on any issue or series of Refunding Bonds from one or more nationally recognized statistical rating organizations.
- (c) Prepare or cause to be prepared on behalf of the University a preliminary and final official statement or similar disclosure document (together, the "Official Statement") and any necessary supplements, and
- (1) use and distribute or authorize the use and distribution of the Official Statement and any supplements in connection with the original issuance of any issue or series of Refunding Bonds;

- (2) sign, on behalf of the University, the Official Statement and any supplements;
 - (3) advise the Original Purchaser in writing regarding limitations on the use of the Official Statement and any supplements for purposes of marketing any issue or series of Refunding Bonds;
 - (4) sign and deliver, on behalf of the University, certificates in connection with the accuracy of the Official Statement and any supplements;
 - (5) determine when the Official Statement is to be deemed “final” for purposes of Securities and Exchange Commission Rule 15c2-12 and certify as to that status; and
 - (6) contract with the Original Purchaser to provide such numbers of the Official Statement as necessary to enable the Original Purchaser to comply with the requirements of Securities and Exchange Commission Rule 15c2-12.
- (d) Take actions to comply with the University’s obligations under any Continuing Disclosure Agreement, including preparing and filing annual information, annual financial statements, and event notices. The costs of that compliance may be paid from the proceeds of any Refunding Bonds, or from the General Receipts.
 - (e) Enter into investment agreements to provide for investment of bond proceeds in any escrow funds.
 - (f) Apply for a policy or policies insuring the obligation to make payments of principal and interest on all or a portion of any Refunding Bonds, from one or more bond insurance companies, accept a commitment for such policy of insurance, and provide each such bond insurance company with information about the University.
 - (g) Obtain other credit enhancement for or in connection with any Refunding Bonds.
 - (h) Provide for pledging General Receipts, either on a parity basis with Parity Obligations or on a subordinate basis to Parity Obligations, and pledging Available Securities, to secure the University’s obligations under any investment agreements, bond insurance, and other credit enhancement.
 - (i) Sign and deliver, on behalf of the University, any Refunding Bonds, any Refunding Supplemental Indenture, any Purchase Agreement, any Tax Regulatory Agreement, any Continuing Disclosure Agreement, documents in connection with any bond insurance, investment agreements, and other credit enhancement, and such documents, instruments, agreements and certificates as required by those documents.
 - (j) Do all other acts (including signing and delivering documents, instruments, and certificates and retaining the services of attorneys, accountants, printers, broker-dealers, registrars, paying agents, authenticating agents, escrow agents,

verification agents, and consultants) necessary or appropriate to consummate the bond transaction, that are not inconsistent with this Resolution.

- (k) In connection with the Refunding Bonds or any Outstanding Debt, whether or not those Outstanding Debt are to be refunded, take any of the following actions that, in the judgment of the Chief Financial Officer, with the advice of Bond Counsel, General Counsel, and the Financial Advisor, are necessary or useful and in the best interest of the University, including, without limitation:
- (1) removing any existing service providers (such as investment bankers, financial advisors, bond trustees, paying agents, and authenticating agents);
 - (2) appointing successors to those service providers or appointing or engaging additional service providers;
 - (3) making tender offers for and purchasing any of the Outstanding Debt or securities issued and outstanding in connection with those Outstanding Debt;
 - (4) calling for early redemption any Outstanding Debt, or causing the OAQDA to call for early redemption the OAQDA Bonds, being refinanced or refunded with any Refunding Bonds; and
 - (5) seeking and obtaining any amendment or supplement to the documents for any Outstanding Debt.

Section 8. Authorized University Representatives. This Board authorizes and directs the President of the University to designate an Authorized University Representative and one or more alternates under the Indenture. The Authorized University Representative or alternates must take all action required of the University under the Bond Proceedings that is not otherwise specifically delegated under this Resolution. The Authorized University Representative may be changed and additional alternates may be added by action of the President or this Board. The alternates may act in the absence or at the direction of the Authorized University Representative.

Section 9. Prior General Receipts Refunding Resolution. This Board adopted Resolution 4-5-16 and Resolution 4-7-17 (together, the “Prior Refunding Resolutions”) on April 16, 2016 and on April 19, 2017, respectively, which authorized the issuance of bonds to refund outstanding obligations of the University. The Prior Refunding Resolutions remain in full force and effect with respect to any Refunding Bonds issued pursuant to those Prior Refunding Resolutions, but no additional Refunding Bonds may be issued under the Prior Refunding Resolutions. Any Refunding Bonds issued after the date of this Resolution must be issued under this Resolution.

Section 10. Definitions. In addition to terms elsewhere defined in this Resolution or in the Indenture, the following terms are defined terms:

“Authorized University Representative” means a person at the time designated to act on behalf of the University by a written certificate furnished to the Trustee, containing the specimen signature of that person and signed on behalf of the University by the President. The certificate may designate an alternate or alternates.

“Available Receipts” means, for a particular fiscal year, the General Receipts received in that fiscal year, plus unencumbered cash from General Receipts received in previous fiscal years and held as part of the fund balance of the University as of the end of the immediately preceding fiscal year.

“Available Securities” means securities owned by the University, to the extent those securities were acquired either (a) with General Receipts, or (b) with money other than items specifically excluded from General Receipts by clauses (a) through (d) of the definition of General Receipts.

“Bond Counsel” means special counsel appointed by the Attorney General, or such other nationally recognized bond counsel firm appointed as special counsel by the Attorney General.

“Bond Proceedings” means with respect to any issue or series of Refunding Bonds, this Resolution, the Certificate of Award, the Indenture, the Tax Regulatory Agreement, the Continuing Disclosure Agreement, the Purchase Agreement, any continuing covenants agreement, the Refunding Bonds certificates, the other agreements and credit enhancement authorizing, awarding, or providing for the terms, conditions, or security of the Refunding Bonds and amendments and supplements to those documents, and such other documents, instruments, or certificates as authorized in accordance with Section 7(a) of this Resolution.

“Certificate of Award” means a certificate of the Chief Financial Officer described in Section 2, determining certain terms of each issue or series of Refunding Bonds.

“Chief Financial Officer” means the University’s Senior Vice President for Finance and Administration/CFO (or any interim Chief Financial Officer) or, in the event that such officer is absent or unavailable, the University’s Associate Vice President and Controller.

“Code” means the Internal Revenue Code of 1986, as amended.

“Continuing Disclosure Agreement” means one or more Continuing Disclosure Agreements between the University and the Trustee, under which the University agrees to provide information on an annual basis, and notices of material events as they occur, to the Municipal Securities Rulemaking Board, for the benefit of the holders of any Refunding Bonds expressly made subject to those Continuing Disclosure Agreements.

“Debt Service Fund” means any Debt Service Fund for the payment of principal, interest, and premium on any Refunding Bonds created under the Indenture, as supplemented by any Refunding Supplemental Indenture.

“Federal Tax Status” means the status of the interest on the obligations as excludable from gross income for federal income tax purposes and not treated as an item of tax preference for purposes of the alternative minimum tax.

“Financial Advisor” means the registered financial advisor or financial advisory firm designated by the Chief Financial Officer as the University’s financial advisory firm.

“General Receipts” means all money received by the University, except (a) moneys raised by taxation; (b) state appropriations; (c) any special fee, and receipts from that special fee, charged under Section 154.21(D), Revised Code; and (d) any grant, gift, donation or pledge that is restricted by the donor to purposes inconsistent with the payment of principal, interest, and any premium on any Refunding Bonds. Notwithstanding the foregoing, moneys raised by taxation will be included in General Receipts, if those taxes are specifically allocated to secure University obligations by the General Assembly of Ohio. Without limiting the foregoing, “General Receipts” includes the following (i) income, revenues, and receipts from the operation, ownership, or control of facilities owned and operated by the University; (ii) grants, gifts, donations, and pledges and receipts from those grants, gifts, donations, and pledges; and (iii) receipts from fees and charges.

“Indenture” means the Trust Indenture dated as of June 1, 1997, between the University and the Trustee, as supplemented by several supplemental indentures, upon its signing and delivery, any Refunding Supplemental Indenture.

“Minimum Savings Threshold” means 3% of debt service on the refunded obligations, determined on a net present value basis.

“OAQDA” means the Ohio Air Quality Development Authority.

“OAQDA Bonds” means the (a) \$44,571,171 State of Ohio Air Quality Development Authority Tax Exempt Revenue Bond (The University of Akron Campus-Wide Energy Efficiency and Conservation Project), 2013 Series A, and (b) \$15,000,000 State of Ohio Air Quality Development Authority Tax Credit Revenue Bond (The University of Akron Campus-Wide Energy Efficiency and Conservation Project), 2013 Series B (Qualified Energy Conservation Bonds—Direct Payment).

“OAQDA Loan Agreement” means the Loan Agreement between the OAQDA and the University dated as of September 30, 2013, entered into in connection with the issuance of the OAQDA Bonds.

“Original Purchaser” means the entity or entities selected by the Chief Financial Officer under Section 6 as the purchaser of any Refunding Bonds.

“Outstanding Debt” means (a) Outstanding General Receipts Obligations, (b) the OAQDA Bonds, and (c) any other debt, capital leases, or other long-term obligations of the University.

“Outstanding General Receipts Obligations” means any Obligations, as defined in the Indenture, issued by the University under its Indenture that are secured by a pledge of the General Receipts.

“Parity Obligations” as defined in the Indenture, means Obligations of the University secured by General Receipts on a parity basis with all senior University Obligations under the Indenture, and any Refunding Bonds.

“Purchase Agreement” means any Bond Purchase Agreement, Bond Owner Agreement, or similar agreement, between the University and the Original Purchaser, providing for the sale of any Refunding Bonds.

“Refunding Bonds” means one or more series of bonds authorized in Section 2, which are issued at any time, and from time to time, after the adoption of this Resolution and on or before December 31, 2025.

“Refunding Supplemental Indenture” means any Supplemental Trust Indenture between the University and the Trustee executed and delivered in connection with the issuance of any Refunding Bonds.

“Special Funds” means the Special Funds, as defined in the Indenture, and includes, without limitation, the Debt Service Fund and the Project Funds.

“Tax Regulatory Agreement” means, collectively, the Tax Regulatory Agreements between the University and the Trustee, under which the University agrees to take the necessary actions to maintain the tax-exempt status of the interest on any Refunding Bonds expressly made subject to that Tax Regulatory Agreement.

“Trustee” means U.S. Bank National Association, as successor Trustee to Star Bank, N.A.

Adopted: _____, 2020

Signed: _____
Chairman, Board of Trustees
The University of Akron

Attest: _____
Secretary, Board of Trustees
The University of Akron

FINANCE & ADMINISTRATION COMMITTEE

TAB 5

FISCAL YEAR 2020-2021 COURSE FEES



DATE: September 28, 2020

TO: Dr. Stephen R. Storck, Interim Chief Financial Officer

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

SUBJECT: **Recommended FY2020-2021 Course Fee Changes**

The University's College of Health Professions has requested two new fees associated with its School of Applied Health effective spring 2021. The proposed fees are for two new courses being offered and are required to provide online students taking Applied Human Anatomy and Physiology Labs I and II with lab kits necessary for completing hands-on labs.

The fees have been submitted to the Ohio Department of Higher Education (ODHE) for review and approval, and ODHE has suggested that we obtain Board approval while it deliberates. Should the fee request be approved, the fees will be implemented for the spring 2021 semester. Should ODHE not approve the fees, the fees will not be charged.

I ask that you present the attached recommendation to the Board of Trustees for approval at its October 14, 2020 meeting.

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

THE UNIVERSITY OF AKRON
FY2020-2021 RATE CHANGES – Course Fees

School of Applied Health:

- 2780:210 Applied Human Anatomy and Physiology Lab I
 - New course fee of \$335
- 2780:211 Applied Human Anatomy and Physiology Lab II
 - New course fee of \$320

THE UNIVERSITY OF AKRON

RESOLUTION 10- -20

New Spring 2021 Course Fees

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on October 14, 2020, to effectuate the following fees associated with new courses in the College of Health Professions beginning with spring 2021, contingent upon approval by the Ohio Department of Higher Education, be approved.

School of Applied Health:

- 2780:210 Applied Human Anatomy and Physiology Lab I
 - New course fee of \$335
- 2780:211 Applied Human Anatomy and Physiology Lab II
 - New course fee of \$320

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

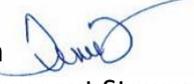
TAB 6

GIFTS



DATE: September 28, 2020

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 2021 (July 1 – August 31, 2020)

Attached are gift attainment charts for fiscal year 2021. **Attachment A** details giving through cash, pledges due, bequests received, as well as gifts-in-kind from University of Akron constituents for the current fiscal year from July 1, 2020 to August 31, 2020.

Of note:

- Total attainment from July 1, 2020 to August 31, is \$2,948,275.
- New donors to The University of Akron provided \$171,124 in gifts this fiscal year from July 1 to August 31.
- During the first two months of fiscal year 2021, a total of \$920,296 has been received in support for scholarships for University of Akron students, including \$326,241 for immediate use.

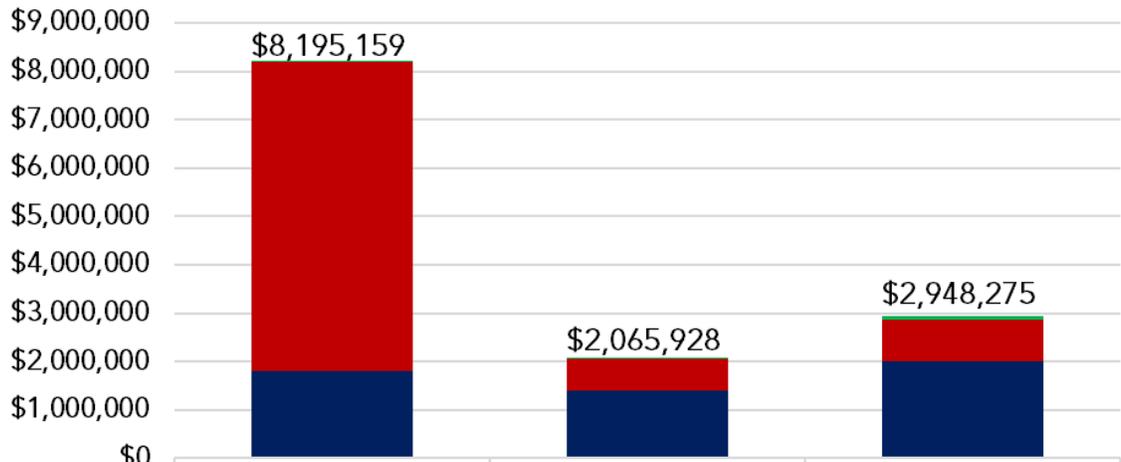
With your approval, I request submission of this report to the Board of Trustees for approval at its October 14, 2020 meeting.

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

Attachment A

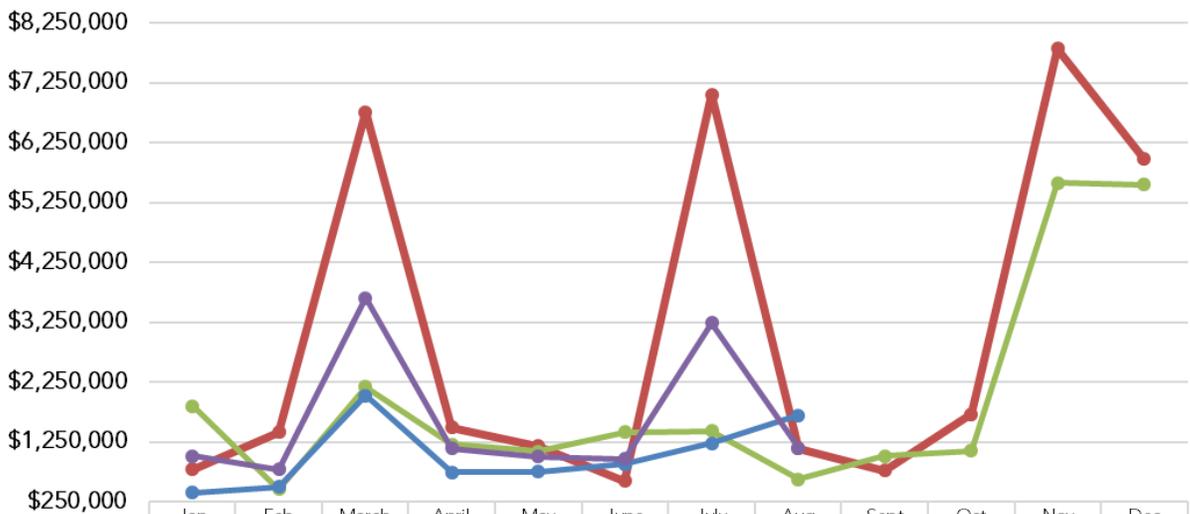
**DEPARTMENT OF DEVELOPMENT
FY 2021 Attainment
July 1, 2020 through August 31, 2020**

**The University of Akron and The University of Akron Foundation
Gifts and Pledges
July 1 - August 31 | FY2019 - FY2021**



	2018-19	2019-20	2020-21
■ Gifts-in-Kind - all others	\$20	\$84	\$78,851
■ Gifts-in-Kind - corporate*	\$3,220	\$23,501	\$5,174
■ Bequests received	\$6,389,734	\$636,310	\$847,917
■ Pledges due	\$0	\$0	\$21,095
■ Cash	\$1,802,185	\$1,406,033	\$1,995,238

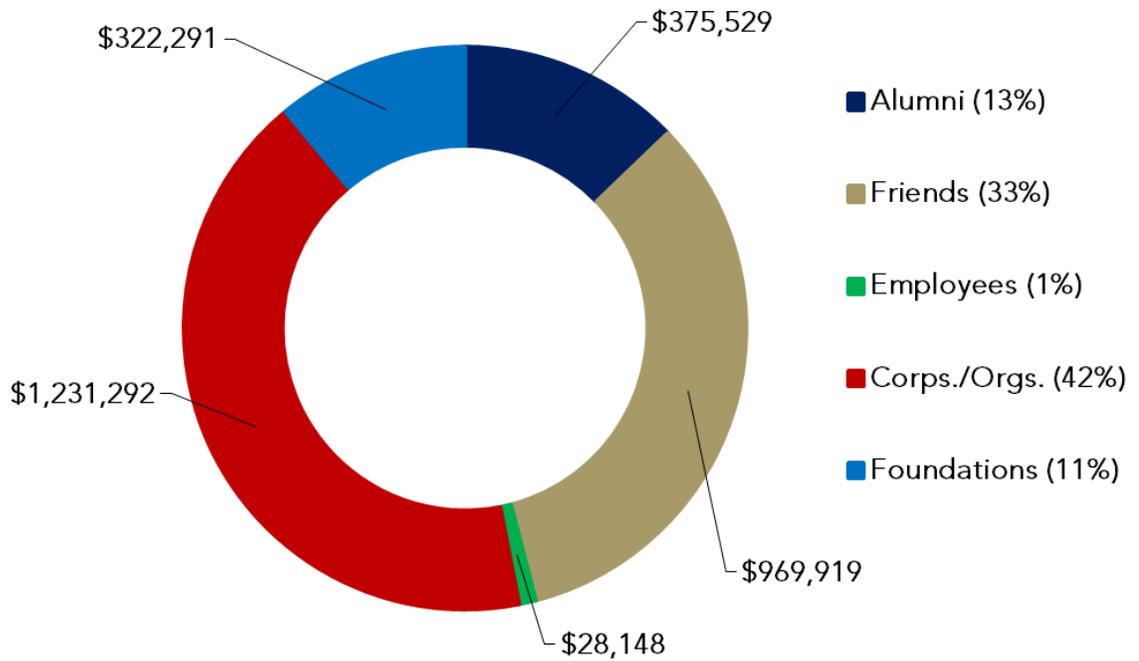
**The University of Akron and The University of Akron Foundation
Monthly Trend Report - Giving
Calendar Years 2018 - 2020**



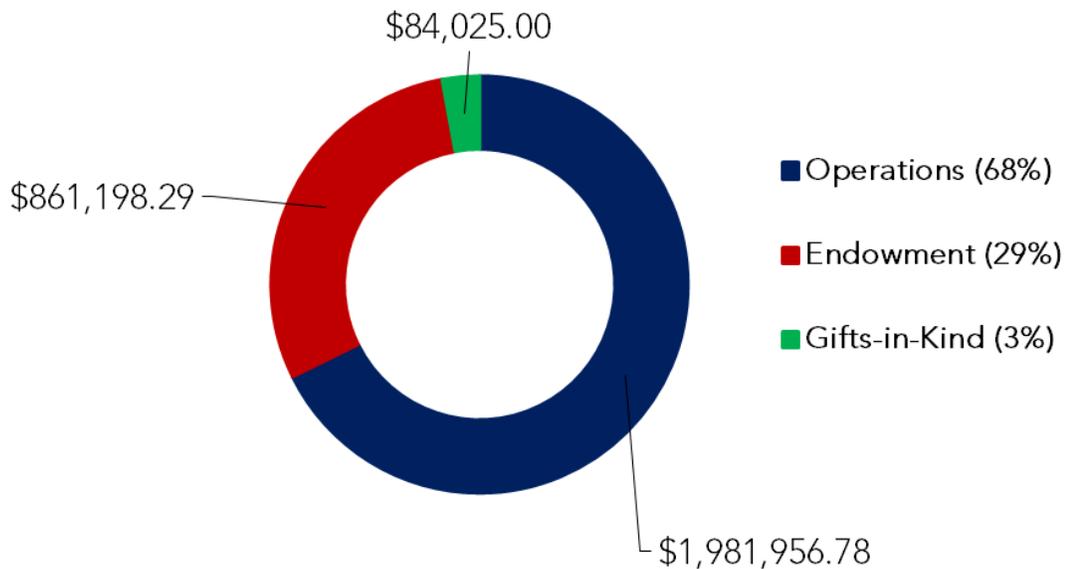
	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec
— 2018	\$793,240	\$1,410,152	\$6,757,219	\$1,486,368	\$1,179,067	\$599,674	\$7,053,131	\$1,140,821	\$776,141	\$1,712,019	\$7,823,257	\$5,978,081
— 2019	\$1,847,616	\$462,353	\$2,171,995	\$1,205,525	\$1,088,361	\$1,409,964	\$1,437,118	\$622,500	\$1,014,860	\$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				
— 2018-2020 Average	\$1,013,549	\$790,434	\$3,651,241	\$1,144,061	\$1,007,107	\$964,057	\$3,241,064	\$1,152,520				

Attachment A

The University of Akron and The University of Akron Foundation
Giving by Constituent Type
July 1, 2020 - August 31, 2020 | FY 2021

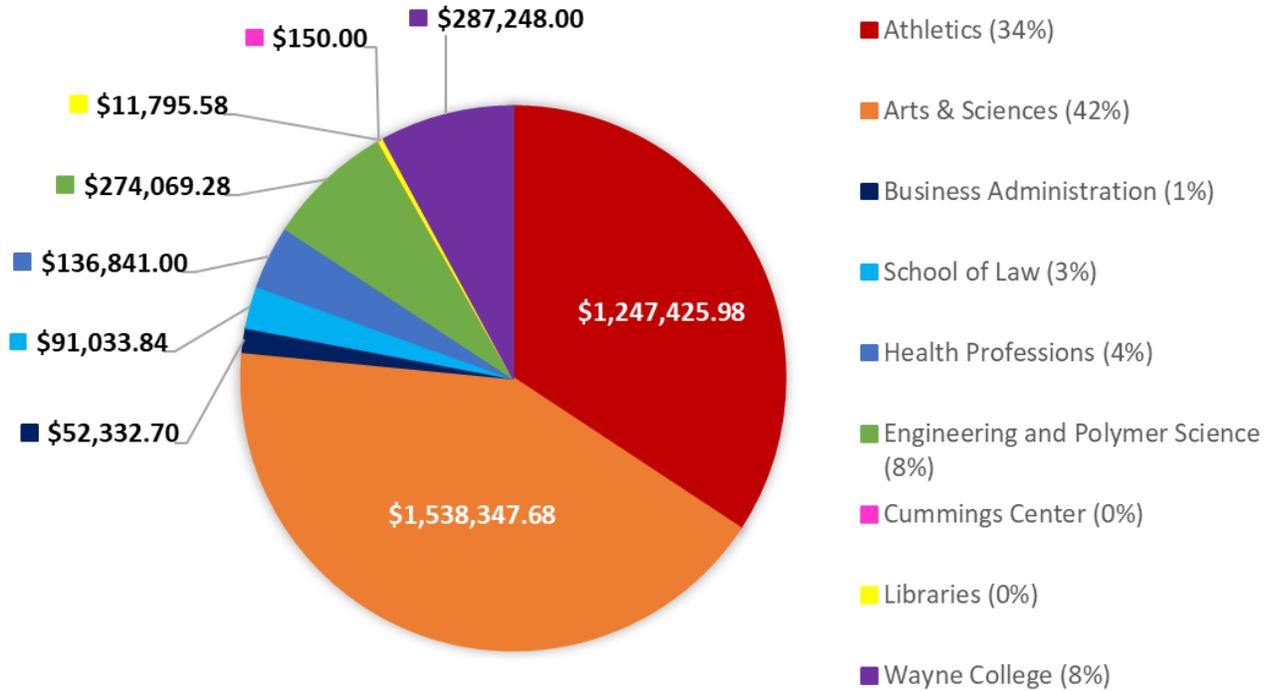


The University of Akron and The University of Akron Foundation
Gifts by Classification Type
July 1, 2020 - August 31, 2020 | FY 2021

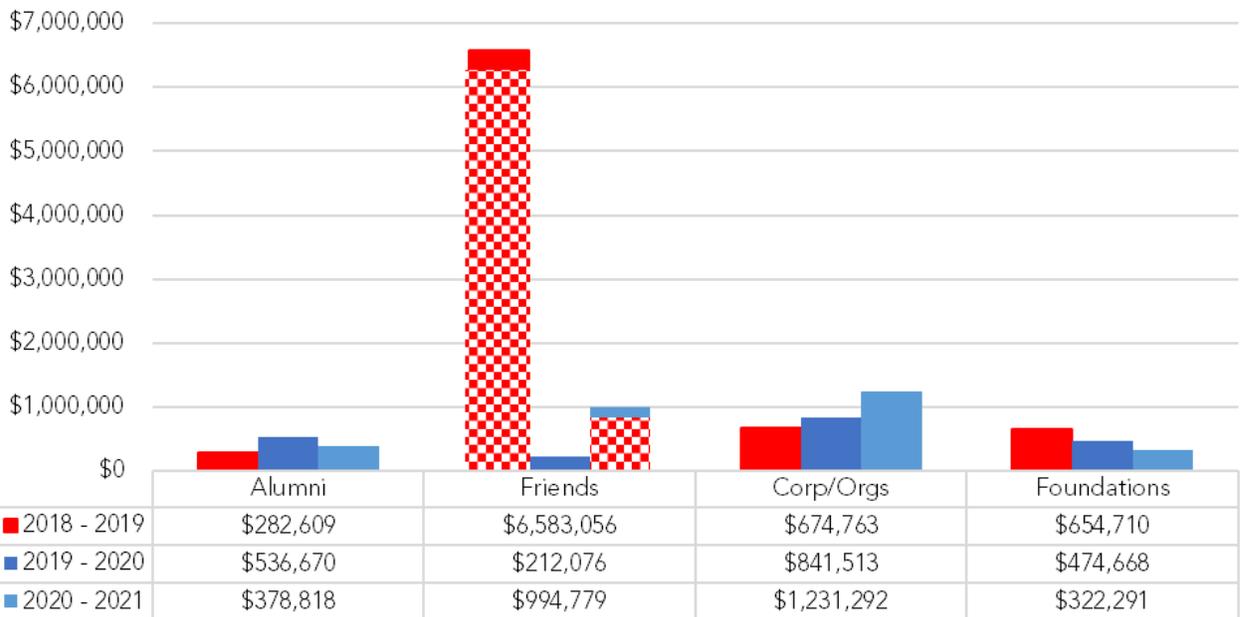


Attachment A

THE UNIVERSITY OF AKRON AND THE UNIVERSITY OF AKRON FOUNDATION
GIFTS (NO PLEDGES) BY ACADEMIC COLLEGE/AREA
JULY 1, 2020 - AUGUST 31, 2020 | FY 2021



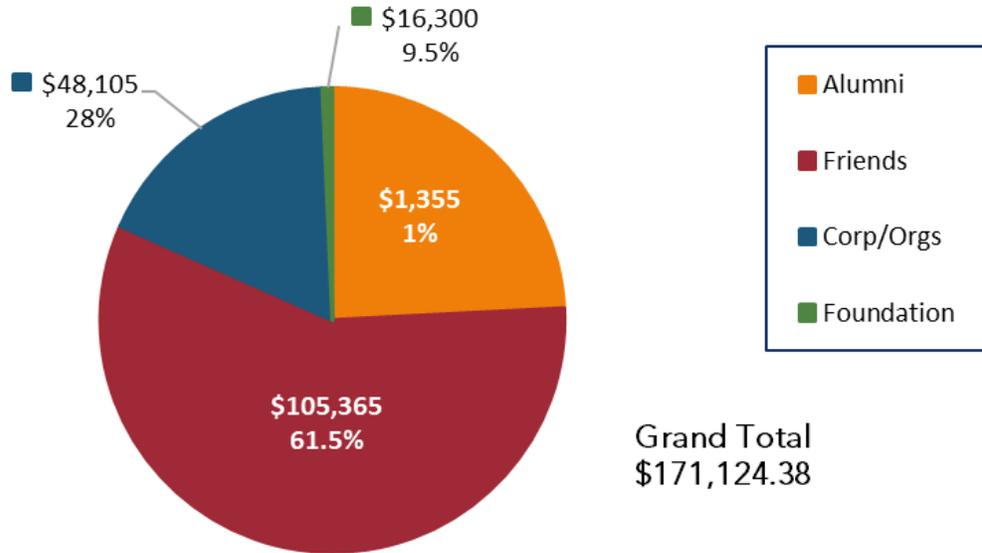
The University of Akron and The University of Akron Foundation
Gifts by Constituent Type
July 1 - August 31 | FY 2019 - FY 2021



☒ Distributions from Jean Hower Taber estate

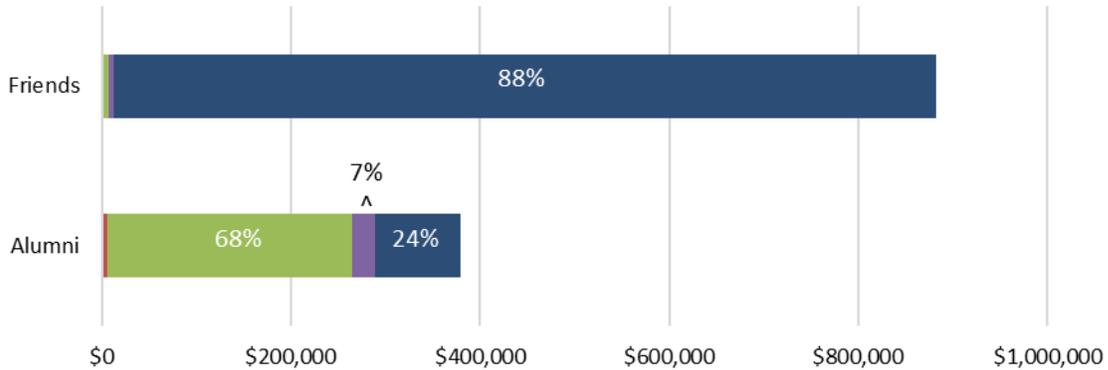
Attachment A

The University of Akron and The University of Akron Foundation
 Total Giving by New Donors
 July 1, 2020 - August 31, 2021 | FY 2021



Includes gifts-in-kind

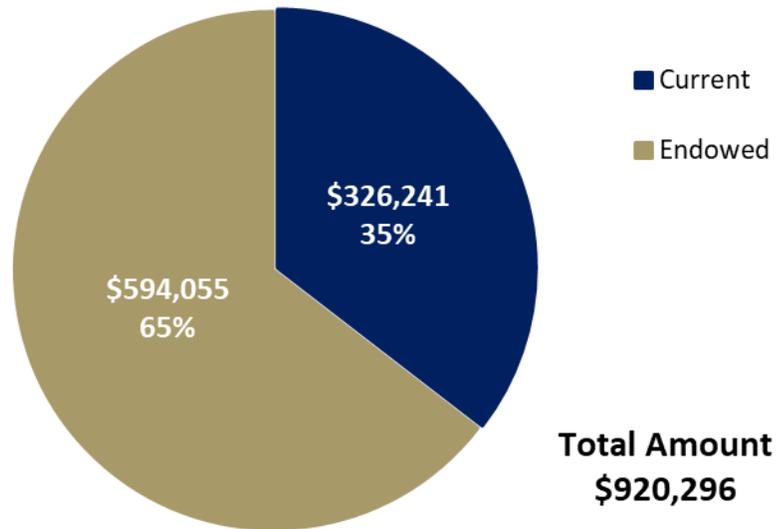
The University of Akron and The University of Akron Foundation
 Alumni and Friend Donors by Age Group
 FY 2021 | July 1 - August 31, 2020



	Alumni	Friends
18-24	\$200	\$0
25-34	\$2,174	\$0
35-44	\$3,803	\$368
45-54	\$258,206	\$7,486
55-64	\$24,932	\$4,140
>64	\$89,401	\$870,209

Attachment A

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



**The University of Akron and The University of Akron Foundation
Top Funds by Number of Gifts Received
July 1, 2020 – August 31, 2020 | FY 2021**

Fund Name	Fund Type	No. of Donors
University of Akron Alumni Association Legacy Scholarship	Scholarship	96
University of Akron Student Financial Emergency Fund	Scholarship	35
University of Akron Women’s Club Scholarship	Scholarship	31
University of Akron Zips Scholarship (unrestricted)	Scholarship	31
Moving Forward Scholarship	Scholarship	30

**The University of Akron and The University of Akron Foundation
Top Funds by Total Amount of Gifts Received
July 1, 2020 – August 31, 2020 | FY 2021**

Fund Name	Fund Type	Total Amount Given
Jean Hower Taber Scholarship	Scholarship	\$545,278
InfoCision Stadium/Summa Field	Building Fund	\$500,000
Baseball Renovation Field Fund	Building Fund	\$400,000
Jean Hower Taber Endowment	Operations	\$272,639
Cline Athletics Leadership Academy	Activities and Programs	\$250,000

THE UNIVERSITY OF AKRON

RESOLUTION 10- -20

Acceptance of Gift Income Report for July through August 2020

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on October 14, 2020, pertaining to acceptance of the Gift Income Report for July through August 2020 be approved.

M. Celeste Cook, Secretary
Board of Trustees

October 14, 2020

FINANCE & ADMINISTRATION COMMITTEE

TAB 7

PURCHASES \$25,000 TO \$500,000 REPORT



DATE: September 28, 2020

TO: Dr. Stephen R. Storck
Interim Chief Financial Officer

FROM: Luba Cramer *Luba Cramer*
Interim Director of Purchasing

SUBJECT: Board Informational Report: 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 2020 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 2020
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Fathom SEO LLC	101329	\$ 290,378	Digital Marketing Services
	Blackboard Inc.	101349	214,835	Operation of Student Financial Aid Call Center
	Ohio State University	101336	192,680	OARnet Membership and Internet Access for FY21
	Sean P Dunn LLC	101315	120,000	Government Relations and Consulting Services
	Fire Engine RED Inc.	101238	104,025	High School Senior Search for Admissions
	Adobe Systems Inc.	101255	101,500	Adobe ETLA License Agreement Renewal for Creative Cloud for FY21
	Fire Engine RED Inc.	101239	98,775	High School Junior and Sophomore Search for Admissions
	MathWorks Inc.	101254	63,776	Mathworks Renewal for Campus Matlab for FY21
	Inter-University Council of Ohio	101301	54,968	IUC Membership for FY21
	Subtotal		<u>\$ 1,240,937</u>	
Auxiliary	Bob McCloskey Agency LLC	101287	<u>\$ 50,000</u>	Athletic Insurance Renewal for Student Athletes
Plant	Krumroy-Cozad Construction Corp.	101232	<u>\$ 90,949</u>	Waterproofing Polsky Building's Exterior Wall
Restricted	Contract Source Inc.	101285	<u>\$ 25,200</u>	Furniture for Fisher Institute Classroom
Grant	Nichols Paper & Supply Co.	101319	<u>\$ 50,750</u>	Disinfectant Wipes for Campus
	Total		<u><u>\$ 1,457,836</u></u>	

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 2020
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	D2L Ltd	101438	\$ 275,400	D2L Learning Fees and End User Support for FY21
	Treasurer State of Ohio	101430	70,000	Background Checks and FBI Fingerprinting
	Panopto Inc.	101437	58,471	Lecture Capture Software Renewal
	TargetX.com LLC	101429	56,310	TargetX Recruitment Renewal
	National Instruments Corp.	101402	31,300	Modular Electrical Devices for Electrical Engineering
	Subtotal		\$ 491,481	
Auxiliary	PTS Automotive LLC	101449	\$ 80,000	Vehicle Maintenance for Parking Services
	A&B Deburring Co.	101428	27,840	LEMCO Paint and Blast Booth Kit
	Subtotal		\$ 107,840	
Grant	Dell	Pcard	\$ 38,701	Dell Latitude Laptops for Academic Achievement Programs (29)
			\$ 638,022	

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

FINANCE & ADMINISTRATION COMMITTEE

TAB 8

CAPITAL PROJECTS REPORT



INTEROFFICE CORRESPONDENCE
Capital Planning and Facilities Management
EXT - 8316 FAX - 5838

TO: Nathan J. Mortimer, CPA
Vice President of Operations

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

DATE: September 8, 2020

SUBJECT: Capital Planning and Facilities Management: Informational Report for the Board of Trustees as of August 31, 2020

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 is documented by a separate criteria architect. The design is completed by the DB entity and a guaranteed maximum price is provided to the owner prior to bidding. The DB entity bids to prequalified subcontractors and holds all subcontracts for construction.
- Construction Manager at Risk (CMR) – A contractor is hired through a best value selection process during the design phase. The owner's criteria and full design is documented by a separate A/E. CMR provides a guaranteed maximum price to the owner prior to bidding. The CMR bids to prequalified subcontractors and holds all subcontracts for construction.

SECTION

A

**Status of Projects
\$100,000 or larger**

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
ASEC Vivarium Air Handler Replacement (Design/Build) (BOT Approval: 12/11/19)	\$1,230,000 State Capital Funds		Replace vivarium air handler. <u>Construction schedule: TBD</u>		Re-design underway. GMP expected 09/2020.
Baseball Field Renovation (General Contracting) (BOT Approval: 06/12/19)	\$1,952,000 Donations The Foundation loaned \$1 million to the University via a line of credit. The line of credit has been accessed and portions repaid with the current balance totaling \$440,000.		Phase I: Sitework including drainage and installation of artificial turf. Phase II: Scoreboard, pressbox, and bleachers. <u>Construction schedule Phase II: 06/2020 - 10/2020 updated to 11/2020.</u>		Phase II construction 20% complete.
Bierce Library Renovations (General Contracting) (BOT Approval: 06/10/20)	\$850,000 State Capital Funds		Renovate existing restrooms and associated infrastructure. <u>Construction schedule: 07/2020 - 12/2020.</u>		Construction 20% complete.
Buckingham Building Renovations (General Contracting) (BOT Approval: 12/11/19)	\$1,850,000 State Capital Funds		Upgrade HVAC system and fire alarm. Select interior renovations to include relocation of Academic Achievement Programs from Ayer Hall in July 2020.		Closeout in progress.
Campus Surveillance Camera Updates	\$750,000 Local Funds		Phase I: Add cameras to entrance/exits of select buildings Phase II: Add cameras to parking decks Phase III: Add cameras to athletic fields and open areas <u>Construction schedule: TBD</u>		75% design submittal in review.
Computer Center Air Conditioning Unit Replacements	\$800,000 State Capital Funds		Replace existing air conditioning units. <u>Construction schedule: TBD</u>		Design in progress.
Crouse/Ayer Hall Consolidation (CMR) (BOT Approval: 04/10/19 & 02/12/20)	\$22,660,000 State 340,000 Local <u>\$23,000,000 Total</u> (\$22.66M 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 12/2020 - 11/2022.</u>		Design is complete with construction planned to begin in December 2020; however, the State Capital Bill funding is in question at this time.

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	
Energy Center Boiler Controls (General Contracting)	\$320,000 Local Funds		Replace HTHW boiler controls at Energy Center. <u>Construction schedule: 06/2020 - 12/2020.</u>		Construction 25% complete.
Gallucci Residence Hall Abatement, Razing, and Green Space (Multiple Prime Contracting) (BOT Approval for abatement 02/13/19 & razing and green space 04/10/19)	\$1,700,000 State 300,000 Local <u>\$2,000,000</u> Total (\$1.7M State Capital Funds)		Abate and raze structure. Site restoration to create green space.		Closeout in progress.
Hazardous Material Storage Building	\$225,000 State Capital Funds		Raze and replace existing hazardous material storage building. <u>Construction schedule: 02/2020 - 09/2020.</u>		Building permits received. Construction 20% complete.
Infrastructure Improvements - Electrical (General Contracting) (BOT Approval: 10/09/19)	\$1,400,000 State Capital Funds		Campus electrical improvements. <u>Construction schedule: 11/2019 - 10/2020 updated to 12/2020.</u>		Construction 88% complete.
Infrastructure Improvements - Vaults (General Contracting) (BOT Approval: 08/14/19)	\$1,400,000 State Capital Funds		Rework Computer Center (CC) vault and replace Martin Fountain (MF) vault.		Closeout in progress.
IT Cabling and Network Switches (Design/Build) (BOT Approval: 06/12/17 & 02/13/19)	\$6,564,000 State Capital Funds		Phase I: network edge access equipment and two-way radio system from analog to digital. Phase II: Upgrade cabling/wiring network connectivity in numerous buildings.		Closeout in progress.
Martin Center Boutique Hotel (Private Developer)	\$19,000,000 Estimate Private Developer		Convert Martin Center into a Boutique Hotel. <u>Construction schedule: 10/2019 updated to 02/2021 - 05/2022.</u>		Developer design in progress. Historical tax credits approved. Developer sought an extension until January 31, 2021 to assemble remaining commitments and secure lead financing.

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	
Polsky 541 Fisher Institute Classroom Buildout	\$107,000 Local Funds		Convert Polsky 541 to a classroom for 45 occupants. Includes AV equipment and classroom furniture. <u>Construction schedule: 07/2020 - 08/2020 updated 09/2020.</u>		AV equipment ordered. Construction 0% complete.
Roadway Building Air Handler Replacement (General Contracting)	\$100,000 Local Funds		Replace (3) air handler units serving the basement and first floor of Roadway Building. <u>Construction schedule: 02/2020 - 04/2020 updated to 09/2020.</u>		Construction 95% complete.
Roof Replacements (General Contracting) (BOT Approval: 02/13/19)	\$1,135,000 State 550,000 Local \$1,685,000 Total (\$1.135K State Capital Funds)		Phase I: Carroll and Forge Street substations, Guzzetta Hall, Mary Gladwin Hall, and Computer Center. Phase II: Kolbe Hall. <u>Construction schedule Phase II: 09/2020 - 11/2020 updated to 12/2020.</u>		Phase I complete. Phase II construction 0% complete.
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. <u>Construction schedule: 12/2019 - 08/2020 updated to 10/2020.</u>		Construction 75% complete.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

-  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, 2020 THROUGH AUGUST 31, 2020BASEBALL FIELD RENOVATION

001-01	Seating additions	\$6,713
002-01	Increase width of pressbox to 10'	5,712
		<hr/> \$12,425

BIERCE LIBRARY RENOVATIONS

001-01	Modify hardware sets	\$476
002-01	Replace existing lavatory walls	7,153
003-01	Remove existing drain	1,391
004-01	Modify electrical work	475
		<hr/> \$9,495

GALLUCCI RESIDENCE HALL ABATEMENT, RAZING, AND GREENSPACE

016-01	Modify elevation of west portion of parking lot	\$6,506
017-01	Modify elevation of east portion of parking lot	5,431
		<hr/> \$11,937

INFRASTRUCTURE IMPROVEMENTS-VAULTS

002-01	Add excavation and backfill for pipe not shown on drawing	\$1,984
003-01	Excavation flooded during hydrant flushing	2,361
004-01	Abate asbestos	3,365
005-01	Shore and protect cable while vault was replaced	23,027
006-01	Replace damaged conduits	4,112
007-01	Revise 3" loop	24,271
		<hr/> \$59,118

ROADWAY BUILDING AIR HANDLER REPLACEMENT

002-01	Replace air handler unit coil	<hr/> \$6,273
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Net \$99,248

SECTION

C

State Capital Appropriations

**The University of Akron
State Capital Appropriations
As of the month ended 08/31/2020**

SECTION C

ALI Description	Appropriation	Released	Encumbered	Expended	Not Yet Encumbered	Remaining (Unreleased)
BASIC RENOVATIONS	\$6,416,432	\$4,776,432	\$406,353	\$4,370,078	\$0	\$1,640,000
AUBURN SCIENCE & ENGINEERING CENTER VIVARIUM	1,230,000	76,350	54,850	21,500	0	1,153,650
CAMPUS HARDSCAPE	1,000,000	1,000,000	0	1,000,000	0	0
CAMPUS INFRASTRUCTURE IMPROVEMENTS	3,000,000	2,800,000	559,560	2,240,440	0	200,000
WHITBY HALL AIR HANDLER & ROOF	1,200,000	1,200,000	567,221	632,779	0	0
BUCKINGHAM BUILDING RENOVATIONS	1,586,218	1,586,218	50,733	1,535,485	0	0
CROUSE/AYER HALL CONSOLIDATION	4,400,153	2,233,900	1,225,630	1,008,270	0	2,166,253
Subtotal Capital Appropriation FY19-20	\$18,832,803	\$13,672,900	\$2,864,348	\$10,808,552	\$0	\$5,159,903
BATTERED WOMENS SHELTER MEDINA/SUMMIT	\$500,000	\$500,000	\$426,700	\$73,300	\$0	\$0
WORKFORCED BASED TRAINING & EQUIPMENT	286,667	143,333	0	143,333	0	143,334
AKRON UNIVERSITY AMES	1,547,308	1,547,308	1,075,187	472,121	0	0
BIERCE LIBRARY RENOVATIONS	850,000	850,000	683,201	166,799	0	0
GLENDORA HOUSE FOR HOMELESS FAMILIES	250,000	250,000	0	250,000	0	0
ASHLAND COUNTY-W HOLMES CAREER WORKFORCE	300,000	0	0	0	0	300,000
OHIO CYBER RANGE	1,188,722	1,188,722	11,477	1,177,245	0	0
MCCLAIN GALLERY	100,000	0	0	0	0	100,000
Subtotal Community Projects FY17-20	\$5,022,697	\$4,479,363	\$2,196,565	\$2,282,798	\$0	\$543,334
BASIC RENOVATIONS-WAYNE	\$433,328	\$433,328	\$0	\$433,328	\$0	\$0
GENERAL LAB RENOVATIONS	352,750	352,750	1,320	351,430	0	0
IT CABLING & NETWORK SWITCHES	4,301,974	4,301,974	135,729	4,166,245	0	0
Subtotal Capital Appropriation FY17-18	\$5,088,052	\$5,088,052	\$137,049	\$4,951,003	\$0	\$0
Total	\$28,943,552	\$23,240,315	\$5,197,962	\$18,042,353	\$0	\$5,703,237

SECTION

D

Photos of Select Projects

ASEC Vivarium Air Handler Replacement



Bierce Library Renovations – 2nd Floor



Bierce Library Renovations – 2nd Floor



Buckingham Building Renovations - Classroom



Buckingham Building Renovations – Study Area



Buckingham Building Renovations – Computer Lab



Buckingham Building Renovations - Lobby



Computer Center Air Conditioning Unit Replacements



Crouse/Ayer Hall Consolidation



Gallucci Residence Hall Abatement, Razing, and Green Space



Infrastructure Improvements - Electrical



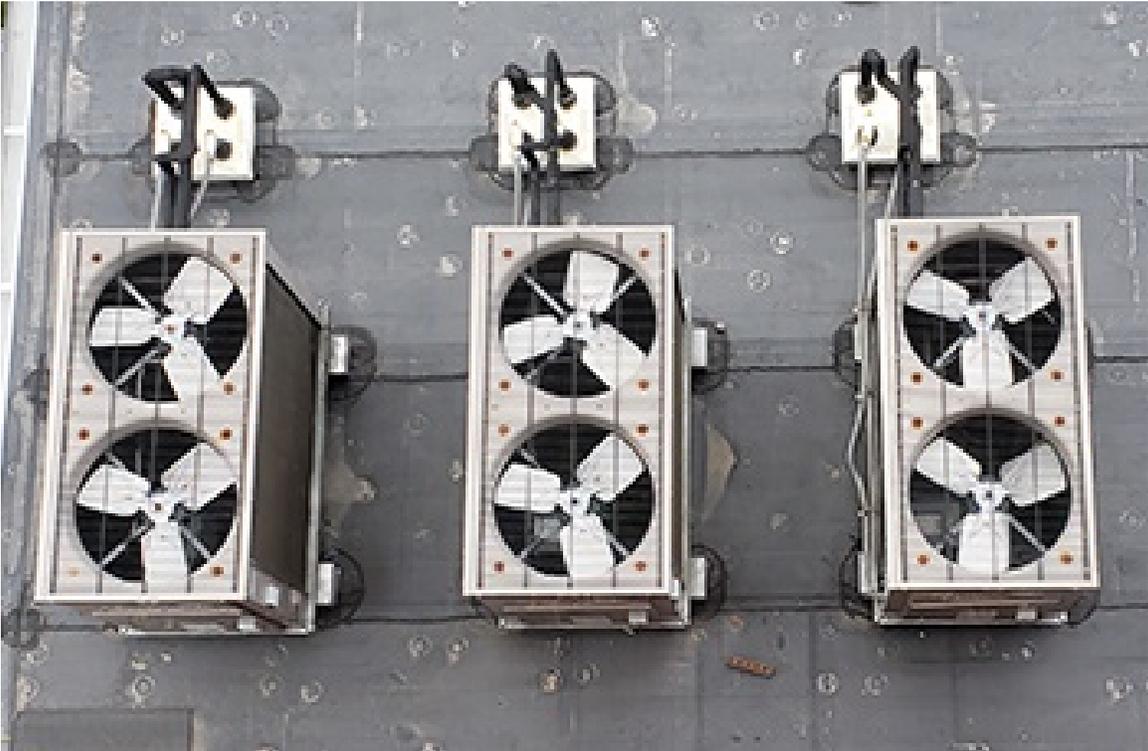
Infrastructure Improvements – Martin Fountain Vault



Polsky 541 Fisher Institute Classroom Buildout



Roadway Building Air Handler Replacement



Roof Replacements – Kolbe Hall



Whitby Hall Air Handler and Roof Replacement



Whitby Hall Air Handler and Roof Replacement



FINANCE & ADMINISTRATION COMMITTEE

TAB 9

INFORMATION TECHNOLOGY REPORT



DATE: September 28, 2020

TO: Nathan J. Mortimer, CPA
Vice President of Operations

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 IT Projects and Activities for the Board of Trustees information at its October 14, 2020 meeting. The accompanying report provides a Status of Projects and Activities.

Information Technology Services

Informational Report for the Board of Trustees

October 14, 2020

Prepared effective August 31, 2020



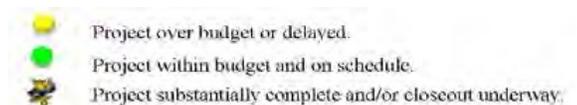
Information Technology Services

TABLE OF CONTENTS

APPLICATION SERVICES PROJECTS & ACTIVITIES.....	1
Business Intelligence and Analytics Initiatives	1
Cloud Enterprise Resource Planning (ERP) System Investigation	1
Reappointment, Tenure and Promotion Process Migration to Microsoft Teams.....	1
CYBERSECURITY SERVICES PROJECTS & ACTIVITIES.....	2
Cloud-Based Security Information and Event Management System (SIEM) Implementation..	2
Information Security Program Assessment.....	2
Multi Factor Authentication.....	2
Security Access Directory Implementation	2
INFRASTRUCTURE SERVICES PROJECTS & ACTIVITIES.....	3
Lorain County Community College Cloud ERP Migration.....	3
Managed Voice over IP (VoIP) Service Implementation	3
Microsoft OneDrive and Sharepoint Migration	3
Oracle Platform as a Service (PaaS) Migration.....	3
USER TECHNOLOGY SERVICES PROJECTS & ACTIVITIES	4
Microsoft Forms and Customer Voice Investigation.....	4
Microsoft InTune Implementation	4

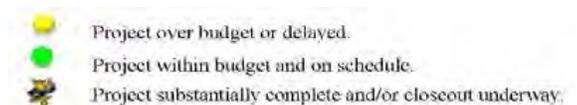
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
APPLICATION SERVICES					
Business Intelligence and Analytics Initiatives	\$190,000 Local Funds		<p>Two initiatives to migrate and enhance business intelligence and analytics solutions to facilitate the University's growing needs using analytics technology.</p> <p>Project 1: Migrate legacy Zipreports. <u>Schedule: 08/2017 – 04/2020 updated to 12/2020.</u></p> <p>Project 2: Implement predictive analytics related to student success.</p>		Project 1 activities 90% complete. Project 2 completed.
Reappointment, Tenure and Promotion Process to Microsoft Teams Migration	None		<p>As part of modernization efforts leveraging technology, the retention, tenure and promotion (RTP) process for faculty will be managed electronically and migrated to Microsoft Teams. Faculty will submit their files electronically to Sharepoint and Committee deliberations will be held virtually in Teams conferencing. <u>Schedule: 07/2020 – 11/2020.</u></p>		Project activities 75% complete.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.



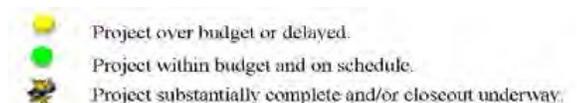
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
CYBERSECURITY SERVICES					
Cloud-Based Security Information and Event Management System Implementation	None		Deploy Microsoft Azure Sentinel for security event logging and analysis which will help to detect and respond to security breaches and reduce the adverse impact of security events. <u>Schedule: 10/2019 – 12/2020.</u>		Project activities 70% complete.
Information Security Program Assessment	\$24,000 Local Funds		External party to analyze and assess the University's information security program. This initial effort will outline the program's current state and define recommendations for improvement. <u>Schedule: 07/2020 – 09/2020 updated to 12/2020.</u>		Project activities 70% complete.
Multi Factor Authentication	None		Provide capability for multi factor authentication for employees. This feature will provide an additional layer of protection to help prevent account compromises. Phase 1: Pilot deployment with IT staff. Phase 2: Rollout to staff within defined functional areas. Phase 3: Rollout to remaining employees. <u>Schedule: 07/2020 - 11/2020</u>		Phase 1 completed. Phase 2 completed Phase 3 activities 25% complete.
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. <u>Schedule: 04/2020 - 10/2020.</u> Phase 3: Migrate to new infrastructure and services from the legacy provider.		Phase 1 completed. Phase 2 activities 50% complete. Phase 3 to be determined (TBD).

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.



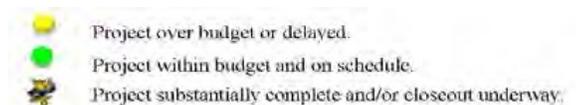
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
INFRASTRUCTURE SERVICES					
Lorain County Community College Cloud ERP Migration	LCCC Funded		Migrate from a hosted Oracle-PeopleSoft platform located and maintained by University of Akron to Oracle's cloud ERP. This migration will eliminate the services and platform provided by UA and paid by LCCC. Project 1: Cloud HCM migration. Project 2: Cloud Finance migration. Project 3: Cloud Student migration.		Phase 1 completed. Phase 2 completed. Phase 3 to be determined (TBD).
Managed Voice over IP (VoIP) Service Implementation	\$2,800,000 Local Funds The University expects the reoccurring and one-time costs to approximate \$2.8 million over 5 years which will replace existing spend approximating \$4.2 million over 5 years.		Migrate from legacy on-premise Public Branch Exchange (PBX) to a cloud hosted and managed VoIP service. This migration will improve the quality of service for phone calls and voicemail, as well as reduce costs. Phase 1: RFP, vendor selection and define implementation plan. Phase 2: Implement solution. <u>Schedule: 02/2020 - 12/2020.</u>		Phase 1 completed. Phase 2 activities 35% complete.
Migration to Microsoft OneDrive and Sharepoint	None		Migrate individual and departmental file shares on legacy on-premise 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-premise hardware which goes off support in calendar year 2021. <u>Schedule: 05/2020 - 06/2021.</u>		Project activities 20% complete.
Oracle Platform as a Service (PaaS) Migration	\$2,600,000 Local Funds 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.		Migrate from an on-premise Oracle technology platform used to support PeopleSoft and is located at the University of Akron to a cloud-based platform hosted by Oracle. This migration helps to: 1. Avoid replacement of current on-premise hardware which goes off support in calendar year 2021, 2. Unbundles and eliminates the annual support fees for Oracle technology software, 3. Provides full business continuity and disaster recovery support. <u>Schedule: 05/2020 - 12/2020.</u>		Project activities 10% complete.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.



PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
USER TECHNOLOGY SERVICES					
Microsoft Forms and Customer Voice Investigation	None		Investigate and pilot Microsoft Forms and Customer Voice to replace the current solution, Qualtrics, which is used to manage surveys and polls at the University. The elimination of Qualtrics will result in savings that approximate \$60,000 annually. <u>Schedule: 07/2020 - 02/2021.</u>		Project activities started.
Microsoft InTune Implementation	None		Implement Microsoft InTune to replace the current solution used for device management of laptops and desktops. InTune will allow for the effective management of devices connected anywhere on the internet. The current system only manages devices that are connected on the UA network. InTune is already licensed through the University's current agreement with Microsoft. <u>Schedule: 02/2020 - 08/2020 updated to 10/2020.</u>		Project activities 90% complete.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.



FINANCE & ADMINISTRATION COMMITTEE

TAB 10

ADVANCEMENT REPORT

DIVISION OF ADVANCEMENT
DEVELOPMENT

GIFTS

VODOFSKY SCHOLARSHIP FOR LAW STUDENTS



Jay '78 and Randi '78 Vodofsky have generously invested in Akron Law student success through The Jay L. Vodofsky 1978 Scholarship Fund.

Their support shares needed scholarship assistance with Akron Law students, with preference given to students from the New York metropolitan area.

Randi and Jay Vodofsky

CONGRESSMAN RENACCI HELPS WITH COVID-19 IMPACT STUDY

Former area Congressman James Renacci is working with UA on the impact of COVID-19 on Ohio's 2020 economy as a public service with a gift to the Department of Economics in the College of Business Administration.



Former Congressman James Renacci

KOVACH SCHOLARSHIP FOR THE PERFORMING ARTS



Jim and Maureen Kovach

The James P. and Maureen C. Kovach Scholarship for the Performing Arts recognizes talented and deserving University of Akron students pursuing degrees in theatre, music or dance.

Nine UA students were selected to receive the Kovach Scholarship for the Performing Arts for 2020-2021, including five students from the School of Music and four students from the School of Dance, Theatre, and Arts Administration. Jim and Maureen look forward to virtual student performances throughout the year.

STEINWAY PIANO IN MEMORY OF FRIEND



Kerry Campbell, in memory of his long-time friend, Robert (Bob) Niedert, recently gifted their Steinway Model B grand piano to The University of Akron School of Music.

As the centerpiece of their home, it was Bob's wish that UA's School of Music would eventually house the piano in appreciation of the many students who performed at dinner parties and other events they hosted over the years.

An avid music lover, Kerry felt there was no better way to honor Bob's legacy than by supporting aspiring UA musical students.

THE BURTON D. MORGAN FOUNDATION FUNDS ENTREPRENEURSHIP COURSEWORK AND REGIONAL NETWORKING

The Burton D. Morgan Foundation is funding the Creating an Entrepreneurial Classroom. This endeavor will give faculty in non-traditional disciplines start-ups money to introduce entrepreneurial thinking into majors in arts, sciences, social sciences, humanities and health professions.

"Creating an Entrepreneurial Classroom will increase awareness of the many ways an entrepreneurial mindset builds career options for students."

— Joe Fox, Director, The William T. and Rita Fitzgerald Institute for Entrepreneurial Studies

The School of Law is being funded by the Morgan Foundation for two years to expand the SEED (Small Entrepreneur & Economic Development) Legal Clinic beyond UA to other universities. This initiative offers law student services for business start-ups at low or no cost for legal documents and business organization advice.

"The SEED Legal Clinic is pleased to expand its services to more directly work with various Northeast Ohio university entrepreneurship programs. It is already assisting ten start-ups referred from universities across our region."

— Gary W. Spring, Director, SEED Legal Clinic

EVANS FOUNDATION SCHOLARSHIP FOR BUSINESS STUDENTS

The Evans Foundation recently made a gift to The Evans Foundation Scholarship Fund, which supports College of Business Administration students with high scholastic ability, good citizenship and leadership abilities.

Founded in 1960 by William H. Evans and two of his brothers, The Evans Foundation's original focus was higher education and hospitals.

The Evans family has many UA graduates among its ranks and others who are currently enrolled as legacy students.



Students in the College of Business Administration



Dr. Ronald Levant

LEVANT FUND FOR COUNSELING PSYCHOLOGY

Dr. Ronald Levant, University of Akron Professor Emeritus, is coming to the aid of graduate students through a recent gift. He recently established The Dr. Ronald F. Levant Endowed Fund to assist graduate students studying or conducting research within the UA Counseling Psychology program. His work focuses on the psychology of men and masculinities, which involves men’s gender role strain, emotional expression, alexithymia, mental and physical health.

Dr. Levant is a pioneer in this leading research area and considered a foremost authority on the psychology of men. Dr. Levant, who retired in 2018, has authored or coauthored 19 books, and more than 250 referred journal articles and book chapters.

GRACO FOUNDATION SCHOLARSHIP IN ENGINEERING

Graco recently continued its support of engineering students. The company's goal is to help organizations grow their ability to serve community needs through grants focused on capital projects, specific programs and technology needs. They place emphasis on educational programs, especially STEM (science, technology, engineering and math) programs; human service programs promoting workforce development; and youth development programs. They especially like to reach out to communities close to their U.S. facilities.

As today’s students enter the workforce, they are facing new challenges and opportunities never before imaginable. Graco recognizes the contributions of these students and the important role that education plays in their development. Graco has been helping UA’s College of Engineering and Polymer Science with scholarships for over a decade.

NEW FUND FOR COLLEGE OF ENGINEERING AND POLYMER SCIENCE

Lou ‘64 and Joan Perry provided generous support to the newly established College of Engineering and Polymer Science Student Assistance Fund. Mr. Perry said he’s been blessed to have a career in engineering, and “do what I have a passion for.” His UA education put him on the path to success, he says, and for that he is grateful. Now retired, Mr. Perry, who owned his own engineering firm, continues his belief in the importance of schools and education and is happy to support and help students in any way possible.

The College of Engineering Student Assistance Fund was established in April in response to a growing need to more quickly help engineering students facing economic hardships. The fund is a safety net, providing emergency funding for unforeseen hardships that threaten their continued UA



Students in the College of Engineering and Polymer Science

enrollment. Students eligible for The College of Engineering Student Assistance Fund must: be pursuing a full-time degree in the College of Engineering; be in good academic standing, with a cumulative GPA of 2.0 or higher, have demonstrated financial need.

THE HARRINGTON SCHOLARSHIP FOR EDUCATION STUDENTS

The University of Akron's LeBron James Family Foundation School of Education is on the rise to become a top school to produce urban educators, thanks in part to a newly established scholarship program that provides full tuition for future teachers in Akron Public Schools District.

Madge W. Harrington and her late husband, F. Theodore Harrington, who graduated from UA's College of Engineering and Polymer Science, valued education and the art of teaching, so much so that they wanted to invest in education as a way to honor future generations. More than three decades ago, the Harringtons bequeathed their estate to UA and established The M. W. Harrington Education Professorship Fund in Education and the F.T. Harrington Engineering Professorships Fund. The Harrington Scholarship in Education is a component to the Madge W. Harrington Professorship in the School of Education.



Theodore and Madge Harrington

The Harrington Scholarship program is administered by UA and will provide one full-tuition and fees scholarship each year. The "Harrington Scholar" must remain a student majoring in a degree program within the LeBron James Family Foundation School of Education to receive the tuition award. The scholarship is named after the late Madge W. Harrington, a 1926 and 1927 graduate of UA's School of Education.

In August, Jaysean Davis, a recent graduate of Buchtel Community Learning Center, was named the inaugural recipient of the Harrington Scholarship. Davis, 19, of Akron, participated



Jaysean Davis

in a number of extracurricular activities and organizations throughout his high school career, including Junior Leadership Akron Class of 32; serving as president of Phi Delta Kappa's Kudos program, a guidance group for students in grades nine through 12; serving as a student ambassador for Buchtel CLC and being a student council member; serving as a member of the Buchtel CLC Teachers Academy; the Buchtel Talon Newspaper and yearbook staff, and was a national member of Educators Rising.

"My aspiration as a teacher is to try to make each of my students succeed in life," said Davis. "When I worked with students during field experiences in a program called Education Professions and Leadership, I started to understand that each child I was helping learned differently. I realized that some students might not reach their full potential because of the way their taught."

"I am very honored to be named the inaugural Harrington Scholar," said Davis. "I feel blessed and grateful to have an opportunity to go to college without worrying about the burden of financial aid or affording college tuition."

The partnership with the Harrington Family descendants and the Akron Public School District further supports the LeBron James Family Foundation School of Education's push toward preparing instructors for an urban setting.

150 CELEBRATIONS AROUND THE WORLD

In honor of UA's Sesquicentennial, The Office of Alumni Relations organized a worldwide celebration on October 10. Celebrations were encouraged to begin at 6 p.m. Eastern Standard Time.

At 8:30 p.m. celebration participants tuned-in virtually for a live toast with President Gary L. Miller and his wife, Georgia Miller, from the steps of Buchtel Hall.

Members of UA's marching band and concert choir were featured, followed by the lighting of Buchtel Hall.

Alumni and friends registered their celebrations online and received an official #UA150 Party Pack. As of mid-September, more than 315 parties were registered.



HOMECOMING AND FAMILY WEEKEND GOES VIRTUAL

The University will celebrate Homecoming and Family Weekend virtually from October 16-18. While the tailgating and football celebration of alumni, friends, families and students is different because of Covid-19 precautions, the Blue and Gold spirit will still shine through.

Several annual traditions such as "Ribbon Up" and Homecoming Royalty will continue. Virtual Bingo, Pumpkin Carving and Paint Your Rock contests are some of the digital events taking place this year. More information can be found on uakron.edu/homecoming.

FINANCE & ADMINISTRATION COMMITTEE

TAB 11

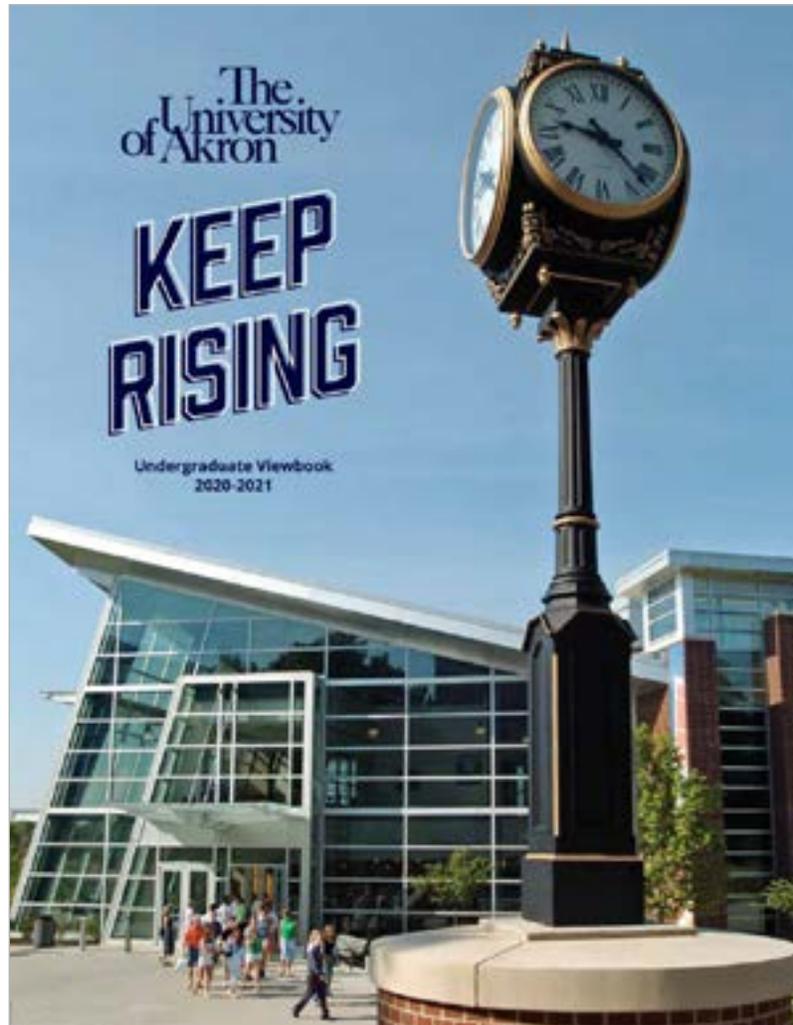
**UNIVERSITY COMMUNICATIONS AND
MARKETING REPORT**

UNIVERSITY COMMUNICATIONS AND MARKETING

New viewbook

This year's viewbook was updated using the refreshed brand platform and new imagery. Student testimonials have also been added.

Always an important recruiting piece, the viewbook will be mailed to prospective student's homes rather than only being available during on-campus visits.





Digital marketing to increase applications

Ads from our current digital marketing campaigns — including top programs, abandoned application and day-parted application ads — were created and placed by our digital advertising partner, Fathom.

Career outcomes

UCM worked with Career Services to create a flyer that touts the outcomes of the spring 2019 graduating class.

The University of Akron
CAREER OUTCOMES
We surveyed our Spring 2019 graduates to determine their career outcomes.

<p>UA'S CAREER OUTCOME 87%</p> <p>At six months post graduation, 87% of Spring 2019 graduates who earned an undergraduate degree are employed full-time or part-time, participating in a program of voluntary services, serving in the U.S. Armed Forces or are continuing their education. <small>*National Career Outcomes Rate is 85.7% (NACE, 2018)</small></p>	<p>EXPERIENTIAL LEARNING 82%</p> <p>82% of students that earned a bachelor's degree participated in at least one experiential learning experience* before graduating. <small>*Experiential learning includes internships, co-ops, practicums, assistantships, student teaching, undergraduate research, field experiences, clinicals, volunteer work related to major, and study abroad.</small></p>
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\$50,765 AVERAGE STARTING SALARY OF GRADUATES WHO EARNED A BACHELOR'S DEGREE

Career outcome data is based on a survey knowledge rate of 87 percent of our Spring 2019 graduates.

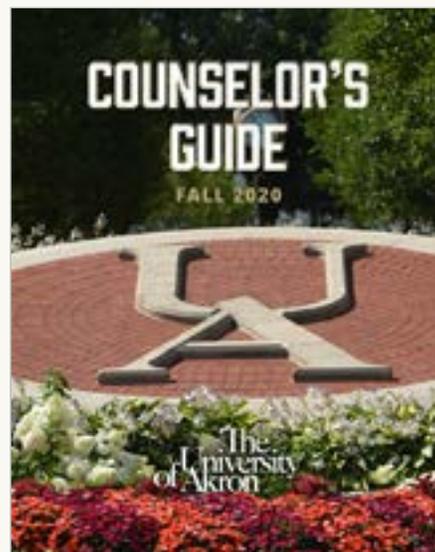


Jean Hower Taber Student Union's 150th graphic

This oversized graphic was installed on the wall near the southwest entrance to the building as a reminder of our ongoing sesquicentennial.

High school Counselor's Guide

This handy guide includes everything a high school counselor might need to help answer prospective students' questions about UA: how to apply, scholarship and financial aid availability, tuition and fees, and more.





THE UNIVERSITY OF AKRON

CELEBRATES 150 YEARS

150 CELEBRATIONS AROUND THE WORLD

**Join alumni and friends around the world
on Oct. 10 and toast to UA's honor.**

The University of Akron is calling upon alumni and friends to host 150 independent celebrations Oct. 10 beginning at 6 p.m. in honor of UA's sesquicentennial.

At 8:30 p.m., join President and Mrs. Gary L. Miller via livestream for a special message, followed by a celebratory toast and the lighting of Buchtel Hall.

The livestream will also feature a guest appearance by Zippy and performances by members of UA's Concert Choir and its marching band, Ohio's Pride.



10.10.2020

6:00 – 8:30 p.m. EST:
Host Your Celebration (wherever, however)

8:30 – 9:00 p.m. EST:
Livestream, Celebrate, Toast

**To learn more and to register your event,
visit uakron.edu/150.**

Honoring 150 years of our people, our place and our promises.

The
University
of Akron

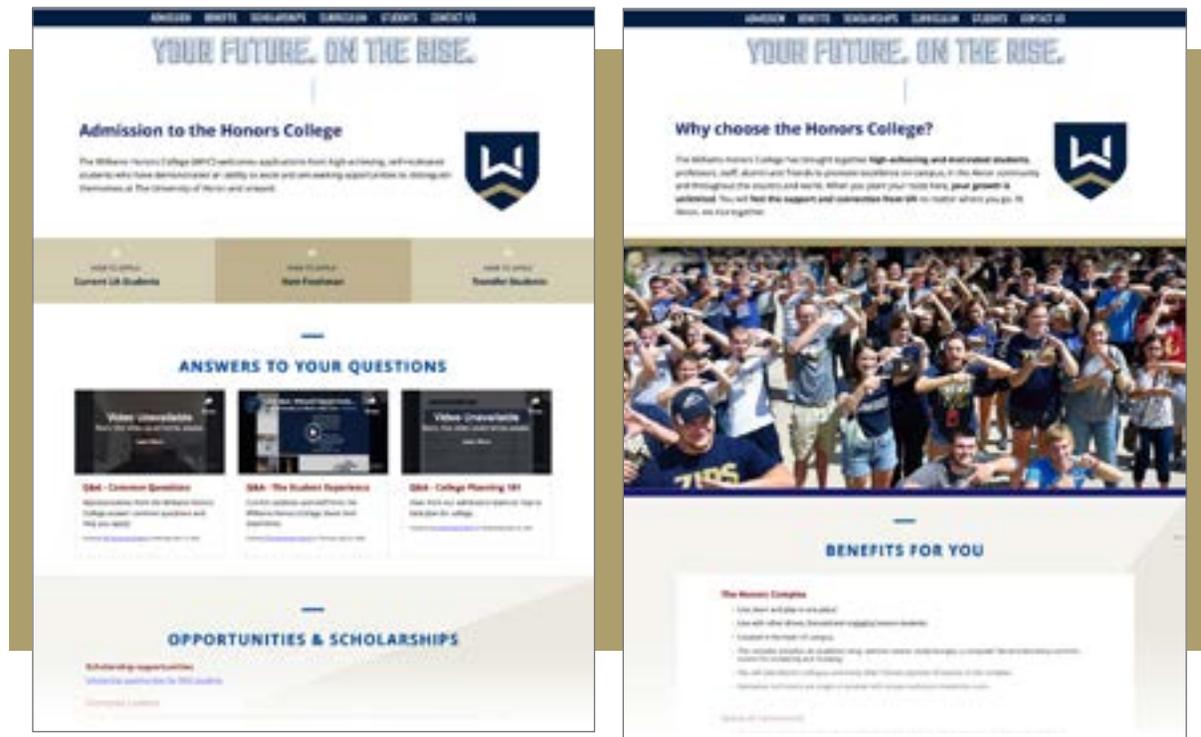


An invitation to toast the University's 150th

This full-page ad in the Akron Beacon Journal encourages alumni and friends from around the world to toast to UA's honor on Oct. 10.

The ad included a schedule and specific instructions for the toast.

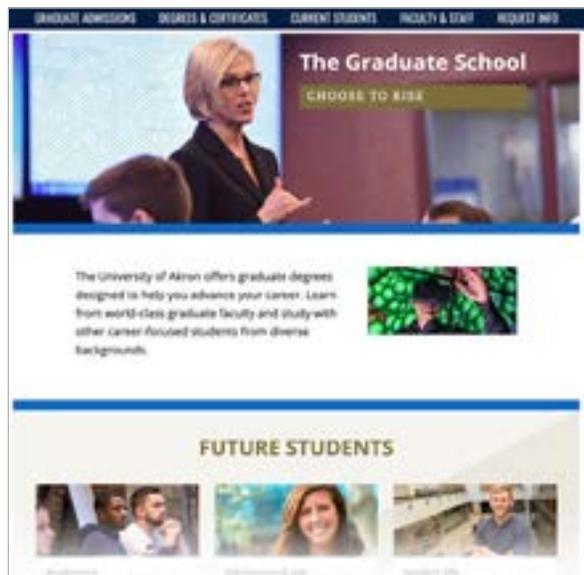
At least 400 independent celebrations are planned as of this writing.



Fresh look for Williams Honors College site

New interior pages for the Williams Honors College explain the admission process (left) and the many benefits of membership (right). The admissions page includes Q&A videos

that answer common questions and assist with planning for college. The benefits page details five primary reasons why WHC is an excellent choice.



New site for the Graduate School

We recently redesigned and simplified the Graduate School's site, giving it a modern, fresh look in line with the University's new branding.



Promoting mask-wearing

To encourage mask-wearing and following the COVID-19 safety guidelines, we shared in social media a photo series of students wearing masks and describing why it is so important. Additionally, students who took the A.K.R.O.N. Pledge were encouraged to post their photos with the hashtag #AkronPledge; these photos were also shared.



Zippy's day in a mask

The latest Zippy video traces a typical day in her life during this “new normal.” She wears a mask, follows the new safety signage and practices social distancing in class and with friends – but still has fun. The video was yet another way to promote the COVID-19 guidelines in place on campus.



News summaries get views

Students' inboxes are full of advice, changes and expectations related to the pandemic.

To make sure important points are not missed, we have begun posting videos in social that summarize the messages.

The recaps have been successful, with about 80% of people who watch the first story clip continuing to watch through the final one.

Capturing student and faculty achievement via video

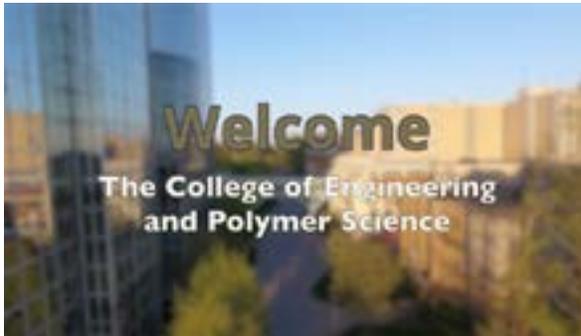
Here are the highlights of our work in video since our last report. See the videos on the University's YouTube channel at youtube.com/uakron.



This video shows students all the preparations taken to welcome them for fall semester.



We interviewed English Professor David Giffels about his new book, "Barnstorming Ohio."



We introduced the renamed College of Engineering and Polymer Science in a short welcome video.



We streamed Convocation this year so all first-year students could participate. Above, President Gary L. Miller welcomes the class.



Social distancing precludes residence hall tours. With Admissions, a series of video tours gives prospective students an inside look.



Police Chief Dale Gooding thanks students for their efforts to limit virus spread and encourages them to stay the course.

Media relations: Telling our story

Here are some highlights of University coverage received by print, online and broadcast media over the past two months:

The media relations team promoted research by polymer doctoral students Mario Echeverri and Anvay Patil, along with Dr. Ali Dhinojwala, the H.A. Morton Professor of Polymer Science, that could be used to develop “bright, long-lasting and nonfading colors” with the potential to be used as an anti-counterfeiting device. Crain’s Cleveland Business and 1590-WAKR covered the research.

The creation of outdoor curriculum education kits for educators and parents by students from UA’s EXL Center was promoted to local media. Akron.com provided coverage of this EXL “unclass,” titled “All the World’s a Classroom.”

Numerous media outlets reported on UA’s workforce reduction plans as a result of the pandemic, including the Akron Beacon Journal, Cleveland.com, Crain’s



President Miller penned an op-ed in the Akron Beacon Journal about UA's current challenges and its path forward. Miller wrote about the “immediate action to secure the future of the university” and the “world-class faculty and staff who will continue to demonstrate their deep commitment to student success.”

Cleveland Business, WEWS-TV, WKYC-TV, WJW-TV, WOIO-TV, 89.7-WKSU, and 640-WHLO, 90.3-WCPN, The New York Times,

The Chronicle of Higher Education, Inside Higher Ed, Forbes and The Boston Globe.

The New York Times included

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comments by President Gary L. Miller, Professor John Nicholas and Professor of Instruction Katie Stoyhoff in a report about the nationwide fiscal issues that universities are confronting during the coronavirus pandemic.

Contract negotiations with UA's faculty union and the resulting arbitration was reported on by several media outlets, including The Akron Beacon Journal, Cleveland.com, Crain's Cleveland Business, 90.3-WCPN and 89.7-WKSU.

The formation of the Athletics Review Working Group, a committee of stakeholders tasked with evaluating athletics at the University and making recommendations for the future, was reported on in the Akron Beacon Journal, Cleveland.com, Crain's Cleveland Business and 89.7-WKSU.

WEWS-TV aired a story about the way UA's Taylor Institute for Direct Marketing is finding innovative ways to provide paid internships for

Rubber and Plastic News and Crain's Cleveland Business provided a feature story on Heidi Cressman, the director of diversity and inclusion for UA's College of Engineering and Polymer Science. Under Cressman's guidance, UA's Women in Engineering program is opening opportunities and creating a culture of inclusion for aspiring engineers.

students whose experiential opportunities were canceled by the pandemic.

Several local media outlets reported on UA's fall 2020 campus reopening plans. The Akron Beacon Journal

reported on the plans to include in-person, online and hybrid classes. Interim Senior Vice Provost Joe Urgo interviewed with 90.3 WCPN about the many safety protocols to protect students and employees. Urgo

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also spoke with EdScoop about the evolving learning landscape available to college students as they return to campus in the fall. In an interview with The Bargain Hunter, Dr. Jarrod Tudor, director of regional campuses and education, shared some of the University-wide changes that Wayne College will implement this fall to ensure on-campus safety and access to internships and externships required for graduation. The Youngstown Daily Legal News reported on UA's School of Law reopening and included details shared by C.J. Peters, dean of Akron Law. Peters also interviewed with Crain's Cleveland Business about customizing instruction at Akron Law to meet the needs of each student.

Following the historic SpaceX launch, a Q&A posted on NASA's website called out the

contributions made by researchers from UA and other University collaborators as being "instrumental in the concept formulation and in the development and testing of candidate materials and seals" used on the SpaceX Crew Dragon capsule.

The Akron Beacon Journal, Cleveland.com and The Record Courier provided coverage on the induction of "The Fellowship," a trivia team co-founded by Professor Kevin Kern and Associate Professor Michael Levin, into the international Trivia Hall of Fame in Ottawa, Canada. The team also includes members of the campus community and alumni of the University.

The School of Law's free online course on racial equality was spotlighted by the media.

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Doctoral students from UA and Kent State University created more than 100 face masks with transparent vinyl openings, allowing people with hearing loss to read lips. The Akron Beacon Journal and WEWS-TV provided coverage.

Continued from previous page.

The Akron Beacon Journal and WEWS-TV reported on the class, Racial Equality and the Law, taught by Brant Lee, professor and assistant dean of diversity & social justice initiatives at Akron Law.

The work by undergraduate students from UA's School of Nursing gaining practical experience as contact tracers for the Stark County Department of Health (SCDH) was covered by the Canton Repository.

The Akron Beacon Journal, Cleveland.com, Crain's Cleveland Business and 89.7-WKSU reported on budgetary actions taken by The University of Akron Board of Trustees at its August meeting.

UA's offering of 100 electric scooters to the campus community received coverage by local media. Jared Coleman, director of parking and transportation services, provided interviews to the Akron Beacon Journal, Cleveland.com and Spectrum News 1 on this new way to traverse campus and downtown Akron.

The National Science Foundation reported on

research conducted by Siamak Farhad, associate professor of mechanical engineering, and his team. This research has led to the development of a system that, for the first time, directly and accurately stress tests new materials that go into making tires.



As classes resumed on UA's campus, students, faculty and staff shared their assessments of the University's pandemic-related, hybrid learning landscape with the Akron Beacon Journal. WEWS-TV interviewed freshman Jeanne Luster and Assistant Lecturer Brandon Sweitzer in a story about UA's hybrid model of instruction. The Daily Record provided coverage of classes resuming at Wayne College and its pandemic-related changes.

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UNIVERSITY COMMUNICATIONS AND MARKETING

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The Department of Philosophy's new Law Enforcement Ethics Certificate was recognized by media outlets. WKYC-TV provided a web story about the certificate that included comments from UA Police Capt. Jim Gilbride and Professor Dimitria Gatzia. Gatzia also spoke with 1590-WAKR host Ray Horner about the development of the certificate. Its courses focus on navigating the complexities that law enforcement professionals confront while on the job. In related coverage, Professor David Licata spoke with 1590-WAKR host Ray Horner about the practicality and probability of implementing reforms in law enforcement.

UA's School of Law received media attention after it was announced that Akron Law and Cleveland State University's Cleveland-Marshall College of Law will explore the feasibility of a joint school. The Akron Beacon Journal, Inside Higher Ed, University Business Magazine, Cleveland.com, Crain's Cleveland Business, WKYC-TV and 89.7-WKSU reported.

The six-part docuseries, "Keeping the Lamp of Learning Burning," about UA's 150-year history, was promoted to local media during as part of the University's sesquicentennial celebration. Alumnus and local historian David Lieberth, who wrote and produced the series, was interviewed by 89.7-WKSU and 1590-WAKR.

The Akron Beacon Journal, Cleveland.com and WJW-TV reported on the launch of UA's COVID-19 online dashboard that will keep members of UA's campus community and

others informed about on-campus coronavirus infection rates and related matters.

The Media Relations team promoted a new partnership between UA's Career Services office and Parker Dewey, a Chicago-based consulting firm that connects college students to a network of employers, to offer students the opportunity to participate in micro-internships. Coverage was received by Crain's Cleveland Business and the Cleveland Business Journal.

Cleveland.com and The Dayton Daily News reported on researchers from UA who are collaborating with the Ohio Department of Health, the Ohio and U.S. environmental protection agencies and other regional universities in a project that monitors wastewater to identify potential increases in coronavirus infection rates.

The work of Assistant Professor Alex Hoover and collaborators at Cleveland State University on the development of a highly accurate COVID-19 forecasting tool were reported on by the Akron Beacon Journal and Spectrum News.

A report by WEWS-TV on the cost of MBA programs at several Ohio regional universities documented that UA's MBA program offers the best value for this graduate degree.

Coverage was received by the Akron Beacon Journal, Cleveland.com and Yahoo News about UA's improved standing in the U.S. News & World Report annual review of universities.

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Faculty experts interviewed with local and national media outlets about several factors involved with the 2020 presidential election. Professor David Cohen, interim director of the Ray C. Bliss Institute of Applied Politics at UA, spoke to 89.7-WKSU about what to anticipate ahead of the Democratic National Convention. Dr. John Green, director emeritus of the Ray C. Bliss Institute of Applied Politics, also interviewed with 89.7-WKSU, offering insight into how the Republican National Convention might unfold.

The Akron Beacon Journal and WKYC-TV reported about a poll of Ohioans conducted in part by the Ray C. Bliss Institute of Applied Politics to determine voter preferences for the presidential election. Dr. John Green, the director emeritus of the Ray C. Bliss Institute of Applied Politics, analyzed the results in the Beacon Journal story. The International Business Times, AOL.com and Salon.com quoted Green about the results of the poll.

FINANCE & ADMINISTRATION COMMITTEE

TAB 12

**PUBLIC LIAISON AND
GOVERNMENT RELATIONS UPDATE**

PUBLIC LIAISON AND GOVERNMENT RELATIONS UPDATE

September-October 2020

The University of Akron (UA) government affairs office and public liaison communicate 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-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 246 public research universities, land-grant institutions, state university systems, and affiliated organizations across the country, to formulate legislative and financial requests to both state and federal governments related to the COVID-19 Pandemic. We communicated frequently with elected officials and community leaders regarding developments at the University. We participated in virtual meetings with elected officials and community leaders, and connected them with our administration, our faculty and staff, and our students. A detailed state legislative update is found in this report.



FEDERAL UPDATE

COVID-19 Relief Package

The public liaison has tracked and had conversations about the developing Phase IV COVID-19 Relief Legislation, especially in areas that affect higher education, such as additional funds for higher education and employer liability protection. The following is a statement from the APLU at the end of September regarding a potential Phase IV bill: With reports that Speaker Pelosi is working on a new Phase IV bill that the House could possibly vote on later this week, the higher education community sent a letter to House Leadership on Friday requesting higher education funding of at least \$120 billion. The request, which is a substantial increase over the prior request level of \$46.6 billion, is justified by combining the community's previous estimates of \$46.6 billion in losses/expenses as well as \$74 billion in fall reopening expenses. The letter notes that "roughly one month into the fall semester, our members are reporting that their revenue losses and new costs have already greatly exceeded this amount, especially in areas such as testing, contact tracing, quarantine, treatment, and learning technology. For their part, many of our students and their families are struggling with reduced incomes and job losses, resulting in the need for billions of dollars in increased student aid."

While a substantial funding request, the level still falls below the \$132 billion provided in Minority Leader Schumer and Ranking Member Murray’s Coronavirus, Childcare, and Education Relief Act and is lower than requests of K-12 organizations which have put forward asks of \$148-\$240 billion. Additionally, while we had previously not formally combined our prior expenses/losses estimates of \$46.6 billion and \$74 billion into a request level, we understand that is how many Democrats on the Hill were treating the estimates. As a reminder, the HEROES Act provided \$37 billion in higher education funding.

Name, Image, and Likeness Legislation

U.S. Congressman and former NFL and Ohio State wide receiver Anthony Gonzalez (R-OH) and Congressman Emanuel Cleaver (D-MO) introduced the bipartisan *Student Athlete Level Playing Field Act* alongside Representatives Colin Allred (D-TX), Rodney Davis (R-IL), Josh Gottheimer (D-NJ), Jeff Duncan (R-SC), Marcia Fudge (D-OH), and Steve Stivers (R-OH). The bill grants student-athletes the right to capitalize off their own name, image, and likeness while including important guardrails for the recruitment process and leveling the national playing field by pre-empting the patchwork of state laws that have been signed into law or are pending in state legislatures. President Gary L. Miller, UA Athletics Director Larry Williams, and the public liaison have engaged in discussions with Congressman Gonzalez and his staff about the legislation.



STATE UPDATE

Treasurer Robert Sprague and the Compass Award

Ohio Treasurer Robert Sprague awarded two Compass Awards to the University, one for our wraparound financial literacy program for students and one for our Adult Focus Office. The monthly recognition program commends organizations, programs and individuals across the state who are working to guide Ohioans toward financial literacy and empowerment. Through our offices of Financial Aid, ZipAssist and Career Services, the University offers financial literacy workshops, a digital education platform, guidance on financing and managing student loans, and career services to help students make informed choices. Additionally, UA has partnered with Stark State College to provide similar services to its students and help them transition to completing a bachelor-level degree. Adult Focus helps adult students locate funds for their education. The department also works to identify and reconnect with former students who are

close to graduating, offering them counseling and incentives to return and complete their coursework. Additionally, students are provided with career assistance and job search support.

“Innovative and effective financial literacy education plays a critical role in preparing our young people for success later in life,” Sprague said. “The Compass Award program recognizes the people and organizations across Ohio who are working tirelessly to ensure the next generation of Ohioans are headed toward a bright financial future.”



*Above, from left: **Ali Doehring**, Director, ZipAssist; **Mike Kulick**, Senior Associate Director, Career Services; **Taylor Sminchak**, Coordinator of Outreach, ZipAssist; **Dr. John Messina**, Vice President, Student Affairs; **Becca Armstrong**, Deputy Director of Public Affairs, State of Ohio Treasurer’s Office; **Dr. Gary L. Miller**, President; **Laura Conley**, Director, Adult Focus; and **Dr. Jarrod Tudor**, Director, Regional Campuses and Education*

Secretary of State Frank LaRose Voting Visit

Ohio Secretary of State Frank LaRose visited campus on Wednesday, September 23 to meet with President Gary L. Miller and student leaders at a roundtable to discuss the importance of student voting and share details of the voter registration initiative. Secretary LaRose also met with student-athletes and visited a voter registration table on campus.



*Attending the Voting Roundtable [clockwise]: **Dr. Gary L. Miller**, President; **The Hon. Frank LaRose**, Secretary of State; **Jessica Vasiliades**, Graduate Assistant, The Ray C. Bliss Institute of Applied Politics; **Kevin Feezel**, President, Undergraduate Student Government (USG); **Alex Pavloff**, Eastern Ohio Regional Liaison for Secretary LaRose; **Oliver Huffman**, President, Student-Athlete Advisory Council; **Henna Schafer**, Co-Chair, Inclusive Excellence Action Team; and **Jason Render Jr.**, Co-Chair, Inclusive Excellence Action Team*



***President Miller** and **Secretary LaRose** talking with students at the voter registration table outside the Jean Hower Taber Student Union.*

In addition to hosting on campus the Secretary of State, who oversees voting in Ohio, The Ray C. Bliss Institute of Applied Politics and Student Life have partnered on other initiatives to encourage students to vote. These include a “Get Out the Vote” website where students can view the registration deadline and voting dates, register or change their registration, find their polling location, sign up to work at the polls, and other voting information. We are also spreading the word through posters and tables on campus and through social media. Students have posted videos about why voting is important and have appeared on local news media explaining why it is important for college students to vote.

Legislative Delegation

President Miller and UA Government Affairs continued with periodic virtual delegation meetings in order to keep area legislators updated on a variety of campus activities, including COVID-related updates, enrollment, University finances, support for a state capital bill, and the recent Arbitrator’s finding relative to the AAUP’s challenge to Section 12, Article 15. We have consistently had near-perfect attendance by our delegation, which demonstrates our good partnership and ability to work well with our legislators.

Chancellor Randy Gardner

Similar to our delegation updates, UA Government Affairs has scheduled several one-on-one conversations with Chancellor Gardner to keep him updated on a variety of UA-specific issues, including the Arbitrator’s decision, enrollment, COVID testing, and CARES Act monies.

Speaker-elect Bob Cupp

UA Government Affairs spoke with Ohio House Speaker Bob Cupp to hear his priorities and to advance issues of importance to UA specifically, and higher education generally. Included in the discussion were support for HB 606 (described later in this report), critical need for a state capital bill and minimizing cuts (i.e. SSI) to the higher education sector.

The University of Akron and Cleveland State University Unified Law School

Leading up to the announcement of the formation of an Exploration Committee to examine a possible strategic partnership between the UA and CSU law schools, UA Government Affairs arranged for a number of information-sharing calls for President Miller and President Sands including: Governor DeWine, Chancellor Gardner, Senate President Obhof, Chief Justice O’Connor, and other state, federal, and local officials.

CARES Act Controlling Board

UA Government Affairs worked in concert with IUC and fellow universities to push CARES Act funding through the State Controlling Board. The initial payment to UA (\$9.53 million) was released by the Controlling Board in early August. In September, the Ohio Controlling Board released funds for higher education related to mental health; (please note that the amounts listed are for all of higher education in Ohio, not just UA): COVID Response—Higher Education Mental Health (\$5 million); Governor’s Emergency Education Relief (GEER) Fund (\$8.5 million); and the Governor’s Emergency Education Relief—Mental Health Coordination (\$1.5 million).

HB 606

The bill provides a variety of entities, including institutions of higher education, with important legal protections against potential coronavirus lawsuits. The bill was signed by Governor DeWine, and its immunity provisions are in effect from March 9, 2020 (date of Governor DeWine's declaration) through September 30, 2021.

Legislative “Lame Duck” Update

With the upcoming election coupled with the pandemic, the Ohio General Assembly has only returned for a couple of session dates this reporting period. The most recent House and Senate sessions occurred on September 23, and the legislature is now expected to be in recess until after the November 3 General Election. Following the election, the legislature will convene for a “lame duck” session, which is expected to run through mid-December. Below are several bills which might garner some legislative activity in lame duck:

State Capital Bill

Governor DeWine, Senate President Obhof, and Speaker Cupp have all indicated there will be a capital budget. The only outstanding question is its size. UA continues to push our delegation on the critical need for a state capital bill inclusive of the UA-specific Ayer-Crouse Hall (\$18 million). Additionally, UA is pushing for the South of Exchange Safety Initiative (\$400,000), Shirila R. McClain Gallery (\$257,000), and Advanced Manufacturing Center (\$1.9 million).

HB 40 (Brenner)

The bill generally prohibits a state institution of higher education from restricting freedom of expression by students, student groups, faculty, staff, employees, and invited guests in public areas of the campus. IUC and member institutions, including UA, have expressed concerns with the broad nature of the bill in addition to its being a solution in search of a problem.

HB 194 (Greenspan)

The bill is on its 16th revision and continues to include wagering on collegiate sports despite the IUC and individual university opposition. The latest version of the bill does, however, prohibit coaches, referees, and athletes from wagering on sports. While the bill passed the House back on May 28 by a vote of 83-10, its future remains uncertain due to waning enthusiasm in the Senate.

HB 723 (LaRe)

The bill authorizes the Attorney General (AG) to prosecute crimes occurring on state property. IUC has some concerns with the reach of the bill because it appears to include higher education property. The AG has a number of concerns including: (1) scope of the bill - enumerate what state properties are included; (2) vagueness of what constitutes “improper” behavior which is reviewable under the purview of the bill; and (3) clarification whether the bill includes allowing local law enforcement to Investigate. IUC has expressed a desire to exempt property owned by colleges and universities.

HB 371 (Merrin)

The bill grants in-state tuition if the individual receives high school equivalence in Ohio. The bill unanimously passed out of House Higher Education committee back in May and awaits full consideration by the House, which is expected in lame duck session. Neither UA nor IUC has expressed concerns with this legislation.

HB 404 (Manchester)

The bill allows a state institution of higher education to establish a policy allowing its trustees to attend board meetings electronically. This includes allowing the trustee participating electronically to be counted for the purposes of establishing a quorum. HB 404 passed the House nearly unanimously and is pending before the Senate. UA Government Affairs team recently spoke with senior staff in the Ohio Senate to promote passage of the bill.

SB 365 (Fedor)

The bill extends the authority to hold meetings by electronic technology. Current law provides the ability to meet remotely until the Governor's emergency order expires on 12/1/20. HB 365 extends the language provided under HB 197 to continue for the duration of the declared COVID emergency.

SB 367 (Brenner)

The bill prohibits requiring students to live in on-campus housing for the 2021 school year. In speaking with the bill's sponsor, it would seem he is satisfied that universities are sufficiently accommodating students about housing. He did express an interest in a more long-term conversation over student housing and what universities require.

**The Ray C. Bliss Institute of Applied Politics and the Greater Akron Civility Center**

During this election season, The Ray C. Bliss Institute of Applied Politics and the Greater Akron Civility Center have hosted, sponsored, or participated in events related to the upcoming elections. We have commented on numerous stories about the election. We have also been responding to questions about the Your Vote Ohio Poll, which is a joint project between Your Vote Ohio and the Bliss Institute. It was a random sample of 1,037 registered voters in Ohio, administered 100 percent online between June 24 and July 15, 2020 and captured the perceptions of Ohio voters in the run-up to the election. Examples of events we have hosted or participated in are below.

Virtual Events

In September and October, we hosted two virtual events featuring local authors—Dr. Joy Marsella and University of Akron English Professor David Giffels—which were well received by our alumni, friends, and students. On September 14, Dr. Marsella and Dr. John Green, Emeritus Director of The Ray B. Bliss Institute of Applied Politics, discussed her new book *Creating a New Civility*, published by The University of Akron Press. On October 5, Dr. Green and Professor Giffels discussed his new book *Barnstorming Ohio*, which discusses political views of the upcoming 2020 presidential election from a cross section of Ohio voters.



Dr. Joy Marsella, author of *Creating a New Civility* Professor David Giffels, author of *Barnstorming Ohio*

2020 General Elections Candidates Conference

The 2020 General Elections Candidates Conference hosted by the Greater Akron Chamber and sponsored by The Ray C. Bliss Institute of Applied Politics, will also feature Bliss Institute administrators as moderators. Dr. David Cohen, Interim Director of The Ray C. Bliss Institute of Applied Politics will moderate the Democratic Candidates on Tuesday, October 13, at 3:30 p.m., and Dr. Matthew P. Akers, Associate Director, will moderate the Republican Candidates on Tuesday, October 27, at 3:30 p.m.

Academic Issues & Student Success

1

*2020 Efficiency Report to the Ohio Department of Higher Education

For Information Only:

October 14, 2020

Board Meeting

2

Fall 2020 Enrollment Summary

Presiding:

Olivia P. Demas

3

Research Report

4

Student Success Report

5

Inclusion and Equity Report

CONSENT AGENDA:
ITEM 1

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 1

**2020 EFFICIENCY REPORT TO THE
OHIO DEPARTMENT OF HIGHER EDUCATION**



FY20 Efficiency Reporting Template

Introduction:

Ohio Revised Code section 3333.95 requires the chancellor of the Ohio Department of Higher Education (DHE) to maintain an “Efficiency Advisory Committee” that includes an “efficiency officer” from each state institution of higher education (IHE). Each IHE must then provide an “**efficiency report**” updated annually to DHE, which is compiled by the chancellor into a statewide report shared at year end with the governor and legislature. The committee itself meets periodically at the call of the chancellor.

Prior Efficiency Reports have been heavily influenced by the Ohio Task Force on Affordability and Efficiency’s October 2015 report “Action Steps to Reduce College Costs” (Task Force). That report provided many good recommendations that set a course for increasing efficiency throughout public higher education in Ohio. However, in light of the impacts of COVID-19, this year’s template will take a different focus and give IHE’s the opportunity to highlight what they have done to adjust to the pandemic and its impact on their institutions, including the expansion of online delivery models.

This means that much of the report will be more focused on the current year than prior years. Nonetheless, the FY20 reporting template does require Ohio’s IHEs to conduct an annual study to determine the cost of textbooks for students enrolled in the institution pursuant to Ohio Revised Code section 3333.951(C); as well as information on efficiencies gained as a result of the “regional compacts” as outlined in ORC section 3345.59. The reporting template also requests information regarding college debt and debt collection practices.

Your Efficiency Report Contact: *Jennifer Carson*, Senior Director, Audit & Compliance, 614-752-7538, jcarson@highered.ohio.gov
Please provide your institution’s efficiency report by **Friday, October 30, 2020** via email to OdheFiscalReports@highered.ohio.gov

As in previous years, the Efficiency Reporting Template is structured into sections:

- **Section I: Operational Response** – This section captures information on the impacts of COVID-19 on each institution, the planning process used to address the impact and the eventual actions taken in response to the pandemic.
- **Section II: Academic Practices** – This section covers areas more directly related to instruction, including the actions taken to adjust to remote learning in spring term of 2020 and the impacts on the institution and students. It also seeks updates regarding the cost of textbooks and flexible delivery methods
- **Section III: Policy Reforms/Continued Progress** – This section captures state IHE responses to suggested policy reforms originating in gubernatorial task force efforts, legislative joint committee reports, student loan debt advisory group reports, etc. In recent years, a number of stakeholder perspectives have been shared with institutions. Our hope is that institutions will respond to this stakeholder feedback regarding items such as, textbooks and student debt.
- **Section IV: Student Benefit** – This section asks institutions to provide cost savings and/or resource generation in actual dollars for any major initiatives within the past fiscal year. Emphasis should be placed on highlighting major initiatives that may be considered best practices, rather than responding to specific recommendations from the Ohio Task Force on Affordability and Efficiency in Higher Education October 2015 report. To facilitate understanding, IHE's should advise if savings have been redeployed to students to reduce costs, or if they have been reinvested in some other manner for the benefit of students.
- **Section V: Future goals** – This section corresponds to Master Recommendation 2 of the Ohio Task Force on Affordability. It is designed to allow each institution to benchmark its respective five-year goals to its actual institutional cost savings or avoidance. In the spirit of continuous improvement, this section allows you to revise and/or update your five-year goals as needed. In addition, the DeWine-Husted administration would like to know more about possible roles the state could play in supporting your institutional goals; your input is requested in this section.

For purposes of this report, efficiency is defined as quality versus cost as a means to measure value:

- Direct cost savings to students (reducing costs)
- Direct cost savings to the institution (reducing costs)
- Cost avoidance for students (reducing costs)
- Cost avoidance to the college/university (reducing costs)
- Enhanced advising, teaching (improving quality)
- IP commercialization (improving quality)
- Graduation/completion rates (improving quality)
- Industry-recognized credentials (improving quality)
- Experiential learning (improving quality)

These are examples only. Please consider your responses to address broader measures of efficiency, quality, cost and value. Please also note that this is only a template. Feel free to respond in any additional way you believe is helpful.

The University of Akron FY20 Efficiency Report

Section I: Operational Response

The onslaught of the COVID-19 pandemic has had a major impact on all higher education institutions forcing them to quickly adjust to remote learning. Beyond this immediate impact there is significant uncertainty about the duration of the pandemic, how it will impact student behavior and the resulting economic challenges faced by institutions and the State of Ohio.

Please describe the major fiscal impacts of COVID-19 on your institution in FY 20.

During March 2020, the University discontinued on-campus classes and most operations and migrated to remote delivery for the remainder of the semester with the vast majority of employees assigned to work from home. With very limited exceptions, the University also closed its campus housing and dining facilities. The University refunded proportionate amounts of certain fees and room/board totaling about \$6.0 million using CARES Act (Act) funds in April 2020. The University received approximately \$14.2 million of Act funding of which \$7.1 million funded the refunds and also paid the costs of converting classes to remote delivery and procuring protective equipment. The remaining \$7.1 million was provided directly to students as prescribed by the Act. The summer 2020 semester was also taught remotely. The fall 2020 semester is being taught using a hybrid approach of remote classes and physically distanced in-person learning.

Please quantify the revenue and cost impacts.	
Major Revenue Impacts	Net Fiscal Impact
Tuition & Fees	-\$1,206,000
Auxiliary Fees, including refunds	-\$6,593,000
State Support	-\$3,763,000
Investment Income, Unrealized Losses	-\$675,000
Other	-\$545,000
External Assistance (HEERF, CRF, etc.)	\$14,152,000

Major Net Increased Expenses	Net Fiscal Impact
Transition to Online Delivery	\$887,000
Changing Support for Students	\$7,076,000
Shutdown of Campus	-----
Cleaning/Preparing Campus for Return of Students (Testing, PPE, etc.)	\$206,000
Other	\$10,000

CARES Act and other Federal Support impact

What process did your institution use to distribute one-half of Higher Education Emergency Relief Funds to students?

The University received notice on April 20, 2020 that it had received an award of \$7,075,909.00 for emergency aid grants for students who were affected by the disruption of campus operations due to the coronavirus. A team of University administrators worked to establish the distribution of funds, which included an application process for non-Pell eligible students and an automatic disbursement for Pell-eligible students. After verifying student Title IV eligibility and establishing effective means for distribution, the University advised students of the availability of the grants on May 5, 2020 and a University website (www.uakron.edu/zipassist/cares-aid) was established to address questions and concerns. An application was made available and eligibility was reviewed by representatives in Student Financial Aid, ZipAssist and Accounts Payable. The University requested students to apply for the CARES Emergency Assistance Grants, providing the necessary evidence of eligibility and the amount requested (maximum \$1,000). Pell-eligible students received an automatic disbursement of \$1,200 on May 7, 2020. As of July 9, 2020, more than 6,400 UA students benefited from the \$7.1 million in immediate assistance to be used for expenses such as housing, food, course materials, technology and child care.

Other Student Support Efforts Continuing Throughout the Pandemic

Student Emergency Programs & Fund:

The Student Emergency Financial Assistance (SEFA) program was created in FY18 through a pilot grant from Ascendium and delivered one-time emergency financial assistance to students. The SEFA program now continues through donor support. The program has assisted in maintaining a 99% retention rate for the students who received an emergency grant since August 2017. Since the inception of the program, more than 520 students have been awarded over \$390,000 in non-tuition related emergency assistance. In response to the common concerns of UA students, two subsequent programs were created, the Campus Cupboard and ZipsTech, both of which are supported through donor contributions. The Campus Cupboard provides food and hygiene products to students at four locations across campus, including a walk-in pantry and pick-up program. The ZipsTech program was created in response to COVID-19 in order to support low-income students with technology equipment such as laptops, webcams, and hot spots.

Financial Literacy Education:

Increasing financial literacy education amongst UA students became more apparent through the Student Emergency Fund and subsequent support programs. The University offers a robust “Balancing on a Budget” program which includes workshops, webinars, monthly newsletters, and incentivized participation. In fact, UA received a Compass Award in September, 2020 from Ohio Treasurer Robert Sprague for our wraparound financial literacy support for students. Through a partnership with the United Way of Summit County, students have access to free high-quality, one-on-one financial counseling. The United Way of Summit County’s Financial Empowerment Center serves residents in financial distress. The Akron program specifically aims to alleviate the negative impacts of the inability to meet basic needs such as food, shelter and utilities due to such causes as timing out of cash assistance, job loss, and high medical expenses. This partnership provides the UA campus community access to professionally-trained financial counselors employed by United Way of Summit County.

OhioCorps:

The University of Akron and four partnering community colleges have received a \$274,000, two-year OhioCorps Pilot Grant from the Ohio Department of Higher Education (ODHE) to develop mentorship programs that provide pathways to higher education for at-risk secondary students in Northeast Ohio. UA will serve as the leader and fiscal agent of a consortium with Cuyahoga Community College, Lakeland Community College, Lorain County Community College and Stark State College.

Salvation Army of Summit County (TSA):

This partnership with ZipAssist aids students through social services. TSA provides a part-time campus outreach coordinator who is present at the University during normal business hours when university classes are in session; a food pantry designed specifically for University of Akron students offsite; support for onsite pantries; textbook assistance; and a licensed social worker at least one day per week to provide students living off-campus with utility assistance, emergency housing, prescription eye glasses assistance, childcare and addiction services and other available support.

AmeriCorps:

On-site volunteer designated to assist students in negotiating the challenges and accessing the resources available through support agencies within the community. The focus of the AmeriCorps volunteer in FY20 was in the

oversight of the Campus Cupboard (food pantry) program, which includes four locations across campus and a personalized pick-up option, known as Zips Care Packages. In response to COVID-19 the Campus Cupboard program received over 360 requests for food and hygiene supplies, all of which were provided.

Ohio College2Careers:

UA's Career Services and Office of Accessibility are partnering with Opportunities for Ohioans with Disabilities (OOD) to offer the new Ohio College2Careers program. UA was one of the first 15 public colleges and universities in Ohio to work with OOD to ensure eligible students with disabilities have the support they need to seek internships, complete their degree and/or credential, earn higher wages, and meet the demands of tomorrow's labor market. Ohio's College2Careers utilizes a webpage on UA's website to further connect with students.

How has the institutional share of HEERF been utilized at your institution?

The institutional share of the HEERF was used to reimburse:

- Room, board and fee refunds (\$5,973,000)
- Costs associated with transitioning to remote learning (\$887,000)
- Postage and envelopes for student refund checks (\$10,000)
- Cleaning, PPE and supplies (\$206,000)

What other external sources have been made available to the institution to address the impacts of COVID-19?

We have been actively working with local health departments to make the UA campus as safe as possible and to identify COVID-19 cases so that contact tracing can be initiated as warranted. A dashboard has been established to keep the entire campus community updated as to the number of known quarantine and isolation cases.

What planning assumptions were used related to the fiscal impact of COVID-19 in developing the institution's FY 21 budget?

For the development of the FY21 budget, the University assumed an overall 15% decline in enrollment. It was also assumed that instruction would start in the fall in a hybrid mode, partially face-to-face and partially virtual learning. The assumption was that a second wave of COVID-19 would hit and the campus would move to online learning in the middle of the fall semester, not reopening until the middle of the spring 21 semester. This assumed shut down would require cancellations of revenue-generating programs as well as partial refunds to students over two semesters – leaving auxiliary services in need of General Fund support to balance their budgets. Early indications were that a reduction in the State State of Instruction was possible with a potential for a second reduction if state revenues don't recover to expected levels. These significant declines in resources required a campus-wide effort to reduce planned expenditures. This included a significant reduction in workforce as well as increases in employee contributions to fringe benefits and one-time pay reductions for most of the remaining workforce. Specifically, these actions included:

Elimination of almost all unfilled positions

Position abolishment of 178 filled positions

Renegotiating concessionary collective bargaining agreements with all staff and police bargaining units

Reaching a concessionary tentative agreement with the faculty union, which the faculty ultimately rejected

Increasing healthcare contributions for all employee groups except unionized faculty

Decreasing salaries for all employee groups except unionized faculty

Eliminating healthcare for the dependents of retirees for all employee groups except unionized faculty

Operating budget reductions

Consolidation of eleven colleges into five

Major Assumptions	Description	Projected Fiscal Impact	Actual Fiscal Impact – as of Fall 2020
Fall Enrollment/ Fee Revenue Relative to Fall 2019	15% decline in enrollment	-\$30,000,000	TBD
Auxiliary Services	No rentals due to ban on public events; Mid-Fall move to remote learning	-\$10,900,000	TBD
State Support	8.8% decline	-\$8,700,000	-\$8,700,000
Unique Cost Drivers – in response to COVID-19	Continued expenses for cleaning supplies and PPE throughout the year	TBD	TBD
Other			

Please describe the major initiatives the institution is implementing in response to COVID-19 and the anticipated impact on the institution.

Beyond the significant effects on the UA workforce described above, the single-most comprehensive planning and implementation initiative undertaken by UA in response to COVID-19 was managed through the “Fall 2020 Planning Group.” This group was charged by the President to prepare the campus for the return of students after moving to remote-learning in March 2020. On April 24, 2020 the Office of Academic Affairs called together a group of 29 administrators from all areas of campus to begin a planning process for the reopening of the University in August 2020. The committee’s charge was to begin planning for a variety of fall semester contingencies. The semester might reopen in person and then need to return to remote instruction. Or, it may reopen with a blend of remote and in-person modes of course delivery. Or, it may need to reopen fully online, with occasional clearance for in-person gatherings. Each of these broad academic course delivery scenarios would have deep implications for

campus operations, student affairs, housing—indeed, for all aspects of our mission, and each required advance planning.

At its April 24 meeting the Planning Committee began generating the range of issues that it would need to include in its work, such as classroom-facilities preparation and maintenance, course scheduling changes, residence hall reconfigurations, and physical plant and support facilities alterations. We would also require training sessions for faculty and the development of a variety of classroom modalities, many based on lessons learned since the March 2020 conversion to all-remote learning. The Committee focused on generating a list of Working Groups, keyed to specific areas. Between April 24 and the next meeting, on May 1, these Working Groups were populated by the Planning Committee members, chairs were assigned, and each Working Group recruited additional members based on areas of expertise, interest, and experience. As the tasks grew and the challenges crystalized, more than 100 University employees (staff and faculty), and some 25-30 students would be involved through participation in one or more Working Groups and subgroups.

Between May 1 and May 15, the Working Groups met for information-gathering and to begin planning. At its May 15 meeting, the Planning Group heard reports from each Working Group. Many working groups created subgroups for specific projects (such as lab ventilation, quarantine locations, etc.). The result was that over the course of the summer we created an employee base of expertise and informed expectation, prepared for whatever form that the Fall 2020 semester would take. For example, working groups formulated lists of materials and supplies needed for execution of their plans. The Course Delivery group created a process by which we would gather classroom-level information on physical distancing plans, consistent with state guidelines, for every course section on the Fall semester schedule. All groups worked independently, spawned additional subgroups as needed, and reported on a regular basis at all-planning sessions (bi-weekly at first, and then weekly) in order to keep all groups apprised of progress and to share challenges. We are pleased to report that the semester opened as an array of on-line, in-person, hybrid, and dual course-delivery modalities, with residence halls opened at low occupancy, all without serious incident. All planning was accomplished within the scope of work of University employees, most all of whom worked remotely.

The Working Groups:

Classroom Scheduling and Course Delivery
Classroom Maintenance & Physical Space Preparation
Laboratory and Studio Classes
Student Well-Being and Support
International Education
Residence Halls and Dining
Campus Functioning and Safety/EOG Liaison
Finance
Health
Athletics and Recreation
Messaging and Communication
Students Only Advisory
Steering

Regional Compacts

ORC Section 3345.59 required regional compacts of Ohio’s public institutions, with an executed agreement in place by June 30, 2018, for institutions to collaborate more fully on shared operations and programs. Per O.R.C. §3345.59 {E} colleges and universities shall report within their annual efficiency reports the efficiencies gained as a result of the compact.

Please discuss efficiencies gained or opportunities for future partnerships as a result of each of the categories within the compact.

Category	Description	Monetary Impact
Reducing duplication of academic programming	In 2018, UA suspended admissions to numerous degree programs, many of which were redundant	Some of the faculty in these program areas took voluntary retirement

	with either local community colleges or Kent State University.	incentive packages, reducing annual UA expenditures by approximately \$1.4 million.
Implementing strategies to address workforce education needs of the region	<p>UA is exploring a "Year 13" partnership with the Barberton City School District to establish workforce education programming for students who have recently graduated from high school and are not currently enrolled in higher education.</p> <p>UA has continued to develop its partnerships with local companies that offer apprenticeship programs including SFS, Tremco and Schaeffler. These partnerships build on the training and education attained in Ohio-approved apprenticeships and are designed to align to an associate and bachelor program at UA.</p>	These efforts provide seamless pathways from workforce training to degree options, and shorter time to degree.
Sharing resources to align educational pathways and to increase access within the region	<p>UA established a program with First Energy and Stark State College to provide call center employees onsite access to associate and bachelor degree pathways. The pathways were established so that students would begin at Stark State College and transfer to UA.</p> <p>In 2018, UA established the Direct Connect partnership with Stark State College – a true dual-enrollment program. The Direct Connect program allows students to complete an associate degree at Stark State and then transfer directly</p>	These activities increase the efficiency of transfer credit which leads to increased degree completion at lower overall cost to the student.

into a bachelor’s degree program at UA. Academic advisors from UA and Stark State work together to engage students in collaborative advising sessions as early as their first semester at Stark State—to ensure that students are on track to completing their associate degree and transferring seamlessly to UA. As of fall 2020, there are 229 active participants in the Direct Connect program.

During the 2018-19 academic year, UA established a partnership with College Now to develop a program to engage our stop-out students and encourage them to return to UA to complete their degree. This table below summarizes the results to date, beginning in summer 2018.

Number of students provided to College Now	1,630
Number and % of unique students enrolled	137/8.4%
Estimated tuition dollars generated over five semesters*	\$815,561
Number of graduates	39
Cost of program	\$ 20,000
Estimated net tuition dollars generated	\$795,561

<p>Reducing operational and administrative costs to provide more learning opportunities and collaboration in the region</p>	<p>See the description of the Direct Connect program in the preceding section of this table.</p>	<p>This collaborative program reduces operational and administrative costs at both institutions.</p>
<p>Enhancing career counseling and experiential learning opportunities for students</p>	<p>During the summer of 2020, Career Services updated the resource guide titled “Connecting UA Majors to In-Demand Jobs in Ohio.” This guide is incorporated into our career counseling strategy to help connect students with in-demand majors and jobs in Ohio.</p> <p>UA Career Services continues to collaborate with CSU, KSU and YSU in a mini-user conference to share Handshake Job Board best practices which allows us to more efficiently manage the high volume of experiential learning and job opportunities that are submitted to our job boards. We also held virtual career and graduate school fairs collaboratively in spring 2020.</p>	<p>Providing this strong connection to viable career paths for UA students can 1) help students persist to completion, 2) help bridge workforce gaps in Ohio, 3) positively impact career outcomes, and 4) help graduates manage student loan repayment.</p> <p>Collaborative programs with other Northeast Ohio institutions 1) help reduce operational and administrative costs for all partner institutions and 2) broaden employer connections for our students for experiential learning and new</p>

	<p>UA’s spring 2019 overall placement rate was 87%. Overall placement rate is the percentage of graduates who earned an undergraduate degree and are employed full time, part time, or are continuing their education. The most recently reported national overall placement rate is 86% (source: NACE, 2018). The percentage of spring 2019 bachelor’s degree graduates who participated in experiential learning was 82%.</p>	<p>graduates for job opportunities.</p> <p>Progress continues to be made on tracking placement rates and participation in experiential learning, as much of these data are self-reported by students.</p>
<p>Collaboration and pathways with information technology centers, adult basic and literacy education programs and school districts</p>	<p>UA has continued its collaborations with school districts throughout the region and the Northeast Regional Tech Prep Consortium providing college pathways, training, articulation agreements and assistance to all school districts in Northeast Ohio. In addition, more than 16% of UA’s undergraduate enrollment in fall 2020 is comprised of high school students.</p> <p>We also work with Ohio Technical Centers (adult education) providing articulation agreements and assistance, and our Early College High School sites – Akron Early College High School, Barberton Early College High School, Portage Lakes Early College High School, and R.G. Drage Early College High School. Focus is on students of color, first generation college going students and low-income students.</p>	<p>Access to college credit while still in high school can lead to faster degree completion and potentially increases the number of students not traditionally represented in college.</p> <p>Significant savings to families result from these activities, but revenue to UA is substantially reduced from what it would normally receive using the state authorized tuition guarantee</p>

		program for undergraduates.
Enhancing the sharing of resources between institutions to expand capacity and capability for research and development	<p>UA has collaborated with Kent State University via the National Center for Education and Research on Corrosion and Materials Performance, and additionally with Cleveland State University in presenting NEO grant writing workshops for faculty.</p> <p>In addition, NEOPURA, consisting of UA, YSU, CSU, NEOMED, and KSU, was established to promote research and innovation in Northeast Ohio. UA continues to follow Ohio's I.P. Promise, a state-wide unified process for commercialization so students, faculty, and industry partners have a clear and simplified path to commercialization of research in Ohio. UA and its research foundation, UARF, continue to expand participation in its I-Corps and Student Venture Fund programs to regional colleges, universities and communities.</p>	<p>It is not possible to predict the amount of federal funding that will result from these collaborative efforts.</p> <p>These efforts strengthen Ohio's economic development opportunities by assisting students and faculty to see the value of intellectual property and its commercialization.</p>
Identifying and implementing the best use of university regional campuses	The University of Akron's regional campuses have recently introduced five baccalaureate programs. This reduces the cost of college to local Ohioans, since regional campus rates are lower than main campus.	Savings to families result from these efforts, but revenue to UA is reduced from what it would normally receive using the state authorized tuition guarantee program for

		main campus undergraduates.
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Section II: Academic Practices

Textbook Affordability

Textbook Cost Study

ORC Section 3333.951(D) requires Ohio’s public colleges and universities to annually conduct a study to determine the current cost of textbooks for students enrolled in the institution and submit the study to the Chancellor. Please attach the analysis of textbook costs developed by your institution labeled “[Institution Name – Academic Year – Textbook Cost Study]”. Please summarize the results of your institution’s study below.

Category	Amount
Average cost for textbooks that are new	\$90.62
Average cost for textbooks that are used	\$66.36
Average cost for rental textbooks	\$72.02 (new) \$43.25 (used)
Average cost for eBook	\$63.67 (buy) \$37.77 (rent)

Reducing Textbook Costs for Students

ORC Section 3333.951(C) requires Ohio’s public colleges and universities to report their efforts toward reducing textbook costs for students. Please discuss all initiatives implemented, including those referenced below that ensure students have access to affordable textbooks.

1. Does your institution offer inclusive access purchasing of college textbooks? If yes, what percentage of courses participate?
 - Yes, faculty and bookstore personnel have focused on adapting courses for inclusive access, increasing course participation from an average of 5% in the previous year to an average of almost 12% in fall 2019/spring 2020.

2. What use did the institution make of OER materials in the past academic year? How many and which courses used the materials?
 - Yes, UA offers open educational resources to our students in lieu of purchased materials. Many of our instructors have elected to adopt library and/or open resources to help relieve the course material cost burden for their students. Some faculty work exclusively through our Affordable Learning Initiative (ALI) while many others have self-reported these endeavors to us. The total enrollment for courses that have worked with ALI is 3,515 (summer 2017 - summer 2020). Anecdotally, we know that faculty have used or are moving in the OER direction even if they have not formally worked with our ALI. The following courses have worked on OER adoption through our ALI over the last full academic year (fall 2019, spring 2020 and summer 2020):

Analysis of Mechanical Components
Diversity and Social Work
Earth's Atmosphere and Weather
Empires of the Ancient World
Exploring Biology
Government and Politics in the U.S.
Humanities in the Western Tradition
Introduction to Experimental Psychology
Introduction to Geography
Introduction to Social Welfare
Natural Science Biology
Principles of Management

3. How did the institution discover and access OER materials?

- OhioLINK Open Course Content Library:
 - i. <https://ohiolink.oercommons.org/>
- Ohio Open Ed Collaborative?
 - <https://ohiolink.oercommons.org/hubs/OOEC>
 - We do use this OER commons microsite to share with faculty
- OER Commons?
 - <https://www.oercommons.org/>
 - We also use OER Commons as another resource for OER discoverability
- Other?
 - Open Textbook Network
 - <https://open.umn.edu/>
 - One of our instructional designers is also an Open Textbook Network Trainer and an Ohio Affordable Learning Ambassador

4. What other practices does your institution utilize to improve college textbook affordability?

- Through the use of our Affordable Learning Initiative website, we share internal and external resources, research, and support opportunities to help faculty discover appropriate OER/library resources for their courses.
- Workshops are delivered throughout the year to help educate faculty on what is available and the cost considerations facing students.

Please provide any relevant information in the table below.

Initiative	Explanation of Initiative	Cost Savings to Students
Affordable Learning Initiative Grant	In the spring of 2019, based on funding of \$10,000 from the Office of Academic Affairs, faculty were awarded a \$1,000-\$2,500 grant to either adopt, modify, or create open content in their existing courses. Five projects were funded and a second cohort will begin in fall 2020. Most grant projects required 1-4 months of development prior to launch with a focus not only savings to students, but overall pedagogical improvement by working with instructional designers and subject matter librarians.	Student savings to-date from grant funded courses: \$263,500
University of Akron's Affordable Learning Initiative (ALI)	This initiative spreads awareness of open textbooks and open resources through on campus professional development for faculty, sharing of research on efficacy and perceptions of quality, and collaborating one-on-one with faculty in their pursuit of open text/OER adoption. We continue to maintain our website: https://uakron.edu/affordablelearning as a central hub for information sharing on open resources.	Total to date: \$465,700 across all open textbook and other resource adoptions (grant funded and unfunded).

Alternative Delivery Methods

Online and competency-based education are both growing dramatically as delivery platforms for higher education across the United States. Flexible delivery methods, such as distance learning, improve access by providing students with additional opportunities to complete their education. Obviously, events of this past spring forced a transition to remote learning beyond that which many institutions had already offered.

Please quantify the impact of moving to remote learning in spring term.

Percent of Courses offered online prior to March 2020	Percent of students enrolled in online courses prior to March 2020
9.5%	38.3%
Percent of Courses offered online fall term 2020	Percent of students enrolled in online courses fall term 2020
53.0%	89.5%

What steps has the institution taken to transition courses to online in response to the coronavirus pandemic?

1. Did the institution provide centralized support to the faculty? Yes
2. How has the institution assured student access to remote learning? Yes
 - a. Information Technology Services (ITS) and the Institute for Teaching and Learning (ITL) worked with faculty to ensure that all courses were hosted in our centralized Learning Management System (LMS) (Brightspace by D2L) with key components such as the syllabus, course calendar with due dates, assignments, lectures, and grades.
 - b. UA developed a comprehensive Keep Learning website (<https://uakron.edu/keep-learning/>) including steps to get started, strategies for success in online courses, and a resources page with detailed technology support information.
 - c. UA also opened a fully online orientation to all students and encouraged students to complete it.
 - d. ZipAssist secured and provided additional technology including Chromebooks, webcams, and wifi hotspots to students.
 - e. UA's Brightspace vendor also provides 24/7/365 support to faculty and students.

- 3. Has the increase in remote learning required investments in the institution’s Learning Management System?
 - a. What LMS is currently utilized?
 - i. No additional costs for the base LMS were incurred, but we invested significantly in increased storage for video and also video captioning. We also invested in exam proctoring services for fall 2020 and in technology for faculty including microphones and to support drawing of equations and graphics online (drawing/graphic tablets).
 - ii. University Libraries invested in a separate instance of the LMS specifically for Workforce Development programs delivered by UA colleges and departments to support local employers and citizens as they pursue non-credit training that is highly relevant to their needs.

Course and Program Evaluation

Recommendation 8 of the Task Force was for institutions to evaluate courses and programs for enrollment and consideration of continuation. Per ORC Section 3345.35, the colleges and universities need to address this recommendation every five years. The next applicable date is FY22.

This section is not applicable in this FY20 report.

Co-located Campuses

ORC Section 3333.951 requires Ohio’s co-located colleges and universities to annually review best practices and shared services in order to improve academic and other services and reduce costs for students. Co-located campuses are then required to report their findings to the Efficiency Advisory Committee.

Co-located campus: **Not Applicable**

Section III: Policy Reforms

Financial Advising

Recommendation 10A of the Task Force was for institutions to provide financial literacy as a standard part of students' education. In addition, the Ohio Attorney General's Student Loan Debt Advisory Group report of June 2017 made a similar recommendation as well as other proposals on how to improve processing of student accounts and debts. The report can be found at: www.ohioattorneygeneral.gov/Files/Publications-Files/Publications-for-Schools/Ohio-Attorney-General-s-Student-Loan-Debt-Collecti.aspx

1. Has your institution considered the Ohio Attorney General's Student Loan Debt Advisory Group Report Recommendation 4 regarding best practices (Appendix C) for financial literacy? If so, please describe your institution's implementation and whether it is specific to the (Appendix C) advisory sheet or the institution's own practices.

Yes. All students are provided with financial aid information at the time of recruitment and orientation as well as when they graduate from UA.

2. The Ohio Attorney General's report also suggested (Recommendation 5) institutions seek student consent to contact them by email and/or mobile phone. Does your institution make an effort to collect this form of contact information? Do you include consent to be contacted as part of this effort? Please describe.

No, UA has not adopted this suggestion as a matter of policy.

Certification Practices

ORC 131.02 requires state IHE's to certify their outstanding debt to the Ohio Attorney General's office (AGO) for collection either 45 days after the amount is due or within 10 days after the start of the next academic session, whichever is later. However, Ohio's institutions certify their outstanding debt pursuant to varying policies and

practices. To ensure that all Ohio students are treated fairly and uniformly, Recommendation #7 of the Student Loan Debt Advisory Group report is that state institutions adopt uniform certification practices that emphasize transparency for both debtors and the AGO. The advisory group recommended that the Ohio Bursars Association, in partnership with the Ohio Association of Community Colleges and the Inter-University Council, facilitate this effort.

Specifically, institutions were asked to develop uniform practices for collecting debt with attention to the type, content, and frequency of notices issued to students; and the fees and other collection costs applied to student debts.

1. Please provide a chronological summary of notification practices your institution uses to notify students of debts owed? For example, does your institution email students to notify them of debt owed? Do you send repeated emails using a schedule? Do you only use a hardcopy letter? Does your institution require confirmation of receipt before certifying the debt to the AG? Do you task a human being with making phone calls to students before certifying debt? Please be specific about standards, timelines, and specific methods of communication.

A student account that is more than 3 days past due has a non-payment hold initiated. This hold is visible to the student when logging into their account. Students who have a balance are sent an e-Bill, once a month, to their university email address. At 60, 90, and 120 days past due a letter is also mailed to the students' mailing address on file. In addition, phone calls are made to students with past due accounts greater than 60 days. At 150 days a final collection letter is sent that includes the possibility that the debt will be certified with the AG. If the debt is not paid, or financial arrangements such as a payment plan initiated, accounts 180 days past due are certified with the AG.

2. Per Recommendation 7 in the Attorney General report, best practices may include the National Association of College and University Business Officers Best Practices of Financial Responsibility Agreements with Students (Appendix D in the report). What, if any, efforts has your institution made to adopt uniform certification practices with peer institutions in the State of Ohio?

Our collection process is in line with peer institutions in the State of Ohio.

Section IV: Student Benefits

When institutions save money, they ideally invest a portion of those savings into student benefits, such as reduced fees, increased institutional aid, quality improvements, etc.

For fiscal year 2020 only, please explain what, if anything, your institution is doing that is a new benefit for your students that is not already addressed above. Answers may be financial benefits or intangibles such as efforts to improve career counseling, undergraduate teaching, research, etc. If you have targeted financial aid for tuition, fees, room and board, books, technology or other expenses, please explain the focus of cost reduction.

All of these areas have been covered previously in this report.

If you have seen a significant savings from an initiative in the past fiscal year, please describe that here.

Category	Initiative	FY20 (<i>Actual</i>)
Cost savings/avoidance to the institution in FY20 ONLY	Renegotiate cablevision contract	120,000
	Renew annual license for PeopleSoft ERP software	481,000
	Migrate to Cloud-based hosting service for ERP software	725,000
	Implement Voice over Internet Protocol for telephone service	1,100,000
New resource generation for the institution in FY20 ONLY	Refinance 2012A tax-exempt bond issue	726,000
	Re-bid purchasing card program contract resulting in a larger percentage rebate. This helped to minimize the loss of rebate revenue in FY20 that resulted from the COVID-19 pandemic.	35,400

Cost savings/avoidance to students in FY20 ONLY	The University held its tuition rate increase to 2.1% for the fall of 2020 whereas it was eligible to increase tuition by as much as 4.1%.	
	The University implemented a tuition Guarantee Program for its regional campuses that became effective in the fall of 2020.	

Additional Practices

Some IHE’s may implement practices that make college more affordable and efficient, but which have not been the topic of a specific question in this reporting template. This section invites your institution to share any positive practices you have implemented that benefit student affordability and/or institutional efficiency.

Please share any additional best practices your institution is implementing or has implemented.

The University of Akron community has had ongoing discussions over many years about the interdisciplinary academic collaboration and efficiency gains that may result from a redesign of our academic structure. Several ideas have surfaced at varying levels of detail over the past decade, resulting in some minor restructuring. The academic community has mixed opinions on how and what to restructure, but there is general understanding of the potential benefits of a new academic structure, including potential administrative cost savings. In summer 2020, facing the enhanced financial pressures brought on by the pandemic, we reorganized our academic units, moving from eleven colleges to five. In doing so, certain synergies were enhanced, such as engineering technology combining with engineering and computer information systems combining with computer science. We anticipate that, over time, these and other newly formed academic units will provide even stronger and more relevant educational opportunities to our students. We also anticipate financial savings from a streamlining of the administrative infrastructure required for stand-alone colleges.

Section V: Future Goals

This year's template does not require updates on every recommendation of the Task Force. Nonetheless, it is important that each institution continue to track its progress on achieving its Five-year goals that have been identified in prior years' submissions. An updated copy of the five-year goal template is attached. Please provide the data to complete the template, including information already provided in Section IV. In addition, if you have any updates or changes that need to be made to your five-year goals submitted in 2016, please update.

See attached MasterRecommendation2 Template to complete.

The DeWine-Husted administration recognizes that each institution of higher education in Ohio faces unique challenges and opportunities with respect to the institution's highest priority goals over the next several years. With that in mind, please provide any suggestions about possible roles the state could play in supporting your institutional goals.

1. Please provide your thoughts and suggestions regarding ways that the State of Ohio can further support strength, resiliency and reputational excellence in Ohio's post-secondary education system.

The State of Ohio could be more proactive in enforcing legislative expectations that duplicative academic programming within the NEO region be minimized/eliminated unless there is sufficient evidence that student and employer demand exists to sustain multiple redundant programs. This would help each institution to differentiate its offerings thereby improving on excellence, as well as save on the costs of recruiting students and delivering programs which may be nearly identical.

2. What legislative obstacles or policy roadblocks, if any, inhibit efficiencies and affordability practices at the IHE's?

Land Conveyance: Make it easier for universities to transfer and divest property. Take away the requirement that it needs to be a legislative act.

Virtual Board Meetings: Make permanent the option/flexibility for universities to conduct their board meetings virtually (as we have been doing during COVID).

Regulatory and Reporting Relief: Reduce the number of reporting requirements.

Thank you for completing the FY20 Efficiency Reporting Template. We appreciate the important role Ohio's college and universities play in supporting Ohio students, economic growth, world-class research and the overall success for our state.

MASTER RECOMMENDATION 2: FIVE-YEAR GOAL FOR INSTITUTIONAL EFFICIENCY SAVINGS AND NEW RESOURCE GENERATION

Category	Recommendation	Component	Description	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual	FY 2020 Estimate	FY 2020 Actual	FY 2021 Estimate	Subtotal	Budget Narrative/Explanation of Efficiency Savings \$\$ (attach additional sheets if necessary)
Efficiency Savings	5D	Section 1: Operational Efficiency	Savings due to increased employee premium contributions.				\$ 523,000	\$ -	\$ 300,000	\$ 300,000	There were no actual savings in FY 2020 due to increased claims activity.
	5D	Section 1: Operational Efficiency	Savings due to elimination of retiree dependent health insurance for non bargaining unit employees, SBU/CWA unit employees, and FOP unit employees.						\$ 730,000	\$ 730,000	Savings for FY 2021 could be higher, if contract negotiations go favorably to eliminate this benefit for AAUP members.
	Prior report 4A	Prior report Asset review	Conduct an assessment of non-core assets to determine their market value if sold, leased or otherwise repurposed.		\$ 1,023,000	\$ 55,000	\$ 55,000	\$ 55,000	\$ 55,000	\$ 1,188,000	Effective FY '19: Parking lot leases expired: ~\$51,000 savings annually. During FY20, a comprehensive study of the University's non-core assets was conducted and presented to the President and Board of Trustees for review and consideration. The results will be used to guide consideration of these assets for potential sale or repurposing.
	Prior report 4B	Prior report Operations review	Conduct an assessment of non-academic operations that might be run more efficiently by a regional cooperative, private operator or other entity.	\$ 350,000	\$ 350,000	\$ 350,000	\$ 450,000	\$ 450,000	\$ 485,000	\$ 1,985,000	Effective FY '17: Integration with METRO RTA for bussing services reduces operating and capital spend: ~\$350,000 annually. Effective FY '20: Redesignated Roo Express bus routes; As a result, one less bus needed during peak and two less during off-peak. Effective FY '21: Reduce summer Roo Express shuttle hours: ~\$35,000 annually
	Prior report 4B	Prior report Operations review	Lakewood additional location	\$0	\$89,000	\$165,000	\$150,000	\$150,000	\$145,000	\$ 549,000	Annual rent and other expense savings
	3B	Section I: Operational Efficiency	Joint purchasing agreements	\$ 1,155,000	\$ 2,402,000	\$ 1,373,000	\$ 1,326,000	\$ 1,820,512	\$ 1,326,000	\$ 8,076,512	Estimated FY20 savings calculated as follows: • State contracts: 10% savings on spending of ~\$427,783 or ~\$42,778; • ESM and E&I: 26% savings on spending of ~\$1.1 million, or ~\$290,000; • IUC-PG: 30% savings on spending of ~\$4.9 million, or ~\$1.47 million; and • Office Depot/GBEX rebate: ~\$17,734 Total FY's 20 savings of ~\$ (~\$42,778 + ~\$290,000 + ~\$1,470,000 + ~\$17,734).
		Operational Efficiency	Terminated the lease of classroom facilities						\$ 50,000	\$ 50,000	A lease for classroom space for the Millersburg campus was terminated in FY20. West Holmes high school will provide free space in FY21 as holding classes there is beneficial to its students.
	Subtotal Efficiency Savings				\$ 1,505,000	\$ 3,864,000	\$ 1,943,000	\$ 2,504,000	\$ 2,475,512	\$ 3,091,000	\$ 12,878,512
Category	Recommendation	Component	Description	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual	FY 2020 Estimate	FY 2020 Actual	FY 2021 Estimate	Subtotal	Budget Narrative/Explanation of New Resource Generation \$\$ (attach additional sheets if necessary)
New Resource Generation			Aramark* Unrestricted Grant				\$ 125,000		\$ 175,000		* Since contract inception (FY 16), the University received \$5.25 million in unrestricted grant payments prior to FY 20.
	4C	Section 1: Operational Efficiency	Affinity relationships and sponsorships	2,376,000	\$ 2,991,000	\$ 2,153,000	\$ 2,096,000	\$ 1,533,824	\$ 1,500,000	\$ 23,539,024	FY20 actual revenues include: PNC = \$202,550 Barnes & Noble = \$629,125 Coca-Cola Commission: \$ 380,000 to athletics, \$ 3,500 to Zipcard, and \$ 50,000 to general fund Pcard rebate for FY 20 is \$ 268,649
	Subtotal New Resource Generation					\$ 2,991,000		\$ 2,221,000		\$ 1,675,000	\$ 23,539,024
TOTAL OF COMBINED INSTITUTIONAL OPPORTUNITIES FOR ENHANCED STUDENT AFFORDABILITY					\$ 6,855,000		\$ 4,725,000		\$ 4,766,000	\$ 36,417,536	

SPECIFIC RE-DEPLOYMENT OF SAVINGS TO STUDENTS: Please use the area below to describe, in detail, how you plan to re-deploy the institutional resources that are saved and/or generated through the task force components outlined above to reduce costs for students.

The cost savings and revenue generation highlighted throughout the Efficiency and Affordability Report (Report) and above were mainly used to minimize operating expenditures while providing additional scholarship funds to students. In addition to the debt refunding issues reported previously, the University refunded one of its bond issues in April 2020. The refunding was for the 2012A series bonds with a par amount of refunded bonds totaling \$12,290,000. The net present value savings were \$726,000 without extending the bond maturity date. In July 2020, the University conducted a reduction in force which, when initially announced, resulted in the involuntary separation 178 positions. In addition, there were 20 voluntary resignations and 64 retirements. The compensation savings resulting from this totaled \$34,219,000. In addition, other budget reductions lowered the FY21 operating budget by \$44,361,116.

SIGNIFICANT CHANGE(S) IN 5-YEAR GOALS FROM FY16 SUBMISSION TO FY17 SUBMISSION: Please use the area below to describe, in detail, significant deviation in your institution's 5-year goals from earlier submissions, if applicable.

As mentioned above and in the Report, due to the financial impact of the pandemic, UA had to initiate significant cost reductions including involuntary reductions in our workforce. This was not part of our long-term planning, but was deemed necessary for establishing a positive fiscal future for the University. The use of the catastrophic circumstances section of our faculty collective bargaining agreement enabled us to invoke force majeure to eliminate faculty positions strategically for FY21, vs. using retrenchment which would have yielded little savings until FY23 and would have been rank/seniority-based and much less strategic.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -20

Acceptance of The University of Akron's Report to the
Ohio Task Force on Affordability and Efficiency in Higher Education

BE IT RESOLVED, That The University of Akron's 2020 Efficiency Report to the Ohio Department of Higher Education, in accordance with the guidelines of the Governor's Ohio Task Force on Affordability and Efficiency, be approved.

M. Celeste Cook, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 2

FALL 2020 ENROLLMENT SUMMARY



**The University of Akron
Main and Wayne Campuses
Enrollment Summary
Fall Semester 2020**

Fall 2020

Total enrollment for Fall 2020 is 17,829 -- a decrease of 7.2% over the previous fall semester

For more information contact the Office of Institutional Research and
Strategic Analysis (IRSA)
(330) 972 - 7888
or visit the IR website at: <http://www.uakron.edu/ir/>

Additional enrollment data can be found at:
<http://www.uakron.edu/ir/enrollment-data.dot>

Total Fall 2020 Enrollment: 17,829

Students By Classification

	<u>Number</u>	<u>% of Total</u>
New Freshmen	2,577	14.5%
Admitted Fall Term	2,551	14.3%
Admitted Summer Term	13	0.1%
Admitted Prior Terms	13	0.1%
Freshmen*	1,163	6.5%
Sophomore	2,318	13.0%
Junior	2,553	14.3%
Senior	4,147	23.3%
Nondegree	2,627	14.7%
TOTAL UNDERGRADUATE	15,385	86.3%
TOTAL GRADUATE/PROF	2,444	13.7%
GRAND TOTAL	17,829	100.0%

Resident Status

<u>Undergraduate</u>	<u>Number</u>	<u>% of Total</u>
In State	14,370	93.4%
Out of State	808	5.3%
International	207	1.3%
<u>Graduate</u>		
In State	1,433	71.0%
Out of State	206	10.2%
International	379	18.8%
<u>Professional</u>		
In State	346	81.2%
Out of State	76	17.8%
International	4	0.9%
TOTAL IN STATE	16,149	90.6%
TOTAL OUT OF STATE	1,090	6.1%
TOTAL INTERNATIONAL	590	3.3%

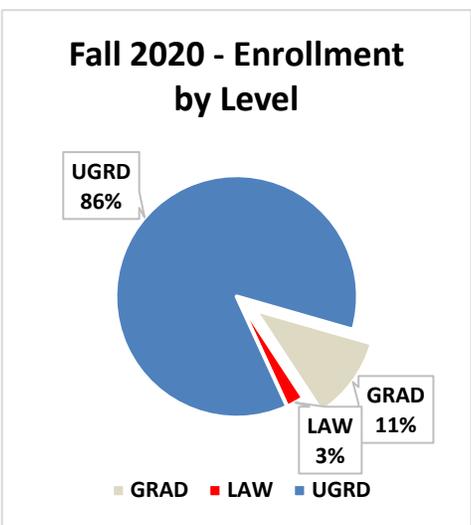
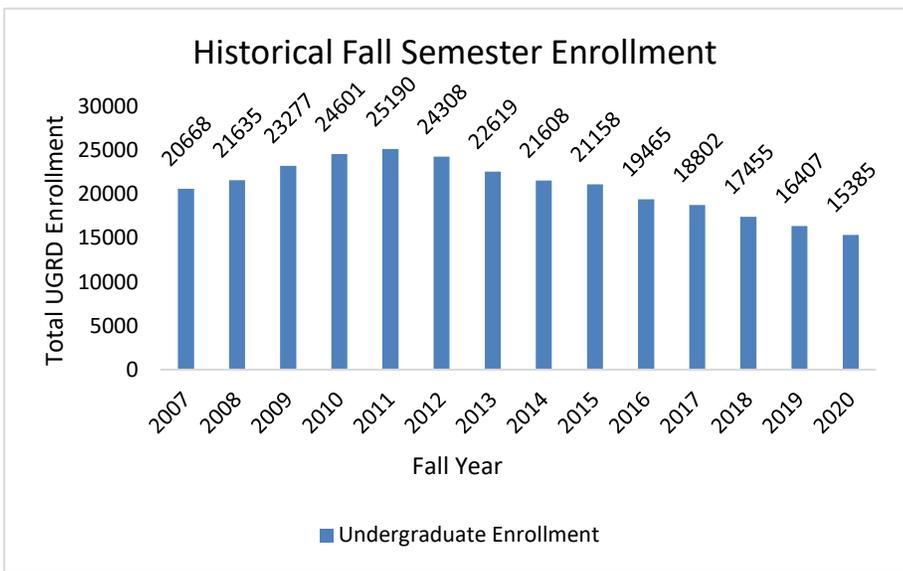
Enrollment Status

<u>Undergraduate</u>		
Full-Time	11,407	74.1%
Part-Time	3,978	25.9%
<u>Graduate</u>		
Full-Time	1,099	54.5%
Part-Time	919	45.5%
<u>Professional</u>		
Full-Time	312	73.2%
Part-Time	114	26.8%
TOTAL FULL-TIME	12,818	71.9%
TOTAL PART-TIME	5,011	28.1%

Ethnic Enrollment

African American	1,579	8.9%
American Indian	25	0.1%
Asian American	569	3.2%
Hispanic American	559	3.1%
Native Hawaiian	5	0.0%
Non Resident Alien	590	3.3%
Two or More Races	733	4.1%
Unknown	311	1.7%
White	13,458	75.5%

* Returning Freshmen



Total = 17829

Comparative Enrollment Data: Fall Semesters

Classification	2019	2020	% Change	Resident Status	2019	2020	% Change
New Freshmen	2,983	2,577	-13.6%	<u>Undergraduate</u>			
Admitted Fall Term	2,948	2,551	-13.5%	In State	15,223	14,370	-5.6%
Admitted Summer Term	8	13	62.5%	Out of State	867	808	-6.8%
Admitted Prior Terms	27	13	-51.9%	International	317	207	-34.7%
Freshmen	977	1,163	19.0%	<u>Graduate</u>			
Sophomore	2,387	2,318	-2.9%	In State	1,642	1,433	-12.7%
Junior	2,716	2,553	-6.0%	Out of State	213	206	-3.3%
Senior	4,325	4,147	-4.1%	International	511	379	-25.8%
Nondegree	3,019	2,627	-13.0%	<u>Professional</u>			
TOTAL UNDERGRADUATE	16,407	15,385	-6.2%	In State	353	346	-2.0%
TOTAL GRADUATE	2,366	2,018	-14.7%	Out of State	83	76	-8.4%
TOTAL PROFESSIONAL	445	426	-4.3%	International	9	4	-55.6%
GRAND TOTAL	19,218	17,829	-7.2%	TOTAL IN STATE	17,218	16,149	-6.2%
				TOTAL OUT OF STATE	1,163	1,090	-6.3%
				TOTAL INTERNATIONAL	837	590	-29.5%
Enrollment Status	2019	2020	% Change	Ethnic Enrollment	2019	2020	% Change
<u>Undergraduate</u>				<u>African American</u>			
Full-Time	12,191	11,407	-6.4%	Undergraduate	1,524	1,406	-7.7%
Part-Time	4,216	3,978	-5.6%	Graduate/Professional	195	173	-11.3%
<u>Graduate</u>				<u>American Indian</u>			
Full-Time	1,314	1,099	-16.4%	Undergraduate	24	23	-4.2%
Part-Time	1,052	919	-12.6%	Graduate/Professional	4	2	-50.0%
<u>Professional</u>				<u>Asian American</u>			
Full-Time	330	312	-5.5%	Undergraduate	517	500	-3.3%
Part-Time	115	114	-0.9%	Graduate/Professional	73	69	-5.5%
TOTAL FULL-TIME	13,835	12,818	-7.4%	<u>Hispanic American</u>			
TOTAL PART-TIME	5,383	5,011	-6.9%	Undergraduate	502	498	-0.8%
GRAND TOTAL	19,218	17,829	-7.2%	Graduate/Professional	73	61	-16.4%
				<u>Native Hawaiian</u>			
Full Time Equivalent¹	2019	2020	% Change	Undergraduate	2	5	150.0%
Lower	9,035	8,271	-8.5%	Graduate/Professional	0	0	
Upper	4,485	4,307	-4.0%	<u>Non Resident Alien</u>			
Graduate & Professional	1,607	1,411	-12.2%	Undergraduate	317	207	-34.7%
TOTAL FTE	15,127	13,989	-7.5%	Graduate/Professional	520	383	-26.3%
				<u>Two or More Races</u>			
Age	2019	2020	% Change	Undergraduate	696	654	-6.0%
<u>Undergraduate</u>				Graduate/Professional	83	79	-4.8%
Under 25	14,375	13,732	-4.5%	Gender	2019	2020	% Change
25 or older	2,032	1,653	-18.7%	TOTAL MEN	9,716	8,796	-9.5%
<u>Graduate/Professional</u>				TOTAL WOMEN	9,502	9,028	-5.0%
Under 25	802	752	-6.2%	UNKNOWN	0	5	n/a
25 or older	2,009	1,692	-15.8%				

¹ Full Time Equivalent enrollment is calculated by dividing total student credit hours by 15. Lower course level includes developmental course level.

Comparison Enrollment By College of Major By Level--Fall Semesters

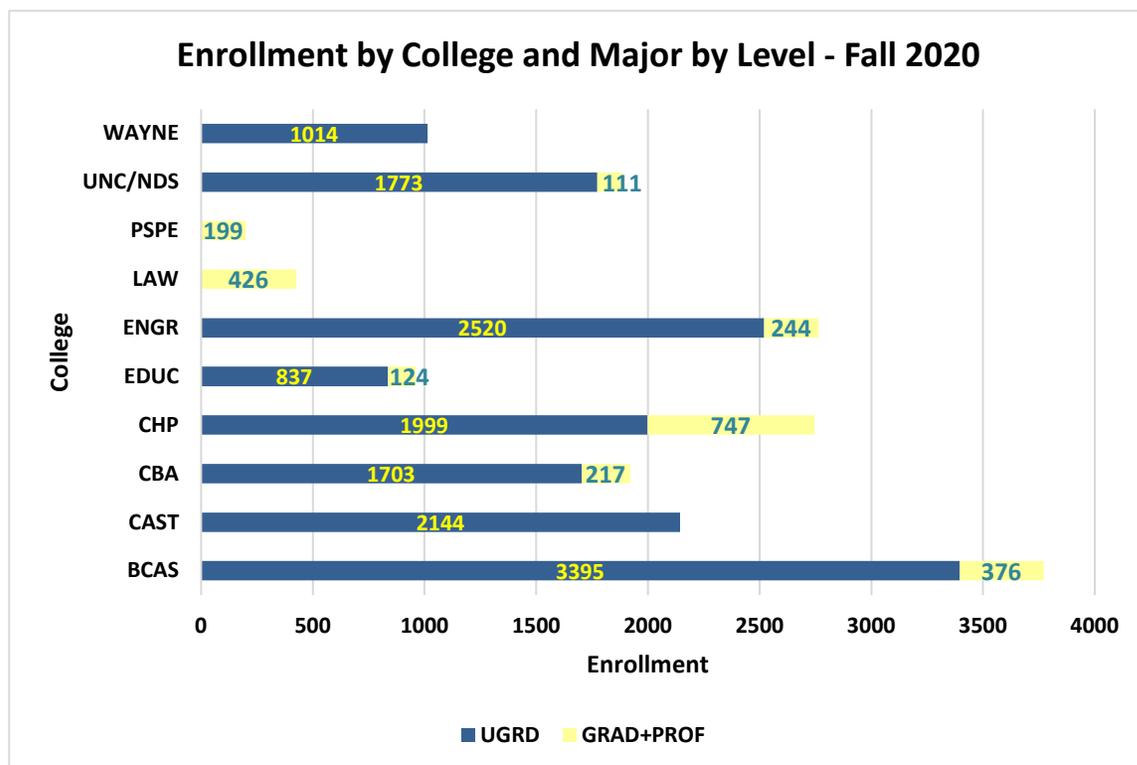
Undergraduate Students By College of Major	2018		2019		2020		% Change	
	Number	%	Number	%	Number	%	19 to 20	18 to 20
Applied Science and Technology	2,533	14.5%	2,334	14.2%	2,144	13.9%	-8.1%	-15.4%
Arts and Sciences	3,976	22.8%	3,753	22.9%	3,395	22.1%	-9.5%	-14.6%
Business	1,835	10.5%	1,861	11.3%	1,703	11.1%	-8.5%	-7.2%
Education	854	4.9%	851	5.2%	837	5.4%	-1.6%	-2.0%
Engineering	3,044	17.4%	2,831	17.3%	2,520	16.4%	-11.0%	-17.2%
Health Professions	2,565	14.7%	2,376	14.5%	1,999	13.0%	-15.9%	-22.1%
Wayne*	1,066	6.1%	873	5.3%	1,014	6.6%	16.2%	-4.9%
University of Akron**	1,582	9.1%	1,528	9.3%	1,773	11.5%	16.0%	12.1%
TOTAL UNDERGRADUATE	17,455	100.0%	16,407	100.0%	15,385	100.0%	-6.2%	-11.9%

Graduate Students								
Arts and Sciences	487	18.6%	446	18.8%	376	18.6%	-15.7%	-22.8%
Business	274	10.4%	262	11.1%	217	10.8%	-17.2%	-20.8%
Education	235	9.0%	190	8.0%	124	6.1%	-34.7%	-47.2%
Engineering	317	12.1%	293	12.4%	244	12.1%	-16.7%	-23.0%
Health Professions	938	35.7%	859	36.2%	747	37.0%	-13.0%	-20.4%
Polymer Sci / Polymer Engr	289	11.0%	223	9.4%	199	9.9%	-10.8%	-31.1%
Dean of Grad School	85	3.2%	97	4.1%	111	5.5%	14.4%	30.6%
TOTAL GRADUATE	2,625	100.0%	2,370	100.0%	2,018	100.0%	-14.9%	-23.1%

Professional Students								
Law	474		441		426		-3.4%	-10.1%

* Students counted in Wayne College include students declared in Wayne College majors and those attending Wayne College in

** University of Akron includes undeclared majors as well as postsecondary and guest students.



Comparison Undergraduate Enrollment By Level--Fall Semesters

CCP and Postsecondary	2018		2019		2020		% Change	
	Number	%	Number	%	Number	%	19 to 20	18 to 20
	2,414	100%	2,508	100%	2,600	100%	3.7%	7.7%

Undergraduate Pre-Majors	2018		2019		2020		% Change	
	Number	%	Number	%	Number	%	19 to 20	18 to 20
Applied Science and Technology	91	2.2%	111	2.8%	151	3.9%	36.0%	65.9%
Arts and Sciences	940	22.3%	903	22.4%	824	21.4%	-8.7%	-12.3%
Business	500	11.9%	578	14.3%	527	13.7%	-8.8%	5.4%
Education	272	6.5%	282	7.0%	347	9.0%	23.0%	27.6%
Engineering	701	16.7%	652	16.2%	640	16.6%	-1.8%	-8.7%
Health Professions	1,243	29.5%	1,139	28.3%	990	25.7%	-13.1%	-20.4%
Wayne College	40	1.0%	18	0.4%	31	0.8%	72.2%	-22.5%
Undeclared	423	10.0%	348	8.6%	338	8.8%	-2.9%	-20.1%
TOTAL PRE-MAJORS*	4,210	100.0%	4,031	100.0%	3,848	100.0%	-4.5%	-8.6%

Undergraduate Majors	2018		2019		2020		% Change	
	Number	%	Number	%	Number	%	19 to 20	18 to 20
Applied Science and Technology	1,984	18.9%	1,638	17.2%	1,451	16.8%	-11.4%	-26.9%
Arts and Sciences	2,957	28.2%	2,779	29.1%	2,535	29.4%	-8.8%	-14.3%
Business	1,318	12.6%	1,266	13.3%	1,158	13.4%	-8.5%	-12.1%
Education	560	5.3%	550	5.8%	472	5.5%	-14.2%	-15.7%
Engineering	2,310	22.1%	2,143	22.5%	1,853	21.5%	-13.5%	-19.8%
Health Professions	1,230	11.7%	1,147	12.0%	954	11.1%	-16.8%	-22.4%
Wayne College	115	1.1%	12	0.1%	0	0.0%	-100.0%	-100.0%
Non Degree					204			
TOTAL MAJORS	10,474	100.0%	9,535	100.0%	8,627	97.6%	-9.5%	-17.6%

Post Baccalaureate	2018		2019		2020		% Change	
	Number	%	Number	%	Number	%	19 to 20	18 to 20
Applied Science and Technology	54	15.1%	53	15.9%	35	11.3%	-34.0%	-35.2%
Arts and Sciences	51	14.3%	70	21.0%	36	11.6%	-48.6%	-29.4%
Business	13	3.6%	17	5.1%	18	5.8%	5.9%	38.5%
Education	18	5.0%	19	5.7%	18	5.8%	-5.3%	0.0%
Engineering	32	9.0%	36	10.8%	27	8.7%	-25.0%	-15.6%
Health Professions	85	23.8%	90	27.0%	55	17.7%	-38.9%	-35.3%
Wayne College	5	1.4%	4	1.2%	5	1.6%	25.0%	0.0%
Non Degree	99	27.7%	44	13.2%	116	37.4%	163.6%	17.2%
TOTAL POST BACCALAUREATE	357	100.0%	333	100.0%	310	100.0%	-6.9%	-13.2%

TOTAL UNDERGRADUATE	17,455		16,407		15,385		-6.2%	-11.9%
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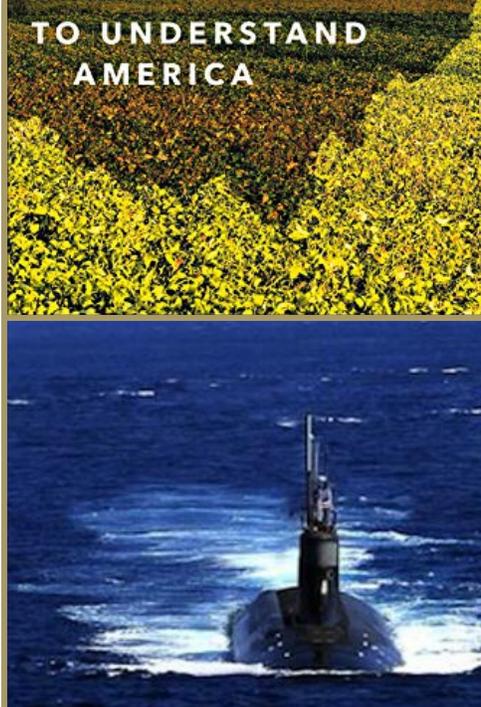
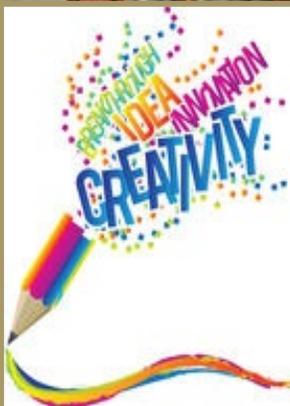
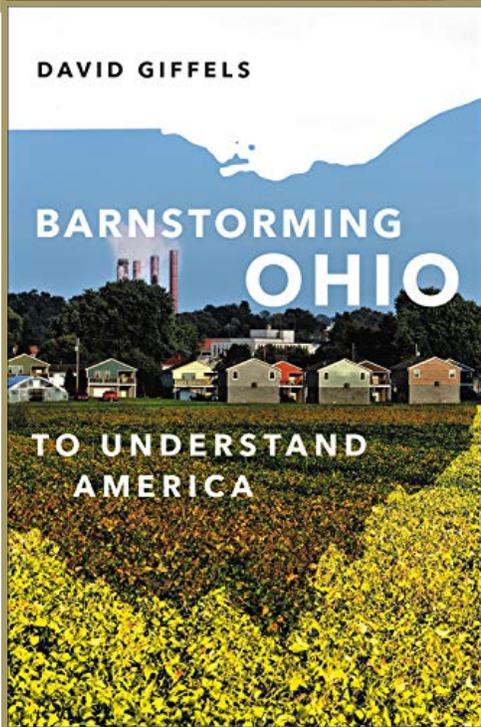
**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 3

RESEARCH REPORT

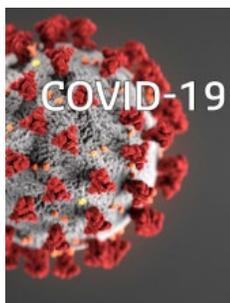
RESEARCH & SCHOLARLY ACTIVITIES

CORONAVIRUS (COVID-19)



Research and Scholarly Activities Highlights

COVID-19's impact on UA research



Research around the world has been greatly impacted by COVID-19. At UA, in March 2020, most on-campus research was stopped with exceptions allowed only for research determined to be critical. As of September 2020, UA, as well as other higher education institutions around the country, were continuing to resume research operations slowly and carefully within the boundaries of federal, state, and local regulations. Therefore, in terms of new proposals and awards, and research expenditures, COVID-19 has had an adverse effect on sponsored research at UA.

UA researchers are extending their expertise in the wake of the pandemic. Multiple researchers have pending proposals for COVID-19 specific research, and one researcher, **Dr. John Senko**, professor of geosciences, has received an award, in conjunction with The Ohio State University, for wastewater surveillance for COVID-19.

Quantifying crevice corrosion using an image differencing technique



Dr. Scott Lillard, professor of corrosion engineering, with his student and in collaboration with Drs. **Curtis Clemons**, **Kevin Kreider**, and **Gerald Young**, professors from the applied mathematics department, developed a transport model of crevice corrosion in nickel base alloys. These alloys are used in naval nuclear reactors to transport seawater in the secondary coolant system and are typically very corrosion resistant. However, this resistance breaks down in the area between the alloy and a crevice former such as an O-ring. The model sheds

light on the concentration of species that form in the solution between the alloy and O-ring as well as other critical parameters such as pH and salt film precipitation. Their results, published in *The Journal of the Electrochemical Society*, will lead to new alloys that are resistant to these solution changes or crevice geometry designs that stifle these solution changes, ultimately mitigating the problem.

A comparison of therapeutic treatments for women with PTSD from Intimate Partner Violence

Dr. Dawn Johnson, professor of psychology, along with a multi-state collaborative team, have published their latest research, "A Randomized Controlled Trial Comparing HOPE (*Helping to Overcome PTSD through Empowerment*) Treatment and PCT+ in Women Residing in Shelter with PTSD from Intimate Partner Violence," in *Psychology of Women Quarterly*. Results suggest that both HOPE and PCT+ (Present-Centered Therapy) are viable and efficacious treatments of intimate partner violence-related posttraumatic stress disorder in women residing in shelters. As PCT+ has the potential to be delivered by paraprofessionals and individuals without mental health expertise, PCT+ may be the preferred treatment model for shelters. This study's findings highlight the need to investigate PCT and other present-centered (rather than trauma-focused) approaches to the treatment of PTSD.



"Barnstorming Ohio to Understand America"

Mr. David Giffels, professor of English, published his latest book, "Barnstorming Ohio to Understand America" in August. Published by Hachette Books, the *New York Times* calls the book "an on-the-ground look at the diverse challenges facing Ohio, in light of its national significance as the state that has aligned with presidential election winners more than any other – from an award-winning author and essayist dubbed 'the Bard of Akron.'"



Cover photos illustrate the breadth and depth of UA's research and scholarly activities as highlighted within this report.

Personal growth initiative (PGI) explored



Dr. Ingrid Weigold, professor of psychology, is lead author of two recent articles centered around personal growth initiative (PGI). “Personal growth Initiative and Mental Health: A Meta-Analysis” was published in the *Journal of Counseling and Development* and highlights the importance of PGI for mental health and for the development of PGI-based wellness interventions. In the *Journal of Happiness Studies*, Dr. Weigold’s article, “College as a Growth Opportunity: Assessing Personal Growth Initiative and Self-Determination Theory,” explores the importance of the active and intentional pursuit of growth and of meeting basic needs in college.

Advertising agency creatives versus noncreatives: who is more creative?



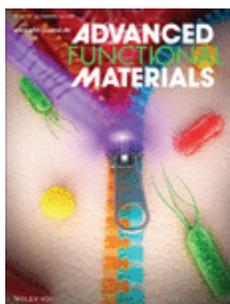
Dr. Federico de Gregorio, associate professor of marketing, with a research collaborator at the University of Florida, recently conducted exploratory research testing two competing general predictions: the expert-performance literature predicting creatives will demonstrate greater creativity than others while the process-performance paradox literature predicting they will demonstrate equivalent or less creativity. They compared the performance of agency creatives with agency noncreatives and a general population sample on three creativity assessments. Their results, published in the *Journal of Advertising*, support the process-performance paradox perspective.

COVID-19 and teaching; lessons learned

Dr. William Donovan, associate professor of chemistry, has published “The Whiplash of a COVID-19 Teaching Pivot and the Lessons Learned for the Future,” in a special COVID-19 issue of the *Journal of Chemical Education*. In the article, he describes what happened in March 2020 when, over the course of less than 2 days, the University of Akron went from business as usual to suspending classes until weeks later and then completing the semester online. Dr. Donovan reflects on the changes to the mode of teaching, use of technology, problems with academic integrity, and class engagement, as well as the transformative opportunities that have arisen.



“A universal coating strategy for controllable functionalized polymer surfaces”



Dr. Jie Zheng, professor of chemical, biomolecular and corrosion engineering, along with his students and a research collaborator at Zhejiang University of Technology in China, have published their latest research findings in *Advanced Functional Materials*. As the authors explain, development of a universal and stable surface coating, irrespective of surface chemistry or material characteristics, is highly desirable but has proven to be extremely challenging. The research team successfully demonstrated a simple, robust, and universal surface coating method capable for attaching any stimuli-responsive glycidyl methacrylate (GMA)-based copolymer, consisting of one surface-adhesive moiety of epoxy groups and one stimuli-responsive moiety, to any type of hydrophobic and hydrophilic surfaces via a one-step ring-opening reaction. The results not only strongly adhered on different substrates but also possessed functions such as bacterial killing and bacterial releasing.

Technology Transfer and UA Research Foundation Highlights

UA surface coating technology licensed to Akron Research & Technologies

Ohio-based company Akron Research & Technologies recently signed an agreement to license UA engineered surface technology that can reduce friction and wear on metal parts. The technology was developed by UA Professor of Civil Engineering **Dr. Gary Doll**, who also serves as Director of UA's Timken Engineered Surface Laboratory. Dr. Doll is a leading expert in surface engineering, the science of studying the interaction of surfaces in relative motion. The licensed technology is a patent-pending novel coating that minimizes both friction and wear on high performance metal surfaces, like titanium. The coating can be used in a wide range of applications.



Dr. Gary Doll in the Timken Engineered Surface Laboratory

UA spinout company, Enlighten Coatings, receives \$225,000 National Science Foundation SBIR award



Enlighten Coatings' Brandon Strahin presents at an Akron investor event

Enlighten Coatings, an Akron-based company that is collaborating with Professor Doll, received a \$225,000 award from the National Science Foundation's SBIR program – also known as America's Seed Fund. Enlighten Coatings is developing a corrosion and wear resistant coating for lightweight metals like aluminum and magnesium. The planned application for the coating is in automotive and aerospace applications where these lightweight metals can help manufacturers improve fuel economy. Lightweight metal alloys could be used in more parts of a vehicle if they had better corrosion and wear resistance. Enlighten Coatings is a graduate of UA's I-Corps Site, I-Corps Teams, and UARF's STRIDE Accelerator.

UARF's STRIDE Accelerator accepts a new UA spinout to its third cohort

The University of Akron Research Foundation's (UARF) STRIDE Accelerator, a 5-month program that assists companies that are creating high-tech physical products, recently selected UA spinout company MIC Monitor for its third cohort. The STRIDE Accelerator has a competitive application process and is open to startup companies from across Northeast Ohio. Selected companies learn best practices in building a minimum viable product, branding and marketing, sales strategy, accounting and financial projections, and pitching for investment. Over the roughly one year the STRIDE Accelerator has been running, it has assisted 5 UA spinout companies: Enlighten Coatings, eSens, ProfProtects, RooSense and S4 Mobile Laboratories. STRIDE Accelerator graduates have raised nearly \$1 million in funding. STRIDE is funded by the Burton D. Morgan Foundation and the JumpStart Entrepreneurial Network.

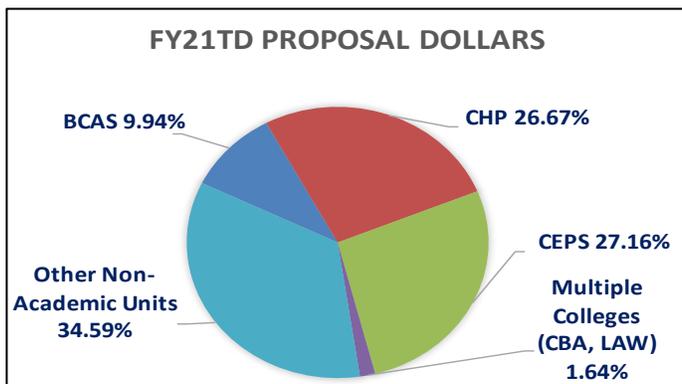
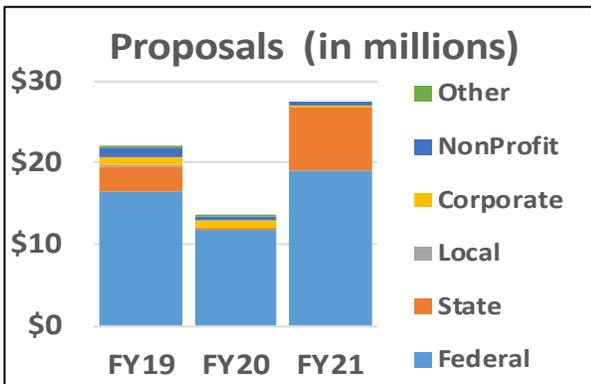
STRIDE
HARD TECH ACCELERATOR

PROPOSALS (New and Continuing)

FY19	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	45	\$ 16,535,694	\$ 4,842,064	\$ 457,920
State	3	\$ 3,089,768	\$ 125,687	\$ 42,760
Local	1	\$ 24,967	\$ 5,152	\$ -
Corporate	17	\$ 1,063,857	\$ 268,091	\$ -
NonProfit	10	\$ 1,031,478	\$ 75,361	\$ -
Other*	1	\$ 1,200		\$ -
Total	77	\$ 21,746,964	\$ 5,316,355	\$ 500,680

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 \$
Federal	23	\$ 19,123,914	\$ 2,620,458	\$ 892,928
State	4	\$ 7,619,829	\$ 1,498,934	\$ 61,360
Local	2	\$ 15,926		\$ -
Corporate	10	\$ 264,525	\$ 9,336	\$ -
NonProfit	9	\$ 547,998	\$ 59,724	\$ 27,778
Total	48	\$ 27,572,192	\$ 4,188,452	\$ 982,066



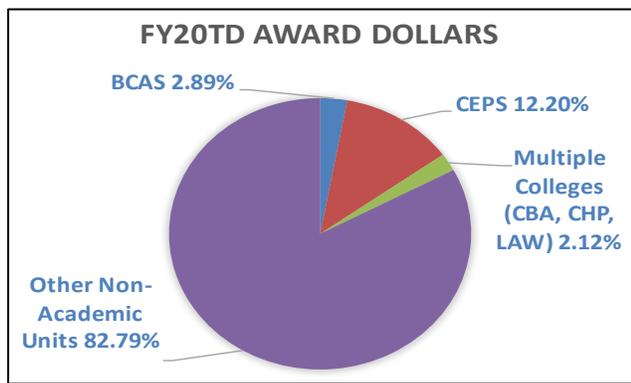
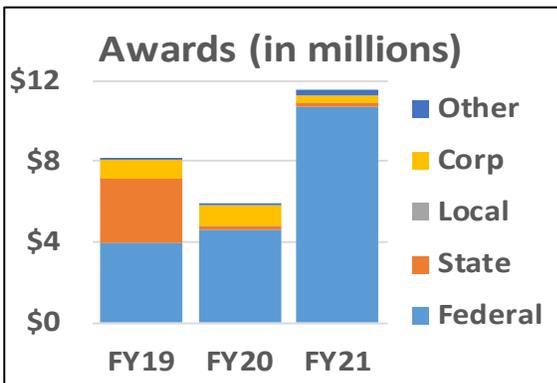
*Other is comprised of sponsor types: individual, non-U.S. government, and other universities.
 FY21 federal and state funding includes COVID-19 relief dollars, including funding from the federal CARES Act.
 This report may co-report with UA's Development Office.

AWARDS

FY19	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	29	\$ 3,947,086	\$ 1,186,929	\$ 58,520
State	5	\$ 3,195,235	\$ 126,667	\$ 78,945
Local	1	\$ 24,967	\$ 5,152	\$ -
Corporate	17	\$ 912,654	\$ 226,532	\$ -
Other*	6	\$ 128,575	\$ 5,892	\$ 1,200
Total	58	\$ 8,208,517	\$ 1,551,172	\$ 138,665

FY20	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	21	\$ 4,657,183	\$ 1,029,450	\$ 6,615
State	4	\$ 112,590	\$ 16,658	\$ 30,800
Local	3	\$ 24,000	\$ 3,302	\$ -
Corporate	21	\$ 999,623	\$ 257,656	\$ -
Other*	8	\$ 176,371	\$ 11,481	\$ 3,698
Total	57	\$ 5,969,767	\$ 1,318,547	\$ 41,113

FY21	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	15	\$ 10,682,245	\$ 200,242	\$ 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	38	\$ 11,537,741	\$ 311,131	\$ 95,759



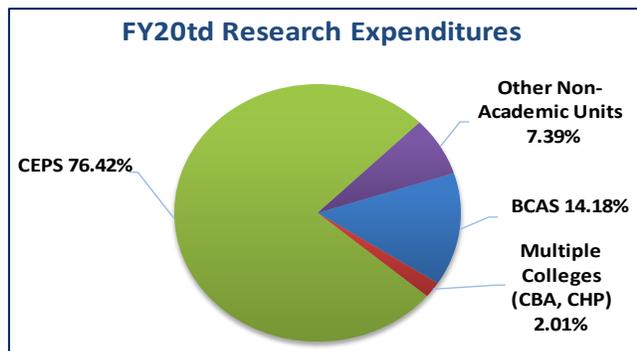
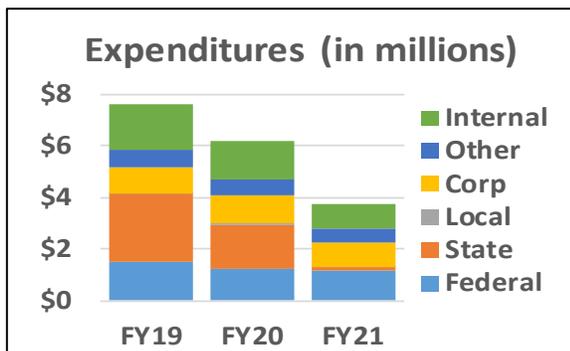
*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities. This report does not include testing agreements. Also, this report may co-report with UA's Development Office.
 FY21 federal and state funding includes COVID-19 relief dollars, including funding from the federal CARES Act.

RESEARCH EXPENDITURES

FY19	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 6,328,220	\$ 1,017,159	\$ 1,670,794
Sponsored Funding	\$ 6,328,220	\$ 1,017,159	\$ 1,670,794
Federal	\$ 1,830,264	\$ 539,145	\$ 13,757
State	\$ 2,710,149	\$ 49,471	\$ 1,520,445
Local	\$ 14,435	\$ -	\$ 8,389
Corporate	\$ 973,776	\$ 321,147	\$ -
Other*	\$ 799,596	\$ 107,396	\$ 128,203
Internal	\$ 1,266,670	\$ -	
Grand Total	\$ 7,594,890	\$ 1,017,159	\$ 1,670,794

FY20	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 5,313,121	\$ 987,843	\$ 1,694,533
Sponsored Funding	\$ 5,313,121	\$ 987,843	\$ 1,694,533
Federal	\$ 1,772,258	\$ 545,045	\$ 12,660
State	\$ 1,712,786	\$ 4,462	\$ 1,587,437
Local	\$ 12,565	\$ -	\$ 8,066
Corporate	\$ 1,079,888	\$ 322,587	
Other*	\$ 735,624	\$ 115,749	\$ 86,369
Internal	\$ 907,575	\$ -	
Grand Total	\$ 6,220,695	\$ 987,843	\$ 1,694,533

FY21	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 2,650,235	\$ 634,679	\$ 45,893
Sponsored Funding	\$ 2,650,235	\$ 634,679	\$ 45,893
Federal	\$ 1,256,865	\$ 349,665	\$ 4,918
State	\$ 119,486	\$ 25,370	\$ 50
Local	\$ 730	\$ -	
Corporate	\$ 788,237	\$ 166,866	\$ 14,878
Other*	\$ 484,918	\$ 92,779	\$ 26,048
Internal	\$ 1,082,566	\$ -	
Grand Total	\$ 3,732,801	\$ 634,679	\$ 45,893



General Fund savings to-date due to research policy and other sponsor requirements:

Full-time Faculty Academic Year Salary and Fringes:	\$57,124
Tuition Charged to Research Grants:	\$12,303

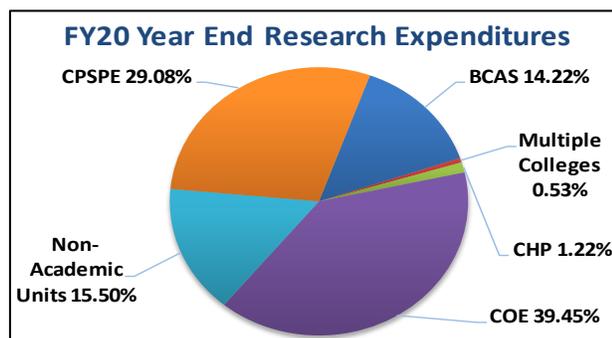
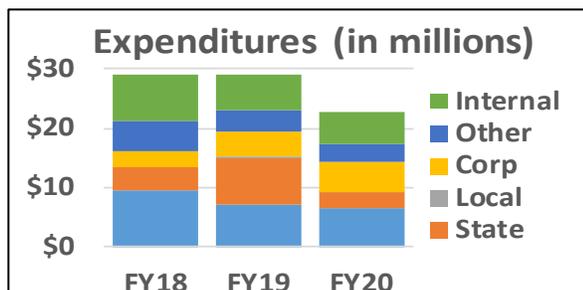
*External Other sponsor types are foundation/nonprofit, individual, non-U.S. gov't. and other universities. This page reports research expenditures only. Internal research expenditures include research-related accounts, such as startup funding. Expenditure data subject to change due to adjustments as well as the college realignment process still in progress.

RESEARCH EXPENDITURES

FY18	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 21,143,351	\$ 4,476,817	\$ 2,477,015
Sponsored Funding	\$ 21,143,351	\$ 4,476,817	\$ 2,477,015
Federal	\$ 9,397,495	\$ 2,585,818	\$ 281,160
State	\$ 3,940,892	\$ 372,773	\$ 1,131,283
Local	\$ 15,976	\$ -	\$ 8,521
Corporate	\$ 2,890,206	\$ 953,044	\$ 118,130
Other*	\$ 4,898,783	\$ 565,183	\$ 937,920
Internal	\$ 8,000,545	\$ -	
Grand Total	\$ 29,143,897	\$ 4,476,817	\$ 2,477,015

FY19	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 22,926,845	\$ 4,206,642	\$ 3,758,784
Sponsored Funding	\$ 22,926,845	\$ 4,206,642	\$ 3,758,784
Federal	\$ 7,045,312	\$ 2,104,137	\$ 160,312
State	\$ 7,969,716	\$ 259,591	\$ 2,974,137
Local	\$ 82,888	\$ -	\$ 39,273
Corporate	\$ 4,343,177	\$ 1,351,666	\$ 89,024
Other*	\$ 3,485,752	\$ 491,249	\$ 496,038
Internal	\$ 6,098,812	\$ -	
Grand Total	\$ 29,025,657	\$ 4,206,642	\$ 3,758,784

FY20	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 17,424,294	\$ 3,896,059	\$ 2,656,931
Sponsored Funding	\$ 17,424,294	\$ 3,896,059	\$ 2,656,931
Federal	\$ 6,457,064	\$ 1,975,421	\$ 74,648
State	\$ 2,885,224	\$ 44,221	\$ 2,136,848
Local	\$ 38,831	\$ -	\$ 18,385
Corporate	\$ 4,957,924	\$ 1,398,143	\$ 56,886
Other*	\$ 3,085,250	\$ 478,274	\$ 370,165
Internal	\$ 5,238,491	\$ -	
Grand Total	\$ 22,662,785	\$ 3,896,059	\$ 2,656,931



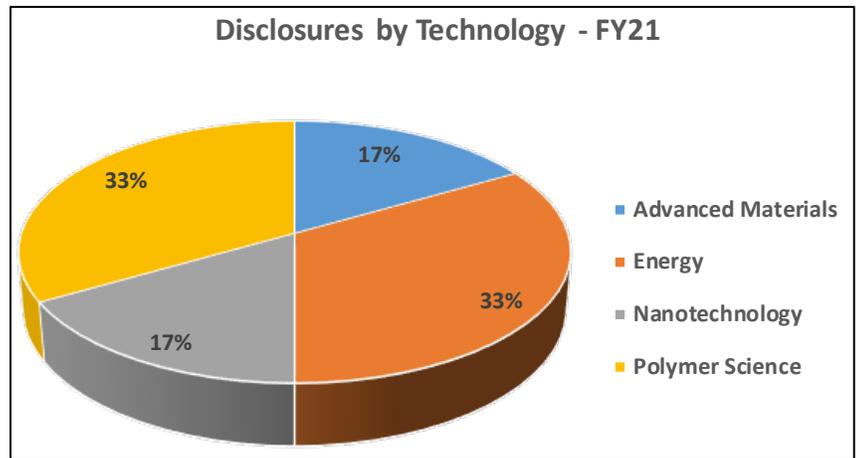
General Fund savings to-date due to research policy and other sponsor requirements:

Full-time Faculty Academic Year Salary & Fringes:	\$1,410,190
Tuition Charged to Research Grants:	\$ 139,610

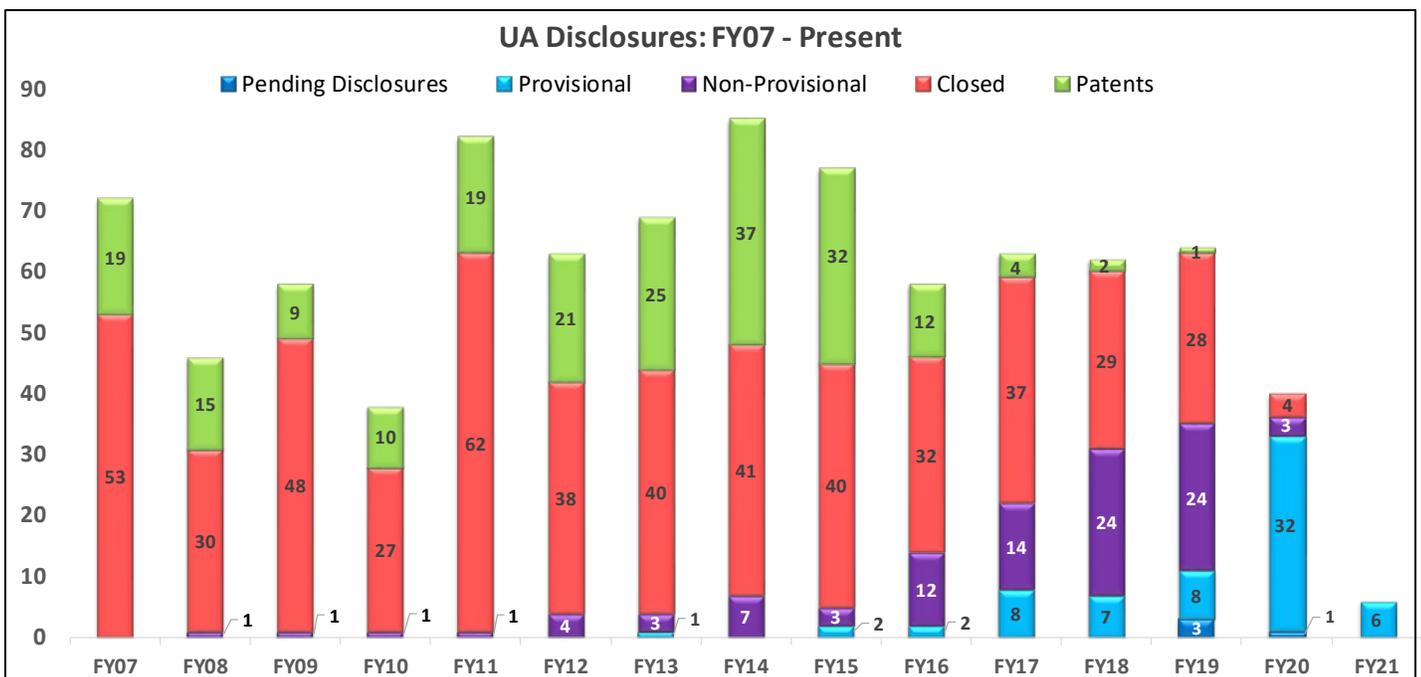
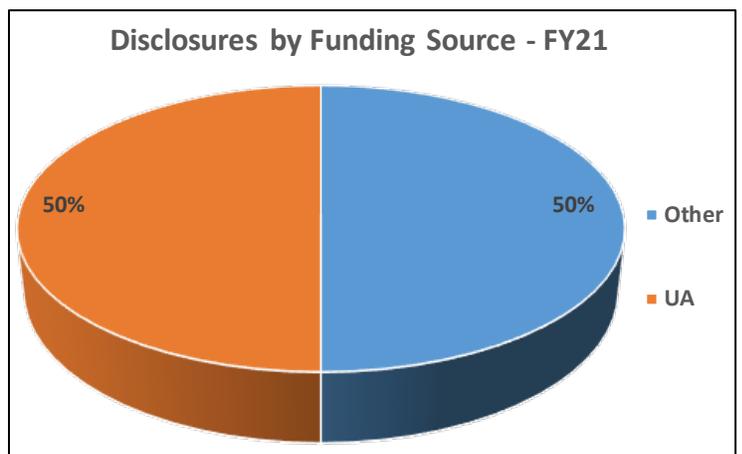
*External Other sponsor types are foundation/nonprofit, individual, non-U.S. gov't. and other universities. This page reports research expenditures only. Internal research expenditures include research-related accounts, such as startup funding. Expenditure data subject to change due to adjustments as well as the college realignment process still in progress.

Technology Transfer: Invention Disclosures and Patent Activity FY07 to present

Disclosures submitted in FY21 to date continue in a variety of fields, with nearly 70% being in energy and polymer science. All are being assessed regarding the technology and potential market, and all have been protected with a provisional patent. 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, 2020 to August 31, 2020
(Sorted by Funding Source & Technology)

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
10,710,281	7/14/2020	Electric Field "Z" Direction Alignment of Nanoparticles in Polymer Solutions	Dr. Mukerrem Cakmak, Yuanhao Guo and Saurabh Batra	CEPS	Advanced Materials	Other
10,731,635	8/4/2020	Polymer Electrolyte Membrane Assembly	Dr. Thein Kyu, Camilo Piedrahita and Jinwei Cao	CEPS	Advanced Materials	Govt

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 4

STUDENT SUCCESS REPORT

REPORT TO THE ACADEMIC ISSUES AND STUDENT SUCCESS COMMITTEE

DIVISION OF STUDENT AFFAIRS OCTOBER 2020

THE UNIVERSITY OF AKRON RECEIVES COMPASS AWARD

The University of Akron was presented the Compass Award on behalf of State Treasurer Robert Sprague Thursday, September 17, 2020. The award specifically recognizes the continued efforts of ZipAssist, Career Services and Student Financial Aid in providing a wide range of guidance and support on financial topics facing young adults.

Award comments from the State Treasurer's office:

Through a multi-faceted approach, the University of Akron ensures that students have a wide range of guidance and support on financial topics facing young adults. Among their efforts, the university offers financial literacy workshops, a digital education platform, guidance on financing and managing student loans, and career services to help students make informed choices. Additionally, the university has partnered with Stark State College to provide similar services to its students and help them transition to completing a bachelor-level degree. Through a wide variety of education and support opportunities, the university works to ensure students have adequate support at different phases of their education.



Pictured: Alison Doehring, Director for ZipAssist and Taylor Sminchak, Coordinator of ZipAssist

RETURN TO CAMPUS – QR CODE FEEDBACK INITIATIVE

Starting September 21st, QR Codes were posted around campus to collect quick feedback from students regarding the University's efforts to return to campus (sample posters attached). Every few weeks, new QR codes will be generated with 4-5 targeted questions focusing on different areas of campus. The first circulation included: Simmons Hall, Student Union, Student Recreation and Wellness Center, the Buchtel College of Arts & Sciences, College of Business Administration and Auburn Science building.

60 Second Survey

With our return to campus, we are seeking your feedback.

Please join us in taking a brief, 60 SECOND survey sharing your experience this fall.

Scan the QR Code to open and access the survey. Responses are anonymous.

Student Union
Join Now! Follow Student Union



Visit uakron.edu/return-to-campus/ to stay updated throughout the semester.



This announcement was sent to students: *We want your immediate feedback...look for QR codes on campus to give your quick feedback on our response to COVID-19 in a specific location on campus. Your responses will be reviewed on a regular basis by a team of students and administrators in order to learn how you're doing and where we can improve.*

RETURN TO REC

The Return to Rec has been a success with the new facility layout, Current Activity Levels, additional cleaning, and additional spaces opening on September 14th. **Since re-opening on August 17th** the SRWC and ONAT have seen **2,521 unique users** with **11,897 total participations** in the facilities.

- [Live Activity Counts](#) – a new system that shows how busy the SRWC is so students can decide when to come to the facility. Counts are updated on regularly and automatically update the website.
- Working closely with the Physical Facilities department, **additional cleaning protocols** are in place to disinfect and clean the SRWC and ONAT. Additional cleaning stations and supplies were added along with a detailed disinfection protocol and identification system on each piece of equipment. This detailed cleaning of equipment is completed by student staff who take great pride in their role.
- **September 14th** SRWS opened the following areas using [SignUp.com](#) for **reservation** providing additional engagement opportunities for students and members
 - Intramural Sports
 - ½ court for individual basketball use
 - Badminton singles games
 - Pickleball singles games
 - Rock climbing wall for bouldering
 - Club Sports for conditioning
 - Outdoor Adventure equipment rental (limited)
 - Open Kayaking Tuesdays



NEW STUDENT CONVOCATION



On Friday, August 21st, **nearly 300 viewers** participated in live streaming of New Student Convocation 2020. Since Friday's event, **a total of 646 viewers** have watched/viewed since the event was streamed. During the event, new students heard from President Miller, USG President Kevin Feezel, and remarks from Mayor Dan Horrigan and County Executive Ilene Shapiro.

Following New Student Convocation, **150 participants** engaged in a rousing contest of UA Pride, History, and Traditions trivia. The top 3 winners for the UA Trivia received a \$50 Barnes & Noble Gift Card. The winners are: Callie Lewis, Katrina Altawill, and Brooklynn Campbell.



Caillie Lewis

Pursuing Chemical Engineering with a minor in Spanish Lives on campus in the Honors Complex “I am excited to meet new people and take more classes that I am interested in related to my field of study.”



Katrina Altawill

Pursuing double major in Biology and Chemistry Lives on campus in the Honors Complex “I am looking forward to getting involved on campus!”



Brooklynn Campbell

Pursuing Chemical Engineering Lives on campus in the Honors Complex “I am looking forward to new experiences with my new friends!”

UNDERGRADUATE STUDENT GOVERNMENT (USG) - RETURN TO CAMPUS

The members of Undergraduate Student Government (USG) welcomed new and returning students by participating in information sessions and Roo Fest during New Roo Weekend. Interested students discovered throughout these sessions that there is opportunity to become a member in all three branches by appointment or being elected. President Kevin Feezel took part in Convocation where he delivered his welcome to the incoming class.

***Pictured Right:** Undergraduate Student Government President Kevin Feezel and American Sign Language interpreter Lucas Hamilton welcome the Class of 2024*



NEW ROO WEEKEND

- **232 new students** participated in-person (of the 300 students who RSVP'd) and **21 new students** participated virtually (of the 70 students who RSVP'd) in New Roo Weekend activities Saturday, August 22nd. New students met in their troops, attended a breakout session, participated in a campus tour and took troop group pictures, received a class schedule tour, ate lunch, and participated in a UA campus scavenger hunt. **253 new students participated on Saturday for New Roo Weekend.**
- On Sunday, August 23rd, a total of **100 participants** joined Jon Vroman, our first year speaker. Students also had the opportunity to participate in RooFest later that day.



KNOW THE CODE WORKSHOPS

All incoming students are required to attend their mandatory workshop presented by various campus offices to cover campus safety, student conduct, and the importance of building healthy relationship. For fall 2020, the workshop series was launched online. Students were given instructions to complete the online workshop by the end of the first week of classes.

- Total new students were enrolled in Know the Code Workshop: **2,304**
- Total number of users who have begun/visited content: **1,818 (79% of incoming students accessed content)**
- Total Completed: **1,620 (70.3% of incoming students successfully completed all components of the online workshop)**
- Average time spent on content: **57 minutes**

WELCOME TEAMS

During the first two days of the fall semester, tables were set up on Buchtel Common, at the Polymer Circle turnaround, and at the JAR/Rec Center turnaround to help students find their classes and navigate campus. Welcome Team tables were staffed by more than 25 volunteers, including faculty, staff, and contract professionals from 8 a.m. – 5 p.m. Partnerships were also in place with the ZipAssist Information Desk in Simmons Hall and the Student Union, branding the locations as official Welcome Team spots to provide additional assistance.

WE RISE TOGETHER

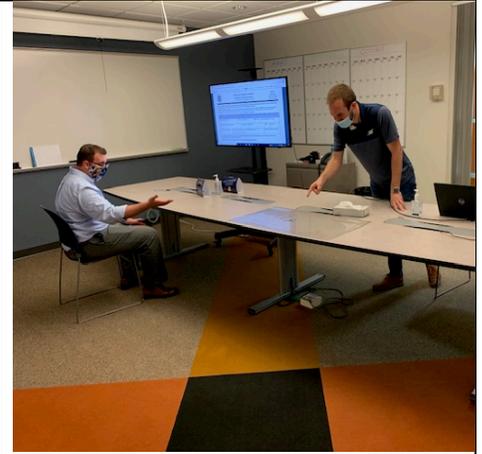
In collaboration with Admission, Financial Aid, and Residence Life and Housing, the Office of New Student Orientation launched a We Rise Together Qualtrics form for prospective students who have been impacted by COVID-19 but still wish to attend UA (fall 2020, spring 2021, or fall 2021). As of 9/16/20, a total of **887 new students** have completed the We Rise Together form since it went live on March 31, 2020. Many students identified multiple concerns. Each student who identifies single or multiple hardships that could hinder their enrollment is contacted by the corresponding office (New Student Orientation, Residence Life & Housing, Financial Aid, or Admissions) to provide information, resources, and support within two business days.

Student responses are organized into the following categories:

I am experiencing hardship in being able to pay my confirmation fee.	451	New Student Orientation
I am going to be living on campus and am experiencing hardship in being able to complete my housing contract and pay my housing deposit.	286	Residence Life & Housing
Due to recent hardships, I am concerned about my ability to afford college this upcoming semester.	368	Financial Aid
If you have other areas of concern, please let us know.	188	Admissions

WEEKS OF WELCOME-TACO 'BOUT MAJORS WITH CAREER SERVICES

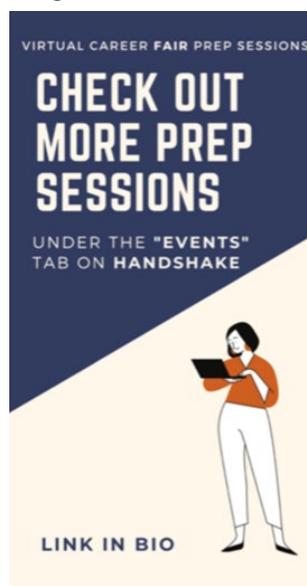
New students were able to virtually visit Career Services during the UA Week of Welcome from Monday, 8/17 through Friday, 8/21 from 8am-5pm. Students learned about Career Services at UA, majors and careers, and experiential learning opportunities during New Roo Weekend, students were able to Chill Out with Career Services during two breakout sessions where 19 students learned about our services, resources, and virtual fall events. Almost 100 free t-shirts were given away to participating students during Weeks of Welcome and the first weeks of school. Shown below is a student who received an Akron t-shirt!



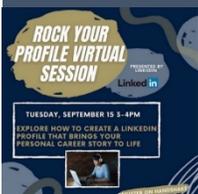
ON-CAMPUS STUDENT EMPLOYMENT VIRTUAL JOB FAIRS AND PREP SESSIONS

An On-Campus Student Employment Virtual job fair took place on **Thursday, August 13th** on the new Handshake virtual career fair platform. Four campus departments participated and were able to virtually meet with students seeking on-campus jobs. Career Services is hosting **virtual career fairs** for fall 2020. Instead of the traditional one day event in the SU ballrooms, the fall **UA Internship and Career Fair** was **expanded to run for three consecutive days, from Tuesday, September 29th through Thursday, October 1st**. The career fairs will take place on Handshake's newly developed virtual career fair platform. **The College of Engineering and Polymer Science Virtual Career Fairs** were expanded to run for four consecutive days from **September 21 through September 24 on Zoom**. The first **Virtual Part-time, Seasonal Job Fair** took place on Handshake on **Thursday, August 20th**. Students connected with employers hiring for **part-time jobs that do not require a degree**. Fifteen employers participated, including Fastenal Company, 365 Holdings, Hattie Larlham, and Vector Marketing.

Career Services is hosting many virtual prep sessions to help students learn about resources and prepare for virtual events this semester. Thus far, prep sessions have been held on **Career Fair Prep, Mico-Internships, Preparing for a Job Search During COVID-19, Elevator Pitches, Resumes, and Dress for Success**. Students can register for future prep sessions on Handshake. The Career Fair Prep sessions help prepare students with the technology and professional skills needed to be successful in a virtual recruiting environment. The JCPenney Suit-Up Event was held virtually from Friday, September 11th-Sunday, September 13th. Students were able to shop for **career apparel and accessories at a discounted cost** for interviews, career fairs, or job!



LINKEDIN STAFF LEAD "ROCK YOUR PROFILE" VIRTUAL SESSION



Professionals from LinkedIn hosted a webinar for our students and alumni and showed them how to create a **LinkedIn profile** and how to stand out to employers. The event was held **Tuesday, September 15th**.

WEEKS OF WELCOME FOSTER STUDENT CONNECTIONS

The Department of Student Life hosted 26 programs from August 13th to September 4th in collaboration with Weeks of Welcome. Of these 26 programs, the department offered mostly virtual programs with a few in-person events. Several involvement areas within Student Life also hosted supplemental engagement through social media challenges. Campus Programs hosted a variety of events during Weeks of Welcome. Highlights included a virtual mind reader, trivia night, caricature artist, escape room, and intention bracelets. These four events engaged roughly 200 students the week before classes began.



FRATERNITY AND SORORITY LIFE DELIVERING FALL EXPERIENCES



During New Roo Weekend, Fraternity and Sorority Life, IFC, NPHC and PHC collaborated with Campus Programs to host a Drive In Movie in Lot 10 as the late night program on August 21st. With all attendees being required to remain in their vehicle, the event provided a safe opportunity to bring together 121 students. Students received snacks and water to enjoy while watching "Back to the Future."



September 14th kicked off NPHC Week, which provided programming to students interested in learning more about the 5 organizations that are a part of the Divine 9. NPHC Week consisted of NPHC 101, Game Night, Meet the Greeks Informational, and encouraging students to serve at the Akron-Canton Foodbank. Through these interactive, virtual programs NPHC is striving to provide students with great opportunities to meet and learn from members in these organizations.

Pictured Left: Members of the NPHC Executive Board, Ariana Williamson and Desmond Mitchell, hosted "NPHC 101," an Instagram Live session on Monday, September 14 to share their experiences in NPHC fraternities and sororities, offer information/advice on joining, and answer audience questions.

Pictured Right: Members of Alpha Delta Pi sorority participating in virtual recruitment. All six Panhellenic sororities held virtual recruitment events to meet and get to know potential new members.



SISTER FRIENDS NETWORK

Campus Programs would like to focus on additional diversity initiatives prior to Diversity Week in November. Campus Programs and the Office of Inclusion and Equity are collaborating to restore Sister Friends Network. Sister Friends Network seeks to bring together self-identified women of color to foster a sense of community and solidarity. This group is open to undergraduate and graduate students, faculty, and staff. The goal is to provide a safe space for women of color to connect with one another and examine personal, academic, professional, and social challenges. Sister Friends Network was held virtually on September 16th and discussed relationships. This community will meet again in October and November. Campus Programs and ZPN will also be celebrating Hispanic Heritage Month at the end of September. Students will be able to participate in Salsa Magic on September 30th from 7pm-9pm. This will teach various International styles of Merengue, Bachata, and Salsa. Students will learn the cultural roots of the dances as they have the time of their lives.

SEPTEMBER IS SUICIDE PREVENTION MONTH



Since September is Suicide Prevention month, Counseling and Testing Center provided information earlier in the month to the campus community in the Digest and Zipmail about a common mnemonic used to remember signs that someone may be emotionally distressed and/or thinking about suicide as well as available mental health resources.

During Suicide Prevention Month, our Counseling and Testing Center reminds everyone that its staff understands that every struggle is different. If you or someone you know is in crisis, there are options available to help cope.

Warning signs of suicide:

- **Ideations:** Having thoughts of death or ending your life
- **Substance Abuse:** Increase in alcohol or drug use
- **Purposelessness:** No reason for living; no sense of purpose in life
- **Anxiety,** agitation, unable to sleep or sleeping all the time
- Feeling **Trapped** – like there's no way out
- **Hopelessness**
- **Withdrawing** from friends, family and society; feeling like a burden to others
- Rage, uncontrolled **anger**, seeking revenge
- Acting **recklessly** or engaging in risky activities, seemingly without thinking
- Dramatic **mood** changes

Some important facts about suicide:

- Suicide is the second leading cause of death among youth ages 15-24
- Suicide is preventable. Most people who think about suicide want to live and often can't see alternatives
- Asking if someone is thinking about suicide does not increase the risk
- Know the signs
- Refer for help

If you or someone you know is having thoughts of suicide:

Refer to the Counseling & Testing Center: We are open and provide free and confidential services to students Monday – Friday from 8 a.m. to 5 p.m. — call to schedule a same day appointment 330-972-7082.

Reach out to the National Suicide Prevention line at 1-800-273-8255 (TALK) or text “HOME” to 741741. You can also call 911 at any time or go to the nearest emergency room.

CLINICAL SERVICES PROVIDES RESOURCES, LAUNCHES COLLABORATION WITH USG

Students are thanking the Counseling and Testing Center for current telepsychology services and express appreciation for protecting their health.

Student mental health is a major part of this year’s Undergraduate Student Government platform therefore CTC is working on collaborations with the leaders of the newly created USG Mental Health Task Force.

CTC Groups/Campus Outreach –

- Weekly COVID Quarantine & Isolation group
- International Student Check In group
- Self-Care/ Wellness and Stress Management workshops offered to student groups and residence life upon request

July August 2019 - 624 appointments

July August 2020 - 546 appointments – 12.5% decrease compared to last year

PROSPECTIVE ZIPS COME TO CAMPUS FOR “HOP TO UA DAYS”

Over the course of August 10 – August 20, Hop to UA Days were offered daily in the AM and PM to provide a short campus visit catered to a small group of new students led by Orientation Leaders. **A total of 180 new students participated in the campus events.**

SRWS PROMOTES HEALTHY START TO FALL SEMESTER

SRWS seeks out numerous touch points to engage students and promote healthy lifestyles that are so important at the start of the semester. Many large in-person events were cancelled due to the pandemic, yet opportunities were offered to engage with SRWS, including:

- **Three Boot Camp** Group Exercise classes took place on the Common throughout the week.
- **Pink Gloves Boxing (PGB)** program has gone virtual! PGB is a female-focused fitness program that delivers an amazing workout and an emotionally rewarding experience to small communities of powerful women. Pink Gloves also puts a great deal of focus on social and emotional growth. Using the core movements of competitive boxing, Pink Gloves is a non-contact program for women who want to live a healthy lifestyle.
- **RecWorks**, student employment education session was held online to showcase student employment opportunities with SRWS and opportunities for students to advance within the department to develop a diverse set of skills and certifications.
- New Roo Weekend – **Virtual Education Sessions:**
 - **SRWS facilities, fitness, adventure, and other programs** – two sessions were offered that shared information on upcoming programs and updated facility highlights
 - **Get in the Game** – offered two sessions to share Club and Intramural Sport programs that would be offered throughout the year.
- Student group exercise instructor, **Clare Toole**, made a yoga class themed around "**coping skills**" intended for the S.A.V.E team to use for their use.

SWRS STUDENT DEVELOPMENT

SRWS started the semester with numerous student trainings and certifications. This included over **57 hours of student training, divided over 16 sessions, and over 140 student participations.** The highlights are:

- **Aquatics and Informal Recreation** trained student Supervisors, customer services staff, Head Lifeguards, and Lifeguards. The focus was emergency Response, daily job requirements, COVID changes, cleaning/disinfection, customer services, best practices and certification updates.
- **Fitness and Wellness** conducted American Red Cross First Aid, CPR, AED Course for 7 student employees. FW Student staff went through extensive training to prep for the semester. Trainings included department overview, employment expectations, policies and procedures, risk management, disinfection of equipment, and PPE protocols.

Intramural Sports trained student officials and supervisors covering policies and procedures, situational role playing, introducing mentors to their new mentees, and how to use Connect2 software and new facility activity counts.

ZOOM HANGOUTS CONNECT STUDENTS WITH COLLEGES AND CLASSMATES

Orientation Leaders host virtual hangouts (by college/advising area) at the conclusion of each Virtual Advising Day throughout the summer. During these hangouts, leaders will assist with questions, facilitate ice breakers/team builders, and help students get connected with peers in their college.

At the conclusion of summer 2020, **more than 150 new students** have participated in a zoom hangout with Orientation Leaders at the end of their Virtual Advising Day.

NEW FRESHMEN ATTEND SUMMER ONLINE ORIENTATION

As of 8/19/2020, the number of new freshmen who successfully completed their online orientation by their scheduled Virtual Advising Day to meet with their academic advisor...

# of new students scheduled to participate in their Virtual Advising Day after completing their online orientation*	2,728
# of new students who successfully met with their academic advisor	2,442
Current Average Show Rate	90% show rate
# of Virtual Advising Days offered to date	36

**This number does not include students accepted/confirmed after 8/19/2020. After the last Virtual Advising Day (8/19), students were individually connected with an academic advisor to be seen for scheduling.*

VIRTUAL INVOLVEMENT FAIR PROVIDES A SHOWCASE FOR CAMPUS SERVICES

Within the freshman online orientation, new students get to explore UA campus resources and services. After visiting at least five campus areas they are interested in learning more about, students are then eligible to complete the Zip Pass form for an entry to win a Fitbit Ionic sponsored by PNC Bank. A total of **730 new students** entered the drawing. Some of the most selected areas that students identified were: Student Life, Residence Life and Housing, Student Recreation & Wellness Center, and Zips Esports. **Abigail Kress**, Zip Pass winner, is pursuing a major in Graphic Design in the Buchtel College of Arts and Sciences.

INCOMING FRESHMEN SAY UA IS “THE RIGHT FIT FOR ME”

Freshman Online Orientation Evaluation Data – 2,359 evaluations collected; percentage reported indicate a 4 or 5 on the scale

- The organization of the orientation was easy to understand. – 93%
- The instructions for my orientation were easy to understand. – 93%
- The format and page design of my orientation was easy to use. – 88%
- The orientation took a reasonable amount of time to complete. – 86%
- I know what my next steps in the process are. – 89%
- My online orientation was beneficial for me. – 89%
- I feel like The University of Akron is the right fit for me. – 96%

TRANSFER, ADULT, CCP ONLINE ORIENTATIONS

Online Transfer Orientation – Launched Wednesday, April 1st

At the conclusion of summer 2020,

- Total Transfer Enrolled in Online Orientation: **496**
- Total Transfers Completed: **476**
- Total Transfers who have/had academic advising appointment to schedule classes: **439**
- Average Time spent on content: **47 minutes**

Adult Focus Online Orientation – Launched Friday, May 1st

At the conclusion of summer 2020,

- Total Adult Learners Enrolled in Online Orientation: **45**
- Total Number of users who have begun/visited content: **42**
- Total Adults Completed: **36**

- Average Time spent on content: **1 hours and 55 minutes**
- CCP Online Orientation – Launched Monday, May 11th**
At the conclusion of summer 2020,
- Total CCP Enrolled in Online Orientation: **970**
**Total number enrolled in online CCP orientation includes main campus and branch campuses.*
 - Total Number of users who have begun/visited content: **907**
 Total **CCP Completed: 820**
***Total number of students who completed the online orientation includes main campus students only.*
- Average Time spent on content: **1 hour 46 minutes**

UNLOCK AKRON – BUILDING COMMUNITY THROUGH FUN

20 new freshmen participated in one of the available virtual Unlock Akron events this summer to connect with peers and become more familiar with UA. **More than 40 new students** had RSVP'd for one of the virtual events. Shifting Unlock Akron summer engagement series to a virtual series to this summer, the Office of New Student Orientation launched four experiences: Get Cooking with Dining Services (7/17/20), Paint with A Zip (7/24/20), Zippy's Trivia Night hosted by UA Esports (7/31/20), and Yoga with the Rec Center (8/7/20).

LEARNING COMMUNITIES

At the conclusion of learning community summer enrollment, **754 new students** are enrolled in 39 active learning community experiences. For fall 2020, a learning community interest form was successfully piloted for recruitment of prospective students for select communities. **45 prospective LC students** have been recruited through the interest form, paired with targeted communication efforts for the Pre-Med and Converged Media Learning Communities.

DIRECT CONNECT WELCOME EVENT

On **Friday, August 7th**, the Direct Connect Welcome Event was held virtually for participants who expressed an interest in the program. **16 participants of the 20 students who RSVP'd** attended the virtual Welcome Event to learn more about the program's benefits, UA services and engagement opportunities, and receive follow up instructions on how to schedule their individual visit to campus to get their Direct Connect Zip Card and more. A total of 7 students who participated in 8/7 virtual welcome event have requested to schedule an individual visit to UA's campus. The next virtual Direct Connect Welcome Event is scheduled to take place on **October 2nd**.

SERVEAKRON - FIRST YEAR STUDENT SERVICE PROJECT & UPCOMING EVENTS

The First Year Service project was held during the week before classes and provided over 25 students with the opportunity to make items to be donated to One of A Kind Pets, Summa Health, and Valor Home. serveAkron have also welcomed a new student assistant who has been in training for the past few weeks along with the Student Engagement Guide team which consists of 5 students who help run our events throughout the year. The team is currently working on preparing for events like Constitution Day, National Voter Registration Day, and several Drop-In service events benefiting the Alzheimer's Association, and Asia Services in Action. serveAkron has also put together displays for students to learn how to register, or update their registration information, by the October 5th voter registration deadline in Ohio.

STUDENT ORGANIZATION RESOURCE CENTER (SOuRCe)

Kick off to the new academic year included the annual RooFest which had over 130 student organizations participate. Incoming students were given a passport and invited to view videos on FlipGrid and then enter a raffle for prizes. Student organization officer training ran virtually via WebEx and officers also were asked to complete a training module in Brightspace in order to replace the traditional in-person gathering. The annual registration process is due in its entirety on September 25th, which the SOuRCe will then have a better idea of how many organizations will be active this year. The SOuRCe student employees have all returned for this academic year and meet virtually once a week as a staff for both business and team building.

All branches and the direction leadership team (DLT) began meeting during the first week of the semester and each individual member began holding in person or virtual office hours as well. The DLT finished the strategic planning document it had been working on throughout the summer and the document was presented and endorsed during a recent Senate meeting. The members of the newly formed USG Mental Health Task Force led by Vice President Stevie Allen are meeting regularly and making outreaches across campus to understand the current mental health support system on campus for students and to begin to advocate for additional support. The USG operating budget of over \$285,000 was recently presented by President Feezel to the Senate for approval.



ESPORTS BROADCASTING LIVE VARSITY MATCHES

Fall competitions are set to begin towards the end of September for most games.

This fall we will compete against the other MAC schools officially in the Esports Collegiate Conference in Rocket League with an announcement set and ready to go by the 12th of September.

Akron will be broadcasting these matches live on <https://www.twitch.tv/zipsesports>

We have also partnered with [T3 Performance](#) to provide coaching for middle and high school students.

ESPORTS CLUB AND RECREATIONAL ACTIVITIES

The club program has officially been recognized on campus as an umbrella organization for all students interested in esports on campus. This will be an excellent opportunity for folks interested in a variety of games to engage and have their voices heard.

Clubs have been hosting weekly and, in most cases, daily events throughout the first few weeks of the semester and that is set to continue. On average each mini event has seen 20 UA students in attendance with some getting much more.

The Esports facility in the student union has been open since the first day of class and has had steady attendance for folks on campus.

We are also working with the rec department to host intramural events for 6 different games to promote engagement on campus. These are slated to begin on September 10th.

HELP-A-ZIP REFERRAL PROGRAM

The **Help-A-Zip Referral Program** provides an early alert system where students, faculty, and staff can outreach for assistance, resources, and additional guidance on behalf of a Zip. Since January 1, 2020, the program has received over 1,360 referrals. **Since July 1, 2020, over 615 referrals have been received. Of these, 398 (64%) were submitted between August 17 [week before classes began] and through September 17.**

CAMPUS CUPBOARD AND ZIPSTECH

In response to COVID-19, the **Campus Cupboard** program has remained a support mechanism available to all enrolled students. Since July 1, 2020, over 160 requests have been submitted by UA students. In response to COVID-19, the "Zips Care Packages" of food, hygiene, and household items have been the primary way in which students could safely access support. Over 400 requests for Zips Care Packages have been received since March 10, 2020. As of August 24, 2020, not only can students continue to access Zips Care Packages, but the three Grab-And-Go locations are again stocked with items [Student Union, Simmons Hall, and Polsky]. With the assistance of the Department of Development, the **ZipsTech** program was swiftly created in March 2020, in response to COVID-19, to provide technology equipment to students. As of September 17, 2020, current devices loaned to students includes **57 laptops, 5 webcams/mics and 30 hotspots** to students. Requests are still being received and fulfilled.

STUDENT EMERGENCY FINANCIAL ASSISTANCE [SEFA]

The **Student Emergency Financial Assistance [SEFA]** program provides one-time emergency assistance to students. Since August 2017, the SEFA program has awarded over 520 students with nearly \$400,000 in emergency support for non-tuition expenses such as assistance with rent, food, utilities, childcare, or car repairs. Students who are low-income and identified as having an emergency financial need that would cause them to drop out, are eligible for a SEFA grant. The SEFA grant funding is distributed through ZipAssist and students work alongside the ZipAssist team to evaluate interventions, create sustainable outcomes, and facilitate long-term support.

PLACEMENT TESTING EVALUATIONS FOR INCOMING STUDENTS FOR FALL 2020

Assistant Director, Stephanie Kiba reviewed 4,327 incoming students for the Fall 2020 semester for placement testing. Over half of all incoming students require some form of placement testing. Math testing is the highest volume of the placement testing for incoming students. Below is a breakdown of all testing assessment for freshmen, transfer, and adult students for Fall 2020.

- 52.1% of all incoming adult, freshmen, College Credit Plus, and transfer students require some form of testing
- 50.9% of all incoming freshmen, adult, and transfer students require math testing

	Adult	Freshmen	Transfer	CCP	ALL Students
No Testing	0	1,165 (40.5%)	362 (74.5%)	546 (59.3%)	2,073 (47.9%)
Testing Required	46 (100%)	1,709(59.5%)	124 (25.5%)	375 (40.7%)	2,254 (52.1%)
<i>Math Testing</i>	46	1,571	118	NA*	1,599
<i>2 or more content testing areas</i>	46	834	24	280	1,184
TOTAL	46	2,874	486	921	4,327

*NOTE: College Credit Plus students are not currently screened for math testing

OFFICE OF ACCESSIBILITY (OA)

Trends: 1337 active students

1. 30 additional students have registered from the end of July to present.
2. 666 Students with Two or More Disabilities
3. Psychological continues to encompass 23% of all registered students.
4. ADHD continues to be the second largest category at 22% of all registered students.
5. Specific Learning Disability (SLD) has held steady from last month to this month representing 20% of all students.
6. 1376 accommodations requested with 1492 Letters of Accommodation sent to 1228 classes, to-date, for the Fall 2020 semester.

MEETING STUDENTS DURING COVID

To ensure further measures are taken to keep our staff and students safe, the Office of Accessibility developed and published a new page on our website, "Planning Your Visit". This page provides visitors with important information about making their visit safe, including: checking in using an online form before entering the lobby, calling ahead, self-health checks, and more. This page can be viewed at: <https://uakron.edu/access/planning>.

The Office of Accessibility is distributing "clear window" masks for professors who are conducting on campus classes and have students who need to lip-read due to a hearing loss. Students requested these masks be made available to assist them with accessibility in the classroom. Eric Green, Director of Environmental Health and Occupational Safety, secured these masks for our department to distribute. Feedback from students has been positive with appreciation given to the efforts of our campus to make their classes accessible during this time.

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 5

INCLUSION AND EQUITY REPORT

University of Akron Office of Inclusion and Equity Report
Office of Inclusion and Equity, Chief Diversity and Title IX UPDATE – June-September 2020

The Office of Inclusion and Equity is responsible for guiding efforts and creating opportunities to define, assess and promote diversity and inclusive excellence, educational and employment opportunity, and cultural proficiency throughout the University and through its community relationships. These responsibilities include strategic leadership for campus diversity, program oversight, diversity advising and mentoring, community relations and outreach, and policy duties that result in a learning and workplace environment that is welcoming and supportive of all. The priorities and objectives of the Office include programs and initiatives involving racial equity and social justice, and gender equity as it applies to compliance to Title IX of the Education Amendments of 1972. These goals will be achieved by promoting diversity, equity and inclusion as essential elements of the University's values and mission.

Racial Equity and Social Justice

Since the unfortunate death of George Floyd in May and the impact it has had on many who witnessed the tragic scene, the University has done several things to attend to the needs of the members of the community, including opportunities to learn, educate, speak out, convene and strategize. The current circumstances have brought to the surface the community need for belonging, physical comfort, and attention to mental health concerns.

The Office of Inclusion and Equity has initiated a number of initiatives that have netted outstanding attendance and it has been a pleasure to witness the beginnings of a cultural shift around participation in community conversations around topics pertaining to racial equity and social justice.

Community Dialogues on Diversity Issues. We held three community conversations in June to offer the campus the opportunity to come together and discuss racial equity and social justice after the death of George Floyd and the incidents of civil unrest across the nation. These conversations raised concerns, ideas and proposals and we have been working on actualizing several things. The next critical conversation on Community Policing is tentatively scheduled for October 15th.

Diversity and Anti-Racism Statement for the Course Syllabi. The process included researching diversity statements at various other institutions including state institutions in Ohio and several private institutions nationally. I drafted a statement and met with the Deans and the Provost to discuss their concerns and suggestions about what should be included and where we should be respectful of issues of academic freedom and any other concerns that might arise for the faculty. The draft was refined based on that feedback. A small group of faculty gave input and made additional edits and suggestions. Incorporating those ideas, the final draft was sent to the Provost for his approval. His final thoughts were incorporated, and the statement has now been sent to Faculty Senate.

NOCHE Summer Melt Grant. In collaboration with Summit Education Initiative and with a grant from the Akron Community Foundation, we are supporting ten new freshmen from underrepresented backgrounds to ensure matriculation and retention through their first year at UA. These students attend their Akron Experience course as a cohort taught by an Associate Director in the Office of Multicultural Development, along with other activities including advising, peer mentoring and job shadowing in various campus offices. The students receive a stipend for participation in the program.

Police Ethics Certificate. Working with the Dr. Dimitria Gatzia, former Faculty Chair of the Philosophy Department, and Dr. Matt Akers, the Public Liaison and Government Relations Office, we have sought to raise awareness and market the new Police Ethics Certificate. This certificate will be accessible to our University of Akron Police Department and students in selected majors (criminal justice, cyber security, philosophy, Police Academy, Fire Academy, etc.). The three of us have met with representatives from Akron City Police, the Summit County Sheriff's

Office, and the local State Police Barracks, and the certificate was very well received. We are moving forward to encourage officers from all of these agencies to enroll in courses and pursue this credential.

Certified IDI Administrator. I have completed the certification course to become one of approximately 25 qualified administrators for the Intercultural Development Inventory in the Greater Akron area.

The Black Male Summit. The BMS Core Planning Committee has begun exploring the options and opportunities of holding a virtual Black Male Summit in Spring 2021. The tentative date will be April 16, 2021. The 2020 Black Male Summit was cancelled at the beginning of the COVID-19 closures, so we hope to leverage the scholars, panelists, and attendees who missed the conference in March.

Title IX

Title IX of the Education Amendments of 1972 was enacted to ensure: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

Compliance with new Title IX regulations. August 14, 2020, the US Department of Education expanded the protections under Title IX of the Higher Education Act. Title IX promised equal access to education for all students and it protects them against discrimination on the basis of sex.

Key provisions stipulated by the Department of Education in the new Title IX regulation:

- Defines sexual harassment to include sexual assault, dating violence, domestic violence, and stalking, as unlawful discrimination on the basis of sex
- Provides a consistent, legally sound framework on which survivors, the accused, and schools can rely
- Requires schools to offer clear, accessible options for any person to report sexual harassment
- Requires schools to offer survivors supportive measures, such as class or dorm reassignments or no-contact orders
- Holds colleges responsible for off-campus sexual harassment at houses owned or under the control of school-sanctioned fraternities and sororities
- Upholds a student's right to written notice of allegations, the right to an advisor, and the right to submit, cross-examine, and challenge evidence at a live hearing
- Shields survivors from having to come face-to-face with the accused during a hearing and from answering questions posed personally by the accused
- Requires schools to select one of two standards of evidence, the preponderance of the evidence standard or the clear and convincing evidence standard, and to apply the selected standard evenly to proceedings for all students and employees, including faculty
- Provides "rape shield" protections and ensures survivors are not required to divulge any medical, psychological, or similar privileged records
- Requires schools to offer an equal right of appeal for both parties to a Title IX proceeding
- Gives schools flexibility to use technology to conduct Title IX investigations and hearings remotely
- Protects students and faculty by prohibiting schools from using Title IX in a manner that deprives students and faculty of rights guaranteed by the First Amendment

The deadline for compliance to the new Title IX Rule was August 14, 2020. The University of Akron took all necessary measures to comply by the deadline and put several new processes and procedures in place, including the following.

- Updated the policy to the revised *Interim Gender-Based Misconduct and Title IX Policy and Protocol* (Appendix A)
- Amended the Sexual Harassment Policy to the revised Board Rule 3359-13-11 *Anti-Discrimination and Harassment Policy*. This proposed policy is has been submitted for Board approval. (Appendix B)

- Appointed new members to the Title IX Team – this included creating a new Deputy Title IX Coordinator for the School of Law specifically to handle cases involving the UA School of Law; appointing two Deputy Title IX Coordinators for Athletics (the former Deputy Title IX Coordinator for Athletics was lost as part of the RIF); appointing a new Deputy Title IX Coordinator for Employees because the new regulations require that the roles of Deputy Coordinator and Investigator must be separate (Appendix C)
- Trained all members of the Title IX Core Team both in the Higher Education Annual Title IX and Clery Training and in accordance to the new regulations for Title IX and Deputy Coordinators, investigators, hearing officers, appeals officers, and advisors (<https://www.uakron.edu/title-ix/training/docs/who-completed-training.pdf>)
- Posted all training materials and trained individuals on the website (<https://www.uakron.edu/title-ix/training/>)
- Hired and trained hearing officers as decision makers for the formal grievance (hearing) process and student appeals
- Updated the Title IX website, in accordance to new regulations (<https://www.uakron.edu/title-ix/>)
- Updated reporting protocols and made reporting accessible to all community members
- Updated definitions pertinent to Title IX, as per the new regulations (<https://www.uakron.edu/title-ix/definitions/>)
- Created an informal resolution process for formal complaints
- Modified the formal grievance and hearing process for formal complaints
- Built the process to provide advisors for complainants or respondents who make that request as required under the new regulations
- Trained appeals officer for Title IX cases involving employees
- Law Student Extern is currently working this semester with the Title IX Team to perform duties as needed in training and putting into place many of the new protocols under the new regulations

APPENDIX A (Attachment)

Interim Gender-Based Misconduct and Title IX Policy and Protocol

<https://www.uakron.edu/title-ix/docs/title-ix-policy.pdf>

APPENDIX B

3359-11-13 Anti-Discrimination and Harassment Policy

(A) Statement of policy.

- (1) The University of Akron affirms its commitment to an academic, work, and study environment free of inappropriate and disrespectful conduct and communication. All students, faculty, and staff shall be protected under the guidelines of this policy.
- (2) This policy shall be widely disseminated to employees and students and shall be incorporated into employee trainings and be included in student orientation materials. Supervisors shall ensure that those under their supervision are aware of the policy. The policy shall be available at the Equal Employment Opportunity and Affirmative Action Office, the Office of Student Conduct and Community Standards and other places as may be specified by the Chief Human Resource Officer.
- (3) By this policy, the university is providing notice that protected class-based harassment will not be tolerated. This policy will provide the basis for such concerns to be addressed.
- (4) For purposes of this policy, protected classes are those specified in the University's Affirmative Action policy. These classes are 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.

(B) Protected class-based harassment, including sexual harassment, violates state and federal laws. This policy shall be coextensive with such laws and prohibit 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.

(C) This policy prohibits retaliation against any student or employee for:

- (1) exercising their rights under this policy;
- (2) bringing forward a charge under this policy; or
- (3) testifying, assisting or participating in any manner in an investigation, hearing or other proceeding under this policy or pursuant to procedures provided by law.

(D) Responsibility.

- (1) All persons affiliated with the university have a responsibility to implement this policy.
- (2) The Office of Equal Employment Opportunity & Affirmative Action shall facilitate and administer this policy for employees consistent with the terms set forth herein and consistent with the state and federal rules, regulations, and laws governing this institution.

- (3) The Office of Student Conduct and Community Standards shall facilitate and administer this policy consistent with the Code of Student Conduct for students and consistent with the state and federal rules, regulations, and laws governing this institution.
- (E) Investigating reporting and procedures.
- (1) Any individual who feels that they have been subjected to protected class-based harassment by a University student, employee or a third-party at the University may file a formal complaint under this policy. The University reserves the right in its discretion to file a complaint to protect the University community. Complaints alleging that a University student has engaged in protected class-based harassment may be filed with the Office of Student Conduct & Community Standards. Complaints alleging that a University employee or third-party at The University of Akron has engaged in protected class-based harassment may be filed with the Office of Equal Employment Opportunity & Affirmative Action. Such complaints should be filed as quickly as possible after the incident or conduct in question, utilizing either the informal or formal process.
 - (2) Any conduct defined as criminal under Chapter XXIX of the Ohio Revised Code must be resolved through the formal process. Such complaints may also be referred to the appropriate external agency, including the prosecutor, police, or other appropriate investigative agency.
 - (3) Formal complaints alleging protected class harassment by a student will be investigated and resolved in accordance with the Code of Student Conduct. Formal complaints alleging protected class harassment by an employee or third-party will be investigated and resolved in accordance with the procedures adopted by the Office of Equal Employment Opportunity & Affirmative Action. Formal complaints alleging sexual harassment or gender-based discrimination will be responded to and investigated in accordance with the protocols approved by the Title IX Coordinator. The complainant and the respondent will be fully informed of the results of the investigation.
 - (4) Any student, faculty or staff person accused of protected class-based harassment is entitled to due process as specified in applicable laws, regulations, university rules, policies and/or or applicable collective bargaining agreements.
 - (5) Persons who violate this policy will be subject to appropriate corrective action, which may include, but may not be limited to, referral for counseling, written or oral reprimands, suspension or dismissal from the University, suspension with or without pay, termination, or referral to the criminal justice system. Sanctions for conduct prohibited by Title IX of the Education Amendments Act of 1972 will be in accordance with the protocols approved by the Title IX Coordinator.
 - (6) Any person found to have falsely filed a complaint under this policy will be subject to appropriate corrective action. A finding that there is insufficient evidence to substantiate a complaint is not the same as a finding that a complaint was falsely filed.
 - (7) Nothing contained herein shall be deemed to restrict or otherwise prohibit the complainant from filing a complaint with an appropriate external governmental agency, nor shall this policy be deemed as discouraging individuals from seeking legal counsel. It shall, however, be the responsibility of such individuals to meet any agency filing deadlines.
- (F) Privacy. All complaints under this policy will be treated with discretion and be discussed only to the extent consistent with an appropriate investigation and response. Only those persons necessary for the investigation and resolution of the complaints will be given information about them, to the extent consistent with the university's legal obligations.

Replaces: 3359-11-13

Effective:

Certification: _____

Promulgated Under: 111.15

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Rule Amplifies: 3359-11-13

Prior Effective Dates: 05/13/98, 08/20/11, 11/15/12, 02/01/15

APPENDIX C

Title IX team

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INTERIM GENDER-BASED MISCONDUCT AND TITLE IX POLICY & PROTOCOL

The University of Akron's Title IX Team is committed to promote a safe and non-discriminatory environment as we discharge our responsibility to ensure compliance with Title IX, the federal law prohibiting discrimination based on sex and gender for all students and employees. Our responsibility involves leading the institution in taking appropriate steps to remedy the discrimination and harassment, prevent its recurrence and demonstrate intolerance of anything that would compromise that responsibility. We affirm our duty to students, faculty and staff to protect all parties from discriminatory conduct. We honor the framework of Inclusive Excellence to execute this responsibility equitably and strive to guarantee equal access to the educational programs and activities and employment for all who learn and work here.

This Policy & Protocol includes:

- Definitions;
- Reporting requirements of UA employees;
- What to report;
- Reporting options for students, faculty and staff;
- Initial outreach and what happens after a report is received;
- On and off campus resources for complainants and respondents;
- A statement of shared rights and responsibilities;
- A grievance process free of bias or conflicts of interest; and
- Description of prevention programs and activities.

The terms **Policy** and **Protocol** will be used to reference the various aspects of this document. For the purposes of this document, these terms may be used interchangeably and refer specifically to the information herein.

Definitions

Advisor

An advisor is someone who provides advice and guidance following a report of conduct that could constitute sexual harassment or conduct prohibited by this protocol and/or during the grievance process. An advisor may, but is not required to be, an attorney. (See information about the Advisor's role below under Grievance Process.)

Coercion

Coercion is conduct that would place a reasonable person in fear and that is used to compel that person to engage in a sexual act.

Examples of coercive conduct include intimidation, unreasonable pressure, and express or implied threats of immediate or future harm to the person or others. Harm may be a physical, emotional, reputational, financial, or other injury to that person or another, or to personal property.

Complainant

An individual who is alleged to be the victim of conduct that could constitute sexual harassment or conduct prohibited by this protocol.

Consent

Consent is a clear, unambiguous, knowing and voluntary agreement, whether verbal or non-verbal, between all parties to participate in each and every sexual act.

- Consent to one sexual act does not imply consent to other or all sexual acts, nor is it consent to the same sexual act at another time.
- Conduct will be considered "non-consensual" if no clear consent is given. The absence of "no" does not mean "yes", nor does silence, passivity, or lack of resistance constitute consent.
- A person has the right to change one's mind at any time during any sexual act. Consent can be withdrawn at any point, as long as the person clearly informs the other party of the withdrawal, and the sexual act must stop immediately.

- A person who is incapacitated cannot give consent.
- Consent cannot be obtained through coercion or force.
- Consent cannot be inferred from an existing or previous dating or sexual relationship. Even within an existing relationship, the parties must consent to engage in any sexual act each time it occurs.
- Taking drugs or consuming alcohol does not relieve the obligation to obtain consent.
- In determining whether consent was sought and given, all relevant circumstances regarding what the respondent knew, or reasonably should have known will be evaluated.

Deputy Title IX Coordinator

Deputy Title IX coordinators are appointed by the Title IX Coordinator and are responsible for the initial response to reports of misconduct and for supportive measures provided to complainants and respondents following reports. Deputy Title IX coordinators are also responsible for protective measures implemented to ensure the safety of the University community.

Force

Force is the use of physical action, strength, weapons or violence to compel a person to participate in a sexual act.

Formal Complaint

A document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment or conduct prohibited by this protocol against a respondent and requesting the University investigate the allegation.

Grievance Process

Grievance process refers to the procedures followed after the filing of a formal complaint. Specifically, the term refers to an investigation, hearing and appeal.

Hearing Officer

Hearing officers are responsible for facilitating the hearing, determining the relevancy of questions during a hearing, weighing the evidence presented, making a determination if the policy has been violated, and providing a written decision of the outcome to the complainant and respondent. The hearing officer will be assigned to a case after a formal complaint has been received and will be appointed by the Title IX coordinator or their designee.

Incapacitation

An incapacitated person lacks the ability to make an informed, rational, voluntary judgment about engaging in any sexual act because they lack the capacity to understand the “who, what, when, where, why, or how” of a situation or interaction.

A person can be incapacitated due to a temporary or permanent physical or mental health condition, developmental delay or due to the consumption of drugs or alcohol. An individual who is physically helpless, asleep, unconscious, or unaware that the sexual act is taking place is incapacitated and unable to give consent. When drugs or alcohol are involved, incapacitation is a state beyond drunkenness or intoxication.

Under this Policy, a person has not obtained consent when they initiate a sexual act with another person who they know or reasonably should have known was incapacitated.

Investigator

Investigators are responsible for conducting investigations of prohibited behaviors following a formal complaint as outlined in this protocol. An investigator, or team of investigators, will be assigned to investigate formal complaints at the discretion of the Title IX coordinator or their designee.

Report

A report refers to notice provided to the University alleging sexual harassment or conduct prohibited by this protocol.

Respondent

An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment or conduct prohibited by this protocol.

Title IX Coordinator

The Title IX Coordinator is responsible for ensuring the University staff, deputy Title IX coordinators, investigators, and decisions makers implement these protocols to protect safety, restore and preserve equal access to education and to deter prohibited behaviors.

Witness

A witness is an individual who may have additional information about a report or formal complaint of conduct that could constitute sexual harassment or conduct prohibited by this protocol.

Prohibited Conduct

This protocol addresses conduct prohibited by Title IX of the Education Amendments Act of 1972 and conduct prohibited by The University of Akron's rules or policies. Where there are differences in prohibited conduct, Section A under the definition addresses conduct prohibited by Title IX and Section B addresses conduct prohibited by The University of Akron's rules or policies.

Limited Amnesty

While the University does not condone underage drinking, drug use, or violation of other University rules/policies, it considers reporting gender-based misconduct to be of paramount importance. To encourage such reporting and adjudication of such conduct, The University of Akron will extend limited amnesty to complainants, respondents, and witnesses. The University will generally not seek to hold the student responsible for a non-violent violation of the law or the Code of Student Conduct, such as personal use of alcohol or drugs, during the time period immediately surrounding the reported behaviors prohibited by the gender-based misconduct protocol.

Sexual Harassment

- A. As prohibited by Title IX of the Education Amendments Act of 1972, sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

Quid Pro Quo

An employee of The University of Akron conditioning the provision of an aid, benefit, or service of The University of Akron on an individual's participation in unwelcome sexual conduct;

Hostile Environment

Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or

Sexual Assault, Dating Violence, Domestic Violence, and Stalking

- Sexual assault as defined by the Federal Bureau of Investigation Uniform Crime Reporting System
- Domestic violence as defined by the Violence Against Women Act
- Dating violence as defined by the Violence Against Women Act
- Stalking as defined by the Violence Against Women Act

Sexual assault, domestic violence, dating violence and stalking are further defined below.

Sexual harassment, within the jurisdiction defined by Title IX of the Education Amendments Act of 1972, must occur within locations, events, or circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the sexual harassment occurs or in any building owned or controlled by a student organization officially recognized by The University of Akron.

- B. As prohibited by applicable University of Akron rules and policies, sexual harassment is unwelcome sexual, sex-based, and/or gender-based verbal, written, electronic, and/or physical conduct that unreasonably interferes with an individual's

work or educational experience or creates an intimidating, hostile, or offensive working, educational or residential environment. Sexual Harassment includes but is not limited to:

Quid Pro Quo

Explicitly or implicitly conditioning an individual's employment, academic status, or participation in an educational program or activity on the individual's submission to unwelcome sexual advances, requests for sexual favors, or conduct of a sexual nature made by a person having power or authority over the provision or denial of that employment, status, program, or activity.

Hostile Environment

Sexual, sex based, and/or gender-based verbal, written, electronic, and/or or physical conduct that a reasonable person would consider severe or pervasive and that unreasonably interferes with, denies, or limits an individual's ability to participate in or benefit from the University's educational programs, employment, and activities, or creates a hostile or offensive work, educational, or campus residential environment.

Examples include, but are not limited to:

- Jokes, unwelcome questions, or comments about a person's sexual history or sexual prowess;
- Unwelcome sexual name calling;
- Jokes or comments about a person's perceived failure to conform to a gender-based stereotype, for example teasing a male whom the individual believes appears feminine;
- Hanging or displaying sexually explicit photographs, drawings, posters, or desktop images in workspaces or public spaces;
- Sending unwelcome e-mails, texts, social media messages/comments of a sexual nature, or denigrating a particular gender identity;
- Jokes intended to deprecate a particular gender;
- Assigning tasks or work to an individual based on a belief related to gender roles, for example "that's women's work"; or
- Comments downplaying or ridiculing an individual's major or decision to attend college based on gender roles, for example "women shouldn't work" or "men can't be nurses."
- Watching or displaying of pornography in public campus locations.

Sexual harassment, within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol, may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the sexual harassment occurs or within circumstances deemed by the University to adversely affect the University or its students and University employees.

Sexual Assault

- A. As prohibited by Title IX of the Education Amendments Act of 1972 and as defined by the Federal Bureau of Investigation Uniform Crime Reporting System, sexual assault is defined as forcible and non-forcible sex offenses and includes:

Rape

The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her/their age or because of his/her/their temporary or permanent mental or physical incapacity. Carnal knowledge is defined as the slightest penetration of the sexual organ of the female (vagina) by the sexual organ of the male (penis).

Sodomy

Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her/their age or because of his/her/their temporary or permanent mental or physical incapacity.

Sexual Assault with an Object

Use of an object or instrument to unlawfully penetrate, however slight, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving

consent because of his/her/their age or because of his/her/their temporary or permanent mental or physical incapacity. An object or instrument is anything used by the offender other than the offender's genitalia, e.g., a finger, bottle, handgun, stick.

Fondling

The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her/their age or because of his/her/their temporary or permanent mental incapacity.

Incest

Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape

Sexual intercourse with a person who is under the statutory age of consent.

Sexual assault within the jurisdiction defined by Title IX of the Education Amendments Act of 1972 must occur within locations, events, or circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the sexual assault occurs; or in any building owned or controlled by a student organization officially recognized by The University of Akron.

- B. As prohibited by The University of Akron's rules or policies, sexual assault is any non-consensual sexual contact, non-consensual sexual intercourse, or sexual offenses prohibited by applicable federal, state, or municipal law.
- Non-consensual sexual contact is any intentional sexual touching, however slight, with any object by a person upon another person, that is without consent and/or by force. Sexual contact includes intentional contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts; or any other intentional bodily contact in a sexual manner.
 - Non-consensual sexual intercourse is any sexual intercourse however slight, with any object, by a person upon another person, that is without consent and/or by force. Intercourse includes vaginal or anal penetration by a penis, object, tongue or finger, an oral copulation (mouth to genital contact), no matter how slight the penetration or contact.

Sexual assault within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the sexual assault occurs or within circumstances deemed by the University to affect adversely the University or its students and/or University employees.

Dating Violence

Dating violence is an act of violence committed by a person who is or has been in a romantic or intimate relationship with the complainant. The existence of such a romantic or intimate relationship is determined by the length of the relationship; the type of relationship, and the frequency of interaction between the individuals involved in the relationship.

Examples include but are not limited to:

- Threats of physical violence;
- Physical violence, including but not limited to:
 - Being slammed or held against a wall;
 - Being slapped, kicked, choked or burned;
 - Having an arm twisted, fingers bent or other action to intimidate or otherwise coerce behavior;
- Threats or manipulation intended to control a party's behavior or isolate a party from their friends, families or loved ones;
- Limiting or controlling access to money or financial resources; or
- Action that causes a reasonable person to fear harm to self or others.

Dating violence within the jurisdiction defined by Title IX of the Education Amendments Act of 1972 must occur within locations, events, or circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the dating violence occurs; or in any building owned or controlled by a student organization officially recognized by The University of Akron.

Dating violence within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the dating violence occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees.

Domestic Violence

Domestic violence is an act of violence committed by:

- a. A current or former spouse or intimate partner of the complainant;
- b. A person with whom the complainant shares a child in common;
- c. A person who is cohabitating with, or has cohabitated with, the complainant as a spouse or intimate partner.
- d. A person similarly situated to a spouse or the victim under the domestic/family violence laws of the jurisdiction,
- e. Any other person against an adult or youth victim who is protected from that person's act under the domestic/family violence laws of the jurisdiction.

Domestic violence within the jurisdiction defined by Title IX of the Education Amendments Act of 1972 must occur within locations, events or circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the domestic violence occurs; or in any building owned or controlled by a student organization officially recognized by The University of Akron.

Domestic violence within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the domestic violence occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees adversely.

Stalking

- A. As prohibited by Title IX of the Education Amendments Act of 1972 and defined by the Violence Against Women Act, stalking is engaging in a course of conduct directed at a specific person on the basis of sex that would cause a reasonable person with similar characteristics, under similar circumstances, to fear for the person's safety or the safety of others or suffer substantial emotional distress.
 - Course of conduct means two or more acts, including but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
 - Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Stalking within the jurisdiction defined by Title IX of the Education Amendments Act 1972 must occur within locations, events, or circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the stalking occurs or in any building owned or controlled by a student organization officially recognized by The University of Akron.

- B. As prohibited by University of Akron rules or policies, stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress. Stalking includes repeatedly actively following, harassing, threatening, or intimidating another including by telephone, mail, electronic communication, social media, or any other action, device or method that purposely or knowingly causes substantial emotional distress or reasonable fear of bodily injury or death.
 - Course of conduct means two or more acts, including but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
 - Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Stalking within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the stalking or within circumstances deemed by the University to affect adversely the University or its students and/or University employees adversely.

Discrimination

- A. Title IX of the Education Amendments Act of 1972 prohibits discrimination based on sex.

Discrimination within the jurisdiction defined by Title IX of the Education Amendments Act of 1972 must occur within locations, events, or circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the discrimination occurs; or in any building owned or controlled by a student organization officially recognized by The University of Akron.

- B. The University of Akron prohibits discrimination related to sex including gender identity, gender expression and sexual orientation. The University of Akron grievance procedures for addressing this discrimination are outlined in this policy.

Discrimination within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the discrimination occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees.

Battery

As prohibited by The University of Akron, battery is intentionally, or negligently, causing physical contact or bodily harm to another person because of a person's sex or gender.

Battery within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the discrimination occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees.

Indecent Exposure

As prohibited by The University of Akron, indecent exposure is the exposure of the private or intimate parts of the body in a lewd manner in public or in private when the respondent(s) may be readily observed and/or engaging in sexual activity in public.

Indecent Exposure within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the discrimination occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees.

Sexual Exploitation

As prohibited by The University of Akron, sexual exploitation is taking non-consensual, unjust, or abusive sexual advantage of another.

Examples include, but are not limited to:

- taking, sharing, or copying pictures, video, or audio recording of nudity or sexual activity without consent;
- knowingly allowing another to secretly watch otherwise consensual sexual activity;
- engaging in non-consensual voyeurism;
- sex trafficking or coercing another person to perform a sexual act with an individual or group;
- inducing another to touch or expose their genitals; or
- possession, use, and/or distribution of alcohol or other drug (e.g., Rohypnol, Ketamine, GHB, Burudanga, etc.) for the purpose of engaging in or facilitating any activity prohibited herein.

Sexual Exploitation within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the discrimination occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees.

Retaliation

Retaliation occurs when an individual or group intimidates, threatens, coerces, or discriminates against an individual(s) for the purpose of interfering with any right or privilege secured by Title IX or this protocol or because the individual(s) has made a report or formal complaint of a violation of University policy, or testified, assisted, participated or refused to participate in any manner in an investigation, proceeding, or hearing. A good faith pursuit of legal action or the exercise of rights protected under the First Amendment does not constitute retaliation.

Requirement to Report

All employees are classified as either responsible (or mandatory) reporters or confidential reporters. Every employee is a mandatory reporter unless specifically identified as “confidential.” Mandatory reporters are required to report any instances of gender-based misconduct of which they become aware, observe, or believe has occurred. Mandatory reporters also include these student employees:

- Teaching Assistants;
- Graduate Assistants;
- Resident Assistants;
- Student employees in the Department of Student Recreation and Wellness Services;
- Student employees in the Department of Student Life including, but not limited to, student employees of: the SOuRce, Zips Program Network, Student Union Game Room, Marketing, Campus Programs, Serve Akron, Lead Akron, and the Student Union Information Desk;
- Office of Multicultural Development Peer Mentors; and
- Choose Ohio First Peer Mentors.

While responsible employees are required to report all information of which they are aware, they should not ask for specifics, press for more information, or otherwise take action to investigate. All employees with knowledge of a concern must submit a report, even if this means numerous reports will be submitted for the same concern. Faculty and staff planning a public forum as part of an awareness activity (e.g., “Take Back the Night,” “candlelight vigils,” “survivor speak-outs,”) may request an exception from reporting requirements from the Title IX Coordinator in advance of those activities.

Confidential Employees

Only those employees identified below are considered “confidential” sources and are not required to report information obtained during confidential communication:

- The University of Akron Counseling & Testing Center – Simmons Hall
- The University of Akron Wayne Campus – Counseling and Accessibility Services
- The University of Akron Health Services – Student Recreation and Wellness Center
- The University of Akron Clinic for Individual and Family Counseling – Chima Family Center
- The University of Akron Department of Psychology Counseling Clinic – Buchtel College of Arts and Sciences

Confidential employees will be designated as such by the Title IX coordinator and receive written notification of their status.

Timely Warnings and Campus Security Authorities

If a report of sexual misconduct or any crime of violence indicates an immediate threat to the health or safety of persons on campus or an on-going serious or continuing threat to the campus community, a timely warning will be issued to the campus community by The University of Akron Police. The purpose of a timely warning is to enable persons to protect themselves, heighten safety awareness and seek information that may lead to an arrest and conviction of the perpetrator. When possible, complainants will be advised if the deputy Title IX coordinator anticipates a timely warning may be issued. These warnings do not include the name or identifying information of the individual reporting the concern.

Campus Security Authorities are employees designated by the Director of Clery Compliance and Crime Analysts who are required to report crime, including but not limited to Title IX offenses, to UAPD to ensure accurate information about campus safety is available to the community. The CSA reports will be included in the University’s annual Report of Crime Statistics and issuance of a safety advisory or other emergency notification, where appropriate. Campus Security Authorities are staff members who have significant responsibility for student or campus activities. They include the Dean of Students and deputy Title IX coordinator for students; staff within the Dean of Students Office; most managerial staff in the

Division of Student Affairs; Residence Life and Housing staff, including resident assistants; advisors to registered student organizations; the Director and Associate Directors of Athletics and athletic coaches.

The University of Akron Police Officers receiving a report of gender-based misconduct must file a report with the University and evaluate whether a timely warning or safety notification will be made. While law enforcement officers are required to file a Title IX report, complainants are not obligated to pursue an investigation through the University.

What to Report

Concerns falling under this Protocol must be reported whether the conduct occurred on-campus, off-campus, or at an academic, educational, co-curricular, athletic, study abroad, or other University program or activity.

Conduct prohibited by the University applies to the conduct of all students and employees that occurs in person or by any electronic form or medium on University premises or on non-University premises where the conduct away from University premises is deemed by the University to adversely affect the University, its students or 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, 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 where a summons, criminal indictment, or information has been issued or an arrest has occurred.

The University and Title IX prohibits retaliation, including retaliatory harassment, against anyone who files a complaint under this procedure or who participates in an investigation in any way. Concerns of retaliation should be reported using any mechanism outlined below and will be addressed using the same process(es) available for reports of gender-based misconduct. Retaliation is itself a violation of protocol and formal complaints alleging retaliation will be investigated and addressed regardless of any outcome of the underlying concerns.

The Title IX Coordinator or a deputy Title IX coordinator can assist in determining whether the behavior may be covered by this Protocol. An individual making a report does not affirm that the reported behavior constitutes a specific offense. Rather, the report alerts the appropriate officials to investigate a situation or incident that may fall under one of these areas.

Jurisdiction

Jurisdiction as defined by Title IX of the Education Amendments Act of 1972 must occur within locations, events or circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the prohibited conduct occurs; or in any building owned or controlled by a student organization officially recognized by The University of Akron. The prohibited behavior must occur against a complainant within the United States.

Jurisdiction as defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the discrimination occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees.

Protections from discrimination outlined in this protocol are extended to all University students, faculty and staff; as well as to all applicants for admission to undergraduate or graduate studies and applicants for employment.

Students are prohibited by the University from engaging in prohibited conduct from the date they have been notified of their acceptance for admission until the date their degree is conferred; even though conduct may occur before classes begin or after classes end. Students who have not yet completed their degree and are no longer actively enrolled may be subject to a formal complaint as outlined in the grievance process. Employees are prohibited by the University from engaging in prohibited conduct from their first day of employment until their separation date (i.e. last day of employment).

Context will determine when individuals who are both students and employees of the University will be considered students and when they will be considered employees during a grievance process.

In circumstances in which behavior has been reported and it is determined that the respondent is not covered by the jurisdiction outlined in this policy; every effort will be made to refer the behavior to a high-school, college, university, or local police agency (when conduct is criminal) for possible investigation.

How to Report

Students and employees impacted by gender-based misconduct, including complainants and respondents, may face barriers to seeking support. Reports may be made in person; by mail or electronic mail, using the contact information below; or online. A report may be filed by the individual who was subjected to the behavior, someone who observed the behavior, someone that learned about the behavior second hand, or on behalf of someone who was subjected to the behavior but is incapacitated. Reports can also be made by those not affiliated with the University, but who have concerns of gender-based misconduct involving a student or employee of the University.

When choosing to self-report, students and employees are encouraged to take steps and care to ensure for their own personal safety at all times. Please call The University of Akron Police at 330-972-2911 if any member of the University community is in immediate danger. Please call 911 to reach the local police department for off-campus emergencies. Students or employees who have experienced gender-based misconduct should consider retaining all communications from the respondent, including email, voicemail, text messages, and social media communications. Students or employees who have been impacted by the prohibited conduct outlined in this protocol should consider retaining all communications, including email, voicemail, text messages and social media communications. In instances where criminal conduct occurred, they may also consider taking steps to preserve physical or medical evidence, even in instances when not considering legal action in order to preserve the option for consideration in the future.

In Person

Reports can be made in person to:

Jolene A. Lane – Vice President for Inclusion and Equity, Chief Diversity Officer and Title IX Coordinator
 Buchtel Hall 209
jolenealane@uakron.edu
 (330) 972-7522

Concern	Deputy Title IX Contact
Reports involving students on the main campus	Deputy Title IX Coordinator for Students Michael Strong, Dean of Students Student Union, Room 152 (330) 972-6048 mstrong@uakron.edu
Reports involving the regional campuses, including the Wayne Campus	Deputy Title IX Coordinator for Regional Campuses Gordon Holly, Assistant Dean of Student Success Wayne Campus, Boyer HPE Building, Room E242 (330) 972-8740 gholly@uakron.edu
Reports involving student athletes	Deputy Title IX Coordinators for Athletics Anne Jorgenson, Associate Athletic Director, Student Athlete Academic Services James A. Rhoades Health and PE Building, Room 181 (330) 972-8555 ajorgen@uakron.edu Candace Smith, Associate Athletic Director, Internal Operations James A. Rhoades Health and PE Building, Room 62 (330) 972-8274 clw232@uakron.edu
Reports involving students at the School of Law	Deputy Title IX Coordinator for the School of Law Charles Oldfield, Assistant Dean of Student Affairs and Director of Legal Writing, SOL Dean’s Suite Room 105, School of Law (330) 972-6750 cwo@uakron.edu

Reports involving employees and third-parties	Deputy Title IX Coordinator for Employees Michelle Yeager Administrative Services Building, Room 138 (330) 972-7300 myeager1@uakron.edu
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Questions or concerns can also be referred to the Assistant Secretary for the U.S. Department of Education.

Online

To ensure ease of access and availability to submit a report at any time and from any location with access to the internet, reports can be submitted online through the University's Title IX website: <https://www.uakron.edu/title-ix/report/>

Anonymous

Reports can be submitted anonymously, but doing so greatly limits the University's ability to respond. Students or employees interested in anonymous reporting are advised to consider reporting options through www.uakron.edu/safety/report-a-problem/anonymously-reporting.dot which allow for ongoing communication while maintaining anonymity. Without additional information, the University faces a limited ability to gather corroborating information and due process considerations can foreclose the disciplinary process outlined in the grievance procedures.

Anonymous reports can also limit access to additional support and interim measures if the parties are not identified. Providing names does not obligate that complainant to pursue an investigation but does allow them access to additional support and resources through the University.

Confidential Reporting Options

A complainant or respondent may speak confidentially to individuals in legally protected roles. A confidential report will not result in a report to law enforcement or the filing of a Title IX report without the permission of the individual. The information will not be reported to the Title IX Coordinator, a deputy coordinator, Student Conduct & Community Standards, The University of Akron Equal Employment Opportunity/Affirmative Action Office, or The University of Akron Police Department. A confidential report will not be included in the annual Campus Security Report. Options for confidential reporting include:

- The University of Akron Counseling and Testing Center
- The University of Akron's Employee Assistance Program provider ("EAP"), which is available to all employees.
- The University of Akron, Wayne Campus, Counseling and Accessibility Services
- The University of Akron Health Services
- Off-campus clergy, counselors, physicians, and Sexual Assault Nurse Examiners (SANE)

On and Off Campus Resources

Information about resources available both on and off campus including counseling services, mental health services, victim advocacy, financial, and legal assistance are provided. Students and employees are encouraged to speak with a deputy Title IX coordinator to learn more about specific resources or services available at The University of Akron or within the community.

Akron Campus

- Counseling and Mental Health Services: [Clinic for Individual and Family Counseling](#) 330-972-6822
- Counseling and Mental Health Services: [Counseling and Testing Center](#): Simmons Hall 306, (330) 972-7082.
- Counseling and Mental Health Services: [Department of Psychology Counseling Clinic](#) 330-972-6714
- Counseling and Mental Health Services: [Employee Assistance Program](#) provider ("EAP") is available to all employees. (800) 227-6007. EAP is a resource provided by the University through off campus providers that do not report
- Employee Services: [Equal Employment Opportunity/Affirmative Action](#) 330-972-7300
- Financial Assistance: [Student Emergency Financial Assistance](#) program (330) 972-7272
- Housing and Student Support Services: [Residence Life and Housing](#) 330-972-7800
- Medical and Student Support Services: [Student Health Services](#): Student Recreation and Wellness Center, 260, (330) 972-7808.
- Public Safety: [University of Akron Police Department](#) 330-972-2911

- Student Support Services: [Dean of Students Office](#) 330-972-6048
- Student Support Services: [Inclusive Excellence](#) 330-972-7522
- Student Support Services: [Student Conduct and Community Standards](#) 330-971-6380
- Victim Advocacy and Counseling: [Hope and Healing the Rape Crisis Center of Medina and Summit Counties](#) Student Recreation and Wellness Center, 246, (330) 434-7273.

Wayne Campus

- Counseling and Mental Health Services: [Counseling and Accessibility Services](#): Boyer HPE Building, B112, Wayne Campus, Orrville OH (330) 684-8767
- Public Safety: University of Akron Police (Wayne Campus) (330) 684-8910
- Student Support Services: [Wayne Campus Student Services](#) (330) 684-8900

Off Campus

- Counseling and Victim Advocacy: [Hope and Healing BWS](#) 330-374-1111 Battered Women’s Shelter of Summit and Medina Counties, 974 Market St. Akron, OH 44305
- Counseling and Victim Advocacy: [Hope and Healing RCC](#) (330) 434-7273 Rape Crisis Center of Summit and Medina Counties, 974 Market St. Akron, OH 44305
- Counseling and Victim Advocacy: [OneEighty](#) (800) 686-1122 Rape Crisis Center of Holmes and Wayne Counties, 104 Spink St. Gault Liberty Center Wooster, OH 44691
- Financial Assistance: [Ohio Victims of Crime Compensation Program](#) (877) 584-2846
- Legal Assistance: [Akron Bar Association](#) (330) 253-5007
- Legal Assistance: [Legal Aid Services](#) in Akron (330) 535-4191
- Medical: [PATH Center](#) (Providing Access to Healing) (330) 344-1148 Akron General Hospital Emergency Room, 1 Akron General Hospital. Akron, OH 44307
- Public Safety: [Akron Police Department](#) (330) 375-2658
- Victim Advocacy: [Ohio Sexual Violence Helpline](#) (844) OHIO-HELP (1-844-644-6435). This helpline is a confidential, statewide hotline dedicated to serving survivors of sexual assault and relationship violence.
- Victim Advocacy: [The National Sexual Assault Telephone Hotline](#) (800) 656-HOPE (4673). This hotline, operated by Rape Abuse and Incest National Network (RAINN), connects a caller with a local RAINN affiliate organization based on the first six digits of the caller’s phone number.
- Victim Advocacy: [Victim Assistance Program](#) (330) 376-0040

Initial Outreach and Supportive Measures

A deputy Title IX coordinator, or designee, will reach out to the complainant identified in the report, on or before the following business day a report is received. They will invite the complainant to meet and discuss the report, review relevant policies, any necessary timely warnings/safety notifications, the grievance procedures and supportive measures. Any student or employee who has reported any gender-based misconduct that is reported within or outside of the jurisdiction of this protocol may receive supportive measures as provided by the University under this protocol. Written or email notification of this protocol including on and off campus resources for counseling, mental health, victim advocacy, legal assistance, visa and immigration assistance as well as financial assistance and how to request supportive measures will be provided.

Even if a complainant does not specifically request their information remain confidential, The University of Akron will seek to protect the privacy of all parties, to the extent possible. The deputy coordinator, or designee, will discuss with complainants what information is confidential and what information is not, as well as privacy protections required by the Family Education Right to Privacy Act (“FERPA”). They will review how information is disclosed during an investigation process, and clarify what information is, and is not, necessary to share when seeking supportive measures. The discussion includes the requirements of Clery Act including crime logs, annual security reports, timely warnings, police reports, evidence gathered during investigations and supportive measures.

If the report was submitted by a third party, the complainant will be provided an opportunity to review or amend the reported information. The complainant will review the grievance procedure with the deputy coordinator or designee and be offered assistance in submitting a formal complaint.

No decisions regarding formal complaints, reporting to police or police investigations, need to be made at this initial meeting. Supportive measures can be accessed at any time, even if the individual initially declined the service or declined

to participate in the grievance process. Individuals who are the subject of a report are not required to meet with the deputy coordinator, or designee, but are encouraged to do so. After sufficient time has lapsed or after multiple attempts to contact the complainant prove unsuccessful, the report will be closed; it can be opened at any time in the future.

The personalized support provided to complainants following a report of prohibited conduct is also available to respondents upon their request. Upon receipt of a formal complaint, a deputy Title IX coordinator, or designee, will reach out to the respondent to offer personalized support.

Safety Planning and Supportive Measures

When meeting with complainants or respondents, the deputy coordinator, or designee, will discuss any immediate steps that can be taken before, during, or in lieu, of an investigation to minimize any ongoing harm. Informal safety plans may also lead to safety assessments designed to identify and mitigate any risk to the safety of the parties or community members.

Supportive measures are provided free of charge to protect complainants and respondents from harm, to protect safety, to remedy the effects of gender-based misconduct, and preserve equal access to the University's educational programs and activities. Supportive measures may also be issued to protect the larger campus community from harm. Measures may include campus restrictions or directives but cannot impose an unreasonable burden on either party.

Supportive measures can also be reviewed, amended, or changed at any point during or after the grievance procedures. The University may be able to provide appropriate supportive measures no matter how long ago the reported behavior occurred, no matter where it occurred, and no matter who the other party was. Both complainants and respondents have access to these measures and support. The measures may include, but are not limited to:

- amending work or class schedules, when appropriate, to minimize chance encounters;
- assistance with filing a police report with the appropriate authorities;
- attending to medical needs with referrals to Health Services or arranging for an advocate to accompany an individual to a hospital;
- discussing support such as safe escorts available through The University of Akron Police Department;
- filling an academic or financial appeal if academic performance is adversely impacted;
- offering a change of work locations or working conditions;
- offering alternative student housing arrangements;
- parking or transportation options such as switching parking permits from commuter or residential;
- providing information and referrals for counseling support through the Counseling and Testing Center or, as available, through the Employee Assistance Program ("EAP"); and
- request assistance from faculty to ensure students are provided an opportunity to successfully complete coursework.

It may be necessary to share certain information about the individual to other University employees to provide these accommodations or supportive measures. In these cases, information shared will be limited only to what and who is needed to consider the accommodation or supportive measure.

No Contact Directives and Orders of Protection

Upon request, complainants and respondents will be assisted in petitioning for a lawful order of protection through the appropriate court within the local jurisdiction. The deputy coordinators, Hope and Healing - the Rape Crisis Center of Summit County, OneEighty - the Rape Crisis Center of Wayne County and University of Akron Police are prepared to assist with such requests. Either temporary protection orders or civil protection orders may be issued by a judge under specific circumstances.

When a court order is issued, the protected party should provide a copy of the court order to a deputy coordinator or to The University of Akron Police Department. The University of Akron will comply with and enforce lawful orders of protection upon receipt of the order.

A University No Contact Directive will also be issued as a supportive measure upon request by either a complainant or respondent following a report of prohibited behaviors. The directives are applied equally to both parties and prohibit communication between the parties. The directives can be requested prior to, or in lieu of, a formal complaint or at any time during the grievance process. Witnesses and students or employees who are not complainants or respondents may also request a No Contact Directive.

Removal for Safety Threat

Student

Pending action on the alleged violation(s), the status of a student shall not be altered, nor shall the student's right to be present on campus and to attend classes be suspended, unless the student's presence poses an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment prohibited by Title IX or other University prohibited conduct outlined in this protocol. The Title IX Coordinator, or designee, shall determine whether such a threat exists. If the Title IX Coordinator, or designee, concludes that such a threat exists, the President, or designee, may suspend the student immediately.

This interim suspension does not replace the grievance process outline in this protocol.

Any student under an interim suspension may request a review of the interim suspension with the Title IX Coordinator, or designee, within three business days of the suspension. The review will consist of an in-person meeting to review the interim suspension. Regardless of the outcome of the review, the grievance process will continue as provided in this protocol. The Title IX Coordinator has the authority to modify the interim suspension as appropriate.

Employee

Employees representing a safety threat to the University community, or to the employee's own physical or emotional safety, may be placed on administrative leave pending the outcome of the investigation. The employee may be prohibited from all or part of University property and activities or may be permitted on campus only under specific conditions during this administrative leave.

Crime of Violence

An individual arrested for certain criminal offenses, including rape, sexual battery, gross sexual imposition and domestic violence, may be subject to a "1219" proceeding. A "1219" proceeding refers to a provision of Ohio law which provides for the suspension and termination of individuals arrested and convicted of crimes of violence that occur on or affecting University persons or property. The initiation of a "1219" proceeding against an individual does not prohibit the University from investigating and taking University disciplinary action against the same individual under applicable University Rules/Policies for the same conduct that gave rise to the "1219" proceeding.

Bias and Conflicts of Interest

Complainants and respondents may submit written requests to the Title IX Coordinator to replace a deputy Title IX coordinator, investigator, decision maker, or appeal decision maker where there are reasonable grounds to establish bias, conflict of interest, or inability to be fair and impartial. Bias exists where an individual lacks the ability to remain neutral or impartial or evidences favoritism towards a particular complainant or respondent, or towards complainants or respondents generally. The appearance of bias or presence of aligned interest, in and of itself, does not constitute bias. A conflict of interest occurs when an individual may have a personal gain or loss as a result of the underlying report or complaint. The staff member will only be replaced if the Title IX Coordinator determines that bias precludes impartiality or constitutes conflict using a preponderance of the evidence standard, or whether it is more likely than not that bias or a conflict of interest exists.

A deputy Title IX coordinator, investigator, decision maker or appeal decision maker who has reason to believe they cannot make an objective determination shall recuse themselves.

Examples of Bias

- Assigning a credibility assessment based on a person's status as a complainant, respondent, or witness;
- Denying either complainants or respondents relevant and publicly available statistical information to test allegations of gender-bias;
- Having a personal relationship with one or more of the parties;
- Injecting sex-based stereotypes (such as only men are sexual predators and only women are victims) into proceedings or training;
- Restricting one party's access to evidence or the ability to participate in the reporting or grievance process;
- Restricting one party's access to help or assistance that would otherwise be provided following a formal complaint; or
- Sabotaging an employee's or student's report or formal complaint.

Examples of Conflicts of Interest

- Accepting a gift or benefit from one of the parties;
- Employing a party to the report or complaint in an outside business;
- Holding a supervisory role over any party to the report or complaint, whether an employee or student;
- Lack of professional autonomy to make decisions or findings; or
- Using information or evidence shared during a meeting for personal gain or benefit.

Examples Not Rising to Bias or Conflict of Interest (in and of itself):

- Having personal experience with conduct prohibited by the protocols either as a respondent or a complainant;
- Holding political views which are perceived as supporting rights of complainants or respondents;
- Introducing evidence-based training, data, or peer reviewed research into training for a Title IX coordinator, deputy coordinator, investigator, decision maker, or appeal decision maker;
- Participating in bystander intervention training or other training designed to prevent behavior prohibited by this protocol;
- Posting antiviolence campaigns on social media such as “It’s On Us,” “POWER” or “Zips Take a Stand”;
- Prior findings of responsible or not responsible, when challenged solely on the number of times each outcome occurred;
- Prior professional or volunteer work representing complainants or respondents; or advocating for the rights of victims or respondents; or
- Pursuing a course of study with a gender-studies program or engaging in sexual assault research.

Statement of Shared Interests and Rights

Members of the University community have legal rights and due process protections which the University upholds. All members of the University community including complainants and respondents shall be provided:

- Access and encouragement to seek guidance from a member of the University community, Title IX coordinator or deputy Title IX coordinators
- Access to counseling and/or support services through either the University Counseling and Testing Center (students) or the Employee Assistance Program (faculty and staff)
- The right to choose not to speak or choose not to respond to the University following a report of prohibited conduct. Choosing not to respond does not absolve a student or employee of responsibility for their actions.

All complainants and respondents shall be provided the following:

- Notice and sufficient time to prepare prior to meetings.
- The opportunity to present witnesses and evidence during the grievance process.
- The presumption that neither the complainant nor the respondent are responsible for violating University policy until a determination is made at the conclusion of the grievance process.
- The right of timely notification of formal complaints in which they are a complainant or a respondent including if known: the name of the reporter (if different from the complainant), parties involved, conduct which is prohibited, date, and location of the incident.
- The right to an impartial grievance process free from bias or conflict of interest as defined in this protocol.
- The right to be accompanied by an advisor of their choice to any related meeting or proceeding.
- The right to be simultaneously informed in writing of modifications to the charges that occur during an investigation and of the outcome grievance process, informal resolution process, or any appeals.
- The right to review and provide comment on all relevant evidence including inculpatory (evidence that shows or tends to show involvement) and exculpatory (evidence that favors and tends to exonerate) evidence.
- To not be required to disclose or otherwise use questions or evidence that discloses information protected under a legally recognized privilege.

Grievance Process

Formal complaints filed with the University allege a violation of this Protocol. All formal complaints of gender-based misconduct will be investigated by the University in a prompt and equitable manner. Formal complaints against students will be investigated by the Office of Student Conduct & Community Standards. Formal complaints against employees, volunteers, or third parties will be investigated by the Office of Equal Employment Opportunity & Affirmative Action.

Complainants can also request investigations of potentially criminal behavior by The University of Akron Police Department or appropriate local law enforcement agency.

The grievance process includes an investigation, with both parties having the right and ability to participate in the investigation, collection of evidence, and a hearing. The burden of proving the allegations rests with the University. Respondents and complainants are presumed not responsible for violations of University protocol until a determination is made at the conclusion of the grievance process. Determinations of responsibility are only made following a hearing at the end of the grievance process.

Who Can File a Formal Complaint?

While anyone may file a report alleging that conduct occurred which is prohibited by this protocol, only individuals who are participating or seeking to participate in an education program or activity of the University may file a formal complaint requesting an investigation into conduct prohibited by Title IX of the Education Amendments Act of 1972.

Any individual who feels that they have been subjected to conduct prohibited by the University may file a formal complaint requesting an investigation into that conduct. Regardless of any request, the University will seek to protect the privacy of those involved in the complaint and investigation, to the extent permitted by law.

A formal complaint may also be filed by the Title IX Coordinator, or a deputy Title IX coordinator in consultation with the Title IX Coordinator. Whether to file a complaint without the request of a complainant will be evaluated based on the context of the University's commitment to provide a safe and non-discriminatory campus environment. Factors considered include, but are not limited to:

- Seriousness of the alleged violation, including the involvement of weapons, illegal drugs or intoxicants, illegal activities or multiple respondents;
- The existence of prior complaints or reports involving the respondent;
- Availability of other information verifying the veracity of the report; and
- Safety of the reporter, complainant, respondent and of the campus community.

Notice of Allegations

Written notice of a formal complaint will be issued to the complainant and respondent by the investigating office upon receipt of the complaint. This notice will contain a description of the grievance process and details regarding the allegations, including the identities of the parties, and the date and location of the incident. This notice will be updated if additional allegations arise during the investigation that are not included in the original notice.

Advisors

Parties may have an advisor of their choice accompany them and assist them throughout the investigatory process. The advisor may, but is not required to be, an attorney. At the request of either party, the University will provide an advisor to them at no cost. While parties may have an advisor accompany them to any interviews or meetings, this person may not actively participate in the interview by asking questions or suggesting answers. The investigator may end the interview if the advisor is being disruptive or obstructing the interview. During a hearing, and only during a hearing, advisors will be responsible for asking questions of the parties and witnesses on behalf of the person they are advising. Advisors are to use any materials obtained during the investigation solely for the grievance process.

Investigation Process

Investigations will be conducted by trained investigators who are free from conflicts of interest or bias for or against complainants or respondents generally, or a particular complainant or respondent. The burden of gathering information rests with the University. There is an expectation that all parties will reasonably cooperate with requests to provide information. No medical, mental health, or other privileged records will be accessed, considered, or used during the investigation unless the party who is the subject of those records provides voluntary, written consent.

All formal complaints will be investigated. The University may consolidate formal complaints where the allegations arise out of the same facts or circumstances, including allegations against more than one respondent, allegations by more than one complainant against one or more respondents or by a respondent against a complainant.

The investigation process will include interviews with the parties, witnesses (as appropriate and identified), and the collection of evidence. Witness names, including fact or expert witnesses, may be provided by either party or by other witnesses. Both parties also have the opportunity to present any evidence to the investigator related to determining

responsibility. All evidence that the parties wish to have considered by the investigator must be provided by the date specified by the investigator.

Parties and witnesses will be provided with written notice of the date, time, location, purpose, and identity of participants for any interview or meeting where they are expected to participate. At least 48 hours' notice should be given to the investigator if an advisor will attend the interview. Interviews may not be recorded without the written permission of the investigator.

The parties have the right to inspect and review all evidence collected during the investigation that is directly related to the allegations raised in the formal complaint. Copies of all evidence directly related to the allegations will be provided to the parties and their advisor at the conclusion of the investigation and prior to the issuance of the final investigatory report. Either party may submit a written response to this evidence or address the impact of that evidence on the investigation no later than 10 business days after the evidence has been provided to review. Copies of the written responses will be included with the final report.

After the 10-day period for submission of a written response, the investigator will prepare a written report summarizing the relevant evidence gathered during the investigation. This report will provide an objective evaluation of all relevant evidence, both inculpatory and exculpatory. In creating the report, the investigation will consider any written responses submitted by the parties during the evidence review process. The written report will be provided to both parties and their advisors at least 10 business days in advance of the hearing. Parties may submit a written response to the report within 5 business days after the report is issued. In the sole discretion of the investigator, the investigative report may be revised after reviewing the parties' written responses. Any revised report will be provided to the parties at least 10 business days prior to the hearing.

Dismissal of Formal Complaints

Formal complaints filed under Title IX of the Education Amendments Act of 1972 will be dismissed if the conduct alleged: (1) does not constitute sexual harassment as defined by Title IX; (2) did not occur in a University education program or activity; or (3) did not occur against a person in the United States.

Formal complaints filed under Title IX or University rules or policies may be dismissed: (1) on written request of the complainant; (2) if the respondent is no longer enrolled or employed at the University; or (3) specific circumstances prevent the recipient from gathering evidence sufficient to reach a determination on the allegations in the formal complaint.

Both parties will receive prompt written notice of any dismissal and the reason for that dismissal. Dismissals can be appealed following the appeal process outlined below.

Timeframe for Investigations

All efforts will be made to issue the investigator's report within 75 business days after receipt of the formal complaint. The hearing will be completed within 30 business days of the report being issued. The parties will have 5 business days to file a written appeal following the issuance of the hearing officer's report. These dates may be extended for good cause. Good cause includes, but is not limited to, the absence of a party, their advisor or a witness; concurrent law enforcement activity or investigations; location or unavailability of an interpreter; or provision of reasonable accommodations of disabilities needed for the grievance process. Written notice of any extensions, and the reasons for the extension(s), will be provided to both parties.

Hearing Process

A live hearing will occur following the issuance of the investigative report. The University may conduct this live hearing through a virtual platform that permits the parties to simultaneously view and hear each other and the proceedings. The parties, their advisors, and all witnesses will be notified in writing of the date, time, and location of the hearing no later than 10 business days before the hearing. At the request of either party, the hearing will be conducted electronically with the parties in separate rooms. Statements provided by individuals who do not submit to cross-examination at the hearing will not be considered in determining responsibility. No inferences regarding responsibility will be made by the hearing officer based solely on an individual's absence from the live hearing or failure to answer questions at the hearing. In hearings under this Protocol which are not proceeding under Title IX, the hearing officer retains discretion to determine the admissibility of information provided by individuals who do not submit to cross-examination at the hearing.

During the hearing, the parties' advisors will have the opportunity to cross-examine the other party and witnesses, including on issues of credibility. This advisor may, but is not required to be, an attorney. All questioning will be conducted

in accordance with the University's rules of decorum. The parties may not ask questions directly of the other party or witness. If a party does not have an advisor, the University will provide an advisor for the hearing at no cost to that party. All evidence directly related to the allegations which was obtained as part of the investigation will be made available to the parties and their advisors for their use at the hearing.

The hearing officer will determine the admissibility of any questions asked during the hearing. In doing so, the hearing officer is not bound by the Ohio Rules of Evidence or the Federal Rules of Evidence. Questions about the complainant's sexual predisposition or prior sexual behavior will not be permitted unless offered to prove that someone other than the respondent committed the alleged conduct or offered to prove consent as defined under this Protocol. Questions seeking disclosure of legally privileged information, such as medical or mental health information, discussions with attorneys, counselors or religious/spiritual advisors, will not be permitted without the express written consent of the individual holding the privilege.

The hearings will be recorded. A copy of the recording will be made available to either party upon written request.

Hearing Outcome

The hearing officer will determine responsibility for a violation of this Protocol following the hearing using a preponderance of the evidence standard, or whether it is more likely than not that the respondent engaged in conduct which violates this policy. Credibility determinations will be based on relevant factors, including, but not limited to, an overall review of the interviews, evidence collected, and questioning at the hearing. Credibility determinations will not be based on a person's status as a complainant, respondent, or witness.

This determination will be made in a written report which will be provided to both parties simultaneously and includes the allegations; a description of all procedural steps from receipt of the formal complaint through the hearing; findings of fact supporting the determination; conclusions regarding how this policy applies to those facts; a statement and rationale for the result of each allegation, including a determination of responsibility, any disciplinary sanctions and whether remediation will be provided to the complainant. The report will also provide the bases available for appeal.

Sanctions will be determined based on the specific facts of the case. Sanctions for students may include a range of disciplinary action from fines, educational sanctions, probation, up to and including separation from the University. Sanctions for employees can include a range of disciplinary action from additional training or a written reprimand, up to and including termination from employment. The hearing officer will also determine whether remedies should be provided to a complainant to restore or preserve equal access to the University's education programs or activities. If the hearing officer determines that remedies are appropriate, those remedies will be determined by the Title IX Coordinator or deputy Title IX coordinator in consultation with the complainant. Remedies may include those items identified above as supportive measures; revisions of class, work or recreational schedules; relocation of a party's work or living space; adjustments to title, rank or pay rates if impacted by the violation; amendment or rescission of disciplinary action if impacted by the violation; up to and including the removal of a party from a class, activity, organization or committee. Both parties continue to have access to supportive measures regardless of the outcome of the hearing.

Appeals

Either party may appeal the hearing officer's findings within five (5) business days from the date of the findings. Appeals of hearing decisions following investigations conducted by the Department of Student Conduct and Community Standards or by the Office of Equal Employment Opportunity & Affirmative Action should be submitted to the Title IX Coordinator. Appeals must be filed in writing. Any recommended corrective action will be delayed during the appeal. Appeals may be filed for the following reasons, to determine if:

- There occurred a procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made and that could affect the outcome of the complaint;
- The Title IX Coordinator, investigator(s), or decision-maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter;
- There was a misapplication or misinterpretation of the rule/policy alleged to have been violated;
- There was not a reasonable basis to support the hearing officer's findings that a violation of the rule/policy was established by a preponderance of the evidence.

Both parties shall be notified in writing when an appeal is filed and will have a reasonable opportunity to submit a written statement in support of, or challenging, the outcome. The reviewer will simultaneously issue a written decision within 30 business days on the appeal to both parties describing the result of the appeal and the rationale for the result.

False Reports

It is a violation of this protocol to knowingly make a false report of a Gender-Based Misconduct violation. However, failure to prove a claim is not equivalent to making a false report. It is also a violation of this protocol for a student or an employee to knowingly make a false statement as part of the investigation or disciplinary hearing.

When Police Receive a Report

Responsible employees are required to report criminal behavior; however, complainants are not required to speak with police. The University of Akron will comply with a student's request for assistance in notifying The University of Akron Police. A report to The University of Akron Police, or other law enforcement agency, does not require the complainant to pursue a University investigation (formal complaint).

When The University of Akron Police Department receives a report of sexual misconduct or intimate personal violence, their first priority is to ensure that the student or employee is safe, and they will investigate the criminal behavior. The University of Akron Police will verify that a Gender-Based Misconduct referral has been submitted and evaluate the available information to determine if a timely warning safety notification will be made.

When The University of Akron Police receive a report from a deputy Title IX coordinator on behalf of a complainant who does not wish to speak to the police, the police, when possible, will defer to the request from a complainant for privacy.

Please note that a delay in reporting to police could weaken or result in a loss of evidence used to determine whether an individual is responsible for a criminal offense. In the State of Ohio, individuals may have up to 20 years to file a sexual assault report with the police.

Police Investigations

A respondent who commits a crime may be subject to criminal prosecution and/or civil litigation as well as disciplinary action by The University of Akron. A police report must be made for criminal prosecution to be considered by the local prosecuting attorney. The chances of successful prosecution are greater if the report is timely and is supported by the collection of medical and/or legal evidence.

Concurrent Investigations

In certain circumstances, the University may need to briefly suspend the investigation of a formal complaint at the request of law enforcement while the law enforcement agency is in the process of gathering evidence. The University will maintain regular contact with law enforcement to determine when it will begin/resume its investigation, usually after the law enforcement agency has completed the evidence-gathering process, or sooner if the University determines that the evidence-gathering process will be lengthy or delayed. The University will not wait until the ultimate outcome of the criminal investigation to begin or complete its own investigation of a formal complaint. The situation of concurrent investigations can influence the timeframe for investigations and the hearing process and may present a delay.

If a Complainant Stops Speaking with Police

The University of Akron Police Department will not close an investigation due to non-cooperation of a complainant without first providing time to respond that is adequate and reasonable under the circumstance. Nor will University police personnel prohibit the complainant or others from discussing a formal complaint. Support services and resources are available regardless of criminal charges, participation in a University investigation, or University disciplinary action.

Informal Resolutions

The University of Akron encourages informal resolution of formal complaints when the parties wish to resolve a formal complaint cooperatively. Informal resolutions will be reached when the parties agree to participate in the Informal Resolution process, to the resolution, and to commit to abide by terms established through the resolution process. The informal process does not result in any finding or determination that the respondent violated this protocol but does permit the parties to work cooperatively with a neutral third party to determine how to address and resolve the underlying concerns between the parties.

Eligible Complaints

Only formal complaints where the respondent is a student or formal complaints between employees are eligible for an informal resolution. Formal complaints filed by students against employees must follow the investigation and hearing process.

The informal process cannot be used if one party is not a student or employee of the University of Akron, where any party is under 18 years of age or where the respondent has been removed from the University community following the procedures outlined in the 1219 process in response to crimes of violence.

Procedures

The informal resolution process may be requested at any point after a formal complaint has been filed and until a decision is made at the end of the grievance process. Both parties must consent in writing to participate in the informal process. Agreement to the informal process is voluntary and unique to that party. In cases of multiple complainants and/or multiple respondents, all individuals must agree to participate in the informal process before that process can be used. A party can withdraw their consent to the informal process at any time before a final agreement is reached by the parties. If all parties do not agree to use the informal process or if consent is withdrawn, then an investigation and hearing will occur.

The informal resolution process will be conducted by a designee of the Title IX coordinator. The designee may end the informal resolution process and request an investigation through the grievance process at any point if it is determined that one of the parties has sought or exercised undue influence over another party. Informal resolution processes must be completed within 15 business days; if no agreement has been reached an investigation will be conducted as outlined in the grievance process.

The formal complaint will be considered closed once the parties have reached a final agreement through the informal resolution process. The Title IX coordinator, or designee, will maintain a record of the report, formal complaint, and resolution for seven (7) years. Relevant offices will be notified of the final resolution outcome including offices of collective bargaining units, the Office of Academic Affairs, the Vice President of Student Affairs, The Office of Human Resources, Labor & Employee Relations, and Title IX deputies and investigators. The Title IX Coordinator, or designee, will also be responsible for monitoring the implementation of the resolution as appropriate and will address noncompliance with the resolution agreement through The Office of Human Resources, Labor & Employee Relations, or as outlined in the Code of Student Conduct's policy on Failure to Comply with a University Official.

Additional Considerations

When a Minor is Involved

When a report is received involving a student who has not yet reached the age of eighteen:

- the deputy Title IX coordinator completes a safety assessment to provide an environment free of harm and to identify the student's legal guardian;
- the student is advised of the University staff member's responsibility to report child abuse as outlined in the Ohio Revised Code Section 2151.421;
- A deputy Title IX coordinator works directly with the guardian in reviewing The University of Akron Interim Title IX and Gender-Based Misconduct protocols, on and off campus resources available to the student, and seeking the permission to investigate the report;
- the student and guardian are advised of The University of Akron Student Records and Privacy Practices available at <http://www.uakron.edu/ogc/legal-policies-and-procedures/privacypractices-and-policies/ferpa.dot> and specifically that the student's records and ability to make decisions transition to the student when they turn eighteen;
- the student and guardian are advised that Hope & Healing – Rape Crisis Center for Medina and Summit Counties provides confidential and anonymous support for clients, including those who are not yet eighteen.

Immigration or International Visa Information

Certain legal protections are available to international employees or students. The U-visa and the T-visa are currently among those options. The U-visa provides temporary legal status and work eligibility for complainants of specific crimes (including domestic violence, sexual assault, human trafficking, involuntary servitude, and other violations). The T-visa provides complainants of human trafficking and immediate family members with temporary legal status and work eligibility. Additional information is available through the U.S. Department of Homeland Security, U.S. Citizenship and Immigration

Services at: www.uscis.gov. For further information with this or other immigrant status questions, please contact Community Legal Aid Services in Akron at (330) 535-4191.

Records Retention

Records, including reports, formal complaints, investigation files, hearing decisions, appellate information and appeal decisions will be maintained by the University for seven (7) years as required by Title IX. Title IX records are subject to The University of Akron records retention policy and additional information is available at <http://www.uakron.edu/ogc/legal-policies-and-procedures/records/records-retention.dot>

Annual Review of Reporting Protocols and Procedures

The Title IX Coordinator is responsible for this Protocol. It is reviewed annually and posted as required by law as part of the Annual Campus Safety Report. The University of Akron's Protocol is designed to comply with applicable state and federal laws. The University of Akron reserves the right to modify or deviate from this Protocol when, in the sole judgment of the University, circumstances warrant, to protect the rights of the involved parties or to comply with applicable law or regulations. Prior versions of the University Protocol are available upon request.

Training

All Title IX Coordinators, deputy Title IX coordinators, investigators, decision makers, individuals responsible for reviewing appeals, and individuals who facilitate the informal resolution process will, as applicable, receive training on:

- The definition of behaviors prohibited under this Protocol;
- Jurisdiction under Title IX;
- The scope of the University's education program or activities;
- How to conduct an investigation and grievance process, including hearings, appeals, and informal resolution processes, as applicable; and
- How to serve impartially, including avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

In addition, decision makers will receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant. Investigators will receive training on issues of relevancy in order to create an investigative report that fairly summarizes the relevant evidence. Any materials used to train these individuals will be available on the University's website.

Educational Programs and Campaigns

The University of Akron strives to develop and maintain a campus culture that is safe for, and respectful of all its community members. To achieve this goal, the University offers a combination of prevention programs, awareness programs, and ongoing campaigns that are designed to create awareness of, and prevent prohibited behaviors identified in this Protocol. The initiatives outlined below are informed by research and periodically assessed for effectiveness.

Awareness - The University of Akron's awareness program start with online training which is mandatory for all new students, and continues with programs specifically designed for first-time, first-year, students. Programs are also presented to the University during Domestic Violence Awareness Month, and Sexual Assault Awareness Month.

Prevention - The University of Akron's prevention program has been built upon several activities. Programs have included presentations during the Akron Experience Course, posters, environmental and social media displays around campus, online training for upper-class students, mandatory training for faculty and staff and a program designed to better help men understand wellness, health, and their own experiences. Trainings include steps students can take to increase personal empowerment for creating a safe community by proactively addressing conditions that tend to make violence possible and safe options for bystander interventions.

Ongoing Prevention – Successful ongoing prevention efforts require the engagement and support of the entire University community. In addition to programs sponsored by the Sexual Assault and Violence Education (SAVE) team, several programs and activities sponsored by student organizations and academic departments have been recognized as essential contributions including programs planned and developed by:

- Student Organizations: Defined Lines and the Coalition Against Sexual Assault (CASA)
- Academic Departments: Women's Studies, Psychology, Social Work and Sociology

- Community Partners: Hope and Healing – the Rape Crisis Center of Summit and Medina Counties, OneEighty – the Rape Crisis Center of Wayne and Holmes Counties, and the Summit County Prosecutor’s Office of Victim Services

Law

Title IX

The Education Amendments of 1972, or Title IX, provides:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.

Title IX applies to institutions that receive federal financial assistance from the Department of Education, including state and local educational agencies.

Additional information about Title IX is available at <https://www2.ed.gov/about/offices/list/ocr/index.html>.

First Amendment

This Protocol is not intended to and will not be enforced to infringe upon First Amendment rights, including the right to academic freedom.

Clery Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990 (“Clery Act”), requires all colleges and universities that participate in federal financial aid programs to keep and disclose information about crime on and near their respective campuses and to notify the campus community of certain safety concerns. The Clery Act requires colleges and universities to:

- Publish and distribute an annual campus security report (available at www.uakron.edu/safety);
- Maintain a public log of all reported crimes;
- Issue timely warnings (“Safety Advisory”) of crimes that represent a threat to the safety of students or employees; and
- Keep statistics of crime that occur on campus, in institutional residential facilities, in off-campus buildings or on public property adjacent to campus.

Violence Against Women Act

The Violence Against Women Reauthorization Act of 2013 (“VAWA”) amended the Clery Act. VAWA requires institutions to compile statistics for incidents of dating violence, domestic violence, sexual assault, and stalking and to include certain policies, procedures, and programs pertaining to these incidents in their annual security reports. Additional Information about VAWA is available at www.justice.gov/ovw.

Ohio Criminal Offenses

The following definitions of criminal behavior in the State of Ohio are considered violations of Title IX. These definitions describe many of the same crimes outlined in the prohibited behaviors section of this policy.

Sex Offenses

There is currently no definition of “Sexual Assault” in the Ohio Revised Code. However, the following crimes are defined by Ohio law.

Ohio Revised Code 2907.02 – Rape

(A)(1) No person shall engage in sexual conduct with another who is not the spouse of the offender or who is the spouse of the offender but is living separate and apart from the offender, when any of the following applies:

- For the purpose of preventing resistance, the offender substantially impairs the other person’s judgment or control by administering any drug, intoxicant, or controlled substance to the other person surreptitiously or by force, threat of force, or deception.
- The other person is less than thirteen years of age, whether or not the offender knows the age of the other person.
- The other person’s ability to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age, and the offender knows or has reasonable cause to believe that the other person’s ability to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age.

- No person shall engage in sexual conduct with another when the offender purposely compels the other person to submit by force or threat of force.
-

Ohio Revised Code 2907.03 – Sexual Battery

(A) No person shall engage in sexual conduct with another, not the spouse of the offender, when any of the following apply:

- The offender knowingly coerces the other person to submit by any means that would prevent resistance by a person of ordinary resolution.
- The offender knows that the other person’s ability to appraise the nature of or control the other person’s own conduct is substantially impaired.
- The offender knows that the other person submits because the other person is unaware that the act is being committed.
- The offender knows that the other person submits because the other person mistakenly identifies the offender as the other person’s spouse.
- The offender is the other person’s natural or adoptive parent, or a stepparent, or guardian, custodian, or person in loco parentis of the other person.
- The other person is in custody of law or a patient in a hospital or other institution, and the offender has supervisory or disciplinary authority over the other person.
- The offender is a teacher, administrator, coach, or other person in authority employed by or serving in a school for which the state board of education prescribes minimum standards pursuant to division (D) of section 3301.07 of the Revised Code, the other person is enrolled in or attends that school, and the offender is not enrolled in and does not attend that school.
- The other person is a minor, the offender is a teacher, administrator, coach, or other person in authority employed by or serving in an institution of higher education, and the other person is enrolled in or attends that institution.
- The other person is a minor, and the offender is the other person’s athletic or other type of coach, is the other person’s instructor, is the leader of a scouting troop of which the other person is a member, or is a person with temporary or occasional disciplinary control over the other person.
- The offender is a mental health professional, the other person is a mental health client or patient of the offender, and the offender induces the other person to submit by falsely representing to the other person that the sexual conduct is necessary for mental health treatment purposes.
- The other person is confined in a detention facility, and the offender is an employee of that detention facility.
- The other person is a minor, the offender is a cleric, and the other person is a member of, or attends, the church or congregation served by the cleric.
- The other person is a minor, the offender is a peace officer, and the offender is more than two years older than the other person.

Ohio Revised Code 2907.04 – Unlawful Sexual Conduct with a Minor

(A) No person who is eighteen years of age or older shall engage in sexual conduct with another, who is not the spouse of the offender, when the offender knows the other person is thirteen years of age or older but less than sixteen years of age, or the offender is reckless in that regard.

Ohio Revised Code 2907.05 – Gross Sexual Imposition

(A) No person shall have sexual contact with another, not the spouse of the offender; cause another, not the spouse of the offender, to have sexual contact with the offender; or cause two or more other persons to have sexual contact when any of the following applies:

- The offender purposely compels the other person, or one of the other persons, to submit by force or threat of force.
- For the purpose of preventing resistance, the offender substantially impairs the judgment or control of the other person or of one of the other persons by administering any drug, intoxicant, or controlled substance to the other person surreptitiously or by force, threat of force, or deception.
- The offender knows that the judgment or control of the other person or of one of the other persons is substantially impaired as a result of the influence of any drug or intoxicant administered to the other person with the other person’s consent for the purpose of any kind of medical or dental examination, treatment, or surgery.
- The other person, or one of the other persons, is less than thirteen years of age, whether or not the offender knows the age of that person.

- The ability of the other person to resist or consent or the ability of one of the other persons to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age, and the offender knows or has reasonable cause to believe that the ability to resist or consent of the other person or of one of the other persons is substantially impaired because of a mental or physical condition or because of advanced age.
- (B) No person shall knowingly touch the genitalia of another, when the touching is not through clothing, the other person is less than twelve years of age, whether or not the offender knows the age of that person, and the touching is done with an intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person.

Ohio Revised Code 2907.06 – Sexual Imposition

(A) No person shall have sexual contact with another, not the spouse of the offender; cause another, not the spouse of the offender, to have sexual contact with the offender; or cause two or more other persons to have sexual contact when any of the following applies:

- The offender knows that the sexual contact is offensive to the other person, or one of the other persons, or is reckless in that regard.
- The offender knows that the other person’s, or one of the other person’s, ability to appraise the nature of or control the offender’s or touching person’s conduct is substantially impaired.
- The offender knows that the other person, or one of the other persons, submits because of being unaware of the sexual contact.
- The other person, or one of the other persons, is thirteen years of age or older but less than sixteen years of age, whether or not the offender knows the age of such person, and the offender is at least eighteen years of age and four or more years older than such other person.
- The offender is a mental health professional, the other person or one of the other persons is a mental health client or patient of the offender, and the offender induces the other person who is the client or patient to submit by falsely representing to the other person who is the client or patient that the sexual contact is necessary for mental health treatment purposes.

Domestic Violence

Ohio Revised Code 2919.25 – Domestic Violence

- (A) No person shall knowingly cause or attempt to cause physical harm to a family or household member.
 (B) No person shall recklessly cause serious physical harm to a family or household member.
 (C) No person, by threat of force, shall knowingly cause a family or household member to believe that the offender will cause imminent physical harm to the family or household member.

Dating Violence

There is currently no definition of “Dating Violence” in the Ohio Revised Code.

Ohio Revised Code 2903.11 – Felonious Assault

- (A) No person shall knowingly do either of the following:
- Cause serious physical harm to another or to another’s unborn;
 - Cause or attempt to cause physical harm to another or to another’s unborn by means of a deadly weapon or dangerous ordnance.
- (B) No person, with knowledge that the person has tested positive as a carrier of a virus that causes acquired immunodeficiency syndrome, shall knowingly do any of the following:
- Engage in sexual conduct with another person without disclosing that knowledge to the other person prior to engaging in the sexual conduct;
 - Engage in sexual conduct with a person whom the offender knows or has reasonable cause to believe lacks the mental capacity to appreciate the significance of the knowledge that the offender has tested positive as a carrier of a virus that causes acquired immunodeficiency syndrome;
 - Engage in sexual conduct with a person under eighteen years of age who is not the spouse of the offender.

Stalking

Ohio Revised Code 2903.211 – Menacing by Stalking

(A)(1) No person by engaging in a pattern of conduct shall knowingly cause another person to believe that the offender will cause physical harm to the other person or a family or household member of the other person or cause mental distress to

the other person or a family or household member of the other person. In addition to any other basis for the other person's belief that the offender will cause physical harm to the other person or the other person's family or household member or mental distress to the other person or the other person's family or household member, the other person's belief or mental distress may be based on words or conduct of the offender that are directed at or identify a corporation, association, or other organization that employs the other person or to which the other person belongs.

(2) No person, through the use of any form of written communication or any electronic method of remotely transferring information, including, but not limited to, any computer, computer network, computer program, r-computer system, or telecommunication device shall post a message or use any intentionally written or verbal graphic gesture with purpose to do either of the following:

- Violate division (A)(1) of this section:
- Urge or incite another to commit a violation of division (A)(1) of this section.
- No person, with a sexual motivation, shall violate division (A)(1) or (2) of this section.

Additional

The following is a list of additional specific offenses under Ohio law that may fall under the broader categories identified above. This list is not exhaustive and, depending upon the circumstances of the crime and the individuals involved, other offenses could fall into these categories:

- Ohio Revised Code 2903.12 – Aggravated Assault
- Ohio Revised Code 2903.13 – Assault
- Ohio Revised Code 2903.14 – Negligent Assault
- Ohio Revised Code 2905.01 – Kidnapping
- Ohio Revised Code 2905.02 – Abduction
- Ohio Revised Code 2905.03 – Unlawful Restraint
- Ohio Revised Code 2917.11 – Disorderly Conduct
- Ohio Revised Code 2903.21 – Aggravated Menacing
- Ohio Revised Code 2903.22 – Menacing
- Ohio Revised Code 2917.21 – Telecommunications Harassment

Revised 8/14/2020

1

*Rescind University Rule 3359-11-13,
Sexual harassment policy; New Rule 3359-11-13,
Anti-discrimination and harassment policy

2

*Revisions to University Rule 3359-20-04.3,
Faculty privileges and benefits

October 14, 2020

Board Meeting

Presiding:

Alfred V. Ciraldo, M.D.

Rules Committee



CONSENT AGENDA:
ITEMS 1, 2



Office of the Vice President &
General Counsel

DATE: September 28, 2020

TO: John Wiencek, Ph.D.
Executive Vice President and Provost

FROM: John J. Reilly
Associate Vice President and Deputy General Counsel
Assistant Secretary, Board of Trustees

RE: **Summary of Rules Committee Agenda Items for the
October 14, 2020 Meeting of The University of Akron Board of Trustees**

The Board of Trustees will be asked to consider revisions to the following Rules at its Rules Committee meeting on October 9, 2020 and at the meeting of the full Board of Trustees on October 14, 2020.

1. O.A.C. 3359-11-13: Sexual Harassment Policy.

The proposed revisions to this Rule are intended to update the University's sexual harassment policy to prohibit all forms of discrimination, renaming the Rule, "Anti-Discrimination and Harassment Policy." The revisions to the Rule track the new federal Title IX regulations, which went into effect in August 2020, as well as the language in the Governor of Ohio's Executive Order and the University's own affirmative action policy. The Rule also has been updated to remove detailed complaint investigation procedures from its text and to authorize the University offices that will be conducting investigations, the offices of Equal Employment Opportunity/Affirmative Action and Student Conduct and Community Standards, to update their own investigation practices and procedures, consistent with the tenets of the Rule. This revision provides greater flexibility to these offices to make changes as necessary to comply with new regulations and the current state of law, and as the Department of Education Office of Civil Rights, continues to release guidance.

These changes were presented to and approved by the University Council, with the inclusion of suggested adjustments from the Council. A more detailed summary of the changes to the Rule is included in the attached memorandum from Jolene A. Lane, Vice President for Inclusion and Equity, Chief Diversity Officer and Title IX Coordinator.

2. O.A.C. 3359-20-04.3: Faculty Privileges and Benefits.

The proposed revisions to this Rule are intended to administratively align the Rule with Resolution 5-7-20, adopted by the Board of Trustees at its May 29, 2020 meeting. Consistent with Resolution 5-7-20, the Rule is being modified to delete language that provides for health insurance coverage for eligible dependents of former University employees, who were appointed prior to January 1, 1992 and who had ten consecutive years of service at the time of retirement (“Retiree Dependent Health Insurance.”) This change to the Rule does not supersede rights provided through any applicable collective bargaining agreement that provides Retiree Dependent Health Insurance.

The Rule also is being modified to better align its language to existing, similar language in the AAUP collective bargaining agreement concerning retiree access to the computer center and information services, and to make additional ministerial corrections.

A more detailed summary of the changes to the Rule is included in the attached memorandum from Sarah J. Kelly, Associate Vice President for Human Resources/Chief Human Resources Officer.

Please let me know if you have any questions or if I can be of further assistance.

c: Gary L. Miller
Paula Neugebauer



Office of the Vice President for Inclusion and Equity
Chief Diversity Officer
Title IX Coordinator

Jolene A. Lane, Ed.M.

Akron, OH 44325-6237
t: 330-972-7522
e: jolenealane@uakron.edu

TO: Provost John Wiencek
FROM: Jolene A. Lane, Vice President for Inclusion and Equity, CDO, Title IX Coordinator
RE: University Rule 3359-11-13. Anti-Discrimination and Harassment Policy.

Respectfully requesting amendments to the existing rule 3359-11-13, Sexual Harassment Policy. This rule became effective May 13, 1998, and outlines the policy protecting members of the university community against sexual harassment. The rule previously did not address provisions for protection from other types of harassment on campus based on protected classes specified in the University's Affirmative Action Policy and membership in groups designated as protected classes by Title VII. The University did not have such a policy previously, and the changes were made to highlight the importance of all forms of anti-discrimination and harassment and to bring the rule into compliance with the current state of the law. Provision against other types of harassment are now addressed within the rule containing specific responsibilities and procedures. The information in the revised rule is also in alignment with the changes to the *Interim Gender-Based Misconduct and Title IX Policy and Protocol* revised in accordance to the changes in the Federal Title IX guidelines requiring compliance by August 14, 2020. The revised rule was presented to University Council on September 15, 2020, and approved unanimously after clarification of certain sections and minor adjustments. Points below that were clarified or revised based on suggestions of UC members after the University Council meeting are indicated below with and asterisk*.

Proposed revision to the rule would:

- Expand the general statement in Section A-1 to a more aspirational statement about the University's commitment to actualize the protections guaranteed in the policy*
- Specify and clarify the process for a student complaint against an employee*
- Specify and clarify the process for a student complaint against another student*
- Specify the procedures for formal complaints against students, and the investigation and adjudication following the Code of Student Conduct through the Office of Student Conduct and Community Standards*
- Expand the protection against sexual harassment in accordance with the updated Title IX regulations released in May 2020, requiring compliance by August 14, 2020
- Articulate the prohibition of unwelcomed conduct based on membership in a protected class
- Clarify the process for third party individuals (contractors and visitors), both as complainants and respondents to complaints*
- Specifically articulate the definition of protected classes as determined under Title VII*
- Outline the responsibility of the Office of Equal Employment Opportunity and Affirmative Action in administering the policy for employees, including reporting, investigating and procedures – referring to the policies and procedures for that office
- Outline the responsibility of the Office of Student Conduct and Community Standards administering the policy for students, including reporting, investigating and procedures – referring to the policies and procedures for that office*
- Remove several detailed examples of sexual harassment, as that is now included in the updated *Interim Gender-Based Misconduct and Title IX Policy and Protocol*



Human Resources

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uakron.edu/hr

MEMORANDUM

TO: John Wiencek, Executive Vice President & Provost

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

DATE: September 28, 2020

RE: Revision to University Rule 3359-20-04.3

Please find attached for your consideration proposed amendments to University Rule: 3359-20-04.3 “Faculty Privileges and Benefits” (the ‘Rule’), which are intended to align the Rule with Resolution 5-7-20 (the “Resolution”) adopted by the Board of Trustees at its May 29, 2020 meeting.

The University of Akron currently provides health insurance coverage (“Retiree Dependent Health Insurance”) for eligible dependents of former University employees, who were appointed prior to January 1, 1992 and who had ten consecutive years of full-time employment at the time of retirement. These retirees also receive Ohio retirement system benefits. The Resolution eliminated the Retiree Dependent Health Insurance for eligible dependents of non-bargaining unit faculty, staff and contract professionals effective December 31, 2020. Accordingly, the language providing this benefit is section (C)(3) of the Rule is being removed.

The Resolution and modification of the Rule do not supersede any applicable collective bargaining agreements that provide Retiree Dependent Health Insurance.

In addition to this revision, the Rule is being modified to align language concerning retirees’ access to the computer center and information services privileges with similar language in the AAUP collective bargaining agreement. The revised text clarifies that retirees remain entitled to these services, but that they could differ from those provided to active employees.

c: Stephen Storck

TO BE RESCINDED

3359-11-13 Sexual harassment policy.

(A) Statement of policy.

- (1) The university of Akron reaffirms its commitment to an academic, work, and study environment free of inappropriate and disrespectful conduct and communication in any form. All students, faculty, and staff shall be protected under the guidelines of this policy.
- (2) A copy of this policy shall be incorporated into all employee handbooks. It shall also be included in student orientation materials, including those distributed to students in professional schools. It shall also be published in scheduling materials each semester. Copies of this policy shall be available at appropriate university offices, including the office of the deans of each college, the university library, associate vice president for student affairs, the affirmative action office, the department of human resources, all other administrative offices, and other places specified by the executive director of human resources.
- (3) It shall be the policy of the university of Akron to prohibit any and all forms of sexual harassment. All students, faculty, and staff have a responsibility to assist in the enforcement of this policy, be aware of its contents, and to abide by its terms. All supervisory personnel shall insure that those who are under their supervision are aware of the policy, receive a copy of it, and shall from time to time reinforce the university's commitment to the policy. From time to time, the affirmative action office shall disseminate materials throughout the university concerning the effective prevention of sexual harassment.
- (4) By this policy, the university is providing notice that sexual harassment in any form will not be tolerated and that the procedures specified below shall be utilized to inform the university of incidents of harassment and to allow all students, faculty, and staff to prevent, report, and to eliminate sexual harassment from this campus.

(B) Definitions. Sexual harassment is a form of sex discrimination which violates state and federal laws respecting both employees and students. The definitions used in this policy shall be interpreted consistent with such laws.

- (1) It consists of unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, or other verbal or physical conduct or communication of a sexual nature when:

- (a) Submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining or retaining employment, of obtaining an education, or of obtaining educational benefits or opportunities; or
 - (b) Submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's employment, education, educational benefits or opportunities; or
 - (c) Such conduct or communication has the purpose or effect of substantially or unreasonably interfering with an individual's employment, education, educational benefits or opportunities, or creating an intimidating, hostile or offensive employment or education environment. Any sexual harassment as defined herein is limited to conduct or communication by someone in authority, but also includes any sexual harassment as defined herein when perpetrated on any student or employee by any other student or employee.
- (2) Sexual harassment is sexual conduct that is "unwelcome." It may include, but is not limited to:
- (a) Uninvited verbal harassment or abuse such as sexual name calling, jokes, spreading sexual rumors, leers, or overly personal conversations of a sexual nature;
 - (b) Subtle pressure for sexual activity;
 - (c) Inappropriate patting, pinching or fondling, pulling at clothes, or intentional brushing against a student's or an employee's body;
 - (d) Demanding sexual favors accompanied by implied or overt threats concerning an individual's employment or educational status;
 - (e) Demanding sexual favors accompanied by implied or overt promises of preferential treatment with regard to an individual's employment or educational status;
 - (f) Any sexually motivated unwelcome touching, cornering, or blocking an individual's movement;
 - (g) Conditioning a student's grade or academic progress on submission to sexual activity;
 - (h) Hanging or displaying inappropriate and sexually explicit pictures,

posters, or drawings in the workplace;

- (i) A pattern of conduct intended to discomfort or humiliate, or both, a reasonable person at whom the conduct was directed that includes one or more of the following: unnecessary touching or hugging, remarks of a sexual nature about a person's clothing or body, or remarks about sexual activity or speculations about previous sexual experience.
- (3) The university recognizes that not every advance or consent of a sexual nature constitutes harassment. Whether a particular action or incident is a personal social relationship without a discriminatory effect requires a determination based on all the facts and surrounding circumstances. False accusations of sexual harassment can have a serious detrimental effect on innocent parties and all others who are concerned. This policy shall not be used to bring frivolous or malicious charges against fellow students, faculty members, or employees. Such charges may result in discipline against the offending individual pursuant to applicable university disciplinary procedures.
- (C) Retaliation. Under this policy, retaliation is defined as the undertaking of adverse action against students or employees for the exercise of rights under this policy; or for having brought forward a charge of discrimination or sexual harassment, testified, assisted, or participated in any manner in an investigation or hearing or other proceeding under this policy or pursuant to procedures provided by law. The exercise of such legally protected rights shall not reflect upon an individual's status or affect future employment, grades, or assignments when such exercise is pursuant to the terms set forth in this policy.
- (D) Responsibility.
- (1) All persons affiliated with the university have a responsibility to actively oversee and implement this policy. The affirmative action officer shall facilitate and administer this policy consistent with the terms set forth herein and consistent with the state and federal rules, regulations, and laws governing this institution.
 - (2) Any person who believes he or she has been the victim of sexual harassment by an employee, student, or visitor of the university, or any third person with knowledge or belief of such conduct, should report the alleged acts immediately to a university official listed in paragraph (e) of this rule.
 - (3) Employees and students should make clear through affirmative conduct and/or verbal statements to an alleged harasser that such conduct is unwelcome and uninvited and should cease immediately. However, the employee's or

student's inability to do so does not, in itself, negate the validity of the offensiveness of the conduct alleged.

(E) Investigating reporting and procedures.

- (1) Persons who believe they are the victim of sexual harassment have the right to file a complaint. Such complaints should be filed as quickly as possible, but not later than one hundred twenty days after the incident in question, utilizing either the informal or formal procedures outlined below.
- (2) However, any sexual conduct defined as criminal conduct in accordance with Title XXIX of the Revised Code shall be handled by the formal procedures outlined herein. The university reserves the right to refer such complaints to the appropriate external agency, including the prosecutor, police, or other appropriate investigative agency.
- (3) Informal procedures. Those desiring to file complaints are strongly encouraged to utilize the procedures outlined below:
 - (a) Any complainant who is an employee should contact his or her immediate supervisor, or if the supervisor is the alleged perpetrator or unavailable, the vice president or head of the administrative unit;
 - (b) Any complainant who is a student should contact immediately the dean of the student's college or the assistant vice president for student affairs;
 - (c) The complainant may also contact the affirmative action officer directly;
 - (d) Third persons referenced in paragraph (d)(2) of this rule should contact any of the above-listed officials;
 - (e) University personnel contacted about an incident or informal complaint of sexual harassment must report the incident/complaint to the affirmative action officer as soon as possible. The affirmative action officer shall be appraised of patterns of incidents or complaints as they may develop;
 - (f) The affirmative action officer and the university official listed above shall promptly investigate and then attempt to resolve the complaint in cooperation with the university representative originally contacted when appropriate.
- (4) Formal procedures.
 - (a) Should informal procedures not produce a resolution satisfactory to the complainant, the complainant has the right to file a formal written

complaint with the affirmative action officer.

- (b) Upon receiving a formal complaint, the affirmative action officer shall inform the alleged offender of the allegation and of the identity of the complainant. A written statement of the complaint shall be given to both parties. The affirmative action officer shall then conduct an investigation and fully inform the complainant and the accused of the results thereof.

(F) Resolution of a complaint.

- (1) There shall be an aggressive effort on the part of all parties involved to resolve informal or formal complaints promptly.
- (2) Resolution of an informal complaint by the appropriate administrative person and/or the affirmative action officer shall occur within thirty calendar days of submission of complaint. For a formal complaint, the affirmative action officer shall report the results of his/her investigation and any recommendation within sixty calendar days.
- (3) Any faculty or staff person accused of sexual harassment is entitled to due process as specified in the faculty or staff manual or applicable collective bargaining agreement. Any student accused of sexual harassment is entitled to due process in accordance with established university disciplinary procedures applicable to students.
- (4) If the affirmative action officer, based on his or her findings, concludes that there is a substantial likelihood that sexual harassment has taken place, these findings shall be forwarded immediately to the accused's supervisor along with a recommendation for disciplinary action.
- (5) Violators of this policy may incur a variety of sanctions which may include, but are not limited to, referral for counseling, written or oral reprimands, suspension with or without pay, termination, or referral to the criminal justice system.
- (6) Nothing contained herein shall be deemed to restrict or otherwise prohibit the complainant from filing a complaint with an appropriate external governmental agency, nor shall this policy be deemed as discouraging individuals from seeking legal counsel. It shall, however, be the responsibility of such individuals to meet any agency filing deadlines.
- (7) In the event allegations are not substantiated, reasonable steps shall be taken to ensure that the accused suffers no damage to his/her reputation which may have been caused by the proceedings. Any complainant found to be

dishonest in making allegations or who has been found to have made them maliciously, shall be subject to university disciplinary action.

- (G) Confidentiality. All complaints of sexual harassment shall be considered confidential and only those persons necessary for the investigation and resolution of the complaints will be given information about them. The university will respect the confidentiality of the complainant and the individual against whom the complaint is filed as much as possible consistent with the university's legal obligations to protect the rights and security of its employees and students.

Replaces: 3359-11-13

Effective: 02/01/2015

Certification:

Ted A. Mallo
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 05/13/98, 08/20/11, 11/15/12

3359-11-13 Anti-discrimination and harassment policy.

(A) Statement of policy.

- (1) The university of Akron affirms its commitment to an academic, work, and study environment free of inappropriate and disrespectful conduct and communication. All students, faculty, and staff shall be protected under the guidelines of this policy.
- (2) This policy shall be widely disseminated to employees and students and shall be incorporated into employee trainings and be included in student orientation materials. Supervisors shall ensure that those under their supervision are aware of the policy. The policy shall be available at the equal employment opportunity and affirmative action office, the office of student conduct and community standards and other places as may be specified by the chief human resource officer.
- (3) By this policy, the university is providing notice that protected class-based harassment will not be tolerated. This policy will provide the basis for such concerns to be addressed.
- (4) For purposes of this policy, protected classes are those specified in the affirmative action policy, paragraph (A)(2) of rule 3359-38-01 of the Administrative Code. These classes are 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.

(B) Protected class-based harassment, including sexual harassment, violates state and federal laws. This policy shall be coextensive with such laws and prohibit 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.

(C) This policy prohibits retaliation against any student or employee for:

- (1) Exercising their rights under this policy;
- (2) Bringing forward a charge under this policy; or
- (3) Testifying, assisting or participating in any manner in an investigation, hearing or other

proceeding under this policy or pursuant to procedures provided by law.

(D) Responsibility.

- (1) All persons affiliated with the university have a responsibility to implement this policy.
- (2) The office of equal employment opportunity and affirmative action shall facilitate and administer this policy for employees consistent with the terms set forth herein and consistent with the state and federal rules, regulations, and laws governing this institution.
- (3) The office of student conduct and community standards shall facilitate and administer this policy consistent with the code of student conduct for students and consistent with the state and federal rules, regulations, and laws governing this institution.

(E) Investigating reporting and procedures.

- (1) Any individual who feels that they have been subjected to protected class-based harassment by a university student, employee or a third-party at the university may file a formal complaint under this policy. The university reserves the right in its discretion to file a complaint to protect the university community. Complaints alleging that a university student has engaged in protected class-based harassment may be filed with the office of student conduct and community standards. Complaints alleging that a university employee or third-party at the university of Akron has engaged in protected class-based harassment may be filed with the office of equal employment opportunity and affirmative action. Such complaints should be filed as quickly as possible after the incident or conduct in question, utilizing either the informal or formal process.
- (2) Any conduct defined as criminal under Title XXIX of the Revised Code must be resolved through the formal process. Such complaints may also be referred to the appropriate external agency, including the prosecutor, police, or other appropriate investigative agency.
- (3) Formal complaints alleging protected class harassment by a student will be investigated and resolved in accordance with the code of student conduct. Formal complaints alleging protected class harassment by an employee or third-party will be investigated and resolved in accordance with the procedures adopted by the office of equal employment opportunity and affirmative action. Formal complaints alleging sexual harassment or gender-based discrimination will be responded to and investigated in accordance with the protocols approved by the title IX coordinator. The complainant and the respondent will be fully informed of the results of the investigation.
- (4) Any student, faculty or staff person accused of protected class-based harassment is entitled to due process as specified in applicable laws, regulations, university rules, policies and/or or applicable collective bargaining agreements.

- (5) Persons who violate this policy will be subject to appropriate corrective action, which may include, but may not be limited to, referral for counseling, written or oral reprimands, suspension or dismissal from the university, suspension with or without pay, termination, or referral to the criminal justice system. Sanctions for conduct prohibited by Title IX of the Education Amendments Act of 1972 will be in accordance with the protocols approved by the title IX coordinator.
- (6) Any person found to have falsely filed a complaint under this policy will be subject to appropriate corrective action. A finding that there is insufficient evidence to substantiate a complaint is not the same as a finding that a complaint was falsely filed.
- (7) Nothing contained herein shall be deemed to restrict or otherwise prohibit the complainant from filing a complaint with an appropriate external governmental agency, nor shall this policy be deemed as discouraging individuals from seeking legal counsel. It shall, however, be the responsibility of such individuals to meet any agency filing deadlines.
- (F) Privacy. All complaints under this policy will be treated with discretion and be discussed only to the extent consistent with an appropriate investigation and response. Only those persons necessary for the investigation and resolution of the complaints will be given information about them, to the extent consistent with the university's legal obligations.

<u>Replaces:</u>	<u>3359-11-13</u>
<u>Effective:</u>	<u>02/01/2015</u>
<u>Certification:</u>	<u>_____</u> <u>M. Celeste Cook</u> <u>Secretary</u> <u>Board of Trustees</u>
<u>Promulgated Under:</u>	<u>111.15</u>
<u>Statutory Authority:</u>	<u>3359</u>
<u>Rule Amplifies:</u>	<u>3359</u>
<u>Prior Effective Dates:</u>	<u>05/13/1998, 08/20/2011, 11/15/2012 02/01/2015</u>

THE UNIVERSITY OF AKRON

RESOLUTION 10- -20

University Rule 3359-11-13
Rescind Sexual Harassment Policy
New Rule Anti-Discrimination and Harassment Policy

BE IT RESOLVED, That the recommendation presented by the Rules Committee on October 14, 2020, to rescind Rule 3359-11-13, Sexual Harassment Policy and establish a new Rule 3359-11-13, Anti-Discrimination and Harassment Policy, be approved.

M. Celeste Cook, Secretary
Board of Trustees

October 14, 2020

3359-20-04.3 Faculty privileges and benefits.

(A) Under the various headings of this "Faculty Manual," some of the policies, procedures, instructions, and traditions may be regarded also as faculty benefits and privileges. They include:

- (1) Extended circulation periods and other instructional support services in university libraries.
- (2) Sick leave.
- (3) Fee-based parking in designated university parking areas.
- (4) Medical, dental, life, and long-term disability insurance; (regular and full-time auxiliary faculty only), contributions, if required, on a pre-tax basis at an amount periodically approved by the board of trustees.
- (5) Sometimes partial or full payment of travel and subsistence expenses incurred at educational and professional meetings.
- (6) Membership in an Ohio retirement system or alternative retirement plan ("ARP") as permitted by statute.
- (7) New full-time university faculty moving expenses.
 - (a) The university may authorize payment of the cost for moving of household goods for the new appointee and spouse and any dependent children living in the same household, in accordance with the following guidelines.
 - (b) Travel and transportation allowance. If travel is by personal automobile the reimbursement will be at the current IRS rate for moving expenses. In lieu of travel by personal automobile, reasonable coach airfare will be reimbursed.
 - (c) Moving allowance. The expense for the moving of household goods from the place of residence to the Akron or Orrville area may be paid, subject to the two thousand dollar limit to be charged to the general fund. Expenses may include the following if invoices or signed receipts are presented:
 - (i) Bill of lading from moving company.
 - (ii) Payment for rental of truck or trailer and trailer hitch.
 - (iii) Gasoline and tolls for rented vehicles.
 - (iv) Casual labor for loading and unloading vehicles and packaging materials when the move is not being made by a professional mover.

(v) Express and freight charges.

(vi) Insurance of household effects during transit.

(d) Policy restrictions/exceptions.

(i) Any exception to this policy must be made in advance of the individual incurring the expense, and for faculty, must be approved by the department chair, the dean of the college, and the senior vice president and provost and chief operating officer. Approval for instructional professional staff and administrative professional staff must be received from the appropriate vice president.

(ii) In cases where full moving expenses are authorized, and where such payment is to be made from either general funds or restricted funds, competitive bids must be obtained from at least two carriers. Copies of the bids must be presented at the time reimbursement is requested. If the lowest bid is not utilized, a letter of explanation must be attached.

(iii) This policy covers only the cost of moving household goods and excludes reimbursement for meals, lodging, and other personal expenses enroute.

(iv) Payments under the provisions of this policy are considered taxable income by the internal revenue service and will be reported on form W2. The employee is entitled to claim certain moving expense costs on the appropriate federal income tax form.

(8) Identification card.

All full-time faculty members are issued photo-identification cards which are electronically validated at the beginning of each academic year. All part-time faculty members are issued photo-identification cards which are electronically validated for the pertinent semester.

(B) Other privileges and benefits are listed below:

(1) Athletic and cultural events. Faculty members are granted half-price admission to all university athletic events and special rates for certain cultural events.

(2) Recreation. The swimming pool has periods of open swimming for faculty members and their families. Faculty members are also welcome to participate in all intramural competitions--bowling, softball, volleyball, and others.

(3) Credit union. All faculty members are eligible for membership in the Towpath credit union. Payroll deductions may be made to the credit union's savings plan.

(4) The bookstore at the university of Akron. Faculty members may purchase books and

other supplies through the bookstore, ordinarily at a discount.

- (5) Notary public. Notary service is available by appointment in the office of the general counsel at no cost to faculty members.
- (6) Annuity options.
 - (a) The university has adopted two annuity plans, a 403(b) plan and a 457(b) plan. The plans are generally available to all members of the faculty and staff, and the plans provide employees with an opportunity to defer employee contributions into a tax-deferred annuity. These plans are in conformity with current provisions of the Internal Revenue Code and Ohio Revised Code.
 - (b) The university will accept an employee's voluntary authorization to divert a portion of current compensation on a pre-tax basis to the purchase of an annuity contract in the 403(b) and/or the 457(b). The 403(b) plan offers an additional salary deferral type known as a Roth after-tax salary deferral. All contributions in the 403(b) plan and/or the 457(b) plan are used by the university to purchase an annuity contract held for the benefit of the employee. Compensation diverted on a pre-tax basis to the purchase of an annuity is excludable from the employee's taxable income, for federal and state income tax purposes, in the current year, but is taxed when received as income from the annuity at the tax rates in effect at that time. Special tax rules apply to the amounts contributed on an after-tax basis to the Roth 403(b) account. The internal revenue service has placed limits on the amount of compensation that can be contributed to the tax-deferred annuity plans. A voluntary diversion of pre-tax compensation to purchase an annuity does not reduce the current base for local income tax, retirement deduction, or premiums paid by the university for insurance and workers' compensation.
 - (c) A current list of companies qualified to provide annuities under the plans for university faculty and staff may be obtained from the web site of the university office of ~~talent development and~~ human resources.
 - (d) University employees may wish to consult their tax advisors and/or current tax laws for any and all benefits or limitations to a tax-deferred annuity.
- (7) Education. Faculty members and members of their immediate families have been granted special educational privileges by the board, whereby eligibility accrues from employment as of the first day of the semester as indicated in the following statement:
 - (a) Fee reductions for university faculty and administrative officers:
 - (i) Full-time university faculty (as defined in rule 3359-20-02 of the Administrative Code.)
 - (a) Credit courses.

Any full-time university faculty member or administrative officer (or retired full-time university faculty member) shall be permitted to take two credit courses or six credit hours, whichever is greater, each semester, free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Any full-time university faculty member or administrative officer (or retired full-time university faculty member) shall be permitted to take a total of four credit courses during the summer semester. The credit courses may be taken in any of the summer sessions comprising the summer semester. However, the aggregate of courses will not exceed four credit courses which will be free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

(b) Non-credit courses.

Any full-time university faculty member or administrative officer (or retired full-time university faculty member) shall be permitted to take two non-credit courses per semester (i.e., combined summer, fall, spring), which shall not affect his or her eligibility for credit fee reduction enrollment.

Some courses are not available for students using non-credit course fee reduction (AutoCAD, "Microsoft NT," polymer science courses, etc.). A list of such courses will be maintained by the division of university of Akron (UA) solutions.

All individuals using fee reduction for non-credit courses will be placed on a waiting list in the division of UA solutions (with a university of Akron designation assigned) on a first-come, first-served basis, until class meets minimum paying enrollment. These individuals will pay such costs as materials, supplies, lab fees, etc.

(ii) Part-time faculty (as defined in paragraph (A) (1) (c) (iii) of rule 3359-20-03 of the Administrative Code.)

Any part-time faculty member or contract professional appointed to teach three or more credit hours or at least twenty-five percent of a full-time equivalent faculty member during a semester shall be permitted to take one credit course or three credit hours, whichever is greater, during the semester of appointment, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these fees. Unused portions of these reductions are not cumulative.

Any part-time faculty member or contract professional appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member during a semester or an individual summer session in the summer semester shall be permitted to take one credit course or three credit hours, whichever is greater. The credit course may be taken during the summer session of appointment or one of the summer sessions subsequent to being appointed within the same summer semester.

One additional credit course may be taken in a different summer session of the same summer semester by any part-time faculty member or contract professional who is appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member. Again, the credit course may be taken during the summer session of appointment or one of the summer sessions subsequent to being appointed. Thus, the aggregate of courses for which fee reduction will be received, during the sessions in the summer semester will not exceed two credit courses, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Fee reductions must be used in the semester or summer session earned or the semester or summer sessions immediately following; except spring semester reductions may be used during the following fall semester. Only one reduction may be used during a semester or summer session and unused reductions or portions of these reductions are not cumulative. Qualifying part-time faculty who will not make use of the fee reduction for themselves shall be permitted to transfer only the instructional fee reduction or a one course or three credit hours whichever is greater for an academic term to a qualifying spouse, or dependent child, under the conditions specified in paragraph (B)(7)(c)(i)(e) of rule 3359-20-04.3 of the Administrative Code. Part-time faculty are eligible for paragraph (B)(7)(a)(i)(b) of rule 3359-20-04.3 of the Administrative Code.

- (iii) "ROTC" officer personnel. "ROTC" officer personnel shall be eligible for reductions as full-time faculty as outlined in paragraph (B)(7)(a)(i) of this rule.
- (b) General provisions.
- (i) No reductions of residence hall room and board fees shall be granted to any person except members of the resident advisory staff.
 - (ii) The requirements of residence in Ohio for one year before the first day of any term or semester to be exempt from nonresident tuition charges shall be waived for employees who are entitled to the fee reduction.

- (iii) Eligibility for fee reductions for employees or relatives is determined by employment status on the first day of the course.
 - (iv) An individual may receive fee reductions under only one eligibility category (e.g., full-time university faculty, part-time faculty, full-time staff, spouse, or dependent) during any one academic period.
 - (v) Eligibility for other authorized fee credits is determined independently from the individual's status as a university of Akron employee or dependent. Thus, other authorized fee credits from other entities may be received in the same semester as the university's fee reduction.
 - (vi) Full-time employees with nine-month appointments are eligible for fee reductions during the summer if reappointed for the following academic year.
- (c) Fee reductions for relatives of university faculty and administrative officers.
- (i) The instructional fees, or an amount equivalent to the graduate level credit fees for Ohio residents, or an amount equivalent to the school of law credit hour fees for Ohio residents shall be deducted from total fee charges for the following groups (general fees, course fees, and other special fees not being affected):
 - (a) Dependents as defined by current rules and dependency tests of the internal revenue service of all full-time university faculty while the parent is in the service of the university of Akron.
 - (b) Spouses of all full-time university faculty while one or both are in the service of the university of Akron. Spouses of full-time university faculty who are also employees may elect to receive fee reductions as an employee, spouse.
 - (c) Spouses and dependents of deceased full-time university faculty who were serving the university of Akron at the time of death.
 - (d) Spouses and dependents of all retired full-time university faculty.
 - (e) Spouses and dependents of part-time faculty members under the following conditions:
 - (i) The part-time faculty member is appointed to teach three or more credit hours or at least twenty-five percent of a full-time equivalent faculty member during the fall or spring semester and thus qualifies for a fee reduction for one credit course or three credit hours, whichever is greater;

The part-time faculty member is appointed to teach three or more

credit hours or at least twenty-five per cent of a full-time equivalent faculty member during an individual summer session in the summer semester and thus qualifies for a fee reduction during the summer semester of one credit course or three credit hours, whichever is greater, a total of two credit courses. The credit courses may be taken in any of the summer sessions of appointment comprising the summer semester. However, the aggregate of courses may not exceed two credit courses.

- (ii) The part-time faculty member so qualifying elects not to make use of the fee reduction so earned.
 - (iii) The spouse or dependent to whom the benefit is transferred applies the benefit during the semester or the individual summer session of the spouse or parent's qualifying appointment or in the semester of summer session immediately following; except spring semester reduction may be used during the following fall. Unused qualifying service or portions thereof are not cumulative.
 - (iv) Spouses and dependents are not eligible for fee reduction of non-credit courses.
- (f) For purposes of fee reductions:
- (i) Spouses refer to individuals who have contracted the legal status of a marital relationship through religious or civil solemnized marriages and complied with all the statutory requirements pursuant to applicable law and shall not include common law marriages which may be otherwise recognized under Ohio law or other relationships between persons not legally capable of making a marriage contract under Ohio law.
 - (ii) Dependents as defined by current rules and dependency tests of the internal revenue service. The employee may be required to submit proof of dependency to the university auditor on request.
 - (iii) Fee reductions may be taxable income to the faculty member.

(8) Educational assistance program (Internal Revenue Code section 127).

The university of Akron has created, as an exclusive benefit for its employees, this educational assistance program. It is the intent of the university to seek to provide this educational assistance program, the benefit of which shall be to seek to exclude all assistance provided hereunder from an employee's income to the extent allowable under Internal Revenue Code section 127. This fee reduction educational assistance program shall only extend to university employees taking courses at the university of

Akron. Eligibility accrues from employment as of the first day of the semester. It is the intent of the university that the provisions of this program shall not apply to graduate assistants who may otherwise qualify for tax exemption of fee reduction pursuant to a separate university program.

(a) Full-time university faculty and administrative employees.

(i) Credit courses.

Any full-time university faculty member or administrative employee shall be permitted to take two credit courses or six credit hours, whichever is greater, each semester, free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Any full-time university faculty member or administrative employee shall be permitted to take a total of four credit courses during the summer semester. The credit courses may be taken in any of the summer sessions comprising the summer semester. However, the aggregate of courses will not exceed four credit courses which will be free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

(ii) Non-credit courses.

Any full-time university faculty member or administrative employee shall be permitted to take two non-credit courses per semester (i.e., combined summer, fall, spring), which shall not affect his or her eligibility for credit fee reduction enrollment.

Some courses are not available for students using non-credit course fee reduction (AutoCAD, "Microsoft NT," polymer science courses, etc.). A list of such courses will be maintained by the division of UA solutions.

All individuals using fee reduction for non-credit courses will be placed on a waiting list in the division of UA solutions (with a university of Akron designation assigned) on a first-come, first-served basis, until class meets minimum paying enrollment. These individuals will pay such costs as materials, supplies, lab fees, etc.

(b) Part-time faculty.

Any part-time faculty member or contract professional appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member during a semester shall be permitted to take one credit course or

three credit hours, whichever is greater, during the semester of appointment, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Any part-time faculty member or contract professional appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member during a semester or an individual summer session in the summer semester shall be permitted to take one credit course or three credit hours, whichever is greater. The credit course may be taken during the summer session of appointment or one of the summer sessions subsequent to being appointed within the same summer semester.

One additional credit course may be taken in a different summer session of the same summer semester by any part-time faculty member or contract professional who is appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member. Again, the credit course may be taken during the summer session of appointment or one of the summer sessions subsequent to being appointed. Thus, the aggregate of courses for which fee reduction will be received, during the sessions in the summer semester will not exceed two credit courses, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Fee reductions must be used in the semester or summer session earned or the semester or summer sessions immediately following; except spring semester reductions may be used during the following fall semester. Only one reduction may be used during a semester or summer session and unused reductions or portions of these reductions are not cumulative. Qualifying part-time faculty who will not make use of the fee reduction for themselves shall be permitted to transfer only the instructional fee reduction or a one course or three credit hours whichever is greater for an academic term to a qualifying spouse or dependent child, under the conditions specified in paragraph (B)(7)(c)(i)(e) of rule 3359-20-04.3 of the Administrative Code. Part-time faculty are eligible for paragraph (B)(7)(a)(i)(b) of rule 3359-20-04.3 of the Administrative Code.

(c) "ROTC" officer personnel.

"ROTC" officer personnel shall be eligible for reductions as full-time faculty as outlined in paragraph (B)(7)(a)(i) of this rule.

(d) General provisions.

- (i) No reductions of residence hall room and board fees shall be granted to any person except members of the resident advisory staff.

- (ii) The requirements of residence in Ohio for one year before the first day of any term or semester to be exempt from nonresident tuition charges shall be waived for employees who are entitled to the fee reduction.
- (iii) Eligibility for fee reductions for employees or relatives is determined by employment status on the first day of the course.
- (iv) An individual may receive fee reductions under only one eligibility category (e.g., full-time university faculty, part-time faculty, full-time staff, spouse or dependent) during any one academic period.
- (v) Eligibility for other authorized fee credits is determined independently from the individual's status as a university of Akron employee or dependent. Thus, other authorized fee credits from other entities may be received in the same semester as the university's fee reduction.
- (vi) Full-time employees with nine-month appointments are eligible for fee reductions during the summer if reappointed for the following academic year.

(C) Benefits and privileges of retired and emeritus faculty and staff.

Retired faculty, emeritus faculty, and staff are provided certain privileges and benefits including:

- (1) No fee parking in any university lot except in metered and handicapped spaces. However, all retired faculty, emeritus faculty, and staff that continue as, or are rehired into any position as a full-time or part-time employee at the university are subject to the same parking permit fee assessments as described in rule 3359-46-02 of the Administrative Code.
- (2) Term life insurance for those hired prior to April 20, 1977 (staff) or September 13, 1977 (faculty) and continuously employed full-time since April 20, 1977 (staff) or September 13, 1977.
- ~~(3) Health insurance coverage (excluding dental coverage) for dependents of recipients of Ohio retirement system benefits is provided if the retiree's original appointment date was prior to January 1, 1992 and had ten consecutive academic years of full-time service with the University immediately prior to retirement and the dependent was eligible for insurance when the retiree's health insurance coverage was terminated by the university. [Note: for employees on a twelve-month contract, a year is defined as twelve continuous calendar months.] Group medical insurance for the retiree is provided by the Ohio retirement system.~~
- ~~(4)~~ (3) Identification card.
- ~~(5)~~ (4) Fee reductions for the retiree and dependent children and spouses (see paragraph (B)(7) of rule 3359-20-04.3 of the Administrative Code).

- ~~(6)~~ (5) Athletic and cultural events. Retired faculty members are granted half-price admission to all university athletic events and special rates for certain cultural events.
- ~~(7)~~ (6) Recreational facilities including the natatorium, gymnasium and playing fields are open to retired faculty at the same time as to other faculty.
- ~~(8)~~ (7) Credit union. All retired faculty members are eligible for membership in the Towpath credit union.
- ~~(9)~~ (8) The bookstore at the university of Akron. Retired faculty members may purchase books and other supplies through the bookstore, ordinarily at a discount.
- ~~(10)~~ (9) Notary public. Notary service is available in the offices of ~~talent development and~~ human resources and general counsel at no cost to retired faculty members.
- ~~(11)~~ (10) Retired faculty retain full faculty privileges for the use of the libraries and may use the emeritus study room in Bierce library.
- ~~(12)~~ (11) Part-time teaching assignments as needed.
- ~~(13)~~ (12) Office or laboratory space, supplies and secretarial assistance, and computer services may be provided by special arrangement with the appropriate department.
- ~~(14)~~ (13) Retired faculty may submit externally funded grant/contract proposals through the university. Retired faculty are not eligible for university- funded research grants or summer fellowships.
- ~~(15)~~ (14) If funding is available, there may be partial or full payment of travel and subsistence expenses incurred at educational and professional meetings.
- ~~(16)~~ Listings in the "General Bulletin" and for those with campus offices, listings in the faculty/staff directory.
- ~~(17)~~ (15) Access to computer center and information services privileges ~~normally provided to active faculty.~~

Effective: 12/22/2016

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 11/27/89, 07/20/90, 05/22/91, 07/17/91, 09/04/91,
05/22/92, 07/31/92, 01/27/93, 09/16/96, 11/22/97,
12/05/97, 11/06/99, 01/20/00, 09/27/01, 11/24/01,
05/27/02, 06/25/07, 12/26/13, 06/27/14, 02/01/15,
12/22/2016

THE UNIVERSITY OF AKRON

RESOLUTION 10- -20

Revisions to University Rule 3359-20-04.3
Faculty Privileges and Benefits

BE IT RESOLVED, That the recommendation presented by the Rules Committee on October 14, 2020, to revise Rule 3359-20-04.3 to eliminate the Retiree Dependent Health Insurance for eligible dependents of non-bargaining unit faculty, staff and contract professionals effective December 31, 2020, be approved.

M. Celeste Cook, Secretary
Board of Trustees



**Consent Agenda
The University of Akron Board of Trustees
Meeting of October 14, 2020**

Item	Description	Committee	Tab
1	Minutes for August 12 and September 16, 2020	None	Board of Trustees
2	Financial Report for the Fiscal Year Ended June 30, 2020	Finance & Admin.	2
3	Financial Report for the Two Months Ended August 31, 2020 and Affirmation of the Fiscal Year 2020-2021 General Fund, Auxiliary Funds, and Sales Funds Budgets	Finance & Admin.	3
4	Bond Refunding	Finance & Admin.	4
5	Fiscal Year 2020-2021 Course Fees	Finance & Admin.	5
6	Cumulative Gift and Grant Income Report July 1 through August 31, 2020	Finance & Admin.	6
7	2020 Efficiency Report to the Ohio Department of Higher Education	Academic Issues & Student Success	1
8	Rescind University Rule 3359-11-13, Sexual harassment policy; New Rule 3359-11-13, Anti-discrimination and harassment policy	Rules	1
9	Revisions to University Rule 3359-20-04.3, Faculty privileges and benefits	Rules	2

1

Appointment of Dallas A. Grundy as
Senior Vice President and Chief Financial Officer
of The University of Akron

2

Presiding:

Chair
Joseph M. Gingo

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October 14, 2020

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New Business

THE UNIVERSITY OF AKRON

RESOLUTION 10- -20

Appointment of Dallas A. Grundy as Senior Vice President and Chief Financial Officer
of The University of Akron

WHEREAS, The University of Akron has concluded its extensive and thorough national search for the position of Senior Vice President and Chief Financial Officer of the University, to succeed Interim Chief Financial Officer Dr. Stephen R. Storck; and

WHEREAS, The Board of Trustees concurs with the recommendation of the President, Dr. Gary L. Miller, that Dallas A. Grundy, CPA is well suited to assume the position of Senior Vice President and Chief Financial Officer of The University of Akron; and

WHEREAS, Mr. Grundy earned a Bachelor of Science in Civil Engineering as well as a Master of Business Administration from Rutgers, The State University of New Jersey, and is pursuing a Doctor of Education in Educational Leadership from Rowan University; and

WHEREAS, Mr. Grundy has an outstanding record as an effective higher education financial administrator, including previously having served as the vice dean and chief financial officer of the University of Pennsylvania Law School and associate dean of finance and administration at Rutgers University's Graduate School of Education; and

WHEREAS, Mr. Grundy's senior higher education leadership is further informed by his experience as a prominent business consultant and a board member to several not-for-profit boards; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees appoints Dallas A. Grundy as the Senior Vice President and Chief Financial Officer of The University of Akron, commencing on November 30, 2020, with the terms of employment outlined in the offer letter, attached as Exhibit A.

M. Celeste Cook, Secretary
Board of Trustees



October 1, 2020

Mr. Dallas A. Grundy
VIA EMAIL SERVICE

Dear Mr. Grundy:

On behalf of The University of Akron and subject to approval by the Board of Trustees, it is my pleasure to extend you an offer of employment as Sr. Vice President and Chief Financial Officer, a senior leader and cabinet member position, reporting directly to the President. You will hold this administrative contract professional position at the discretion of the President. The initial term of this administrative appointment is one (1) year, commencing on November 30, 2020. Thereafter, subsequent annual appointments will be based upon evaluations and discussions between you and the President.

Your duties and responsibilities as Sr. Vice President and Chief Financial Officer will include the overall supervision and responsibility for the administrative, operational and financial affairs of the University in accordance with the rules established by the Board, and to perform duties as assigned by the President.

The rate of compensation for this position is \$320,000 annually, payable on a monthly basis. Your salary will be subject to mandatory deductions of federal, state, and city taxes as well as a Federal Medicare tax. As a University employee, you will have options to participate in the Ohio Public Employees Retirement System (OPERS) or a State approved Alternative Retirement Program (ARP).

In addition, the University shall reimburse you for reasonable moving and relocation expenses up to an amount of \$15,000, such reimbursement to be consistent with the University's policies concerning moving expenses. Moving and relocation expenses are eligible for reimbursement if incurred within twelve (12) months of your acceptance date.

You are entitled to enroll in the University's Group Insurance Program. Your benefit coverage will be effective on the first day of the month following your appointment date. If you have any questions regarding benefits information, contact Benefits Administration at (330) 972-7090. Additional information relating to employee privileges and benefits is available for viewing at: <http://www.uakron.edu/ogc/UniversityRules>.

You are entitled to 22 regularly scheduled days of paid vacation, on a pro-rated basis, in accord with established policy governing twelve-month appointments for administrators and contract professionals. Attendance at business and professional meetings and conferences shall not be considered vacation time. You shall be provided with 15 regularly-scheduled work days of sick

Mr. Dallas A. Grundy

Page 2

October 1, 2020

leave per year, on a pro-rated basis, which may be accumulated without limit in accord with Board policy applicable to twelve-month, full-time administrators.

All University of Akron employees whose duties include some involvement with The University of Akron's intercollegiate athletics program are required to comply with all relevant NCAA Bylaws in performing their work.

The Immigration Reform and Control Act of 1986 and policies instituted by the Ohio Department of Homeland Security require all employers to verify the employment eligibility and identity of all new employees. Completion of I-9 is required. Instructions for I-9 completion can be obtained at: <http://www.uscis.gov/files/form/i-9.pdf>.

The Social Security Protection Act of 2004 requires State Government employers to provide a statement (Form SSA-1945) to employees explaining how a pension from your new position could affect future Social Security benefits. SSA-1945 can be accessed at: <http://www.uakron.edu/hr/forms-directory>.

All new employees are required to attend the mandatory Sexual Harassment and Other Forms of Discrimination Prevention Training. Please contact Equal Employment Opportunity (EEO) at eeocompliance@uakron.edu.

This appointment is subject to and incorporates by reference all applicable state and federal laws and all rules of The University of Akron as adopted and from time to time hereafter amended by the Board of Trustees, including but not limited to those rules set forth in Section 3359 of the Ohio Administrative Code and the Bylaws, Rules, Regulations, and Resolutions of the Board of Trustees, or adopted pursuant to rule-making authority delegated by the Board of Trustees. Those rules which are filed with the Secretary of State may be located at <http://www.uakron.edu/ogc>.

All University of Akron employees are required to comply with applicable provisions of Ohio's ethics laws affecting public employees. Current copies of these laws may be obtained from the Office of General Counsel. Additionally, University employees are required to complete and submit annual conflict of interest and conflict of commitment disclosure forms as well as comply with specific disclosure requirements for certain outside activities involving compensation to the employee from an external source. Violations of ethics laws or failure to comply with policies or annual and specific reporting requirements addressing conflict of interest and conflict of commitment issues may subject an employee to disciplinary action up to and including termination, as well as expose the employee to criminal violations under Ohio law. Employees should refer to Rule 3359-11-17 to receive full information concerning reporting and disclosure requirements and policies regarding conflicts of interest and conflicts of commitment.

Mr. Dallas A. Grundy

Page 3

October 1, 2020

From time to time during the term of appointment, the University may, upon recommendation of the President and approval of the Board of Trustees or authorized designee, authorize assignments, reassignments or other changes in an individual's duties or responsibilities, including but not limited to teaching or administrative assignments which shall be in addition to the individual's primary responsibilities to the University; and, in such instances, the individual may receive additional stipends or salary in connection with the performance of such additional responsibilities.

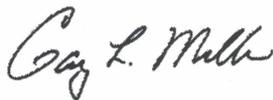
The President, at any time during the term of this agreement or any subsequent renewals of this agreement, may reassign you. Reasons for reassignment include, but are not limited to, failure to perform your duties in a satisfactory manner within the discretion of the President, violation of University rules, regulations or policies and/or directives of the President or Board of Trustees, violation of professional ethics, or commission of an illegal act.

Please indicate your acceptance of this position, subject to approval by the Board of Trustees or by the President or President's designee, as applicable, by signing and returning this letter today, October 1, 2020.

Please contact us if you have any questions.

Congratulations on your new position and welcome to The University of Akron.

Sincerely,



Gary L. Miller
President

My signature below indicates that I accept this position as noted above. I understand that this offer of employment is contingent upon the verification of my credentials, my production of appropriate evidence of work authorization for the entire period of intended employment, and the satisfactory completion of a criminal background check. I understand that services are to be rendered in accordance with the policies established by The University's Board of Trustees.



Mr. Dallas A. Grundy

10/1/20

Date