

Presiding:
Chair
Lewis W. Adkins, Jr.
June 11, 2025

1	Call to Order
2	Approval of Meeting Minutes
3	Consideration of Finance & Administration Proposals
4	Consideration of Student Experience & Academics Proposals
5	Consideration of Rules Proposals
6	Consideration of New Business
7	Next Regular Meeting: Wednesday, September 17, 2025 Student Union, Room 339
8	Adjournment

Board of Trustees

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Special Meeting Minutes
April 15, 2025
Jean Hower Taber Student Union, Room 339

Board Members Present:

Lewis W. Adkins, Jr., Chair
Christine Amer Mayer, Vice Chair
Trina M. Carter

Richard C. Fedorovich
Mark S. Lerner
Thomas F. Needles

Michael J. Saxon
Thomas A. Waltermire
Bryan C. Williams

*Joined meeting at 8:36 a.m.

Student Trustees Present:

Nicholas K. Campana

Maxwell V. Pastoria

Advisory Trustees Present:

Dr. David W. James

David T. Reese

Staff Officer of the Board Present:

Mark G. Stasitis, Acting Secretary; Associate Vice President & Deputy General Counsel

Administrative Officers Present:

R. J. Nemer, President

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

Tammy Ewin, Vice President/Chief Communication and Marketing Officer

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

Dr. Gwyneth Price, Senior Vice Provost

Misty Villers, Interim Vice President and Chief Financial Officer

Mia Yaniko, Vice President and General Counsel

Joint Committee on Retrenchment Members Present:

Dr. Teresa Cutright

Dr. Daniel Friesner

Emily Janoski-Haehlen

Dr. Richard Londraville

Dr. Gwyneth Price

Dr. Stephen Weeks

SPECIAL BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Adkins called the meeting to order at 8:30 a.m. The Board adjourned into executive session on an 8-0 vote for the purposes of considering the appointment, employment, or compensation of a public employee or employees, pursuant to the provisions of O.R.C. 121.22(G)(1); and reviewing for collective bargaining sessions, pursuant to the provisions of O.R.C. 121.22(G)(4). The meeting returned to public session at 11:40 a.m. on a 9-0 vote.

NEW BUSINESS

- Academic Revitalization of The University of Akron (Tab 1)

Mr. Adkins introduced the proposed resolution, as follows:

“On March 19, 2025, The University of Akron Board of Trustees approved a Resolution Pertaining to the Revitalization of the University, which included a necessary \$22 million University-wide budget improvement by June 30, 2026.

As part of the Revitalization, the Board resolved to achieve the University budget improvement in several ways, including, but not limited to, a combination of voluntary separations; right-sizing faculty and staff in identified units to better align with student enrollment; investment in areas of growth, fundraising and development opportunities; reduction in administration and athletics, reduction of campus footprint and debt defeasance; operational and financial efficiencies; restructuring; and enrollment growth.

At this critical juncture, the Board recognizes that change is necessary and required within certain identified academic units as the marketplace that our graduates will enter is quickly evolving, as are our students' needs and interests.

The University president initiated the retrenchment process in Article 15 of the collective bargaining agreement with the Akron-AAUP, indicating the circumstances requiring the reduction of faculty positions in some academic units to better align with student enrollment, while continuing to invest in areas of growth.

The University provost subsequently identified several academic units where the reduction of faculty positions would be necessary to more appropriately align the number of faculty in those units to student enrollment and demand.

The University administration has been working collaboratively with the Akron-AAUP to seek individual separation incentive agreements with faculty members both within, and outside of, the identified retrenchment areas for the purpose of reducing or eliminating the need for retrenchment.

Pursuant to the CBA, the president formed a Joint Committee on Retrenchment, which included members of the administration and the Akron-AAUP and tasked the JCR with formulating advisory recommendations to include ways to relieve the need for retrenchment by raising additional funds, by reallocating funds, or by cutting or eliminating specified activities.

The Board, having fully reviewed and considered the provost's initial retrenchment proposal, the JCR's advisory recommendations, as well as the president's own recommendations, hereby fully adopts the president's recommendation and contingencies, determining that it properly aligns with the Revitalization Plan adopted by the Board and, specifically meets the academic portion in properly aligning the number of faculty with student demand, as identified in the provost's initial retrenchment recommendations regarding the identified academic units.

The adoption of the president's recommendations, which included several contingencies, many of which have now been met, and which build on the JCR's advisory recommendations, coupled with the voluntary separation incentive agreements, will likely avoid the retrenchment of any individual faculty members at the University, while also providing investment and time for growth in areas of high demand.

The Board recognizes the shared sacrifice of those individual faculty members who have accepted voluntary separation incentive agreements to benefit the University and their colleagues and to avoid the potential retrenchment of junior faculty.

The path forward represents positive developments for our own University community. It speaks to the strong commitment of the faculty, the administration, and the Board to a vibrant and relevant future for The University of Akron."

RESOLUTION 4-1-25

Pertaining to the Academic Revitalization of The University of Akron

WHEREAS, On March 19, 2025, The University of Akron Board of Trustees (the "Board") approved a Resolution Pertaining to the Revitalization of the University (Board Resolution No. 3-13-2025 or the "Revitalization"), which included a necessary \$22 million University-wide budget improvement by June 30, 2026; and,

WHEREAS, The Board further mandated a similar level of budget improvement to be achieved in the coming years, through FY2029, as part of our university's continued Revitalization efforts; and,

WHEREAS, As part of the Revitalization, the Board resolved to achieve the University budget improvement in several ways, including, but not limited to, a combination of voluntary separations; right-sizing faculty and staff in identified units to better align with student enrollment; investment in areas of growth, fundraising and development opportunities; reduction in administration and athletics, reduction of campus footprint and debt defeasance; operational and financial efficiencies; restructuring; and enrollment growth; and,

WHEREAS, At this critical juncture, the Board recognizes that change is necessary and required within certain identified academic units as the marketplace that our graduates will enter is quickly evolving, as are our students' needs and interests; and,

WHEREAS, We must ensure our academic programs and services are properly and continually aligned with student and market demand; at the same time, we must tackle a changing financial picture in which the size of our budget relative to the size of our student body has become insupportable and unsustainable; and,

WHEREAS, The University president initiated the retrenchment process in Article 15 of the collective bargaining agreement (the "CBA") with the Akron-AAUP, indicating the circumstances requiring the reduction of faculty positions in some academic units to better align with student enrollment, while continuing to invest in areas of growth; and,

WHEREAS, The University provost subsequently identified several academic units where the reduction of faculty positions would be necessary to more appropriately align the number of faculty in those units to student enrollment and demand; and,

WHEREAS, The University administration has been working collaboratively with the Akron-AAUP to seek individual separation incentive agreements with faculty members both within, and outside of, the identified retrenchment areas for the purpose of reducing or eliminating the need for retrenchment; and,

WHEREAS, Pursuant to the CBA, the president formed a Joint Committee on Retrenchment (“JCR”), which included members of the administration and the Akron-AAUP, and tasked the JCR with formulating advisory recommendations to include ways to relieve the need for retrenchment by raising additional funds, by reallocating funds, or by cutting or eliminating specified activities; and,

WHEREAS, The president now having received the JCR’s advisory recommendations and having forwarded those recommendations, along with his own recommendations, to the Board for its consideration, the Board hereby resolves as follows; Now, Therefore,

BE IT RESOLVED, That the Board, having fully reviewed and considered the provost’s initial retrenchment proposal, the JCR’s advisory recommendations, as well as the president’s own recommendations, hereby fully adopts the president’s recommendation and contingencies, determining that it properly aligns with the Revitalization Plan adopted by the Board and, specifically meets the academic portion in properly aligning the number of faculty with student demand, as identified in the provost’s initial retrenchment recommendations regarding the identified academic units; and,

BE IT FURTHER RESOLVED, That the incoming provost, in collaboration with Faculty Senate, have formed the Position Review Committee (the “PRC”) which shall be tasked with reviewing and approving each requested faculty position at the University before seeking a replacement; and,

BE IT FURTHER RESOLVED, That the president, and his leadership team, will regularly meet with the Board Finance & Administration Committee Chair, to discuss and advise on the progress on the Revitalization Plan to ensure the University meets budget improvement directives as outlined in the Revitalization Resolution; and,

BE IT FURTHER RESOLVED, That the adoption of the president’s recommendations, which included several contingencies, many of which have now been met, and which build on the JCR’s advisory recommendations, coupled with the voluntary separation incentive agreements, and leveraging other funding sources than the general fund to accommodate those faculty who have an active research program, will likely avoid the retrenchment of any individual faculty members at the University, while also providing investment and time for growth in areas of high demand; and,

BE IT FURTHER RESOLVED, That the Board adopts the president’s recommendation, specifically as to the School of Polymer Science and Polymer Engineering (SPSPE), that in fall 2025, the SPSPE faculty shall meet the appropriate teaching load according to the University’s current workload policy. Further the University will leverage other funding sources than the general fund to accommodate those faculty who have an active research program; and,

BE IT FURTHER RESOLVED, That with these recommendations and growth incentives in academics, the University can proceed with the other revitalization efforts, including continuing to trim our real estate footprint, improving the athletics budget, engaging in conversations to exercise proper stewardship over our facilities, selling underutilized assets and monetizing others that will assist in reducing expenses and increasing revenue; and,

BE IT FURTHER RESOLVED, That the Board recognizes the shared sacrifice of those individual faculty members who have accepted voluntary separation incentive agreements to benefit the University and their colleagues and to avoid the potential retrenchment of junior faculty; and,

BE IT FURTHER RESOLVED, That by adopting the president's recommendations, the Board recognizes the hard work and effort of the Office of Academic Affairs, the JCR, the Akron-AAUP, as well as multiple University employees across campus.

ACTION: Saxon motion, Fedorovich second, passed 9-0

President Nemer expressed his thanks to the Board of Trustees for its cooperation and partnership and to the Joint Committee on Retrenchment and members of the senior administration for their collaborative work to achieve a successful plan for the University's strategic growth.

GOOD OF THE ORDER/ANNOUNCEMENTS

Mr. Adkins announced that the next regular meeting of the Board of Trustees is scheduled to take place on Wednesday, April 30, 2025. Board Committee meetings will take place on the afternoon of Tuesday, April 29.

ADJOURNMENT

ACTION: Meeting adjourned at 11:47 a.m.

Lewis W. Adkins, Jr.
Chair, Board of Trustees

Mark G. Stasitis
Acting Secretary, Board of Trustees

June 11, 2025

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Meeting Minutes
Wednesday, April 30, 2025
Jean Hower Taber Student Union, Room 339

Board Members Present:

Christine Amer Mayer, Vice Chair
Trina M. Carter
Richard C. Fedorovich

Mark S. Lerner
Thomas F. Needles
Michael J. Saxon

Thomas A. Waltermire
Bryan C. Williams

Student Trustees Present:

Nicholas K. Campana

Maxwell V. Pastoria

Advisory Trustees Present:

Dr. David W. James

David T. Reese

Staff Officer of the Board Present:

Mark G. Stasitis, Acting Secretary; Associate Vice President & Deputy General Counsel

Administrative Officers Present:

R. J. Nemer, President

Dr. Gwyneth Price, Senior Vice President and Provost

Dr. Matthew P. Akers, Special Assistant to the President for Government Relations;
Associate Director, Ray C. Bliss Institute

Dr. Suzanne B. Bausch, Vice President, Research and Business Engagement

Kimberly M. Cole, Vice President, Advancement

Tammy Ewin, Vice President/Chief Communication and Marketing Officer

Dr. Matthew Juravich, Chief Strategy Officer

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

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

Dr. Fedearia Nicholson-Sweval, Vice Provost for Student Pathways; Dean, Williams Honors College

Misty Villers, Interim Vice President and Chief Financial Officer

Dr. Sheldon Wrice, Vice President, Community Engagement, Opportunity and Belonging

Mia Yaniko, Vice President and General Counsel

Others Present: (See Appendix A.)

REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES

Ms. Mayer called the meeting to order at 8:30 a.m. and thanked all participants.

REPORT OF THE CHAIR

Graduation

Ms. Mayer began by offering the Board's congratulations and well wishes to the spring 2025 graduates. She encouraged Board members to attend some of all of the ceremonies, which would

occur throughout the weekend of May 9-11. She stated that “it is always inspiring to witness the sense of accomplishment, joy, and gratitude on the faces of our graduates as they receive their hard-earned degrees. I wish to each of them much success in their professional careers and hope that they think of their days at the University fondly.”

Revitalization

Ms. Mayer reported that, as a result of the Board’s passage a few weeks ago of a resolution adopting President Nemer’s recommendations regarding the retrenchment process, the University was able to avoid the retrenchment of any faculty positions. She described that as a “huge accomplishment” and credited the “collaboration and resilience shown by numerous individuals at the University.” The administration had worked with the Akron AAUP, the Joint Committee on Retrenchment, as well as countless numbers of others on campus throughout the last several months to obtain enough voluntary separations to avoid the elimination of any faculty members, while still right-sizing the faculty to more appropriately align with student enrollment in several identified units.

In conclusion, Ms. Mayer expressed her personal thanks and that of the entire Board of Trustees to each individual who worked together “to accomplish this truly collaborative effort.”

REPORT OF THE PRESIDENT (See Appendix C.)

REPORT OF THE STUDENT TRUSTEES

Mr. Pastoria reported that, since the previous Board meeting, University of Akron students had made remarkable achievements across a wide range of academic, professional, and extracurricular domains.

- At the recent annual LIFE Awards, students, including those who have presented before the Board, were honored for leadership and service.
- In engineering, the Akronauts Rocket Design Team made headlines as the first Ohio university team to fire a student-built liquid rocket engine, later presenting their innovations at the Ohio Space Grant Consortium Symposium. They also earned top honors for technical excellence at the Spaceport America Cup. Moreover, the Zips Drone Design Team finished second in its first appearance at the Design-Build-Vertical Flight Student Competition. This international competition featured 18 university teams that were challenged to design a drone, including Auburn University, the University of Maryland, Georgia Institute of Technology, and Texas A&M University.
- Meanwhile, the University’s Speech and Debate Team dominated the 2025 Ohio Forensics Association State Championship, winning the team sweepstakes title and placing students across nearly every event, including multiple first-place finishes. Senior Isaac Machar placed fourth in the nation in dramatic interpretation at the American Forensics Association national tournament.

- The University of Akron School of Law’s chapter of the Federalist Society also made University history by winning the James Madison Award for Best Chapter of the Year—their first national award. Chapter President Dan Szuba and Vice President Blake Shiplett accepted the award at the national symposium alongside prominent leaders in law and the judiciary.
- The Undergraduate Student Government (USG) hosted the Third-Annual Spring Cleaning event, which saw multiple student organizations clean up on and around campus. Students are now looking forward to events like SpringFest and, of course, graduation.

Mr. Pastoria congratulated Student Trustee Campana on his upcoming graduation. “Nick, your leadership, mentorship, and especially friendship have been much appreciated this year. You will surely be missed, and I wish the Governor luck as he has big shoes to fill on this campus and in the seat across from me.”

Mr. Campana then introduced the featured student speakers representing Undergraduate Student Government, Grace DeWitt and Elena Kozma, respective current president and vice president; and Madilyn Shaw and Bethel Tsige, respective president-elect and vice president-elect for the 2025-2026 academic year (see Appendix E).

ACTION ITEMS

Ms. Mayer said that, because the Board uses a consent agenda for its regular meetings, it would hear reports from each committee proposing actions and would wait to hold one vote for all items on the consent agenda. The Board would vote on any items not listed on the consent agenda immediately after those items are raised. All of the action and informational items in the Board materials had been discussed in detail during committee meetings held on the previous day, Tuesday, April 29.

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

By consensus, the proposed action to approve the minutes of the Special Board meeting of February 26, 2025 and the regular Board of Trustees meeting of March 19, 2025 was placed on the consent agenda.

RESOLUTION 4-2-25 (See Appendix B.)

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

- Financial Report for the Nine Months Ended March 31, 2025 (Tab 1)

The report covers budget-versus-actual revenue and expenditures during the first nine months of Fiscal Year 2025 for the University's General Fund, Auxiliary Enterprises, and Departmental Sales and Services. The report includes comparable data for Fiscal Years 2024 and 2023.

Akron and Wayne General Fund, Auxiliary Funds, and Departmental Sales and Services Funds Consolidated	FY23	FY24		FY25			
	YTD March 31	YTD March 31	YTD June 30	Original Budget	YTD March 31	Actual to Budget	
						\$	%
Tuition	\$122,554,558	\$123,118,532	\$127,462,998	\$128,122,750	\$125,808,818	(\$2,313,932)	
General Service Fees	9,266,360	9,169,854	9,453,316	10,174,000	9,459,651	(714,349)	
Other Fees	17,474,048	19,562,145	20,116,619	17,578,722	15,751,347	(1,827,375)	
Scholarships*	(51,208,966)	(46,417,921)	(53,878,374)	(41,360,579)	(51,646,990)	(10,286,411)	
Net Tuition and Fees	98,086,000	105,432,610	103,154,559	114,514,893	99,372,826	(15,142,067)	86.8%
State Share of Instruction	65,636,439	62,115,642	82,828,136	77,603,746	58,202,802	(19,400,944)	
Indirect Cost Recovery	2,842,604	3,176,859	4,408,428	4,257,000	3,206,009	(1,050,991)	
Investment Income	3,352,302	4,477,040	9,649,639	6,500,000	9,454,437	2,954,437	
Miscellaneous Income	1,782,751	1,944,389	2,442,810	3,526,000	2,529,342	(996,658)	
Auxiliary Revenue	24,080,705	20,411,031	29,715,810	28,858,050	20,712,666	(8,145,384)	
Sales and Services Revenue	4,149,749	4,048,350	5,578,294	4,815,696	4,585,266	(230,430)	
Total Other Revenues	101,844,550	96,173,311	134,623,117	125,560,492	98,690,522	(26,869,970)	78.6%
Total Revenues	199,930,550	201,605,921	237,777,676	240,075,385	198,063,348	(42,012,037)	82.5%
Total Compensation [Payroll & Fringe Benefits]	132,944,545	136,013,721	180,162,914	184,763,575	136,169,321	48,594,254	73.7%
Operating	49,074,024	49,830,815	57,507,189	58,618,035	48,693,760	9,924,275	
Utilities	5,864,466	7,777,773	11,287,164	11,919,963	8,158,051	3,761,912	
Plant Fund	1,623,351	950,790	1,939,330	2,400,000	2,497,000	(97,000)	
Student Extracurricular Activities	575,000	575,000	575,000	575,000	575,000	0	
Total Non-Personnel	57,136,841	59,134,378	71,308,683	73,512,998	59,923,811	13,589,187	81.5%
Total Expenditures	190,081,386	195,148,099	251,471,597	258,276,573	196,093,132	62,183,441	75.9%
Net Income / (Loss) Before Debt Service and Other	9,849,164	6,457,822	(13,693,921)	(18,201,188)	1,970,216	20,171,404	
Debt Service	(17,179,651)	(7,728,760)	(10,305,014)	(10,100,000)	(7,575,002)	2,524,998	
Net Transfers and Encumbrances	5,104,616	5,101,823	691,770	371,037	4,489,299	4,118,262	
Fund Balance Allotted	2,409,000	1,834,250	727,332	790,000	500,000	(290,000)	
Net Surplus / (Deficit)	\$183,129	\$5,665,135	(\$22,579,833)	(\$27,140,151)	(\$615,487)	\$26,524,664	

*Includes athletic scholarships

RESOLUTION 4-3-25 (See Appendix B.)

- Gift Attainment Report for July 1, 2024 Through March 31, 2025 (Tab 2)

From July 1, 2024 through March 31, 2025, The University of Akron recorded total gift attainment of \$12,976,030. The report also noted that, as of March 31, 2025, \$136.3 million in commitments has been generated for the University's We Rise Together Campaign, reaching 91 percent of the \$150 million goal since its launch in February 2020.

RESOLUTION 4-4-25 (See Appendix B.)

- Personnel Actions recommended by President Nemer as amended (Tab 9)

RESOLUTION 4-5-25 (See Appendix B.)

- Purchases \$75,000 to \$500,000 Report (Tab 3) INFORMATION ONLY
- Capital Projects Report (Tab 4) INFORMATION ONLY
- Information Technology Report (Tab 5) INFORMATION ONLY
- Advancement Report (Tab 6) INFORMATION ONLY
- University Communications and Marketing Report (Tab 7) INFORMATION ONLY
- Public Liaison and Government Relations Update (Tab 8) INFORMATION ONLY

REPORT OF THE STUDENT EXPERIENCE AND ACADEMICS COMMITTEE

presented by Committee Chair Mayer

- Report of the Senior Vice President and Provost (See Appendix D.)
- Fall 2026 Through Summer 2028 University of Akron Calendar and Approval of Granting Paid Leave to Staff and Faculty (Tab 1)

The proposed resolution would approve The University of Akron Calendar for fall 2026 through summer 2028 and grant paid leave to faculty and staff for dates that the University is scheduled to be closed in addition to the paid scheduled holidays for 2025-2026 (December 26, 29, 30 and 31); for 2026-2027 (December 28, 29, 30 and 31); and for 2027-2028 (December 27, 28, 29 and 30), with the exception of facilities and personnel required to conduct previously scheduled events and maintain essential physical infrastructure and safety.

RESOLUTION 4-6-25 (See Appendix B.)

- Prospective Degree Candidates for Spring 2025 (Tab 2)

The proposed tentative list of 1,783 total degrees to be conferred for spring 2025 consisted of 69 doctoral, 87 law, 253 master, 1,177 bachelor and 197 associate, contingent upon candidates' fulfillment of requirements.

RESOLUTION 4-7-25 (See Appendix B.)

- Curricular Changes (Tab 3)

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

New Programs

- Establish a Bachelor of Science in Applied Politics and Civic Leadership in the Buchtel College of Arts and Sciences, Department of Political Science, new program proposal.

This program will extend the university's longstanding expertise in applied politics to our degree offerings at the undergraduate level, allowing us to increase undergraduate enrollment. This unique degree would train students in the fields of applied politics and civic engagement where they will gain a thorough and meaningful grounding in a profession that offers enormous career opportunities. The program will utilize faculty who are leaders in the field that will provide strong expertise to students that will prepare them for careers and offer networking opportunities within both the public and private sectors of this profession. This program also provides knowledge and skills that are not only professionally useful but also ensures sustained civic and political engagement of our alumni in their local communities, the State of Ohio, and the US.

- Establish an Associate of Applied Science in Biomedical Engineering Technology in the College of Engineering and Polymer Science, Department of Biomedical Engineering, new program proposal.

This program will broaden the program offerings in the Biomedical Engineering department and help prepare the trained workforce needed in health care settings such as hospitals and clinics for the maintenance and repair of medical equipment. Earning this associate degree will provide excellent and competitive career opportunities in the health care industries job market. The U.S. Bureau of Labor Statistics predicts job growth for biomedical technicians over the next ten years, with the state of Ohio being the fourth largest employer of medical equipment repairers. This program will also prepare graduates to become Certified Biomedical Equipment Technicians (CBET) that will help them through their careers and is necessary to advance to senior level positions. The curriculum of this program will also provide students with a foundation for transferring into a bachelor's degree program.

- Establish a Bachelor of Science in Multidisciplinary Engineering Studies in the College of Engineering and Polymer Science, Dean's Office, new program proposal.

This proposal would create a multidisciplinary engineering bachelor's program which will be beneficial in providing a viable degree path for students who lose the motivation to finish their engineering discipline specific degrees after deciding they are not interested in working directly in engineering and find their way into other careers where their technical knowledge is of value. This program will help students craft their remaining coursework to meet their new career goals and will ensure that they leave with a meaningful degree. This will give students whose career goals span engineering and another discipline such as business, science, or engineering technology a degree that is more flexible than one from a discipline-specific engineering program.

- Program Revisions with Name Changes:

Revise the curriculum and change the name of the Bachelor of Science in Allied Health Care Administration in the College of Health and Human Sciences, School of Allied Health, proposal for 275002BS.

This proposal revises the program curriculum and changes the name of the Bachelor of Science in Allied Health Care Administration to the Bachelor of Science in Health Care Administration to better align the program with industry standards, academic consistency, and student expectations. The revised name more accurately reflects the broad scope of health care management and administration, rather than implying a focus solely on allied health fields. Program revision will equip students with valuable knowledge and skills in various areas of health care.

- Revise the curriculum and change the name of the Bachelor Business Administration in Information Systems in the College of Business, Department of Management, proposal for 650004BS.

This proposal revises the program curriculum and changes the name of the Bachelor of Business Administration in Information Systems to the Bachelor of Business Administration in Applied Artificial Intelligence and Information Systems which will allow students to be equipped with the knowledge and skills that are likely to remain relevant as technology evolves, ensuring their ability to adapt to future changes in the job market. Graduates will be better prepared for roles that require AI knowledge, such as data analysts, AI specialists, and machine learning engineers. The program revision adding applied AI to the curriculum makes graduates more attractive to employers and will align their skills with current and future job market needs.

RESOLUTION 4-8-25 (See Appendix B.)

- Renaming and Restructuring of the Graduate School (Tab 4)

The proposed resolution would approve the following recommendations by the Faculty Senate Ad Hoc Committee on Graduate School Structure:

1. The Taskforce recommends that the structure of a “School” remain in place but with a new name and a new level of leadership.
2. The Taskforce recommends the “Graduate School” now be named “The School of Graduate Studies” to better reflect the focus of this entity on graduate academic programs.
3. As a non-degree granting unit, it is recommended that The School of Graduate Studies be led by a Director for the School of Graduate Studies. The Director will provide leadership and direction to graduate programs of study, including coordinating the development of graduate education programs with academic units and assisting with organization of recruitment and retention of graduate students. Importantly, this position will provide strategic and visionary leadership relating to graduate curriculum, initiatives, and

partnerships, bringing opportunities to the graduate programs and facilitating implementation. This position reports to the Provost/Provost's designee.

4. The Taskforce views the restructuring to a Director for the School of Graduate Studies as the first step toward developing a more efficient set of processes. Once the restructure is in place, the Director will work with OAA, deans of the graduate degree granting colleges and the graduate programs to determine any necessary and appropriate process changes.
5. Graduate programs will take ownership of a variety of tasks which have been identified as having redundancies within the current Graduate School. The School of Graduate Studies will provide guidance and support to colleges and programs to implement University Policies and maintain compliance with state-level directives and attendance at CCGS.
6. The role of the Graduate Council mainly remains unchanged with the council focusing on graduate curriculum review, policy & guideline review, and discussion of initiatives & efforts to bolster graduate enrollment. Though the taskforce may meet again to contemplate #5 within the charge, it will be up to the Graduate Council to deliberate on any necessary policy or rule changes subsequent to this restructuring.
7. Graduate program coordinators will maintain the responsibilities of facilitating the recruitment, retention, and completion of graduate students along with all the necessary functions to ensure proper and efficient communication, enrollment, advisement, employment (if applicable) etc. of students.
8. With the elimination of the Graduate Dean position, any decisions requiring consideration, mediation, or approval above the level of the program coordinator will necessarily be handled by the dean of the degree granting college. Any disputes or disagreements between the degree granting college and The School of Graduate Studies can be resolved by the Provost.

RESOLUTION 4-9-25 (See Appendix B.)

- Research Report (Tab 3) INFORMATION ONLY
- Student Success Report (Tab 4) INFORMATION ONLY

REPORT OF THE RULES COMMITTEE

presented by Committee Chair Williams

- Amend University Rule 3359-20-04, The faculty: personal matters and special instructions (Tab 1)

Proposed amendments would include a provision for academic freedom of non-bargaining unit faculty members.

RESOLUTION 4-10-25 (See Appendix B.)

- Amend University Rule 3359-20-05.1, Grading system, discipline, academic probation and dismissal (Tab 2)

Proposed amendments would provide for a no credit (NC) performance indicator, signifying unsatisfactory academic performance, to all students at risk of failing such classes by the end of the fifth week of classes in normal academic semesters and pro-rated for shorter sessions..

RESOLUTION 4-11-25 (See Appendix B.)

CONSENT AGENDA VOTE

Ms. Mayer then called the vote to approve the consent agenda. The 10 items on the consent agenda had been thoroughly discussed and recommended by the appropriate committee for approval and inclusion on the consent agenda at committee meetings held the prior afternoon, Tuesday, April 29.

**ACTION: Fedorovich motion, Lerner second for approval of Consent Agenda
Resolutions 4-2-25 through 4-11-25, passed 8-0**

REPORT OF THE NOMINATING COMMITTEE

presented by Trustee Mark S. Lerner

Mr. Lerner read the Nominating Committee's recommended slate of Board officers for 2025-2026.

RESOLUTION 4-12-25 (See Appendix B.)

ACTION: Lerner motion on behalf of Committee, passed 8-0

Newly elected officers—Chair Michael J. Saxon, Vice Chair Christine A. Mayer, Acting Secretary Mark G. Stasitis and Acting Assistant Secretary Mia Yaniko—were sworn into office by Associate General Counsel Scott Campbell.

NEW BUSINESS

- Expression of Appreciation to Student Trustee Nicholas K. Campana (Tab 1)

Vice Chair Mayer shared highlights from the proposed resolution formally thanking Student Trustee Nicholas K. Campana, whose two-year term on the Board would end on July 1, 2025, for fulfilling his duties. She added that “I have greatly enjoyed the fresh perspective that you add to our meetings. You always bring very authentic expressions of what the students are feeling and how things land on campus, and that is really valuable information for us to have. I have appreciated that.”

RESOLUTION 4-13-25 (See Appendix B)

ACTION: Needles motion, Waltermire second, passed 8-0

Mr. Campana commented that a mentor had told him two years ago that serving in this position would lead to a great amount of experience, which he said became evident to him within a week of being sworn in. He thanked the entire Board and administration for the great honor and opportunity of working with and learning from them.

In acknowledgement of Mr. Campana's contributions to the Board, and in recognition of his upcoming graduation, Dr. Messina then presented him with the official Student Trustee stole of The University of Akron.

GOOD OF THE ORDER/ANNOUNCEMENTS

Ms. Mayer announced that the next regular meeting of the Board of Trustees is scheduled to take place on Wednesday, June 11, 2025.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 9:16 a.m.

Lewis W. Adkins, Jr.
Chair, Board of Trustees

Mark G. Stasitis
Acting Secretary, Board of Trustees

June 11, 2025

APPENDIX A: OTHERS IN ATTENDANCE

Scott Campbell, Associate General Counsel/Assistant Attorney General

Grace DeWitt, Featured Student

Eli Eubanks, Director, IT Support Services

Elena Kozma, Featured Student

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

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

Jennifer Pignolet, Akron Beacon Journal

Mark Rittenour, Director, Executive Communication and Special Projects

Madilyn Shaw, Featured Student

Bethel Tsige, Featured Student

APPENDIX B: RESOLUTIONS

RESOLUTION 4-2-25: Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Special Board meeting of February 26, 2025 and the regular Board of Trustees meeting of March 19, 2025 be approved.

RESOLUTION 4-3-25: Acceptance of the Financial Report for the Nine Months Ended March 31, 2025

BE IT RESOLVED, That the recommendation by the Finance & Administration Committee on April 30, 2025, accepting the Consolidated Statement, General Funds, Auxiliary Funds, and Departmental Sales and Services Funds for the Nine Months Ended March 31, 2025 be approved.

RESOLUTION 4-4-25: Acceptance of the Gift Attainment Report for July 1, 2024 Through March 31, 2025

BE IT RESOLVED, As recommended by the Finance & Administration Committee on April 30, 2025, that the Gift Attainment Report for July 1, 2024 Through March 31, 2025 be approved.

RESOLUTION 4-5-25: Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by President R.J. Nemer on April 30, 2025 be approved as amended..

RESOLUTION 4-6-25: Approval of the Fall 2026 Through Summer 2028 University of Akron Calendar and Approval of Granting Paid Leave to Staff and Faculty

WHEREAS, The Student Experience and Academic Committee recommended the Fall 2026 through Summer 2028 University of Akron Calendar which reflects the University being closed for holiday and observances as well as additional days between Christmas and New Year's holidays; and

WHEREAS, The University Calendar for 2026-2027, reflects the University being closed on December 24 and 25, 2026, and January 1, 2027 for holiday observances, and reflects the University being closed additional days from December 28 through 31, 2026, with the exception of facilities and personnel required to conduct previously scheduled events and maintain essential physical infrastructure and safety, resuming normal operations on January 4, 2027; and

WHEREAS, The University Calendar for 2027-2028, reflects the University being closed on December 23, 24 and 31, 2027, and January 1, 2028 for holiday observances, and reflects the University being closed additional days from December 27 through 30, 2027, with the exception of facilities and personnel required to conduct previously scheduled events and maintain essential physical infrastructure and safety, resuming normal operations on January 3, 2028; and

WHEREAS, Prior Resolution 8-9-22, approved the University Calendar for 2025-2026, and which calendar reflects the University being closed on December 24 and 25, 2025, and January 1, 2026 for holiday and observances, and closed additional days between Christmas and New Year's holidays from December 26

APPENDIX B: RESOLUTIONS, Page 2

and December 29 through 31, 2025, with the exception of facilities and personnel required to conduct previously scheduled events and maintain essential physical infrastructure and safety, resuming normal operations on January 2, 2026; and

WHEREAS, The University of Akron has, for the past twenty consecutive years, provided additional days of paid leave for staff and faculty between the Christmas and New Year's holidays, in recognition of the significant and collective efforts of those employees in their supporting roles to the operation of the University and its academic mission; Now, Therefore,

BE IT RESOLVED, That as recommended by the Student Experience and Academic Committee on April 30, 2025, the proposed Fall 2026 through Summer 2028 University of Akron Calendar is approved; and

BE IT FURTHER RESOLVED, That the recommendation of the administration that, in addition to the paid scheduled holidays, the four additional days that the University is scheduled to be closed for 2025-2026 (December 26, 29, 30 and 31); the four additional days for 2026-2027 (December 28, 29, 30 and 31); and the four additional days for 2027-2028 (December 27, 28, 29 and 30), be given as additional paid leave to staff and faculty, with the exception of facilities and personnel required to conduct previously scheduled events and maintain essential physical infrastructure and safety, and hereby is approved by the Board of Trustees of The University of Akron.

RESOLUTION 4-7-25: Prospective Degree Candidates for Spring 2025

BE IT RESOLVED, As recommended by the Student Experience and Academics Committee on April 30, 2025, the spring 2025 degrees approved by the Faculty Senate and awarded by The University of Akron, contingent upon candidates' fulfillment of requirements, are approved.

RESOLUTION 4-8-25: Curricular Changes

BE IT RESOLVED, That the recommendations presented by the Student Experience and Academics Committee on April 30, 2025 for the following curricular changes, as recommended by the Faculty Senate, be approved:

Establish a new Bachelor of Science in Applied Politics and Civic Leadership in the Buchtel College of Arts and Sciences, Department of Political Science.

Establish a new Associate of Applied Science in Biomedical Engineering Technology in the College of Engineering and Polymer Science, Department of Biomedical Engineering.

Establish a new Bachelor of Science in Multidisciplinary Engineering Studies in the College of Engineering and Polymer Science, Dean's Office.

Revise the curriculum and change the name of the Bachelor of Science in Allied Health Care Administration to the Bachelor of Science in Health Care Administration in the College of Health and Human Sciences, School of Allied Health.

Revise the curriculum and change the name of the Bachelor of Business Administration in Information Systems to the Bachelor of Business Administration in Applied Artificial Intelligence and Information Systems in the College of Business, Department of Management.

APPENDIX B: RESOLUTIONS, Page 3

RESOLUTION 4-9-25: Renaming and Restructuring of the Graduate School

BE IT RESOLVED, That the recommendation presented by the Student Experience and Academics Committee on April 30, 2025 to rename and restructure the Graduate School, as recommended by the Faculty Senate, be approved.

RESOLUTION 4-10-25: Revision of Rule 3359-20-04, The faculty: personal matters and special instructions

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 30, 2025 to amend rule 3359-20-04 be approved.

RESOLUTION 4-11-25: Revision of Rule 3359-20-05.1, Grading system, discipline, academic probation and dismissal

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 30, 2025 to amend rule 3359-20-05.1 be approved.

RESOLUTION 4-12-25: Election of Officers of the Board of Trustees for 2025-2026

BE IT RESOLVED, That the recommendation presented by the Nominating Committee on April 30, 2025 to elect the following slate of officers for The University of Akron's Board of Trustees for 2025-2026 be approved.

Chair:	Michael J. Saxon
Vice Chair:	Christine A. Mayer
Acting Secretary:	Mark G. Stasitis
Assistant Secretary:	Mia Yaniko

RESOLUTION 4-13-25: Expression of Appreciation to Student Trustee Nicholas K. Campana

WHEREAS, Mr. Nicholas K. Campana, of Dayton, Ohio, was appointed to the Board of Trustees of The University of Akron by Governor Mike DeWine on July 28, 2023; and

WHEREAS, He has served the University on a number of Board committees, including the Academic Affairs Committee (2023-2024); Audit & Compliance Committee (2024-2025); Finance & Administration Committee (2023-2025); Rules Committee (2023-2024); Strategic Issues Committee (2024-2025); Student Experience and Academics Committee (2025); Nominating Committee (2023-2024); External Affairs Special Committee (2023-2024); and Safety & Facilities Special Committee (2024-2025); as well as representing the Board as the Student Trustee Liaison to the University Council (2023-2024); and Faculty Senate (2024-2025); and

WHEREAS, In addition to representing the student body and the Board effectively, Mr. Campana will graduate on May 9, 2025 with a Bachelor of Arts degree; and

APPENDIX B: RESOLUTIONS, Page 4

WHEREAS, His extracurricular participation has included active membership and management roles in the Tau Kappa Epsilon fraternity, which he has served as chief financial officer and vice president of philanthropy; and

WHEREAS, His involvement has spanned campus and community, coordinated many student community service activities, mentoring nearly 100 aspiring student leaders and engaging student organizations across campus; and

WHEREAS, His term as a member of the Board of Trustees will expire on July 1, 2025;
Now, Therefore,

BE IT RESOLVED, That the Board of Trustees of The University of Akron expresses its sincere appreciation to Mr. Nicholas K. Campana for fulfilling his duties as a Student Trustee and wishes him well for the future.

APPENDIX C: REPORT OF THE PRESIDENT

Good morning, everyone, and thank you, Vice Chair Mayer.

Conclusion of the Academic Year

It is difficult to believe that spring commencement will take place in just over one week. Our undergraduate colleges, the Graduate School, and the School of Law will have the opportunity to celebrate completed degrees at five different ceremonies during the weekend of May 9 through 11. We are excited to honor all our degree recipients.

To commemorate his final Board meeting as a Student Trustee, I would like to congratulate and thank Nick Campana for his service to The University of Akron, the Board of Trustees, and his fellow students here on campus. Nick, as you head to law school, I encourage you to continue to champion us, visit us, and remember that you are Forever a Zip.

It seems like each semester goes by quicker than the previous. During the past couple of weeks, as we have enjoyed warmer spring weather and sun, the campus has really come alive again. There is a fun energy on the Coleman Common, and the social life of campus is picking up. As part of our campus revitalization plan and comprehensive growth initiative, it will be exciting to see UA even fuller and more active in the semesters to come. Part of our commitment to this 360-degree educational experience of our students includes providing a venue with plenty of social opportunities and beautiful environments in which our students and colleagues can thrive. Those qualities are present throughout our campus.

UA Revitalization

As president, I am enthusiastic to lead our revitalization efforts. As you may recall, my office made some calls to action to colleagues across campus during this spring semester. Our leadership team is currently compiling a database of ideas and implementations in four key areas:

1. Recruiting prospective students;
2. Retaining current students;
3. Building out programs and unique opportunities; and
4. Enhancing the student experience

Student-facing academic and student life leaders will, once again, convene in mid-May to collaboratively brainstorm and discuss our progress in implementing these new ideas.

UA Branding Transition

Speaking of new, fresh ideas and the amplifying of our campus, over the next month, we are wrapping up our branding partnership with the firm of 160 Over 90. Thank you to everyone,

APPENDIX C: REPORT OF THE PRESIDENT, Page 2

including members of the Board of Trustees, who worked together with colleagues from 160 Over 90 as they learned about The University of Akron and our history, our way of programming, and our collective passions.

Our internal team has chosen from an impressive portfolio of creative designs and will introduce the new branding initiatives in key stakeholder and constituent meetings during the next month. We will then enthusiastically launch with full infusion our brand and marketing.

To direct our efforts in this area, we have posted a chief brand officer position. This inaugural role for The University of Akron is integral to our revitalization plan and comprehensive growth endeavors.

It also coincides with the departure of Vice President and Chief Marketing and Communications Officer Tammy Ewin. Tammy resigned effective May 30 and has accepted a position at a different institution out of state. I would like to thank Tammy for her five-plus years of service and for her dedication to ensuring the strength of our strategic communications initiatives and publications during her tenure.

New Director of Intercollegiate Athletics

As you probably have read, during the month of May, we will welcome Dr. Andrew T. Goodrich as our new director of Intercollegiate Athletics. I would like to extend gratitude to the AD Search Committee, who worked so quickly to find us such outstanding candidates. Dr. Goodrich quickly rose to our top choice and looks forward to moving to our area from North Carolina, where he served at another University in the same capacity for a number of years.

Spring Commencement

As mentioned, in just two weekends, we will celebrate hundreds of graduates. In total, 1,783 degrees will be conferred from The University of Akron this spring. That includes 197 associate, 1,177 bachelor, 253 master, 69 doctoral, and 87 law degrees. We are happy to refer that list of graduates to the Board of Trustees for approval. In advance of the ceremonies, and as all students are finishing up exams and are preparing for a well-earned summer break, I would like to extend congratulations to our complete slate of graduates. As they become alumni, they will remain Forever Zips.

Enrollment Update

As we draw close to national decision day, traditionally tomorrow, May 1, we are excited to share with campus some positive news on the enrollment front. As of last week, we are trending quite positively for both first-time, first-year students, as well as transfer students. On May 7, we will have data that will give us a snapshot of where we stand after the May 1st deadline. This is usually

APPENDIX C: REPORT OF THE PRESIDENT, Page 3

indicative of the overall picture for fall. I would like to congratulate the Enrollment Missions Team for meeting some key goals this recruitment season, overcoming demographic obstacles, and outpacing important deadlines that helped secure confirmations from students and their families in that timely manner.

Cleveland Browns Partnership

It is hard to believe that we have already finished our first year as The University of Akron, the Official University of the Cleveland Browns. As I have mentioned previously, we had strong enrollment in the Browns-affiliated courses during the spring semester. We will be publicly announcing the course and special projects for the fall 2025 semester soon.

Last evening, students traveled to Cross Country Mortgage campus and the Browns organization headquarters and practice facility in Berea. There, the students from the Strategic Management course presented their final projects to key partners from the Browns.

Zips in Competition

On the athletics front, track and field, baseball, softball and lacrosse have had a busy month of April and will continue to compete well into May and beyond. I would like to extend congratulations and gratitude to the spring sport student-athletes, coaches, and all UA athletic staff for representing UA so well. This season, all of UA athletics has done a great job of navigating change, adapting, and continuing to represent The University of Akron with grace and competitive integrity.

Last week, hundreds of student-athletes and their support systems gathered for the Zip Awards to honor recipients and collectively celebrate numerous MAC championships, academic accolades, and even a new world record. I am sure you will all join me in an enthusiastic “Go Zips!”

For the second consecutive year, our UA surveying students won first place at the National Society of Professional Surveyors Student Competition. In addition to these national accolades, the students also secured a \$2,000 cash prize. Congratulations to all our Surveying and Mapping students, their faculty, and dedicated coaches.

Earlier this month, senior student Isaac Machar was named an American Forensic Association All-America Team member. He is just one of 12 students from across the country to be named to the 2025 team and was chosen based on his academic transcript, an impressive resumé of intercollegiate speech and debate awards at the national, state and regional levels, and an outstanding record of volunteerism and community service. Additionally, Machar led The University of Akron Speech and Debate Team to national placements at the National Speech Championship, the AFA National Speech Tournament, and the National Forensic Association National Speech and Debate Championship. Congratulations to all students, the on-campus

APPENDIX C: REPORT OF THE PRESIDENT, Page 4

director, and the team's dedicated group of alumni coaches. The UA Speech and Debate Team is housed in the College of Business and holds fall auditions for any interested undergraduate students across campus.

Although these victories are a mere highlight of strong work happening all across campus, I want to acknowledge the incredible co-curricular work happening in all of our colleges, schools, and academic units. The University of Akron has a formidable and a wide array of competitive activities, and I would be remiss not to offer blanket congratulatory message for your work this academic year. Your dedication and representation efforts are seen and celebrated.

Recognition and Appreciation for 2024-2025

As I conclude my first academic year as president, I continue to be awestruck by our comprehensive programming, unique student opportunities, nationally renowned faculty and staff, palpable commitment to diverse passions, and most of all, our amazing students.

It is awards season at The University of Akron. During the past couple of weeks and in the weeks to come, we have the opportunity to honor students, faculty, staff, alumni and friends for academic and career milestones, exceptional leadership, philanthropy, professional development activities, and much more. While not everyone will win an award or be called out specifically by name, please know that your commitment and representation are appreciated.

In the spirit of awards season, upcoming commencement ceremonies, and Zips spirit, I would like to congratulate our 2025 Top-Ten Senior Award winners for exemplary University of Akron undergraduate careers. Your academic drive, your involvement in a variety of programs, and your Zips pride will be missed as you move on from your current student roles. The names of the 2025 Top-Ten Seniors are etched in a plaque on the first floor of the Jean Hower Taber Student Union.

Congratulations to all for the many successes of the 2024-2025 academic year.

APPENDIX D: REPORT OF THE SENIOR VICE PRESIDENT & PROVOST



TOPICS

- **Student Affairs**
- **Degree Recipients**
- **Enrollment Highlights**
- **Faculty and Staff Recognition and Awards**

APPENDIX D: REPORT OF THE SENIOR VICE PRESIDENT & PROVOST, Page 2

Thank you, Vice Chair Mayer, and good morning. It is good to be here with you to give the Provost's report this morning.

DEGREE RECIPIENTS

Associates	197
Bachelors	1177
Masters	253
Doctoral	69
Law, Master's	3
Law, Doctoral	84
Total	1783

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First, let me share a couple of things to follow up on following yesterday's committee report. First, as was mentioned in the President's Report, there are 1,783 spring degrees that have been earned across all levels. A significant amount of descriptive data was shared yesterday in the committee report, so we won't go through all that again. But I do want to congratulate all of the students on their significant accomplishments. This represents a tremendous amount of work by a lot of people, so we congratulate them on all of that.

FACULTY AND STAFF KUDOS

UA launches innovative degree for alternative education

The LeBron James Family Foundation (LJFF) School of Education in the Buchtel College of Arts and Sciences at The University of Akron (UA) is proud to announce the launch of the Bachelor of Arts in Community and Workforce Education, a degree tailored for students seeking careers in education beyond traditional classroom teaching.

The B.A. in Community and Workforce Education is designed for students interested in non-licensure teaching and training, instructional design, and community and workforce program development careers. Often referred to as training and development specialists, professionals in this field play a vital role in community organizations, business and industry training programs, helping to develop and deliver effective educational and training initiatives.

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The
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APPENDIX D: REPORT OF THE SENIOR VICE PRESIDENT & PROVOST, Page 3

Traditionally we do take some time to recognize the unique efforts of faculty and staff across the campus, and this time we have chosen to focus on a new program and some stellar mentoring.

In an effort to reach a new audience and fill a gap that exists in the workforce, the Lebron James Family Foundation School of Education developed a new Bachelor of Arts in Community Workforce Education. This degree basically imparts the essentials of good pedagogy, assessment and education training to roles outside of the traditional classroom. So, for those people who are interested in the educational world but, perhaps, do not want to go into the K-12 classroom, this is an excellent degree for them. Often referred to back in the day as “training and development,” they play a pivotal role in educating people in a variety of ways.

This kind of goes hand-in-hand with something we heard about last night at the Arts and Sciences reception in terms of another effort to develop a military-friendly pathway into the classroom for our service men and women. So, the School of Education is finding unique ways to reach different audiences with their education, and I am appreciative of their efforts to find those gaps and fill them.

FACULTY AND STAFF KUDOS

UA MENTORSHIP

Hailey Wagner, experienced a pivotal moment in her education when she was introduced to Clinical Dietitian Michelle Boltz. This mentorship not only guided her career path but also helped her realize her passion for dietetics.

Wagner was connected with Michelle Boltz during her third year at UA, leading to a transformative summer practicum at Summa Health.

Wagner engaged in nutrition counseling and patient assessments, which solidified her decision to pursue a career in dietetics, inspired by Boltz's exceptional patient care.



This next slide is a shout-out to and recognition of a great mentor, Michelle Boltz. As a significant influence in the life of Hailey Wagner, Michelle was pivotal in Hailey’s decision to pursue a career in dietetics, as she modeled exceptional patient care. Michelle is but one example of the tremendous faculty here at UA who are all working toward the intellectual and emotional growth of our students, and we appreciate people like Michelle.

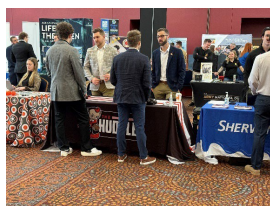
Now, I will hand the mic over to Vice President of Student Affairs, Dr. John Messina.

APPENDIX D: REPORT OF THE SENIOR VICE PRESIDENT & PROVOST, Page 4



Dr. Messina:

Good morning. I cannot believe that the spring semester is coming to a close. There was much that occurred this semester. I'll provide some brief and different highlights about our students' events and activities.



The UA Internship and Career Fair on February 12th welcomed 480 students and alumni who engaged with employers to search for internships, co-ops, and full-time employment!

78 employers attended representing private, government, and non-profit organizations, including

Akron Summit Community Action, ALDI, Aultman Health System, Cedar Point, Cintas Corporation, City of Akron, City Year, Cleveland Browns, Davey, Enterprise, Fastenal Company, Giant Eagle, Grant Thornton, Jarrett, Kenan Advantage Group, Menards, National Interstate Insurance, Ohio Department of Mental Health and Addiction Services, Oriana House, PulteGroup, Rocket, Summa Health System, Summit County Public Health, Sherwin-Williams Company, Tremco CPG Inc., U.S. Drug Enforcement Agency, Valmark Financial Group, and Westfield

* The Co-op Office held the The Engineering, Engineering Technology, and Computing Career Fair on February 11th.

APPENDIX D: REPORT OF THE SENIOR VICE PRESIDENT & PROVOST, Page 5

We kicked off the semester with a series of career fairs on campus, one of which drew 480 students and 78 employers for co-op and internship opportunities.

Part-Time Job Fairs

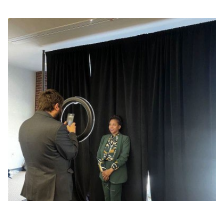


Career Services hosted three Part-Time Job Fairs in Spring 2025. 72 employers participated in recruiting students for various part-time, seasonal, and non-degreed positions.

Some of the employers in attendance:

Achievement Center for Children, Akron Children's Hospital, Cleveland Browns, Cleveland Guardians, Girl Scouts of North East Ohio, Fastenal, FedEx, Jump Start Sports, Mars Electric, Ohio Department of Transportation, Oriana House, Summa Health, Sunflower Childcare Substitutes, State Highway Patrol and The YMCA

BEHAVIORAL HEALTH CAREER FAIR



The School of Social Work and Family Sciences and Career Services & Student Employment collaborated to host the Behavioral Health Career Fair in March 2025 with 63 employers.

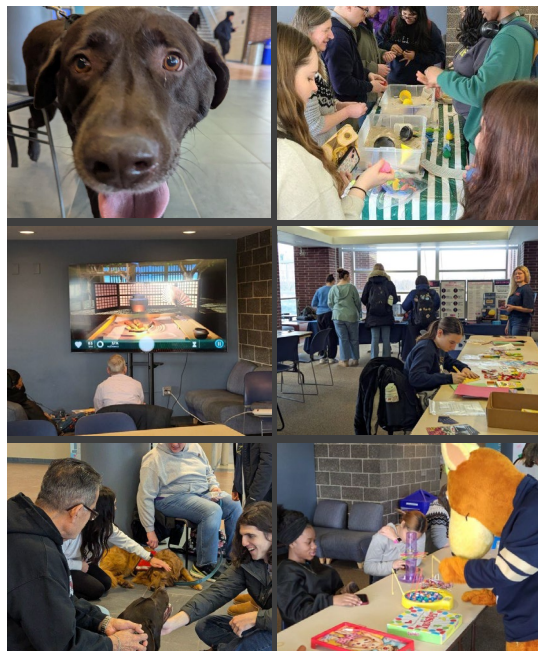
Some of the employers in attendance:

Akron Children's Hospital, Beech Brook, Child & Adolescent Behavioral Health, City Year, Cleveland Clinic, County of Summit Alcohol, Drug Addiction & Mental Health Services Board, Hope and Healing Survivor Resource Center, Ohio Department of Mental Health & Addiction Services, OhioGuidestone, Southwest General Health Center, Summit County Board of Developmental Disabilities, Summa Health, and Victim Assistance Program

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The University of Akron

Part-time and summer opportunity fairs hosted 72 employers, and the specialized career fair for behavioral health brought 63 employers to our students on campus.



Counseling and Testing Center
Taking Care Week—
March 3 - 7

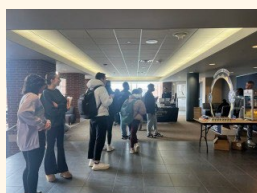
- 767 people participated in Taking Care Week (TCW) .
- Activities focused on Taking Care of Yourself Emotionally, Physically, Taking Care of Others and Taking Care of your Future Self

APPENDIX D: REPORT OF THE SENIOR VICE PRESIDENT & PROVOST, Page 6

Our Counseling and Testing Center, receiving funds from the Ohio Department of Higher Education, sponsored Taking Care Week, in which 800 students participated in several different activities that supported their mental health.

TIPS FOR ZIPS

April 9th, 2025



Team members from the Office of Accessibility, Counseling & Testing Center, and New Student Orientation sponsored the inaugural event “Tips for Zips.”

The event provided current Zips the opportunity to film a short reel providing advice, tips, and encouragement to future and potential Zips.

93 Zips in the event represented several student organizations, including Undergraduate Student Government and student athletes with each filming short reels filled with valuable advice and encouragement that will be shared on social media throughout the summer and into early fall.

A collaboration between our Office of Accessibility, Counseling and Testing Center, and New Student Orientation yielded “Tips for Zips,” for which 93 students recorded short reels to encourage students to attend or to encourage students who are considering attending The University of Akron.

This is a new venture from this collaboration. It is really quite cool with representatives from across campus.

APPENDIX D: REPORT OF THE SENIOR VICE PRESIDENT & PROVOST, Page 7



2025 WOMEN'S NATIONAL CHAMPIONSHIP
@NCDAWOMENSODDGEBALL

STUDENT RECREATION & WELLNESS SERVICES

BACK-TO-BACK NATIONAL CHAMPIONS



WOMEN'S DODGEBALL CLUB

2024 & 2025 | National Collegiate Dodgeball Association

Women's Dodgeball Club Wins Back-to-Back National Championships!

The UA Women's Dodgeball Club secured back-to-back National Championships on Saturday April 12th 2025, while competing in the National Collegiate Dodgeball Association National Championship tournament in Oxford, Ohio. The team outlasted 10 additional schools that were invited to the competition & is excited about securing a 3-peat next year!

AKRON
REC & WELLNESS

The Women's Dodgeball Club has won back-to-back national championships and are going for a three-peat.




The University of Akron

MILITARY SERVICES CENTER OUT OF DARKNESS CAMPUS WALK

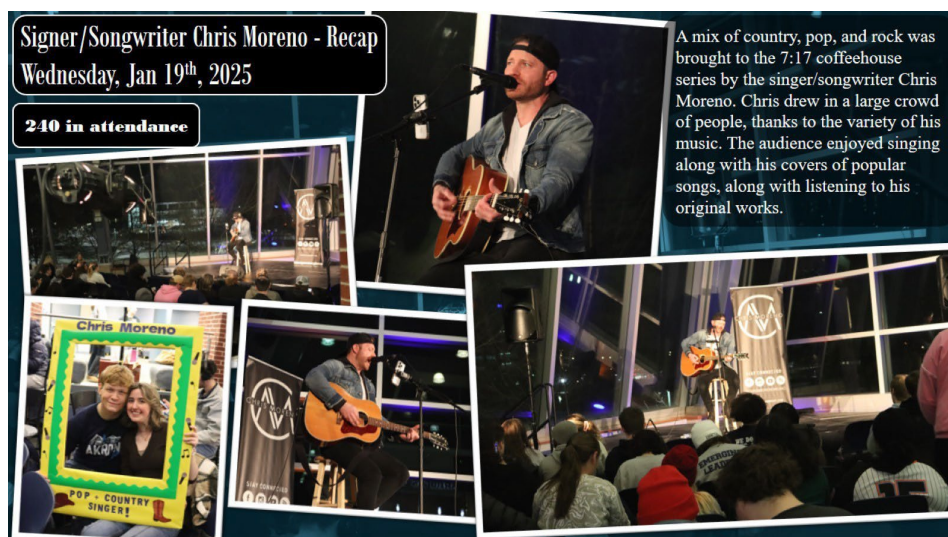
APRIL 24, 2025 Raised \$7,076 with the help of the university's veterans, alumni, family, friends, local businesses, staff and nursing students benefitting the American Foundation for Suicide Prevention.





Our Student Veterans Association, along with the Office of Military Services and R.O.T.C., hosted the “Out of Darkness Campus Walk” raising more than \$7,000 to support suicide prevention for veterans.

APPENDIX D: REPORT OF THE SENIOR VICE PRESIDENT & PROVOST, Page 8



Our coffeehouse series kicked off with country artist Chris Moreno and 200 students in attendance at that event.



Bingo drew 500 students. Bingo at The University of Akron is a thing.

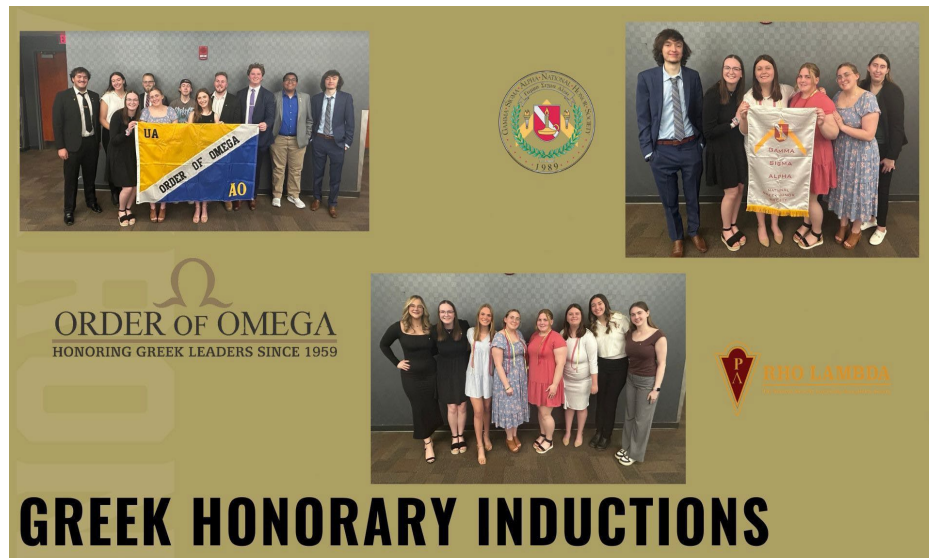
APPENDIX D: REPORT OF THE SENIOR VICE PRESIDENT & PROVOST, Page 9



We had Spoken Word Artist Asia in the coffeehouse series.



APPENDIX D: REPORT OF THE SENIOR VICE PRESIDENT & PROVOST, Page 10



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The
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of Akron

I'd like to share a couple of events this year of our fraternity and sorority life, which has seen some significant growth, 190 new members. All chapters participated in sexual assault awareness activities this year, as well as a good number of honorary inductions across campus, and our National Pan-Hellenic Council (NPHC) organization raised \$2,300 for the plot initiative on campus. The Greek community is strong and growing with alumni as well.

APPENDIX D: REPORT OF THE SENIOR VICE PRESIDENT & PROVOST, Page 11



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The University of Akron

The LIFE Awards occurred just a few weeks ago celebrating our students on campus.



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The University of Akron

We also took pause to take a moment to reflect upon those individuals whom the community lost in the past year for our tradition of UA Remembrance Day.

APPENDIX D: REPORT OF THE SENIOR VICE PRESIDENT & PROVOST, Page 12

OHIO HIGH SCHOOL ESPORTS ON CAMPUS

Akron Esports played host to Esports Ohio for the third year in a row. Approximately **300 high school students** were on campus to compete across four different game titles (Valorant, Overwatch, Rocket League and Super Smash Brothers) to crown high school state champions on April 13th-14th. In total, **1800 people** came to watch, play and compete.



We hosted the Ohio High School Esports competition on campus with 300 competitors and 1,800 visitors.

WIN AT PENN STATE

The varsity esports program took three teams to Penn State on March 24th to compete in the Bye Blue Light Nittany Invitational. The teams finished 1st, 3rd and 4th. Pictured is the winning Rocket League team featuring (from left to right) Brendan Sullivan, Tristan Roberts, and Shawn Bailey).



Our Rocket League teams took first, third and fourth in the Bye Blue Light Nittany competition.

APPENDIX D: REPORT OF THE SENIOR VICE PRESIDENT & PROVOST, Page 13**ROCKET LEAGUE
DIVIDE AND
CONQUER**

Akron's varsity Rocket League teams took the path of divide and conquer March 29th and 30th, winning two in-person events at the same time. Akron's Rocket League Blue (Brendan Sullivan, Logan Seaman, and Shawn Bailey) traveled to the University of Kentucky, winning its third consecutive title while going 26-3 against the top 8 teams from around the country. At the same time Akron's Rocket League Gold (Emilio Monge, Ian Daugherty, and Gavin Lo Vasco) were states away across the country at Virginia Wesleyan University, dominating the competition as well going 17-3 on the weekend.



Our Rocket League teams had to split to divide and conquer, winning at two different states at the same time for regional titles.

**AKRON ESPORTS
- FORTNITE ECAC
CHAMPS!**

Akron Esports Fortnite Duo – Michael Buksa (left) and Tyler Siley Burgess (right) won the Spring Fortnite league hosted by ECAC on 4/19/24. The two had one of the most dominate seasons in Akron Esports history barely dropping a single game over the course of the entire season.



Our Fortnight team won the Eastern Collegiate Athletic Conference championship, beating out several other teams.

APPENDIX D: REPORT OF THE SENIOR VICE PRESIDENT & PROVOST, Page 14



RAINBOW 6 SIEGE WIN'S EIGHTH LEAGUE TITLE

Akron's Rainbow Six Siege varsity team added yet another championship to their ever-growing trophy case over the weekend. This marks the 8th time they have won the Collegiate Rainbow Six League and their 27th national title.

This year's national championship saw Akron up against Cincinnati, a team they had lost to in the regular season. When it mattered though, Akron came out on top, winning the match 3-0.

From left to right: Jett Conley, Michael Schneider, Rowan Steyn, Joshua Bustamante, and Nick Naselsky.

The
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of Akron

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RAINBOW 6 SIEGE QUALIFIES FOR PROFESSIONAL EVENT

For the third time in collegiate history, and the second at Akron, our esports program has qualified for a professional event. This time in Rainbow 6 Siege.

The team consisting of (left to right) Rowan Steyn, Joshua Bustamante, Jett Conley, Michael Schneider, and Nicholas Naselsky defeated the opposition to advance into the Challenger Series of Rainbow 6 Siege. There they will compete against the 16 best teams from around North America as they vie for a spot in the North America League for Rainbow 6 Siege, a league usually reserved for teams with millions of dollars in backing.


This marks the first time a collegiate team has qualified for a professional division in Rainbow 6 Siege. The team will begin the competition next month.

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The
University
of Akron

Our Rainbow Six Siege team won their 27th national title, 8th national victory championship, and were invited to qualify for professional competition. To be clear, there have been three esports teams in the country that have qualified for professional competition. Two of them are at The University of Akron, Rocket League and Rainbow Six.

APPENDIX D: REPORT OF THE SENIOR VICE PRESIDENT & PROVOST, Page 15



NEXT

SpringFest
Late Night Study Break
Senior Week
Commencement

SpringFest is coming on Friday. Believe it or not, we believe that the weather could limit what we do, so I anticipate SpringFest will be held in the Field House this year. I don't think the dunk tank will work in the Field House, so I will not be going in. But, we look forward to you joining us for that annual celebration that has gone on for quite some time.

Late Night Study Break is a more than 20-year annual tradition that occurs in Rob's Dining Hall between 9:00 p.m. and midnight, where faculty and staff serve our students during final exams week. I encourage you to stop by and grab a quick treat.

We are in the midst of Senior Week right now, and some folks may have mentioned that we have students graduating next weekend.

That concludes my report; thank you.

APPENDIX E: FEATURED STUDENTS

GRACE DEWITT

Grace DeWitt is a fourth-year Political Science and Global Studies major, with a Pre-Law Philosophy minor and International Business certificate. She has been involved in Undergraduate Student Government (USG) as Senator for the Williams Honors College, Vice Senate Chair, and now serves as the Student Body President.

ELENA KOZMA

Elena Kozma is a fourth-year Marketing major. She has been a member of USG, holding positions as Social Media Strategist, Director of Media & Analytics, and now serves as the Student Body Vice President.

MADILYN SHAW

Madilyn Shaw is a second-year student with a Political Science major, Pre-Law Philosophy minor, and Manual Communications certificate. Throughout her time in USG, she served as an Associate Justice, member of the OSGS Committee and Mental Health Task Force, and is the incoming Student Body President for the 2025-2026 academic year.

BETHEL TSIGE

Bethel Tsige is a fourth-year student with a Chemical Engineering major, Polymer Science and Engineering minor, and International Business certificate. She has been a project manager for two consecutive years, a member of the Mental Health Task Force, and is the incoming Student Body Vice President for the 2025-2026 academic year.

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Special Board meeting of April 15, 2025 and the regular Board of Trustees meeting of April 30, 2025 be approved.

Mark G. Stasitis, Acting Secretary
Board of Trustees

June 11, 2025

June 11, 2025

Presiding:
Michael J. Saxon

1	Financial Report for the Ten Months Ended April 30, 2025
2	Preauthorization of a Procurement for More Than \$500,000
3	Academic Year 25/26 Parking; FY26 Summer, Winter and Conference Room Rates; FY26 Misc. Fees; AY 25/26 Law Professional Fee; AY 25/26 Graduate Tuition; and AY 25/26 Tuition and Fees, Room and Board Rates
4	Gift Attainment Report Through May 15, 2025
5	Personnel Actions

FINANCE & ADMINISTRATION COMMITTEE

TAB 1

FINANCIAL REPORT FOR THE TEN MONTHS ENDED APRIL 30, 2025



DATE: May 22, 2025

TO: Misty M. Villers, CPA
Vice President and Chief Financial Officer

FROM: Amy Gilliland
Interim Director Budget, Planning & Strategy

SUBJECT: Consolidated Statement, General Funds, Auxiliary Funds, and Departmental Sales and Services Funds for the ten months ended April 30, 2025.

As requested, the Office of Resource Analysis & Budget provides the accompanying Financial Report for the Consolidated Statement, General Funds, Auxiliary Funds, and Departmental Sales and Services Funds (Akron and Wayne combined) together with accompanying budget assumptions and narratives. This Financial Report should be presented for consideration and approval at the June 11, 2025, Board of Trustees meeting.

CONSOLIDATED STATEMENT

For the Ten Months Ended April 30, 2025

The University of Akron
Akron and Wayne General Fund, Auxiliary Funds and Departmental Sales and Services Funds Consolidated
FY 2025 Budget and Preliminary Results for the Ten Months ended April 30, 2025

Consolidated	FY23	FY24			FY25						
	YTD	YTD	YTD		Original	YTD	Actual		Projected	Projection to Budget	
	April 30	April 30	June 30		Budget	April 30	\$	%	June 30	\$	%
Tuition	\$122,647,150	\$123,183,131	\$127,462,998		\$128,122,750	\$125,667,845	(\$2,454,905)		\$130,034,357	\$1,911,607	
General Service Fees	9,265,034	9,169,728	9,453,316		10,174,000	9,443,727	(730,273)		9,735,789	(438,211)	
Other Fees	18,076,953	19,511,183	20,116,619		17,578,722	15,742,409	(1,836,313)		16,230,900	(1,347,822)	
Scholarships*	(51,591,443)	(49,515,901)	(53,878,374)		(41,360,579)	(52,778,809)	(11,418,230)		(53,565,742)	(12,205,163)	
Net Tuition & Fees	98,397,694	102,348,141	103,154,559	99.2%	114,514,893	98,075,172	(16,439,721)	85.6%	102,435,304	(12,079,589)	89.5%
State Share of Instruction	72,925,789	69,002,783	82,828,136		77,603,746	64,666,193	(12,937,553)		77,603,740	(6)	
Indirect Cost Recovery	3,110,694	3,554,460	4,408,428		4,257,000	3,530,159	(726,841)		4,378,289	121,289	
Investment Income	3,406,315	5,480,973	9,649,639		6,500,000	10,183,195	3,683,195		10,890,973	4,390,973	
Miscellaneous Income	1,917,423	1,949,658	2,442,810		3,526,000	2,647,986	(878,014)		3,526,000	-	
Auxiliary Revenue	24,117,219	21,626,616	29,715,810		28,858,050	22,118,626	(6,739,424)		28,872,000	13,950	
Sales and Services Revenue	4,622,696	4,609,158	5,578,294		4,815,696	4,970,282	154,586		5,815,696	1,000,000	
Total Other Revenues	110,100,136	106,223,648	134,623,117	78.9%	125,560,492	108,116,441	(17,444,051)	86.1%	131,086,698	5,526,206	104.4%
Total Revenues	208,497,830	208,571,789	237,777,676	87.7%	240,075,385	206,191,613	(33,883,772)	85.9%	233,522,002	(6,553,383)	97.3%
Payroll	106,580,834	111,196,409	132,712,842		133,461,620	111,976,787	21,484,833		133,372,813	88,807	
Fringes	40,517,372	39,922,048	47,450,072		51,301,955	38,680,943	12,621,012		45,823,648	5,478,307	
Total Compensation	147,098,206	151,118,457	180,162,914	83.9%	184,763,575	150,657,730	34,105,845	81.5%	179,196,461	5,567,114	97.0%
Operating	57,159,447	53,036,664	57,507,189		58,618,035	52,569,174	6,048,861		57,633,325	984,710	
Utilities	7,431,344	8,372,150	11,287,164		11,919,963	8,950,283	2,969,680		11,859,041	60,922	
Plant Fund	1,793,367	950,790	1,939,330		2,400,000	2,497,000	(97,000)		2,497,000	(97,000)	
Student Extracurricular Activities	575,000	575,000	575,000		575,000	575,000	0		575,000	0	
Total Non Personnel	66,959,158	62,934,604	71,308,683	88.3%	73,512,998	64,591,457	8,921,541	87.9%	72,564,366	948,632	98.7%
Total Expenditures	214,057,364	214,053,061	251,471,597	85.1%	258,276,573	215,249,187	43,027,386	83.3%	251,760,827	6,515,746	97.5%
Net Income / (Loss) before debt service and other	(5,559,534)	(5,481,272)	(13,693,921)		(18,201,188)	(9,057,574)	9,143,614		(18,238,825)	(37,637)	
Debt Service	(25,631,435)	(8,587,511)	(10,305,014)		(10,100,000)	(8,416,668)	1,683,332		(10,100,000)	0	
Net Transfers and encumbrances	3,771,577	5,100,711	691,770		371,037	4,425,972	4,054,935		881,136	510,099	
Fund Balance allotted	10,971,984	1,834,250	727,332		790,000	500,000	(290,000)		798,664	8,664	
Net Surplus / (Deficit)	(\$16,447,408)	(\$7,133,822)	(\$22,579,833)		(\$27,140,151)	(\$12,548,270)	\$14,591,881		(\$26,659,025)	\$481,126	

*Includes athletic scholarships

The University of Akron
General Fund, Auxiliary Funds, and Departmental Sales & Services Funds Combined
FY 2025 Budget Assumptions

Overall Assumptions

Payroll and Fringes

- Benefits such as University contribution to the respective retirement system, group health insurance, and employee and dependent fee remission;
- Fair Labor Standards Act salary threshold requirements; and
- Fringe Benefit rates as follows (pending approval):
 - 36.5 percent for full-time
 - 17 percent for part-time
 - 3.3 percent for graduate and student assistants

Utilities

- Utility costs relatively unchanged.

Debt Service

- \$10.1 million.

General Fund Assumptions

Tuition & General Service Fees

- A three percent increase to the main and regional campus guarantee rates, reflecting the maximum increase allowed by the Ohio Department of Higher Education;
- An increase in graduate and law fees “Akron Fees” to align with undergraduate rates; and
- Assumes one percent reduction in enrollment.

Other Fees

- Designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to follow enrollment assumptions; and
- Elimination of E-Content Fees with the adoption of the Akron All-In Book Bundle.

Scholarships

- \$31.4 million undergraduate, CCP and Early College scholarships; and
- \$4 million Law School.

State Share of Instruction

- State Share of Instruction (SSI) decreased \$5.1 million.

Indirect Cost Recovery

- Increase of \$257k; and
- Ten percent distributions to Principal Investigator with remainder to the Center.

Investment Income

- Increase of \$1.8 million due to favorable interest rates and overnight investments.

The University of Akron
General Fund, Auxiliary Funds, and Departmental Sales & Services Funds Combined
FY 2025 Budget Assumptions

Miscellaneous Revenues

- \$1.3 million from Foundation for pro-rata share of Treasury and Advancement salaries;
- \$0.5 million from Installment Payment Plan and University Credit Card program;
- \$0.5 million from Federal energy tax credit;
- \$0.4 million patent expense reimbursement;
- \$0.2 million from phase out of Perkins Loan program;
- \$0.2 million from leases; and
- various other sources.

Payroll and Fringes

- Ten percent (average) reduction in part-time, summer and stipend allocations;
- \$3 million vacant position elimination; and
- \$3.5 million vacancy savings related to the amount of time positions remain vacant.

Operating

- Designated fees and start-ups assume that only current-year revenues and/or allocations are expended; however, a certain level of carryover exists within these fees and start-ups, which may, if expended, cause expenditures to exceed the initial allocations;
- Ten percent (average) reduction in non-personnel operating budgets; and
- \$1 million contingency reserve.

Plant Funds

- \$1.5 million allocation for plant funds.

Student Extracurricular Activities

- \$575,000 from the general service fees to support student groups.

Auxiliary Funds Assumptions

Athletics

Revenues

- Externally generated revenues from various sources such as the MAC, game guarantees, InfoCision Stadium naming rights, ticket sales, Z Fund donations, NCAA distributions, Learfield sponsorship, and Pepsi pouring rights; and
- \$20.1 million general fund support.

Operating

- Expenditures include athletic supplies and equipment, student assistants, game officials, guarantees, maintenance, team travel and recruiting.

Scholarships

- \$6 million athletic financial scholarships.

The University of Akron
General Fund, Auxiliary Funds, and Departmental Sales & Services Funds Combined
FY 2025 Budget Assumptions

Plant Funds

- \$900k allocation for plant funds.

Residence Life & Housing

Revenues

- Residence hall occupancy for fall at 2,300 or 95 percent of the maximum 2,400 beds, and spring housing contracts at 2,115, an eight percent decrease from fall; and
- Revenues from summer conferences and summer school of \$550,000.

Operating

- Expenditures include maintenance, resident assistant meals, student employment, and resident student events; and
- Purchase small quantities of used furniture and slip covers to improve the physical appearance of our resident hall lounges.

Fund Balance

- \$500,000 fund balance

E. J. Thomas Performing Arts Hall

Revenues

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

Operating

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

Dining (Aramark)

Revenues

- \$500,000 Aramark's facility support; and
- \$363,000 commission payment.

Payroll

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

Operating

- Maintenance repairs.

The University of Akron
General Fund, Auxiliary Funds, and Departmental Sales & Services Funds Combined
FY 2025 Budget Assumptions

Fund Balance

- \$290,000 fund balance.

Student Recreation & Wellness Services

Revenues

- Externally generated revenues from various sources such as memberships, pool, locker, and facility rentals; and
- \$1.7 million revenue from facility fees.

Operating

- Facility operating costs.

Jean Hower Taber Student Union

Revenues

- Externally generated revenues from various sources such as bookstore commission, bank commission, and room rentals. Barnes & Noble bookstore estimated to remain flat; and
- \$1.6 million revenue from facility fees.

Operating

- Facility operating costs.

Parking & Transportation Services

Revenues

- The University will collect student transportation fees and direct the payment to SP+ Corporation as a pass thru.

Operating

- Utility, grounds, and insurance expenses remain the responsibility of the University.

Wayne Student Union

Revenues

- Externally generated commission revenue from bookstore online sales and rent.

Operating

- Expenditures include property, elevator, and fire insurance.
- Wayne College Meal Scholarship Program for students.

The University of Akron
General Fund, Auxiliary Funds, and Departmental Sales & Services Funds Combined
FY 2025 Budget Assumptions

Department Sales & Services Funds Assumptions

Revenues

- Open enrollment and contract training fee revenues to support the coordination of noncredit professional development classes open to the public and to provide customized training for local businesses;
- Fee revenues to support the activities related to orientation and first-year experience programs; and
- Revenue-generating activities such as internal Printing Services, Hearing Aid Dispensary, and Executive Education.

Operating

- New Roo Weekend, Akron Forefront, NSO programs, student assistants, supplies and services, and travel and hospitality;
- Cost of goods sold (Hearing Aid Dispensary); and
- Individual management of the units to ensure expenditures are limited to revenues and carryforward fund balance.

GENERAL FUNDS

For the Ten Months Ended April 30, 2025

The University of Akron
Akron and Wayne General Fund Combined
FY 2025 Budget and Preliminary Results for the Ten Months ended April 30, 2025

General Fund Combined	FY23	FY24			FY25						
	YTD April 30	YTD April 30	YTD June 30		Original Budget	YTD April 30	Actual to Budget		Projected June 30	Projection to Budget	
							\$	%		\$	%
Tuition	\$122,647,150	\$123,183,131	\$127,462,998		\$128,122,750	\$125,667,845	(\$2,454,905)		\$130,034,357	\$1,911,607	
General Service Fees	9,265,034	9,169,728	9,453,316		10,174,000	9,443,727	(730,273)		9,735,789	(438,211)	
Other Fees	18,076,953	19,511,183	20,116,619		17,578,722	15,742,409	(1,836,313)		16,230,900	(1,347,822)	
Scholarships	(46,159,857)	(43,946,463)	(47,992,866)		(35,390,579)	(46,739,742)	(11,349,163)		(47,015,742)	(11,625,163)	
Net Tuition & Fees	103,829,280	107,917,579	109,040,067	99.0%	120,484,893	104,114,239	(16,370,654)	86.4%	108,985,304	(11,499,589)	90.5%
State Share of Instruction	72,925,789	69,002,783	82,828,136		77,603,746	64,666,193	(12,937,553)		77,603,740	(6)	
Indirect Cost Recovery	3,110,694	3,554,460	4,408,428		4,257,000	3,530,159	(726,841)		4,378,289	121,289	
Investment Income	3,406,315	5,480,973	9,649,639		6,500,000	10,183,195	3,683,195		10,890,973	4,390,973	
Miscellaneous Income	1,917,423	1,949,658	2,442,810		3,526,000	2,647,986	(878,014)		3,526,000	0	
Total Other Revenues	81,360,221	79,987,874	99,329,013	80.5%	91,886,746	81,027,533	(10,859,213)	88.2%	96,399,002	4,512,256	104.9%
Total Revenues	185,189,501	187,905,453	208,369,080	90.2%	212,371,639	185,141,772	(27,229,867)	87.2%	205,384,306	(6,987,333)	96.7%
Payroll	97,190,571	100,988,543	120,437,259		121,275,767	101,838,877	19,436,890		121,451,353	(175,586)	
Fringes	37,469,245	36,386,954	43,256,014		46,865,167	34,928,149	11,937,018		41,521,819	5,343,348	
Total Compensation	134,659,816	137,375,497	163,693,273	83.9%	168,140,934	136,767,026	31,373,908	81.3%	162,973,171	5,167,762	96.9%
Operating & Strategic Initiatives	34,316,179	30,317,515	31,611,531		36,051,637	30,794,904	5,256,733		32,126,225	3,925,412	
Utilities	5,196,210	5,774,340	7,833,759		8,500,000	6,370,180	2,129,820		8,454,648	45,352	
Plant Fund	1,101,492	767,189	810,189		1,500,000	1,537,000	(37,000)		1,537,000	(37,000)	
Student Extracurricular Activities	575,000	575,000	575,000		575,000	575,000	0		575,000	0	
Total Non Personnel	41,188,881	37,434,044	40,830,479	91.7%	46,626,637	39,277,084	7,349,553	84.2%	42,692,873	3,933,764	91.6%
Total Expenditures	175,848,697	174,809,541	204,523,752	85.5%	214,767,571	176,044,110	38,723,461	82.0%	205,666,044	9,101,526	95.8%
Net Income / (Loss) before debt service and other	9,340,804	13,095,912	3,845,328		(2,395,932)	9,097,662	11,493,594		(281,738)	2,114,194	
Debt Service	(8,039,000)	0	0		(900,000)	(750,000)	150,000		(900,000)	0	
Net Transfers (Incl Encumbrances)	3,712,262	4,391,805	584,566		0	3,807,239	3,807,239		0	0	
Fund Balance allotted	8,562,984	1,500,000	0		0	0	0		0	0	
General Service Fees to Auxiliaries	(7,800,833)	(7,369,167)	(8,843,000)		(9,563,560)	(7,969,633)	1,593,927		(9,563,560)	0	
Facility Fees to Auxiliaries	(3,826,802)	(3,705,833)	(4,612,412)		(4,501,000)	(3,750,833)	750,167		(4,071,932)	429,068	
General Fund Support to Auxiliaries	(13,255,758)	(9,965,836)	(14,316,155)		(10,039,508)	(8,462,518)	1,576,990		(10,135,508)	(96,000)	
Net Surplus / (Deficit)	(\$11,306,343)	(\$2,053,119)	(\$23,341,673)		(\$27,400,000)	(\$8,028,083)	\$19,371,917		(\$24,952,738)	\$2,447,262	

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2025 Budget and Preliminary Results for the Ten Months ended April 30, 2025

Revenues

Tuition and General Service Fees: Tuition and General Service Fees total \$135.1 million, or 97.7 percent of the annual budget of \$138.3 million. This amount reflects revenues from the second half of Summer 2024, Fall 2024 and Spring 2025. The budget assumed a one percent decline in enrollment, however, to date, overall student credit hours reflect a 1.5 percent decline. Projections indicate year-end revenues of approximately \$139.8 million, or 101 percent of budget. Please note, since there was no drop for non-payment for Fall and Spring terms, these numbers may be overstated.

Other Fees: Other Fees of \$15.7 million are 89.6 percent of the budget of \$17.6 million. Other fees include various student fees such as the Information Technology Fee, Course Fees, Career Advantage Fee, Library fee and others. As indicated above, these revenues may be overstated due to not dropping students for non-payment. Projections indicate year end revenues of \$16.2 million, or 92.3 percent of budget.

Scholarships: Scholarships total \$46.7 million or approximately 132.1 percent of the \$35.4 million budget. YTD scholarships include \$42.8 million for undergraduate, and \$3.9 million for law. The undergraduate scholarships include \$3.9 million in College Credit Plus discounts from FY24. Going forward, College Credit Plus will be billed at the State reimbursement rate and no longer will require large discounts. Projections indicate year-end scholarships of \$47 million.

State Share of Instruction (SSI): To date, \$64.7 million, or 83.3 percent of budgeted SSI has been received. It is anticipated the full budgeted amount of \$77.6 million, which includes \$43,000 capital component, will be received by year end.

Indirect Cost Recovery: IDC revenues total \$3.5 million or approximately 82.9 percent of the \$4.3 million budget. IDC is related to externally funded research activities and is allocated 90 percent to the center and 10 percent to the principal investigators. Early projections indicate year-end revenues will exceed budget by over \$120,000.

Investment Income: Investment Income totals \$10.2 million, or 156.7 percent of the \$6.5 million budget. Year-end revenues will exceed budget by at least \$4 million.

Miscellaneous Revenues: Miscellaneous Revenues total approximately \$2.6 million and consist largely of:

- \$985,000 UA Foundation
- \$563,000 UARF patent reimbursement
- \$328,000 Credit card rebate payments
- \$147,000 lease revenue
- \$113,000 endowment distributions
- \$109,000 Perkins
- \$73,000 Installment payment plan fees

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2025 Budget and Preliminary Results for the Ten Months ended April 30, 2025

Compensation: Payroll expenditures total \$101.8 million, or 84 percent of the annual budget of \$121.3 million. Projections indicate year-end payroll expenditures may exceed budget by \$0.2 million.

Year-to-date fringe benefits total \$34.9 million or 74.5 percent of the annual budget of \$46.9 million. This includes graduate assistant tuition remissions of \$3.9 million. Projections indicate that fringes will be under budget by nearly \$5.4 million by year-end.

Operating: Operating expenditures total \$30.8 million, including \$3 million of encumbered funds, or approximately 85.4 percent of the \$36.1 million annual budget. The expenditures are incurred within the operating units for software license, supplies and services, transcribing, advertising, travel, and occasionally smaller dollar capital items such as computers and equipment.

Utilities: Year-to-date utility expenses approximate \$6.4 million or 74.9 percent of the \$8.5 million annual budget. Projections indicate expenditures may exceed the budget by about \$150,000 by year-end. This can change depending on weather trends in comparison to prior year.

Plant Fund: The budget reflects a \$1.5 million investment in plant fund projects. To date, the following projects have been funded:

- \$425,000 Goodyear elevator repairs
- \$250,000 High temperature boiler and pump
- \$200,000 Knight Chemistry lab AHU coils
- \$200,000 ASEC plaza
- \$212,000 UAPD Dispatch
- \$150,000 Computer Center UPS
- \$100,000 Phoenix Controls project

Student Extracurricular Activities: The budgeted \$575,000 for main campus was transferred to the student groups for disbursement.

Debt Service: To date, \$750,00 of the \$900,000 budgeted debt service has been transferred.

Net Transfers and Encumbrances: At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$3.8 million net transfers and encumbrances represent those types of commitments.

Draw on Operating Reserves: The budgeted draw on operating reserves is \$27.4 million and current projections indicate a slightly lower \$25 million draw.

Employee Type	Actual YTD
Faculty	\$53,927,000
Staff	14,100,000
Contract Professionals	29,943,000
Graduate Assistants	3,869,000
Net Payroll	101,839,000
<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>	

AUXILIARY FUNDS

For the Ten Months Ended April 30, 2025

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2025 Budget and Preliminary Results for the Ten Months ended April 30, 2025

Auxiliary Funds Combined		FY23	FY24			FY25						
		YTD April 30	YTD April 30	YTD June 30		Original Budget	YTD April 30	Actual to Budget		Projected June 30	Projection to Budget	
								\$	%		\$	%
Revenue		\$24,117,219	\$21,626,616	\$29,715,810		\$28,858,050	\$22,118,626	(\$6,739,424)		\$28,872,000	\$13,950	
	Total Revenues	24,117,219	21,626,616	29,715,810	72.8%	28,858,050	22,118,626	(6,739,424)	76.6%	28,872,000	13,950	100%
Payroll		7,773,046	8,406,285	10,101,501		10,389,222	8,365,589	2,023,633		9,964,332	424,890	
Fringes		2,592,380	3,078,739	3,641,338		3,928,113	3,258,373	669,740		3,773,575	154,538	
	Total Compensation	10,365,426	11,485,024	13,742,839	83.6%	14,317,335	11,623,962	2,693,373	81.2%	13,737,907	579,428	96%
Operating		19,755,592	19,550,468	22,448,611		19,934,820	19,077,898	856,922		22,095,731	(2,160,911)	
Utilities		2,235,134	2,597,810	3,453,405		3,419,963	2,580,103	839,860		3,404,393	15,570	
Plant Fund		580,884	133,351	1,084,729		900,000	900,000	0		900,000	0	
Athletic Scholarships		5,431,586	5,569,438	5,885,508		5,970,000	6,039,067	(69,067)		6,550,000	(580,000)	
	Total Non Personnel	28,003,196	27,851,067	32,872,253	84.7%	30,224,783	28,597,068	1,627,715	94.6%	32,950,124	(2,725,341)	109%
	Total Expenditures	38,368,622	39,336,091	46,615,092	84.4%	44,542,118	40,221,030	4,321,088	90.3%	46,688,032	(2,145,913)	105%
Net Income / (Loss) before debt service and other		(14,251,403)	(17,709,475)	(16,899,282)		(15,684,068)	(18,102,404)	(2,418,336)		(17,816,032)	(2,131,964)	
Debt Service		(17,592,435)	(8,587,511)	(10,305,014)		(9,200,000)	(7,666,668)	1,533,332		(9,200,000)	0	
Net transfers and encumbrances		587,053	380,237	14,228		0	446,367	446,367		446,368	446,368	
Fund Balance allotted		2,409,000	334,250	180,341		790,000	500,000	(290,000)		798,664	8,664	
General Service Fees		7,800,833	7,369,168	8,843,000		9,563,560	8,065,896	(1,497,664)		9,563,560	0	
Facility Fees		4,828,983	6,510,000	4,612,412		4,501,000	3,687,504	(813,496)		4,071,932	(429,068)	
General Fund Support to Auxiliaries		11,405,651	7,161,668	14,316,155		10,039,508	8,366,257	(1,673,251)		10,135,508	96,000	
Net Surplus / (Deficit)		(\$4,812,318)	(\$4,541,663)	\$761,840		\$10,000	(\$4,703,048)	(\$4,713,048)		(\$2,000,000)	(\$2,010,000)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2025 Budget and Preliminary Results for the ten months ending April 30, 2025

Athletics		FY23	FY24		FY25							
		YTD April 30	YTD April 30	YTD June 30*	Original Budget	YTD April 30	Actual to Budget		Projected 30-Jun	Projection to Budget		
							\$	%		\$	%	
Revenue		\$4,865,645	\$3,707,614	\$9,230,023		\$9,804,000	\$5,575,524	(\$4,228,476)		\$9,804,000	\$0	
Total Revenues		4,865,645	3,707,614	9,230,023	40%	9,804,000	5,575,524	(4,228,476)	57%	9,804,000	0	100%
Payroll		6,143,423	6,656,958	7,976,369		8,172,502	6,630,569	1,541,933		7,834,000	338,502	
Fringes		1,938,311	2,371,689	2,781,241		2,921,998	2,446,417	475,581		2,857,000	64,998	
Total Compensation		8,081,734	9,028,647	10,757,610	84%	11,094,500	9,076,986	2,017,514	82%	10,691,000	403,500	96%
Operating		10,362,533	9,869,318	10,711,198		8,636,527	9,512,430	(875,903)		10,556,027	(1,919,500)	
Utilities		465,013	460,868	578,684		600,000	527,125	72,875		600,000	0	
Plant Fund		103,000	133,351	733,351		900,000	900,000	0		900,000	0	
Athletic Scholarships		5,431,586	5,569,438	5,885,508		5,970,000	6,039,067	(69,067)		6,550,000	(580,000)	
Total Non Personnel		16,362,132	16,032,975	17,908,741	90%	16,106,527	16,978,622	(872,095)	105%	18,606,027	(2,499,500)	116%
Total Expenditures		24,443,866	25,061,622	28,666,351	87%	27,201,027	26,055,608	1,145,419	96%	29,297,027	(2,096,000)	108%
Net Income / (Loss) before debt service and other		(19,578,221)	(21,354,008)	(19,436,328)		(17,397,027)	(20,480,084)	(3,083,057)		(19,493,027)	(2,096,000)	
Debt Service		(4,127,838)	(4,156,679)	(4,988,014)		(2,702,973)	(2,252,479)	450,494		(2,702,973)	0	
Net transfers and encumbrances		7,700	17,775	17,775		0	0	0		0	0	
Fund Balance allotted		0	0	0		0	0	0		0	0	
General Service Fees		7,800,833	7,369,168	8,843,000		9,563,560	8,065,896	(1,497,664)		9,563,560	0	
Other Fees		0	0	0		0	0	0		0	0	
Facilities Fee		0	3,705,832	1,247,412		496,932	414,110	(82,822)		496,932	0	
General Fund Support		8,603,310	7,161,668	14,316,155		10,039,508	8,366,257	(1,673,251)		10,135,508	96,000	
Net Surplus / (Deficit)		(\$7,294,216)	(\$7,256,244)	\$0		\$0	(\$5,886,300)	(\$5,886,300)		(\$2,000,000)	(\$2,000,000)	

*FY24 ended \$2.9 million over budget

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2025 Budget and Preliminary Results for the ten months ending April 30, 2025

Residence Life & Housing		FY23	FY24			FY25						
		YTD April 30	YTD April 30	YTD June 30		Original Budget	YTD April 30	Actual to Budget		Projected 30-Jun	Projection to Budget	
								\$	%		\$	%
Revenue		\$11,639,037	\$12,427,752	\$13,202,795		\$13,500,000	\$11,853,075	(\$1,646,925)		\$13,200,000	(\$300,000)	
	Total Revenues	11,639,037	12,427,752	13,202,795	94%	13,500,000	11,853,075	(1,646,925)	88%	13,200,000	(300,000)	98%
Payroll		386,226	479,243	581,525		743,280	508,215	235,065		602,953	140,327	
Fringes		141,082	175,285	211,346		292,765	209,131	83,634		238,161	54,604	
	Total Compensation	527,308	654,528	792,871	83%	1,036,045	717,346	318,699	69%	841,115	194,930	81%
Operating		3,830,888	4,311,744	5,152,799		5,117,928	4,646,168	3,195,078		5,302,597	(184,669)	
Utilities		791,119	1,025,739	1,346,255		1,349,000	1,004,405	344,595		1,350,000	(1,000)	
Plant Fund		9,884	0	0		0	0	0		0	0	
Athletic Scholarships		0	0	0		0	0	0		0	0	
	Total Non Personnel	4,631,891	5,337,483	6,499,054	82%	6,466,928	5,650,573	3,539,673	87%	6,652,597	(185,669)	103%
	Total Expenditures	5,159,199	5,992,011	7,291,925	82%	7,502,973	6,367,919	3,858,372	85%	7,493,712	9,261	100%
	Net Income / (Loss) before debt service and other	6,479,838	6,435,741	5,910,870		5,997,027	5,485,156	(511,871)		5,706,288	(290,739)	
Debt Service		(6,454,891)	(4,430,832)	(5,317,000)		(6,497,027)	(5,414,189)	1,082,838		(6,497,027)	0	
Net transfers and encumbrances		234,100	33,182	(223,410)		0	290,739	290,739		290,739	290,739	
Fund Balance allotted		0	0			500,000	500,000	0		500,000	0	
General Service Fees		0	0	0		0	0	0		0	0	
Other Fees		0	0	0		0	0	0		0	0	
Facilities Fee		0	0	0		0	0	0		0	0	
General Fund Support		2,055,476	0	0		0	0	0		0	0	
	Net Surplus / (Deficit)	\$2,314,523	\$2,038,091	\$370,460		\$0	\$861,705	\$861,705		\$0	\$0	

The University of Akron
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EJ Thomas Performing Arts Hall		FY23	FY24			FY25						
		YTD April 30	YTD April 30	YTD June 30		Original Budget	YTD April 30	Actual to Budget		Projected 30-Jun	Projection to Budget	
								\$	%		\$	%
Revenue		\$1,411,686	\$2,642,620	\$3,344,095		\$3,332,550	\$1,642,362	(\$1,690,188)		\$2,325,000	\$1,007,550	
	Total Revenues	1,411,686	2,642,620	3,344,095	79%	3,332,550	1,642,362	(1,690,188)	49%	2,325,000	1,007,550	70%
Payroll		198,978	251,500	309,873		335,699	241,909	93,790		287,636	48,063	
Fringes		76,567	98,627	119,661		120,561	102,870	17,691		113,583	6,978	
	Total Compensation	275,545	350,127	429,534	82%	456,260	344,779	111,481	76%	401,219	55,041	88%
Operating		1,575,482	2,225,141	2,919,718		2,663,443	1,628,579	1,034,864		1,765,889	897,554	
Utilities		143,504	167,104	198,043		212,847	170,139	42,708		173,781	39,066	
Plant Fund		0	0	0		0	0	0		0	0	
Athletic Scholarships		0	0	0		0	0	0		0	0	
COVID Relief re-charge		0	0	0		0	0	0		0	0	
	Total Non Personnel	1,718,986	2,392,245	3,117,761	77%	2,876,290	1,798,718	1,077,572	63%	1,939,670	936,620	67%
	Total Net Expenditures	1,994,531	2,742,372	3,547,295	77%	3,332,550	2,143,497	1,189,053	64%	2,340,889	991,661	70%
	Net Income / (Loss) before debt service and other	(582,845)	(99,752)	(203,200)		0	(501,135)	(501,135)		(15,889)	(15,889)	
Debt Service		(226,205)	0	0		0	0	0		0	0	
Net transfers and encumbrances		65,260	22,859	6,970		0	15,889	15,889		15,889	15,889	
Fund Balance allotted		525,000	152,250	180,341		0	0	0		0	0	
General Service Fees		0	0	0		0	0	0		0	0	
Other Fees		0	0	0		0	0	0		0	0	
Facilities Fee		0	0	0		0	0	0		0	0	
General Fund Support		0	0	0		0	0	0		0	0	
	Net Surplus / (Deficit)	(\$218,790)	\$75,357	(\$15,888)		\$0	(\$485,246)	(\$485,246)		\$0	\$0	

The University of Akron
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Dining (Aramark)		FY23		FY24		FY25		Actual to Budget			Projected		Projection to Budget	
		YTD April 30	YTD April 30	YTD June 30		Original Budget	YTD April 30				30-Jun			
								\$	%				\$	%
Revenue		\$687,537	\$728,593	\$1,429,033		\$863,000	\$795,918	(\$67,082)			\$863,000	\$0		
	Total Revenues	687,537	728,593	1,429,033	51%	863,000	795,918	(67,082)	92%		863,000	0	100%	
Payroll		120,859	89,412	107,119		71,522	75,240	(3,718)			80,000	(8,478)		
Fringes		85,767	81,090	111,763		76,106	124,215	(48,109)			125,000	(48,894)		
	Total Compensation	206,626	170,502	218,882	78%	147,628	199,455	(51,827)	135%		205,000	(57,372)	139%	
Operating		887,774	550,561	567,007		760,372	780,722	(20,350)			800,000	(39,628)		
Utilities		134,451	198,797	245,166		245,000	142,516	102,484			213,112	31,888		
Plant Fund		365,000	0	351,378		0	0	0			0	0		
Athletic Scholarships		0	0	0		0	0	0			0	0		
COVID Relief re-charge		0	0	0		0	0	0			0	0		
	Total Non Personnel	1,387,225	749,358	1,163,551	64%	1,005,372	923,238	82,134	92%		1,013,112	(7,740)	101%	
	Total Net Expenditures	1,593,851	919,860	1,382,433	67%	1,153,000	1,122,693	30,307	97%		1,218,112	(65,112)	106%	
	Net Income / (Loss) before debt service and other	(906,314)	(191,267)	46,600		(290,000)	(326,775)	(36,775)			(355,112)	(65,112)		
Debt Service		(229,154)	0	0		0	0	0			0	0		
Net transfers and encumbrances		87,999	234,250	177,802		0	56,448	56,448			56,448	56,448		
Fund Balance allotted		829,500	182,000	0		290,000	0	(290,000)			298,664	(8,664)		
General Service Fees		0	0	0		0	0	0			0	0		
Other Fees		0	0	0		0	0	0			0	0		
Facilities Fee		0	0	0		0	0	0			0	0		
General Fund Support		0	0	0		0	0	0			0	0		
	Net Surplus / (Deficit)	(\$217,969)	\$224,983	\$224,402		\$0	(\$270,327)	(\$270,327)			\$0	(\$17,328)		

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Recreation & Wellness Services		FY23	FY24			FY25						
		YTD April 30	YTD April 30	YTD June 30		Original Budget	YTD April 30	Actual to Budget		Projected 30-Jun	Projection Budget	
								\$	%		\$	%
Revenue		\$359,095	\$385,530	\$463,775		\$473,500	\$389,075	(\$84,425)		\$445,000	(\$28,500)	
	Total Revenues	359,095	385,530	463,775	83%	473,500	389,075	(84,425)	82%	445,000	(28,500)	94%
Payroll		370,857	399,223	475,468		531,961	425,270	106,691		530,620	1,342	
Fringes		130,874	143,096	167,320		209,941	165,274	44,667		197,735	12,206	
	Total Compensation	501,731	542,319	642,788	84%	741,902	590,544	151,358	80%	728,354	13,548	98%
Operating		928,792	1,146,502	1,302,241		1,187,982	1,009,053	178,929		1,253,818	(65,836)	
Utilities		157,819	176,507	243,818		264,616	207,058	57,558		257,500	7,116	
Plant Fund		103,000	0	0		0	0	0		0	0	
Athletic Scholarships		0	0	0		0	0	0		0	0	
COVID Relief re-charge		0	0	0		0	0	0		0	0	
	Total Non Personnel	1,189,611	1,323,009	1,546,059	86%	1,452,598	1,216,111	236,487	84%	1,511,318	(58,720)	104%
	Total Net Expenditures	1,691,342	1,865,328	2,188,847	85%	2,194,500	1,806,655	387,845	82%	2,239,672	(45,172)	102%
	Net Income / (Loss) before debt service and other	(1,332,247)	(1,479,798)	(1,725,072)		(1,721,000)	(1,417,580)	303,420		(1,794,672)	(73,672)	
Debt Service		(1,235,527)	0	0		0	0	0		0	0	
Net transfers and encumbrances		19,356	72,171	(1,500)		0	73,672	73,672		73,672	73,672	
Fund Balance allotted		364,500	0	0		0	0	0		0	0	
General Service Fees		0	0	0		0	0	0		0	0	
Other Fees		0	0	0		0	0	0		0	0	
Facilities Fee		1,879,196	1,434,168	1,721,000		1,721,000	1,507,838	(213,162)		1,721,000	0	
General Fund Support		294,221	0	0		0	0	0		0	0	
	Net Surplus / (Deficit)	(\$10,501)	\$26,541	(\$5,572)		\$0	\$163,931	\$163,931		\$0	\$0	

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Jean Hower Taber Student Union		FY23	FY24			FY25						
		YTD April 30	YTD April 30	YTD June 30		Original Budget	YTD April 30	Actual to Budget		Projected 30-Jun	Projection Budget	
								\$	%		\$	%
Revenue		\$619,467	\$705,679	\$769,142		\$855,000	\$1,146,568	\$291,568		\$1,355,000	\$500,000	
	Total Revenues	619,467	705,679	769,142	92%	855,000	1,146,568	291,568	134%	1,355,000	500,000	158%
Payroll		416,229	513,494	613,932		534,258	484,386	49,872		629,123	94,865	
Fringes		175,039	203,877	237,873		306,742	210,466	96,276		242,096	(64,646)	
	Total Compensation	591,268	717,371	851,805	84%	841,000	694,852	146,148	83%	871,220	30,220	104%
Operating		744,034	905,535	1,075,009		1,184,000	929,102	254,898		1,687,400	503,400	
Utilities		361,592	364,655	480,792		474,000	323,914	150,086		450,000	(24,000)	
Plant Fund		0	0	0		0	0	0		0	0	
Athletic Scholarships		0	0	0		0	0	0		0	0	
COVID Relief re-charge		0	0	0		0	0	0		0	0	
	Total Non Personnel	1,105,626	1,270,190	1,555,801	82%	1,658,000	1,253,016	404,984	76%	2,137,400	479,400	129%
	Total Net Expenditures	1,696,894	1,987,561	2,407,606	83%	2,499,000	1,947,868	551,132	78%	3,008,620	509,620	120%
	Net Income / (Loss) before debt service and other	(1,077,427)	(1,281,882)	(1,638,464)		(1,644,000)	(801,300)	842,700		(1,653,620)	(9,620)	
Debt Service		(2,125,492)	0	0		0	0	0		0	0	
Net transfers and encumbrances		16,753		(9,620)		0	9,620	9,620		9,620	9,620	
Fund Balance allotted		690,000	0	0		0	0	0		0	0	
General Service Fees		0	0	0		0	0	0		0	0	
Other Fees		0	0	0		0	0	0		0	0	
Facilities Fee		1,995,139	1,370,000	1,644,000		1,644,000	1,233,000	(411,000)		1,644,000	0	
General Fund Support		381,070	0	0		0	0	0		0	0	
	Net Surplus / (Deficit)	(\$119,957)	\$88,118	(\$4,084)		\$0	\$441,320	\$441,320		\$0	\$0	

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Parking & Transportation Services		FY23	FY24			FY25		Actual to Budget		Projected 30-Jun	Projection Budget	
		YTD April 30	YTD April 30	YTD June 30		Original Budget	YTD April 30	\$	%		\$	%
Revenue		\$4,502,942	\$1,000,000	\$1,246,617		\$0	\$690,383	\$690,383		\$850,000	\$ 850,000	
	Total Revenues	4,502,942	1,000,000	1,246,617	80%	0	690,383	690,383		850,000	850,000	
Payroll		136,474	16,455	37,215		0	0	0		0	0	
Fringes		44,740	5,075	12,134		0	0	0		0	0	
	Total Compensation	181,214	21,530	49,348	44%	0	0	0		0	0	
Operating		1,414,998	523,978	702,950		364,568	555,385	(190,817)		700,000	(335,432)	
Utilities		181,636	204,140	360,647		274,500	204,946	69,554		360,000	(85,500)	
Plant Fund		0	0	0		0	0	0		0	0	
Athletic Scholarships		0	0	0		0	0	0		0	0	
COVID Relief re-charge		0	0	0		0	0	0		0	0	
	Total Non Personnel	1,596,634	728,118	1,063,597	68%	639,068	760,331	(121,263)	119%	1,060,000	(420,932)	166%
	Total Net Expenditures	1,777,848	749,648	1,112,945	67%	639,068	760,331	(121,263)	119%	1,060,000	(420,932)	166%
	Net Income / (Loss) before debt service and other	2,725,094	250,352	133,672		(639,068)	(69,948)	569,120		(210,000)	429,068	
Debt Service		(3,193,328)	0	0		0	0	0		0	0	
Net transfers and encumbrances		155,885	0	45,099		0	0	0		0	0	
Fund Balance allotted		0	0	0		0	0	0		0	0	
General Service Fees		0	0	0		0	0	0		0	0	
Other Fees		0	0	0		0	0	0		0	0	
Facilities Fee		954,648	0	0		639,068	532,556	(106,512)		210,000	(429,068)	
General Fund Support		71,574	0	0		0	0	0		0	0	
	Net Surplus / (Deficit)	\$713,873	\$250,352	\$178,771		\$0	\$462,608	\$462,608		\$0	\$0	

The University of Akron
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FY 2025 Budget and Preliminary Results for the ten months ending April 30, 2025

Wayne Student Union		FY23	FY24			FY25				
		YTD April 30	YTD April 30	YTD June 30		Original Budget	YTD April 30	Actual to Budget		Projected 30-Jun
								\$	%	
Revenue		\$31,810	\$28,828	\$30,330		\$30,000	\$25,722	(\$4,278)		\$30,000
	Total Revenues	31,810	28,828	30,330	95%	30,000	25,722	(4,278)	86%	30,000
Payroll		0	0	0		0	0	0		0
Fringes		0	0	0		0	0	0		0
	Total Compensation	0	0	0	0%	0	0	0	0%	0
Operating		11,091	17,689	17,689		20,000	16,459	3,541		30,000
Utilities		0	0	0		0	0	0		0
Plant Fund		0	0	0		0	0	0		0
Athletic Scholarships		0	0	0		0	0	0		0
COVID Relief re-charge		0	0	0		0	0	0		0
	Total Non Personnel	11,091	17,689	17,689	100%	20,000	16,459	3,541	82%	30,000
	Total Net Expenditures	11,091	17,689	17,689	100%	20,000	16,459	3,541	82%	30,000
	Net Income / (Loss) before debt service and other	20,719	11,139	12,641		10,000	9,263	(737)		0
Debt Service		0	0	0		0	0	0		0
Net transfers and encumbrances		0		1,112		0	0	0		0
Fund Balance allotted		0	0	0		0	0	0		0
General Service Fees		0	0	0		0	0	0		0
Facilities Fee		0	0	0		0	0	0		0
General Fund Support		0	0	0		0	0	0		0
	Net Surplus / (Deficit)	\$20,719	\$11,139	\$13,753		\$10,000	\$9,263	(\$737)		\$0

Athletics

Revenues total \$5.6 million or 57 percent of the \$9.8 million budget. The principal revenues include game guarantees, ticket sales, and sponsorships.

Payroll and fringes total \$9.1 million or 82 percent of the \$11.1 million budget.

Operating expenditures total \$9.5 million or 110 percent of the \$8.6 million budget. The principal operating expenditures include: travel (34 percent), athletic supplies (11 percent), facility maintenance (8 percent), game official & guarantees (13 percent), liability insurance (6 percent), and memberships (11 percent).

\$900,000 Plant fund expense is payment on the foundation line of credit.

Scholarships to date are \$6 million or 101 percent of the \$6 million budget. Actual awards will exceed the budget for FY25.

Other sources of funding include General Service Fees \$9.6 million; Facilities Fee \$500K; and General fund support \$10 million.

Debt Service was reduced in FY25 to accommodate the repayment of a portion of the line of credit.

If Athletics continues at the current rate of spending, they will likely exceed their budget by almost \$2 million.

Foundation Line of Credit – Athletics has an outstanding line of credit. Football Scoreboard \$928,000; and Student Recreation and Wellness Center Gym \$700,000.

Residence Life & Housing

Revenues total \$11.9 million or 88 percent of the \$13.5 million budget. The principal revenues include residence hall occupancy and are predominately earned during the academic year. Residence Life and Housing's total occupancy declined by 4.8 percent for Fall 2024 census as compared to Fall 2023.

Payroll and fringes total \$717,000 or 69 percent of the \$1,036,000 budget. Residence Life's expenses are expected to be at or under their budget for FY25.

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Narrative of FY 2025 Budget and Preliminary Results for the ten months ended April 30, 2025

Operating expenditures total \$4.6 million or 91 percent of the \$5.1 million budget. The principal operating expenditures include: maintenance (5 percent); student assistants and meals (17 percent); and property and liability insurance (3 percent). Majority of maintenance occurs over the summer preparing for the fall semester.

Residence Life and Housing carried forward \$290,738 of FY24 encumbrances. Residence Life's expenses are expected to be at or under their revenues for FY25.

EJ Thomas Performing Arts Hall

Revenues total \$1.6 million or 49 percent of the \$3.3 million budget. Ticket and rental sales are the primary revenue source.

Payroll and fringes total \$345,000 or 76 percent of the \$456,000 budget.

Operating expenditures total approximately \$1.6 million or 61 percent of the \$2.7 million budget. Artist Fees are approximately 45% of operating expenses, facility maintenance and insurance is approximately 10% of operating expenses.

EJ Thomas Performing Arts Hall carried forward \$15,889 of FY24 encumbrances. EJ's expenses are expected to be at or under their revenue for FY25.

Dining Services (Aramark)

Revenues total approximately \$796,000 or 92 percent of the \$863,000 budget. Revenue is from Aramark facility support and Aramark commissions on a percentage of annual sales.

Payroll and fringes total \$199,000 or 135 percent of the \$147,000 budget. The \$76,000 budgeted fringe benefits cover the difference between SERS and FICA for CWA employees who remained with the University and certain Aramark employees performing work at the University. Fringes for those employees are currently higher than budgeted.

Operating expenditures total \$781,000 or 103 percent of the \$760,000 budget. The principal operating costs are maintenance and repairs.

Dining Services carried forward \$56,448 of FY24 encumbrances. Dining Services' expenses are expected to be \$290,000 over their revenue, with the fund balance covering the difference.

Student Recreation & Wellness Services

Revenues total \$389,000 or 82 percent of the \$474,000 budget. Primary revenues include aquatic facility rentals, memberships, and on-campus facility rentals.

Payroll and fringes total \$591,000 or 80 percent of the \$742,000 budget.

Operating expenditures total \$1 million or 85 percent of the \$1.2 million budget. The primary operating expenses include maintenance and student assistants.

Student Recreation and Wellness carried over \$73,672 in FY24 encumbrances into FY25.

Student Recreation and Wellness receives support of \$1.7 million from Facility Fees. Student Recreation and Wellness Services' expenses are expected to be at or under their revenue for FY25.

Jean Hower Taber Student Union

Revenues total \$1,147,000 million or 134 percent of the \$855,000 budget. Principal sources of revenue include rental income and memberships.

Payroll and fringes total \$695,000 or 83 percent of the annual budget of \$841,000.

Operating expenditures total \$929,000 or 78 percent of the annual budget of 1.2 million. Primary operating expenditures include maintenance and student assistants.

The Jean Hower Taber Student Union carried forward \$9,620 of FY24 encumbrances.

The Jean Hower Taber Student Union receives support of \$1.6 million from Facility Fees. Their expenses are expected to be at or under their revenue for FY25.

Parking & Transportation Services

Operating expenditures total \$555,000 or 152% of the \$365,000 budgeted. The primary operating expenditures include insurance, maintenance of parking facilities not included in the UAkronPark agreement, and utilities. The university will likely have the opportunity to drop insurance on UAkronPark facilities for FY26 after the overall university insurance plan can be renegotiated. UAkronPark covers all insurance needs for all parking structures included in the agreement. In

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Narrative of FY 2025 Budget and Preliminary Results for the ten months ended April 30, 2025

addition, as part of the concession agreement with UAkronPark, surplus cashflows, if they exist, will be deposited in the parking budget annually in April/May. Based on preliminary calculations shared by UAkronPark, the university will receive revenue back from UAkronPark for FY25 as a one time adjustment. This will help cover the expenses incurred to the fund.

Wayne Student Union

Revenues total \$26,000 or 86 percent of the \$30,000 budget.

Operating expenditures total \$16,000 or 82 percent of the \$20,000 budget. Direct operating expenditures include zip card awards and insurance. The Zip Card Award is a meal scholarship program. Students that receive the meal scholarship plan have a high GPA and improved retention. Wayne College aims to retain students by addressing food insecurity and helping them meet their educational goals.

Wayne Student Union is expected to keep expenses below revenues for FY25.

DEPARTMENTAL SALES AND SERVICES FUNDS

For the Ten Months Ended April 30, 2025

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2025 Budget and Preliminary Results for the Ten Months ended April 30, 2025

Department Sales & Services Combined		FY23	FY24			FY25						
		YTD April 30	YTD April 30	YTD June 30		Original Budget	YTD April 30	Actual to Budget		Projected June 30	Projection to Budget	
								\$	%		\$	%
Revenue		\$4,622,696	\$4,609,158	\$5,578,294		\$4,815,696	\$4,970,282	\$154,586		\$5,815,696	\$1,000,000	
	Total Revenues	4,622,696	4,609,158	5,578,294	82.6%	4,815,696	4,970,282	154,586	103.2%	5,815,696	1,000,000	121%
Payroll		1,617,217	1,801,581	2,174,082		1,796,631	1,772,321	24,310		1,957,128	(160,497)	
Fringes		455,747	456,355	552,720		508,675	494,421	14,254		528,254	(19,579)	
	Total Compensation	2,072,964	2,257,936	2,726,802	82.8%	2,305,306	2,266,742	38,564	98.3%	2,485,382	(180,076)	108%
Operating		3,087,676	3,168,681	3,447,047		2,631,578	2,696,372	(64,794)		3,411,369	(779,791)	
Plant Fund		110,991	50,250	44,412		0	60,000	(60,000)		60,000	(60,000)	
	Total Non Personnel	3,198,667	3,218,931	3,491,459	92.2%	2,631,578	2,756,372	(124,794)	104.7%	3,471,369	(839,791)	132%
	Total Expenditures	5,271,631	5,476,867	6,218,261	88.1%	4,936,884	5,023,114	(86,230)	101.7%	5,956,751	(1,019,867)	121%
	Net Income / (Loss) before debt service and other	(648,935)	(867,709)	(639,967)		(121,188)	(52,832)	68,356		(141,055)	(19,867)	
	Net transfers and encumbrances	320,188	328,669	92,976		371,037	235,693	(135,344)		434,768	63,731	
	Fund Balance allotted	0	0	546,991		0	0	0		0	0	
	Net Surplus / (Deficit)	(\$328,747)	(\$539,040)	\$0		\$249,849	\$182,861	(\$66,988)		293,713	\$43,864	

Continuing and Professional Education

Continuing and Professional Education revenues total \$568,000 or 78 percent of the \$730,000 annual budget. Current projections are that budgeted revenues will be achieved.

Payroll and fringes total \$487,000 or 87 percent of the \$558,000 annual budget. Generally, payroll costs related to contract training are incurred prior to the associated revenue being collected.

Operating expenditures total \$219,000 or 68 percent of the \$321,000 annual budget. The principal operating expenditures include supplies and services related to training and instructional support. Current expectations are that expenditures will align with budget.

New Student Orientation

New Student Orientation revenues total \$328,000 or 93 percent of the \$353,000 annual budget. Current projections are that budgeted revenues will be achieved.

Payroll and fringes total \$189,000 or 85 percent of the \$222,000 annual budget. Projections suggest compensation will total \$226,000, or about \$5,000 greater than budget.

Operating expenditures total \$239,000 or 68 percent of the \$353,000 annual budget. Expenditures increase late spring and summer for onboarding new students. The principal operating expenditures include student assistants (39 percent), hospitality (23 percent), and New Roo Weekend support (18 percent). Current expectations are that expenditures will align with budget. Expenditures will continue to be closely monitored and managed throughout the course of the year. Any deficit will be offset by New Student Orientation's fund balance.

The University of Akron

Departmental Sales and Services

Narrative of FY 2025 Budget and Preliminary Results for the ten months ended April 30, 2025

Other

The Other departmental sales and services revenues total \$4.1 million or 109 percent of the \$3.7 million annual budget. Revenues are generated from roughly 70 activities including Printing Services (15 percent), and College of Business Executive Education (13 percent). Projections suggest revenues will total \$4.7 million, or \$1 million greater than budget.

Payroll and fringes total \$1.6 million or 104 percent of the \$1.5 million annual budget. Projections suggest compensation will total \$1.7 million, or \$175,000 greater than budget.

Operating expenditures total \$2.2 million or 114 percent of the \$2 million annual budget. Supplies and services are the primary operating expense (72 percent). Current expectations are that operating expenses will total \$2.7 million or \$780,000 greater than budget. Capital expenditures total \$60,000. Expenditures will continue to be closely monitored and managed throughout the course of the year. Any deficit will be offset by the fund balance.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$236,000 Transfers-In – Encumbrances represents those types of commitments.

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Acceptance of the Financial Report for the Ten Months Ended April 30, 2025

BE IT RESOLVED, That the proposed acceptance on June 11, 2025 of the Consolidated Statement, General Funds, Auxiliary Funds, and Departmental Sales and Services Funds for the Ten Months Ended April 30, 2025 be approved.

Mark G. Stasitis, Acting Secretary
Board of Trustees

June 11, 2025

FINANCE & ADMINISTRATION COMMITTEE

TAB 2

**PREAUTHORIZATION OF A PROCUREMENT
FOR MORE THAN \$500,000**



DATE: May 19, 2025

TO: Misty Villers
Vice President and Chief Financial Officer

FROM: *Shandra Irish*
Shandra Irish, Senior Director of Purchasing

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

As requested of me, I provide to you the accompanying proposed resolution for Board of Trustees consideration at its June 11, 2025, meeting that would preapprove the negotiation and execution of a contract related to the specific goods identified below.

- General Contracting – Campus Infrastructure Improvements – Cooling Tower #1, which will not exceed \$1,200,000.

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

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

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Pertaining to the Preauthorization for Procurement of General Contracting
Campus Infrastructure Improvements – Cooling Tower #1

WHEREAS, University Rule 3359-3-07(B) authorizes The University of Akron's Senior Director of Purchasing to conduct purchasing activities in accordance with good business practices; and

WHEREAS, the Vice President and Chief Financial Officer has directed the Department of Capital Planning and Facilities Management to coordinate with the Senior Director of Purchasing to initiate the competitive bidding process to procure construction contracts for the Campus Infrastructure Improvements – Cooling Tower #1; and

WHEREAS, The Department of Purchasing, at the direction of the Department of Capital Planning and Facilities Management, will issue contract documents for a competitive bid to provide these services, the cost of which will not exceed \$1,200,000; and

WHEREAS, The scheduling and sequencing of the corresponding construction projects do not align with the schedule of regular meetings of the Board; and

WHEREAS, University Rule 3359-3-07(G) requires the purchase of goods or services exceeding \$500,000 be submitted to the Board of Trustees for prior approval; Now, Therefore,

BE IT RESOLVED, That notwithstanding the requirements of University Rule 3359-3- 07(G), the Senior Director of Purchasing and Vice President and Chief Financial Officer are authorized to act as necessary to procure contracts for the Campus Infrastructure Improvements – Cooling Tower #1, subject to review and approval as to legal form and sufficiency by the Office of General Counsel; and

BE IT FURTHER RESOLVED, That the Vice President and Chief Financial Officer will provide a report to the Board at an upcoming meeting regarding the final University decision for the procurement of Campus Infrastructure Improvements – Cooling Tower #1.

Mark G. Stasitis, Acting Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 3

**ACADEMIC YEAR 25/26 PARKING;
FY26 SUMMER, WINTER AND CONFERENCE
ROOM RATES;
FY26 MISCELLANEOUS FEES;
AY 25/26 LAW PROFESSIONAL FEE;
AY 25/26 GRADUATE TUITION; AND
AY 25/26 TUITION AND FEES, ROOM AND
BOARD RATES**



DATE: May 19, 2025

TO: Misty Villers
Vice President and Chief Financial Officer

FROM: Amy Gilliland
Interim Director Budget, Planning & Strategy

SUBJECT: 2025-2026 Academic Year Parking; FY26 Summer, Winter and Conference Room Rates; FY26 miscellaneous fees; Law Professional Fee; and Graduate Tuition

As requested of me, I provide the accompanying exhibits, which detail the parking rates; Summer, Winter, and Conference room rates; miscellaneous fee changes for the upcoming academic and fiscal years; Law Professional Fee increase and Graduate tuition increase.

Where appropriate, upon Board approval, changes will be submitted to the Ohio Department of Higher Education (ODHE) for review and approval.

The proposed changes are as follows:

- Exhibit A: Parking Rates (for consideration and approval)

Establish parking rates for Academic Year 2025-2026
Parking is an elective service charge.

- Exhibit B: Summer, Winter, and Conference Room Rates (for consideration and approval)

Establish summer, winter, and conference room rates for Fiscal Year 2026.

- Exhibit C: Miscellaneous Fees (for consideration and approval)

The proposed fees represent non-instructional related miscellaneous fees. The fees are used as the basis for internal and external usage charges. The proposed changes vary in magnitude, from solely descriptive changes to the additions, eliminations, or increases in amount.

- Exhibit D: Law Professional Fee (for consideration and approval)

Proposal to increase the Law Professional Fee from \$30/credit hour to \$40/credit hour.

- Graduate Tuition (for consideration and approval)

Establish Masters of Public Health tuition rate (consortium rate with partner institutions)

- \$698/ch to \$715/ch (2.4% increase)

Establish graduate tuition rate

- \$462.50/ch to \$482.75/ch (4.4% increase)

- will align the graduate tuition rate for College of Health and Human Sciences, College of Engineering, Buchtel College of Arts & Sciences with that of the College of Business.

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Acceptance of Academic Year 25/26 Parking Rates;
Fiscal Year 2026 Summer, Winter, and Conference Room Rates;
Fiscal Year 2026 Miscellaneous Fees;
Academic Year 25/26 Law Professional Fee;
Academic Year 25/26 Graduate Tuition; and
Academic Year 25/26 Tuition and Fees, Room and Board Rates

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

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

WHEREAS, The Board wishes to establish parking rates for the 2025-2026 academic year, with parking being an elective service charge; and

WHEREAS, The Board wishes to establish summer, winter, and conference room rates for Fiscal Year 2026; and

WHEREAS, The Board wishes to modify specific non-instructional miscellaneous fees for Fiscal Year 2026; and

WHEREAS, The Board wishes to modify the Law Professional Fee for the 2025-2026 academic year; and

WHEREAS, The Board wishes to modify select Graduate Tuition rates for the 2025-2026 academic year; Now, Therefore,

BE IT RESOLVED, That the University administration is authorized to set the Fall 2025 Cohort Tuition Guarantee rates (main and regional campuses) as well as room and board rates, consistent with the requirements of Ohio Revised Code Section 3345.48 and the approval of Ohio Department of Higher Education and the General Assembly; and

BE IT FURTHER RESOLVED, that the parking rates; summer, winter, and conference room rates; miscellaneous fees; Law Professional Fee (reflected in Exhibits A-D, attached hereto and incorporated by reference); and select Graduate tuition rates, be approved.

Mark G. Stasitis, Acting Secretary
Board of Trustees

June 11, 2025

EXHIBIT A
THE UNIVERSITY OF AKRON
ACADEMIC YEAR 2025-26 PARKING RATES

Type	Frequency	2024-25 Current Rate	2025-26 Proposed Rate	Dollar Change	Percent Change	2026-27 Proposed Rate	2027-28 Proposed Rate
Employee							
Employee Permit*	Annual	\$ 348.00	\$ 404.00	\$ 56.00	16%	\$ 469.00	\$ 543.00
	Semester	\$ 174.00	\$ 202.00	\$ 28.00	16%		
Reserved Permit*	Annual	\$ 659.00	\$ 679.00	\$ 20.00	3%	\$ 699.00	\$ 720.00
Emeritus/Retiree (non-rehired)*	Annual	\$ 126.00	\$ 132.00	\$ 6.00	5%		
Student							
Student Permit**	Semester	\$ 236.00	\$ 248.00	\$ 12.00	5%	\$ 260.00	\$ 273.00
Transportation Fee***	/ credit hour	\$ 17.50	\$ 18.20	\$ 0.70	4%	\$ 18.93	\$ 19.69
Overnight Permit Upgrade	Semester	\$ 81.00	\$ 85.00	\$ 4.00	5%	\$ 89.00	\$ 93.00
Summer Permit	5-weeks	\$ 120.00	\$ 125.00	\$ 5.00	4%		
Summer Permit	8-weeks	\$ 180.00	\$ 188.00	\$ 8.00	4%		
Other							
One-Day Pass	Daily	\$ 10.50	\$ 11.00	\$ 0.50	5%	\$ 11.00	\$ 11.50
Transients	Hourly	\$ 2.25	\$ 2.50	\$ 0.25	11%	\$ 2.25	\$ 2.25
Visitor	Month	\$ 84.00	\$ 88.00	\$ 4.00	5%		

*Academic Year

**Excludes students in a tuition guarantee program prior to Fall 2023. Permit is optional.

***No longer a flat fee, included in the general fee per credit hour charge

EXHIBIT B
THE UNIVERSITY OF AKRON
FY26 SUMMER, WINTER BREAK AND CONFERENCE RATES

Description	FY24 & FY25 Current Rates	FY26 Proposed Rate
Summer and Winter Break Housing:		
Summer 8 Week Sessions (approx 55 nights)	\$ 1,232.00	\$ 1,355.00
Early Arrival/ Late Stay Rate (daily)	\$ 35.00	\$ 40.00
Entire Winter Break (approx 27 nights)*	\$ 420.00	\$ 500.00

*No RA or front desk staff

Summer Conference Rates:

	Summer 2024		Summer 2025	
	External	Internal	External	Internal
Room Rates (per person/per night)				
Community bathroom; double occupancy	\$ 25.00	\$ 20.00	\$ 29.00	\$ 23.00
Community bathroom; single occupancy	\$ 31.00	\$ 25.00	\$ 36.00	\$ 29.00
Private bath; double occupancy	\$ 35.00	\$ 28.00	\$ 40.00	\$ 32.00
Private bath; single occupancy	\$ 43.00	\$ 34.00	\$ 49.00	\$ 39.00
Exchange Apartment	\$ 47.00	\$ 38.00	\$ 54.00	\$ 44.00
Exchange Shared Single	\$ 37.00	\$ 30.00	\$ 43.00	\$ 35.00

Summer Add on Amenities:

Linen Packet (per person)	\$ 25.00	\$ 25.00	\$ 30.00	\$ 30.00
Extra Linen				
Twin XL Sheet Set (flat, fitted, 1 pillowcase)	\$ 10.50	\$ 10.50	\$ 12.00	\$ 12.00
Extra Pillow Cases	\$ 0.50	\$ 0.50	\$ 1.00	\$ 1.00
Microloft Fleece Blanket	\$ 8.00	\$ 8.00	\$ 9.00	\$ 9.00
Bath towel set (1 bath, 1 hand, 1 wash)	\$ 4.25	\$ 4.25	\$ 5.00	\$ 5.00
Individual bath towel	\$ 3.50	\$ 3.50	\$ 4.00	\$ 4.00
Individual hand towel	\$ 1.30	\$ 1.30	\$ 2.00	\$ 2.00
Individual wash cloth	\$ 0.60	\$ 0.60	\$ 1.00	\$ 1.00
Bath mat	\$ 2.50	\$ 2.50	\$ 3.00	\$ 3.00
Beach/ Pool Towel	\$ 3.50	\$ 3.50	\$ 4.00	\$ 4.00
Satellite Location for Check-in or Check-out/hr	\$ 25.00	\$ 25.00	\$ 30.00	\$ 30.00
Desk Coverage/hour	\$ 15.00	\$ 15.00	\$ 20.00	\$ 20.00

Other Proposed Fees:

Bed Hold/cancellation:

releasing held beds after deadline - 50% of cost of reserved space

Housing list and final group count deadline fee	\$ 150.00	\$ 150.00	\$ 200.00	\$ 200.00
Lost or broken card access card/card	\$ 40.00	\$ 40.00	\$ 40.00	\$ 40.00
Emergency maintenance labor charge/hour	\$ 50.00	\$ 50.00	\$ 60.00	\$ 60.00
Cleaning costs for room/lounge space left dirty	\$ 20.00	\$ 20.00	\$ 30.00	\$ 30.00
Tampering with fire safety equipment fine	\$ 500.00	\$ 500.00	\$ 800.00	\$ 800.00

EXHIBIT C
THE UNIVERSITY OF AKRON
FY2025-26 RATE CHANGES – Miscellaneous Fees

Office of Chief Financial Officer

- Eliminate Installment Payment Plan late payment penalty, late registration fee, and down payment requirement
- Remove Deferred Payment Plan (no longer offered) Students may enroll in regular payment plan
- Performance Fee:
 - Course ID 006076 Communication Experience increase from \$30.00 to \$135.00
 - Course ID 006077 WZIP increase from \$30.00 to \$135.00
 - Remove courses no longer offered (Course ID 006078, 006079, 006080)

Student Affairs

- Health Services: Physical Examination increase from \$20.00 to \$35.00

Student Recreation & Wellness Center

- Remove Central Hower 227 from the "Facility Rental" section

Student Success

- University Commitment Fee increase from \$145.00 to \$150.00 effective for new students with an admit term for Fall 2026 semester

Office of Academic Affairs

- International Programs:
 - Eliminate International Undergraduate Student Services Fee (\$250 per term for fall and spring)
- Medina County University Center (MCUC):
 - Remove from facility rental section. The Medina County Board of Commissioners recently voted unanimously to approve the purchase of the Medina County University Center.
- Office of Mentorship & Student Development
 - Remove OMD graduation fee, \$25.00

University Libraries

- Remove Photocopy and Printing \$.07/page

College of Arts and Sciences

- English Language Institute:
 - Eliminate Late Registration Fee and Application Fee. Students are referred to ELI internally from the Office of Admissions. No registration and application are involved.
- Art Institute per class
 - Art Institute 1-hour class \$75.00
 - Teen Studio 2-hur class \$75.00
 - Registration fee per student (art supplies) \$25.00

EXHIBIT C
THE UNIVERSITY OF AKRON
FY2025-26 RATE CHANGES – Miscellaneous Fees

- Music Institute per lesson
 - Private Music Lessons Half Hour \$35.00
 - Private Music Lessons Hour \$70.00
 - Registration fee \$25.00 yearly
- Summer Arts Camp
 - Morning only \$250.00
 - Full Day \$350.00

School of Law

- Eliminate fees:
 - University and Other Borrowers: Fines unpaid after 30 days; \$20.00 surcharge
 - Down Payment Requirement (All Students): Replacement; \$100 minimum +\$30
 - Overdue Laptop; \$10/hour (\$100 max.)
 - Laptop Replacement; Replacement Costs + \$100 Replacement Fee
 - Overdue Laptop power cord; \$10/hour (\$100 max.)
 - Laptop power cord Replacement; Replacement Costs + \$10 Replacement Fee
 - Fines for videotapes, audio tapes, and computer disks; \$.50/hour (\$50 max.)

College of Business

- Remove MTAX Direct Program. No longer offered.
- Remove fee for new international graduate students admitted to a CBA graduate program \$50.00

College of Health and Human Sciences

School of Exercise and Nutrition Sciences: Health & Wellness Coaching:

- Health & Wellness Coaching (HWC)- Initial consultation (10 minutes), decrease from \$150.00 to No Cost. Initial consultation is free.
- Health & Wellness Coaching (HWC) - 5-week package (includes initial* & 4 follow up** sessions) - 1 month, decrease from \$61.50 to \$60.00
- Health & Wellness Coaching (HWC)- 8 session package (includes 1 initial* & 7 follow up** sessions) - 2 months, increase from \$15.00 to \$80.00

Speech-Language Therapy - Service Codes & Fees:

- Off-Site AAC Consultation (per hour), establish fee \$350.00
- 92521 EVALUATION OF SPEECH FLUENCY (e.g. stuttering, cluttering) increase from \$125.00 to \$150.00
- 92523 EVALUATION OF SPEECH SOUND PRODUCTION (e.g. articulation, phonological process, apraxia, dysarthria); WITH EVALUATION OF LANGUAGE COMPREHENSION AND EXPRESSION (e.g. receptive and expressive language) increase from \$200.00 to \$250.00

EXHIBIT C
THE UNIVERSITY OF AKRON
FY2025-26 RATE CHANGES – Miscellaneous Fees

Audiology Services:

- 92620 Evaluation of central auditory function, with report; initial 60 minutes increase from \$100.00 to \$150.00
- 92621 Evaluation of central auditory function, with report; each additional 15 minutes increase from \$25.00 to \$35.00
- Auditory processing disorder consultation (including educational report if required) increase from \$60.00 to \$75.00
- 99201 New patient office visit (new patients and those not seen within the previous three years) establish fee \$50.00
- 99212 Established patient office visit (patients seen within the previous three years) establish fee \$30.00

Hearing Aid Services

- V5011 Fitting/orientation/checking of hearing aid increase from \$250.00 to \$350.00
- Remove discontinued: HA CROS V5170 ITE / V5180 BTE & HA BICROS V5210 ITE / V5220 BTE; Acquisition Cost x 2.8
- HA CONTRALATERAL ROUTING DEVICE, MONAURAL V5171 ITE / V5172 ITC / V5181 BTE. (replaces HA CROS and HA BiCROS V5170 / V5180 / V5210 / V5220); establish fee \$900.00
- HA DIGITAL MONAURAL V5257 BTE / V5256 ITE / V5255 ITC / V5254 CIC
 - Premium (cost based on level of technology not style) decrease from \$2,720.00 to \$1,950.00
 - Advanced (cost based on level of technology not style) decrease from \$2,000.00 to \$1,400.00
 - Entry (cost based on level of technology not style) decrease from \$1,480.00 to \$1,000.00
 - Essential (cost based on level of technology not style) decrease from \$1,055.00 to \$600.00
- HA DIGITAL BINAURAL V5261 BTE / V5260 ITE / V5259 ITC / V5258 CIC
 - Premium (cost based on level of technology not style) decrease from \$5,240.00 to \$3,900.00
 - Advanced (cost based on level of technology not style) decrease from \$3,800.00 to \$2,800.00
 - Entry (cost based on level of technology not style) decrease from \$2,760.00 to \$2,000.00
 - Essential (cost based on level of technology not style) decrease from \$1,910.00 to \$1,200.00
 - HA CONTRALATERAL ROUTING SYSTEM, BINAURAL V5211 ITE/ITE V5214 ITC/ITC V5221 BTE/BTE (replaces HA CROS and HA BiCROS V5170 / V5180 / V5210 / V5220) establish fee Individual HA cost + \$900
- V5110 dispensing fee, bilateral increase from \$350.00 to \$995.00
- V5160 dispensing fee HA binaural increase from \$350.00 to \$995.00
- V5241 dispensing fee, monaural increase from \$250.00 to \$995.00
- V5090 dispensing fee, unspecified hearing aid increase from \$250.00 to \$995.00

EXHIBIT C
THE UNIVERSITY OF AKRON
FY2025-26 RATE CHANGES – Miscellaneous Fees

- V5010 hearing aid assessment, establish fee \$70.00
- Clinic for Individual and Family Counseling establish per session rate:
- 90791 Psychological Evaluation/Initial \$150.00
- 90834 Individual psychotherapy, 45 minutes (38-52 minutes) \$120.00
- 90837 Individual psychotherapy, 60 minutes (53 minutes or more) \$120.00
- 90846 Family or couples psychotherapy, without patient present, 50 minutes \$120.00
- 90847 Family or couples psychotherapy, with patient present, 50 minutes \$120.00
- 90853 Group psychotherapy (not family) \$50.00

Capital Planning

- Environmental and Occupational Health & Safety
 - Establish new fees:
 - AED lease program (includes batteries and pads), \$55/month
 - AED maintenance program with EOHS performing monthly checks, Cost plus \$12/month
 - Fire Extinguisher Lease/Maintenance Inspections: Cost with Maintenance
 - 2.5 lb. ABC \$8/year
 - 5 lb. ABC \$8/year
 - 10 lb. ABC \$10/year
 - 8 lb. BC \$10/year
 - Type-K \$60/year
 - Sand type Class D \$50/year
 - Copper type Class D \$50/year
 - Water \$30/year
 - monthly inspections charged to P3s Public Private Partnerships \$18/year
- Physical Facilities Operations Center's chargeback rates and overtime rates adjustments:
 - Building Services chargeback rate increase from \$28.62 to \$28.82
 - Building Services overtime rate decrease from \$36.92 to \$36.90
 - Energy Center chargeback rate increase from \$42.25 to \$46.42
 - Energy Center overtime rate increase from \$54.50 to \$59.42
 - Maintenance & Trades chargeback rate increase from \$41.77 to \$43.29
 - Maintenance & Trades overtime rate increase from \$53.89 to \$55.41
 - Special Services chargeback rate increase from \$33.96 to \$34.98
 - Special Services overtime rate increase from \$43.81 to \$44.77
 - Administration chargeback rate decrease from \$36.00 to \$32.94
 - Administration overtime rate decrease from \$46.44 to \$42.16
 - Students chargeback rate increase from \$14.32 to \$15.53
 - Locking Systems chargeback rate increase from \$41.10 to \$43.29
 - Locking Systems overtime rate increase from \$53.89 to \$55.41



Dean's Office
School of Law
Akron, OH 44325-2901
330-972-6740 Office
330-258-2343 Fax

EXHIBIT D
THE UNIVERSITY OF AKRON
PROFESSIONAL LAW FEE AY 25-26

To: Misty Villers, Interim Vice President & Chief Financial Officer

From: Emily Janoski-Haehlen, Dean & Professor of Law

Date: March 18, 2025

Re: Student Fee Request – School of Law – Implementation Date Fall 2025

The School of Law seeks to add an additional \$10 to the professional fee bringing the total per credit hour to \$40. This increase would offset the cost of hiring an additional faculty member and provide funding to enhance student services and professional development in the externship program.

Even with the increase of this fee, Akron Law will still have one of the lowest tuition and fees costs for law schools in our region. The cost of tuition and fees will remain just under \$27,000 per year. With an average of 400 students this additional fee will generate \$120,000 annually to be used to fund the following initiatives:

- Add \$18,000 to base salary of Assistant Dean of Career Services and Strategic Engagement to cover the cost of the externship program credit hours paid separately as part-time faculty load.
- Hire one non-tenure track Assistant Professor to teach legal writing and research (\$75-80K + benefits)
 - Statistical analysis conducted and published by Law School Admissions Council and the School of Law's faculty show a correlation between performance in first-year legal writing courses and success in law school and on the bar exam.
 - Skills learned in first-year legal writing courses will be of even greater importance when the next-generation bar exam is adopted.
 - Legal writing is best taught in small sections. The School of Law's average section size exceeds the most recently reported national average as published by the Association of Legal Writing Directors and the Legal Writing Institute. Adding an additional assistant professor will reduce the size of the sections.

I would be happy to provide any additional information that you might need to make this possible. Thank you for your consideration.

FINANCE & ADMINISTRATION COMMITTEE

TAB 4

GIFT ATTAINMENT REPORT THROUGH MAY 15, 2025



The Campaign for
The University of Akron

February 1, 2020 – May 15, 2025

OVERALL CAMPAIGN GOAL

\$150,000,000

Total Gifts Received **\$87,781,090**

People \$34,318,777

Place \$4,334,365

Promise \$49,127,947

New Gift Pledges Not Yet Realized **\$19,755,840**

People \$1,263,415

Place \$501,150

Promise \$17,991,276

Research Grants (as of May 30, 2024) **\$8,672,541**

New Bequests Pledges Not Yet Realized **\$23,726,271**

People \$15,463,265

Place \$5,400,001

Promise \$2,863,005

of New Bequest Pledges 59

Total Campaign Commitments **\$139,935,742**

% To Goal **93%**

Total Commitments - People **\$51,045,457**

Total Commitments - Place **\$10,235,516**

Total Commitments - Promise **\$69,982,228**

Research Grants **\$8,672,541**

Progress to Goal



7% Remaining



**Office of Advancement
Donor Impact Report
FY 2025 vs. FY 2024 YTD Comparison**

	FY 2025 through 5-15	FY 2024 through 5-15	% Change
Overall Fundraising Total	\$14,600,806	\$15,405,875	-5%
Pledges Due this FY*	\$1,242,479		
Scholarships	\$4,042,643	\$5,173,118	-22%
Unrestricted Scholarship Dollars	\$492,588	\$2,148,430	-77%
Restricted Scholarship Dollars	\$3,550,055	\$3,024,689	17%
Scholarship Pledges Due this FY*	\$62,052		
All Other Gifts	\$10,558,163	\$10,232,757	3%
Restricted	\$10,538,203	\$10,220,543	3%
Endowment	\$192,771	\$2,644,677	-93%
Operating	\$5,778,926	\$6,436,810	-10%
Capital	\$2,724,283	\$246,958	100%+
GIK	\$1,842,223	\$892,098	100%+
Unrestricted	\$19,959	\$12,214	63%
Bequests			
Realized	\$980,649	\$4,767,086	--
New Bequest Commitments Secured	\$3,868,371	\$3,530,000	10%
# of New Commitments	6	7	-14%
New Pledge Commitments Secured**	\$1,777,044	\$2,852,000	-38%

**total gift amount of signed commitment, not balance due as of this report

**Office of Advancement
Donor Impact Report
Fiscal Years 2019-2025 Comparison**

	FY 2025 through 5-15	FY 2024	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
Overall Fundraising Total	\$14,600,806	\$21,260,312	\$14,290,281	\$18,791,092	\$17,385,394	\$17,675,906	\$29,932,686
Pledges Due this FY*	\$1,242,479.00						
Scholarships	\$4,042,643	\$9,528,253	\$4,079,639	\$4,548,864	\$6,824,586	\$7,630,366	\$13,283,187
Unrestricted Scholarship Dollars	\$492,588	\$2,168,439	\$470,880	\$548,386	\$586,884	\$925,360	\$1,227,687
Restricted Scholarship Dollars	\$3,550,055	\$7,359,814	\$3,608,759	\$4,000,478	\$6,237,702	\$6,705,006	\$12,055,500
Scholarship Pledges Due this FY*	\$62,052						
All Other Gifts	\$10,558,163	\$11,732,058	\$10,210,642	\$14,242,228	\$10,560,808	\$10,045,540	\$16,649,499
Restricted	\$10,538,203	\$11,716,296	\$8,674,814	\$13,061,692	\$10,544,787	\$9,926,387	\$16,622,089
Endowment	\$192,771	\$2,641,677	\$798,060	\$4,789,902	\$1,086,400	\$2,408,830	\$6,906,035
Operating	\$5,778,926	\$7,383,113	\$5,946,317	\$6,193,543	\$7,849,720	\$5,749,817	\$5,067,117
Capital	\$2,724,283	\$794,108	\$1,080,695	\$1,394,891	\$1,383,125	\$1,177,215	\$4,519,434
GIK	\$1,842,223	\$897,399	\$849,741	\$683,357	\$225,541	\$590,525	\$129,503
Unrestricted	\$19,959	\$15,762	\$1,535,828	\$1,180,536	\$16,021	\$119,152	\$27,410
Bequests							
Realized	\$980,649	\$7,588,887	\$2,705,192	\$6,991,216	\$2,293,437	\$5,678,829	\$13,522,367
New Commitments Secured	\$3,868,371	\$5,307,411	\$9,770,001	\$1,177,001	\$4,463,252	\$6,231,061	\$6,713,004
# of New Commitments	6	9	11	10	18	21	17
New Pledge Commitments Secured**	\$1,777,044	\$2,918,400	\$23,045,051	\$2,974,138	\$1,842,255	\$1,206,788	\$3,403,384

*all pledges considered for these reports are signed commitments by the donor

**total gift amount of signed commitment, not balance due as of this report

Athletics
Donor Impact Report
FY 2025 vs. FY 2024 YTD Comparison

	FY 2025 through 5-15	FY 2024 through 5-15	% Change
Athletics Fundraising Total	\$1,417,621	\$1,823,906	-22%
Pledges Due this FY*	\$538,912		
Sports Restricted	\$920,690	\$994,619	-7%
Naming and Capital	\$253,609	\$192,628	32%
All Other Athletics Gifts	\$243,321	\$636,660	-62%
Bequests			
Realized	\$579	\$9,504	--
New Bequest Commitments Secured	\$0	\$1,030,000	-100%
# New Commitments	0	1	-100%
New Pledge Commitments Secured**	\$339,412	\$1,140,000	-70%

*all pledges considered for these reports are signed commitments by the donor

**total gift amount of signed commitment, not balance due as of this report

**Athletics
Donor Impact Report
Fiscal Years 2019-2025 Comparison**

	FY 2025 through 5-15	FY 2024	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
Athletics Fundraising Total	\$1,417,621	\$3,769,158	\$2,879,889	\$2,963,838	\$1,608,407	\$1,820,779	\$3,463,413
Pledges Due this FY*	\$538,912						
Sports Restricted	\$920,690	\$1,069,174	\$1,029,067	\$831,071	\$281,298	\$251,599	\$439,416
Naming and Capital	\$253,609	\$692,778	\$977,850	\$1,220,301	\$1,258,245	\$700,050	\$2,089,505
All Other Athletics Gifts	\$243,321	\$2,007,207	\$872,972	\$912,467	\$68,863	\$869,130	\$934,492
Bequests							
Realized	\$579	\$19,504	\$0	\$0	\$0	\$0	\$0
New Commitments Secured	\$0	\$1,030,000	\$200,000	\$2,000	\$178,076	\$1,330,000	\$50,002
# New Commitments	0	1	1	1	2	3	2
New Pledge Commitments Secured**	\$339,412	\$1,140,000	\$355,000	\$2,520,000	\$6,495	\$558,533	\$2,275,385

*all pledges considered for these reports are signed commitments by the donor

**total gift amount of signed commitment, not balance due as of this report

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Acceptance of the Gift Attainment Report Through May 15, 2025

BE IT RESOLVED, That acceptance of the Gift Attainment Report covering the Campaign for The University of Akron from February 1, 2020 through May 15, 2025 and overall fundraising for Fiscal Year 2025 from July 1, 2024 through May 15, 2025 be approved.

Mark G. Stasitis, Acting Secretary
Board of Trustees

June 11, 2025

FINANCE & ADMINISTRATION COMMITTEE

TAB 5

PERSONNEL ACTIONS

PERSONNEL ACTIONS
AS AMENDED IN EXECUTIVE SESSION

June 11, 2025

Name/Title	Effective Date	Salary/Term
<u>Office of Athletics</u>		
Jennifer Simonetti Head Women's Soccer Coach	5/13/2025	Termination of Employment
John Groce Head Men's Basketball Coach	4/1/2025	Restate employment agreement. One-year term extension through 6/30/2035.

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by President R.J. Nemer on June 11, 2025 be approved as amended.

Mark G. Stasitis, Acting Secretary
Board of Trustees

June 11, 2025

June 11, 2025

Presiding:

Christine A. Mayer

1	Curricular Changes
2	Adopting a Statement of Commitment as Required by the Advance Ohio Higher Education Act, O.R.C. Section 3345.0216
3	Adopting a Policy Prohibiting and Affirming Specific Activities to Ensure Intellectual Diversity and Nondiscrimination as Required by the Advance Ohio Higher Education Act, O.R.C. Section 3345.0217
4	Approving the University's Plan to Offer a Course in the Subject Area of American Civic Literacy as Required by the Advance Ohio Higher Education Act, O.R.C. Section 3345.382
5	Faculty Workload Policy, O.R.C. Section 3345.45
6	Establishing a Written System of Student Evaluations of Faculty Members as Required by the Advance Ohio Higher Education Act, O.R.C. Section 3345.451
7	Faculty Performance Evaluations, Tenure Policy and Retrenchment Policy, O.R.C. Sections 3345.452, 3345.454
8	Faculty Peer Evaluations and Post-Tenure Review Policy, O.R.C. Sections 3345.451, 3345.453

**STUDENT EXPERIENCE & ACADEMICS
COMMITTEE**

TAB 1

CURRICULAR CHANGES

The Board of Trustees will be asked to consider the following curricular changes at its meeting on June 11, 2025.

New Programs

Establish a Bachelor of Applied Science in General Studies in the Office of Academic Affairs, new program proposal.

This proposal creates a reduced credit hour degree program that will provide an efficient, cost-effective and career-focused pathway to a degree or a progression from an associate degree that aligns with industry trends.

Establish a Bachelor of Applied Science in Health Care Leadership and Management in the College of Health and Human Sciences, School of Allied Health, new program proposal.

This proposal creates a reduced credit hour degree program that will provide an efficient, cost-effective, and career-focused pathway for healthcare professionals seeking to advance into leadership and management roles. Offering a reduced credit alternative to the traditional 120-credit bachelor's degree, addresses the evolving needs of the healthcare industry and empowers students to transition seamlessly from clinical practice into administrative and managerial positions.

Establish a Bachelor of Applied Science in Health Services in the College of Health and Human Sciences, School of Allied Health, new program proposal.

This proposal creates a reduced credit hour degree program that meets the growing demand for skilled healthcare professionals, provides an applied, career-focused pathway for advancement, and aligns with industry trends. It empowers graduates with the technical, managerial, and analytical skills needed to thrive in an evolving healthcare landscape.

Establish a Bachelor of Applied Science in Speech-Language Pathology and Audiology in the College of Health and Human Sciences, School of Speech-Language Pathology and Audiology, new program proposal.

This proposal creates a reduced credit hour degree program that is unique to Ohio and will enable students to begin graduate school earlier and start their careers sooner than a traditional credit hour degree program.

Deactivate Programs:

Deactivate the Associate of Applied Science in Manufacturing Engineering Technology in the College of Engineering and Polymer Science, Department of Mechanical Engineering, proposal for 288004AAS.

This proposal discontinues the Associate of Applied Science in Manufacturing Engineering Technology due to the program no longer being offered.

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Proposed Curricular Changes

BE IT RESOLVED, That the recommendations presented by the Student Experience and Academics Committee on June 11, 2025 for the following curricular changes, as recommended by the Faculty Senate, be approved:

- Establish a new Bachelor of Applied Science in General Studies in the Office of Academic Affairs.
- Establish a new Bachelor of Applied Science in Health Care Leadership and Management in the College of Health and Human Sciences, School of Allied Health.
- Establish a new Bachelor of Applied Science in Health Services in the College of Health and Human Sciences, School of Allied Health.
- Establish a Bachelor of Applied Science in Speech-Language Pathology and Audiology in the College of Health and Human Sciences, School of Speech-Language Pathology and Audiology.
- Deactivate the Associate of Applied Science in Manufacturing Engineering Technology in the College of Engineering and Polymer Science, Department of Mechanical Engineering.

Mark G. Stasitis, Acting Secretary
Board of Trustees

June 11, 2025

**STUDENT EXPERIENCE & ACADEMICS
COMMITTEE**

TAB 2

**ADOPTING A STATEMENT OF COMMITMENT
AS REQUIRED BY THE ADVANCE OHIO
HIGHER EDUCATION ACT,
O.R.C. SECTION 3345.0216**

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Adopting a Statement of Commitment as Required by
the Advance Ohio Higher Education Act, Ohio Revised Code Section 3345.0216

WHEREAS, On March 28, 2025, Governor DeWine signed Senate Bill 1 (SB 1), also known as the “Advance Ohio Higher Education Act”; and

WHEREAS, The Advance Ohio Higher Education Act goes into effect on June 27, 2025;
and

WHEREAS, The Advance Ohio Higher Education Act enacts new sections of the Ohio Revised Code, including Ohio Revised Code Section 3345.0216; and

WHEREAS, Ohio Revised Code Section 3345.0216 requires state institutions of higher education, including The University of Akron, to adopt a statement of commitment; and

WHEREAS, Ohio Revised Code Section 3345.0216 requires the University’s statement of commitment to incorporate specific statements; Now, Therefore,

BE IT RESOLVED, That the University of Akron’s Board of Trustees hereby adopts a statement of commitment as outlined in Ohio Revised Code Section 3345.0216;

BE IT FURTHER RESOLVED, That the University’s statement of commitment supersedes any prior statements by The University of Akron’s Board of Trustees regarding diversity, equity, and inclusion; and

BE IT FURTHER RESOLVED, That The University of Akron’s Board of Trustees incorporates the following statements into a statement of commitment as required by Ohio Revised Code Section 3345.0216:

- (1) The University of Akron declares that it will educate students by means of free, open, and rigorous intellectual inquiry to seek the truth.
- (2) The University of Akron declares that its duty is to equip students with the opportunity to develop the intellectual skills they need to reach their own, informed conclusions.
- (3) The University of Akron declares its commitment to not requiring, favoring, disfavoring, or prohibiting speech or lawful assembly.
- (4) The University of Akron declares it is committed to create a community dedicated to an ethic of civil and free inquiry, which respects the autonomy

of each member, supports individual capacities for growth, and tolerates the differences in opinion that naturally occur in a public higher education community.

- (5) The University of Akron declares that its duty is to treat all faculty, staff, and students as individuals, to hold them to equal standards, and to provide them equality of opportunity, with regard to those individuals' race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression.

BE IT FURTHER RESOLVED, That the President or the President's designee is authorized and directed to ensure that the University's Statement of Commitment is prominently posted on the University's website and alongside the University's mission statement in any place in which the mission statement appears, including when it is published or posted, as well as in any solicitations and offers of admission to students and any offers of employment to faculty.

Mark G. Stasitis, Acting Secretary
Board of Trustees

**STUDENT EXPERIENCE & ACADEMICS
COMMITTEE**

TAB 3

**ADOPTING A POLICY PROHIBITING AND
AFFIRMING SPECIFIC ACTIVITIES TO ENSURE
INTELLECTUAL DIVERSITY AND
NONDISCRIMINATION AS REQUIRED BY THE
ADVANCE OHIO HIGHER EDUCATION ACT,
O.R.C. SECTION 3345.0217**

THE UNIVERSITY OF AKRON

RESOLUTION 6- - 25

Adopting a Policy Prohibiting and Affirming Specific Activities to Ensure
Intellectual Diversity and Nondiscrimination as Required by
the Advance Ohio Higher Education Act, Ohio Revised Code Section 3345.0217

WHEREAS, On March 28, 2025, Governor DeWine signed Senate Bill 1 (SB 1), also known as the “Advance Ohio Higher Education Act”; and

WHEREAS, The Advance Ohio Higher Education Act goes into effect on June 27, 2025;
and

WHEREAS, The Advance Ohio Higher Education Act enacts new sections of the Ohio Revised Code, including Ohio Revised Code Section 3345.0217; and

WHEREAS, Ohio Revised Code Section 3345.0217 requires state institutions of higher education, including The University of Akron, to adopt and enforce a policy prohibiting and affirming specific activities to ensure intellectual diversity and nondiscrimination; and

WHEREAS, Ohio Revised Code Section 3345.0217 requires the University’s policy to incorporate specific content; Now, Therefore,

BE IT RESOLVED, That The University of Akron’s Board of Trustees hereby adopts and enforces a policy as outlined in Ohio Revised Code Section 3345.0217; and

BE IT FURTHER RESOLVED, That The University of Akron’s Board of Trustees adopts and the University shall enforce a policy titled “Policy Prohibiting and Affirming Specific Activities to Ensure Intellectual Diversity and Nondiscrimination as Required by the Advance Ohio Higher Education Act, Ohio Revised Code Section 3345.0217,” a copy of which accompanies this Resolution (as Exhibit A); and

BE IT FURTHER RESOLVED, That the President or the President’s designee is authorized and directed to ensure that the University’s “Policy Prohibiting and Affirming Specific Activities to Ensure Intellectual Diversity and Nondiscrimination as Required by the Advance Ohio Higher Education Act, Ohio Revised Code Section 3345.0217,” is widely disseminated among students and faculty.

Mark G. Stasitis, Acting Secretary
Board of Trustees

June 11, 2025

EXHIBIT A

Policy Prohibiting and Affirming Specific Activities to Ensure Intellectual Diversity and Nondiscrimination as Required by the Advance Ohio Higher Education Act, Ohio Revised Code Section 3345.0217

(A) Purpose

Ohio law requires state institutions of higher education, including The University of Akron, to adopt and enforce a policy prohibiting and affirming specific activities to ensure intellectual diversity and nondiscrimination. The law further requires the University's policy to incorporate specific content set forth in Ohio Revised Code Section 3345.0217.

(B) Definitions

Ohio Revised Code Section 3345.0217 defines the following terms:

- (1) "Controversial belief or policy" means any belief or policy that is the subject of political controversy, including issues such as climate policies, electoral politics, foreign policy, diversity, equity, and inclusion programs, immigration policy, marriage, or abortion.
- (2) "Intellectual diversity" means multiple, divergent, and varied perspectives on an extensive range of public policy issues.

(C) Policy

The University prohibits the following conduct:

- (1) Any orientation or training course regarding diversity, equity, and inclusion, unless the University submits a written request for an exception to the chancellor of higher education because the University determines the orientation or training course is exempt from that prohibition because all aspects of the orientation or course are required to do any of the following:
 - (a) Comply with state and federal laws or regulations;
 - (b) Comply with state or federal professional licensure requirements;
 - (c) Obtain or retain accreditation.
- (2) The continuation of existing diversity, equity, and inclusion offices or departments;
- (3) Establishing new diversity, equity, and inclusion offices or departments;
- (4) Using diversity, equity, and inclusion in job descriptions;
- (5) Contracting with consultants or third-parties whose role is or would be to promote admissions, hiring, or promotion on the basis of race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression;

EXHIBIT A

- (6) The establishment of any new institutional scholarships that use diversity, equity, and inclusion in any manner. For any existing institutional scholarships, the University shall, to the extent possible, eliminate diversity, equity, and inclusion requirements. If the University is unable to do so because of donor requirements, the University may continue to offer those institutional scholarships. However, the University shall not accept any additional funds for the operation of institutional scholarships that have diversity, equity, and inclusion requirements.

In the event that the requirements to obtain a research grant entered into after June 27, 2025 conflict with the prohibitions listed above, the University shall endeavor, to the extent possible, to comply with the prohibitions listed above while retaining eligibility for the research grant, including by consulting with legal counsel. If the University is unable to comply with the prohibitions listed above with respect to a research grant, the University shall submit a written request for an exception to the chancellor.

(D) The University endorses the following conduct:

- (1) Affirms and declares that the University's primary function is to practice, or support the practice, discovery, improvement, transmission, and dissemination of knowledge and citizenship education by means of research, teaching, discussion, and debate;
- (2) Affirms and declares that the University shall ensure the fullest degree of intellectual diversity;
- (3) Affirms and declares that faculty and staff shall allow and encourage students to reach their own conclusions about all controversial beliefs or policies and shall not seek to indoctrinate any social, political, or religious point of view;
- (4) Demonstrates intellectual diversity for course approval, approval of courses to satisfy general education requirements, student course evaluations, common reading programs, annual reviews, strategic goals for each department, and student learning outcomes;
- (5) Declares that the University will not endorse or oppose, as an institution, any controversial belief or policy, except on matters that directly impact the University's funding or mission of discovery, improvement, and dissemination of knowledge;
- (6) Affirms and declares that the University will not encourage, discourage, require, or forbid students, faculty, or administrators to endorse, assent to, or publicly express a given ideology, political stance, or view of a social policy, nor will the University require students to do any of those things to obtain an undergraduate or post-graduate degree;
- (7) Prohibits political and ideological litmus tests in all hiring, promotion, and admissions decisions, including diversity statements and any other requirement that applicants describe their commitment to any ideology, principle, concept, or formulation that requires commitment to any controversial belief or policy;

EXHIBIT A

- (8) Affirms and declares that no hiring, promotion, or admissions process or decision shall encourage, discourage, require, or forbid students, faculty, or administrators to endorse, assent to, or publicly express a given ideology or political stance;
- (9) Affirms and declares that the University will not use a diversity statement or any other assessment of an applicant's political or ideological views in any hiring, promotions, or admissions process or decision;
- (10) Affirms and declares that no process or decision regulating conditions of work or study, such as committee assignments, course scheduling, or workload adjustment policies, shall encourage, discourage, require, or forbid students, faculty, or administrators to endorse, assent to, or publicly express a given ideology or political stance;
- (11) Affirms and declares that the University will seek out invited speakers who have diverse ideological or political views; and
- (12) The University will post prominently on its website a complete list of all speaker fees, honoraria, and other emoluments in excess of five hundred dollars for events that are sponsored by the University.

R.C. 3345.0217(B)(5) provides that items 1 through 4 listed above do not apply to the exercise of professional judgment about how to accomplish intellectual diversity within an academic discipline, unless that exercise is misused to constrict intellectual diversity.

R.C. 3345.0217(B)(7) provides that items 5 and 6 listed above do not apply to the exercise of professional judgment about whether to endorse the consensus or foundational beliefs of an academic discipline, unless that exercise is misused to take an action prohibited in item 5 above.

Pursuant to Ohio Revised Code Section 3345.0217:

Nothing in this policy prohibits faculty or students from classroom instruction, discussion, or debate, so long as faculty members allow students to express intellectual diversity.

Nothing in this policy prohibits the University from complying with any state or federal law to provide disability services or to permit student organizations, including fraternities and sororities.

(E) Policy Violations/Compliant Resolution Procedure

The University shall respond to complaints from any student, student group, or faculty member about an alleged violation of the prohibitions and requirements included in this policy, using the University's existing complaint resolution process established under Ohio Revised Code Section 3345.0215(C). Any student, student group, or faculty member may submit a complaint about an alleged violation of the prohibitions and

EXHIBIT A

requirements included in this policy using the following link:

https://akron.qualtrics.com/jfe/form/SV_3wpGpUyGROF0GNg or may submit a complaint to generalcounsel@uakron.edu.

Under the University's complaint resolution process, the University will investigate the alleged violation and conduct a fair and impartial hearing regarding the alleged violation.

**STUDENT EXPERIENCE & ACADEMICS
COMMITTEE**

TAB 4

**APPROVING THE UNIVERSITY'S PLAN TO
OFFER A COURSE IN THE SUBJECT AREA OF
AMERICAN CIVIC LITERACY AS REQUIRED BY
THE ADVANCE OHIO HIGHER EDUCATION
ACT,
O.R.C. SECTION 3345.382**

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Approving the University's Plan to Offer a Course in the Subject Area of American Civic Literacy as Required by the Advance Ohio Higher Education Act, Ohio Revised Code Section 3345.382

WHEREAS, On March 28, 2025, Governor DeWine signed Senate Bill 1 (SB 1), also known as the "Advance Ohio Higher Education Act"; and

WHEREAS, The Advance Ohio Higher Education Act goes into effect on June 27, 2025; and

WHEREAS, The Advance Ohio Higher Education Act enacts new sections of the Ohio Revised Code, including Ohio Revised Code Section 3345.382; and

WHEREAS, Ohio Revised Code Section 3345.382 requires state institutions of higher education, including The University of Akron, to develop a course with not fewer than three credit hours in the subject of American civic literacy; and

WHEREAS, Ohio Revised Code Section 3345.382 requires the University's course to include a study of the American economic system and capitalism and further requires the University's course to include specific required readings identified in Ohio Revised Code Section 3345.382(B); and

WHEREAS, The Curriculum Review Committee of The University of Akron's Faculty Senate recommended changes to the General Education Program to include Civic Literacy as required under Ohio Revised Code Section 3345.382; and

WHEREAS, Ohio Revised Code Section 3345.382(D) grants the University's President or the President's designee the authority to exempt a student from the requirement to complete the University's course if the University President or the President's designee determines that the student meets the requirements set forth in Ohio Revised Code Section 3345.382(D); and

WHEREAS, Ohio Revised Code Section 3345.382 requires the University's course to comply with the criteria, policies, and procedures established by the chancellor of higher education under Ohio Revised Code Section 3333.16; and

WHEREAS, Ohio Revised Code Section 3345.382 requires the Board of Trustees of each state institution of higher education, including The University of Akron's Board of Trustees, to adopt a resolution approving the University's plan to offer the course and to submit the University's plan to the chancellor of higher education; Now, Therefore,

BE IT RESOLVED That the University of Akron's Board of Trustees hereby approves the University's plan to offer the course required under Ohio Revised Code Section 3345.382 and hereby directs the University to submit the plan to the chancellor of higher education.

Mark G. Stasitis, Acting Secretary
Board of Trustees

**STUDENT EXPERIENCE & ACADEMICS
COMMITTEE**

TAB 5

**FACULTY WORKLOAD POLICY,
O.R.C. SECTION 3345.45**

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Faculty Workload Policy

WHEREAS, Ohio Revised Code 3345.45, also known as the “Advance Ohio Higher Education Act,” was amended to authorize the adoption of revisions to the faculty workload assignment policy; and

WHEREAS, The University of Akron’s Board of Trustees had previously approved the Tenured and tenure track faculty workload policy (Rule 3359-20-03.2) on 12-16-2023 through Resolution 12-14-23, which established a workload policy for tenured and tenure track faculty to support the quality and excellence in faculty work in the areas of instruction, research, service, or commercialization, or any combination thereof, with special emphasis on the undergraduate learning experience; and

WHEREAS, The newly enacted language in Ohio Revised Code 3345.45 requires the Board of Trustees to review and adopt a policy that includes an objective and numerically defined teaching workload expectation based on credit hours as defined by federal regulation, a definition of all faculty workload elements in terms of credit hours as defined by federal regulation with a full-time workload minimum standard, and a definition of justifiable credit hour equivalents for activities other than teaching, including research, clinical care, administration, service, and other activities; and

WHEREAS, The newly enacted language in Ohio Revised Code 3345.45 requires the Board of Trustees to adopt a policy that delineates the disciplinary action that may be taken if a faculty member fails to comply with the policy's requirements; Now, Therefore,

BE IT RESOLVED, The Board of Trustees of The University of Akron hereby reaffirms and adopts the current Tenured and tenure track faculty workload policy located in Rule 3359-20-03.2 and as required by Ohio Revised Code 3345.45, which includes:

1. An objective and numerically defined teaching workload expectation based on credit hours as defined in 34 CFR 600.2;
2. A definition of all faculty workload elements in terms of credit hours as defined in 34 CFR 600.2 with a full-time workload minimum standard established by the board of trustees and made publicly accessible on the state institution’s website;
3. A definition of justifiable credit hour equivalents for activities other than teaching, including research, clinical care, administration, service, and other activities as determined by the state institution of higher education, and;

4. Administrative action that a state institution of higher education may take, including censure, remedial training, for cause termination, or other disciplinary action, regardless of tenure status, if a faculty member fails to comply with the policy's requirements.

BE IT FURTHER RESOLVED, Pursuant to Ohio Revised Code 3345.45, the Board of Trustees of The University of Akron hereby adopts the Tenured and tenure track faculty workload policy in Rule 3359-20-03.2.

Mark G. Stasitis, Acting Secretary
Board of Trustees

**STUDENT EXPERIENCE & ACADEMICS
COMMITTEE**

TAB 6

**ESTABLISHING A WRITTEN SYSTEM OF
STUDENT EVALUATIONS OF FACULTY
MEMBERS AS REQUIRED BY THE ADVANCE
OHIO HIGHER EDUCATION ACT,
O.R.C. SECTION 3345.451**

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Establishing a Written System of Student Evaluations of Faculty Members as Required by the Advance Ohio Higher Education Act, Ohio Revised Code Section 3345.451

WHEREAS, On March 28, 2025, Governor DeWine signed Senate Bill 1 (SB 1), also known as the “Advance Ohio Higher Education Act”; and

WHEREAS, The Advance Ohio Higher Education Act goes into effect on June 27, 2025; and

WHEREAS, The Advance Ohio Higher Education Act enacts new sections of the Ohio Revised Code, including Ohio Revised Code Section 3345.451; and

WHEREAS, Ohio Revised Code Section 3345.451 requires state institutions of higher education, including The University of Akron, to establish a written system of faculty evaluations completed by students with a focus on teaching effectiveness and student learning; and

WHEREAS, The University of Akron has already established a written system of faculty evaluations in Rule 3359-20-06 titled, “Statement on teaching evaluations”; and

WHEREAS, Ohio Revised Code Section 3345.451 requires the University’s written system of faculty evaluations completed by students to include the minimum set of standard questions developed by the chancellor of higher education; and

WHEREAS, Ohio Revised Code Section 3345.451(B) provides that the chancellor of higher education’s minimum set of standard questions to be used by state institutions of higher education in student evaluations of faculty members shall include the following: “Does the faculty member create a classroom atmosphere free of political, racial, gender, and religious bias?”; Now, Therefore,

BE IT RESOLVED, Upon receipt of the chancellor of higher education’s minimum set of standard questions, the University shall amend Rule 3359-20-06 to comply with Ohio Revised Code 3345.451 by incorporating the set of standard questions developed by the chancellor of higher education.

Mark G. Stasitis, Acting Secretary
Board of Trustees

June 11, 2025

**STUDENT EXPERIENCE & ACADEMICS
COMMITTEE**

TAB 7

**FACULTY PERFORMANCE EVALUATIONS,
TENURE POLICY AND RETRENCHMENT
POLICY,
O.R.C. SECTIONS 3345.452, 3345.454**

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Faculty Performance Evaluations, Tenure Policy and Retrenchment Policy

WHEREAS, Ohio Revised Code Sections 3345.452 and 3345.454, also known as the “Advance Ohio Higher Education Act,” require state institutions of higher education, through its Board of Trustees, to adopt certain policies, including but not limited to, faculty annual performance evaluations, tenure and retrenchment; and

WHEREAS, The faculty annual performance evaluation policy, tenure policy and retrenchment policy at The University of Akron (“University”) for bargaining unit faculty are currently included in a collective bargaining agreement by and between The University of Akron and the Akron-AAUP; and

WHEREAS, The guidelines regarding tenure for full-time faculty in the school of law are currently included in University Rule 3359-20-03.10 and the guidelines for the retrenchment for faculty members not governed by a collective bargaining agreement, including those within the school of law, are currently included in University Rule 3359-20-04.4; and

WHEREAS, The school of law currently has an annual performance evaluation policy for all full-time school of law faculty; and

WHEREAS, Ohio Revised Code 3345.452, requires the Board of Trustees of each state institution of higher education to adopt a faculty annual performance evaluation policy in certain areas including teaching, research, and service, and further specifies that student evaluations shall account for at least twenty-five percent (25%) of the teaching area component of the evaluation; and

WHEREAS, Ohio Revised Code 3345.454 requires the Board of Trustees of each state institution of higher education to adopt policies on tenure and retrenchment; and

WHEREAS, The University is currently a party to the collective bargaining agreement (CBA) with the Akron-AAUP, effective January 1, 2024 through June 30, 2026; and

WHEREAS, The current CBA includes a faculty annual performance evaluation policy (also known as the merit-review policy), as well as detailed tenure and retrenchment policies for bargaining unit faculty that are in effect until the expiration of the CBA on June 30, 2026; and

WHEREAS, The Advance Ohio Higher Education Act enacts new sections of the Ohio Revised Code, including Ohio Revised Code Section 3345.455; and

WHEREAS, The application of Ohio Revised Code Section 3345.455 indicates that the faculty annual performance evaluation policy, tenure policy and retrenchment policy [except with respect to faculty that have between thirty (30) and thirty-five (35) years of service in one of the state retirement systems at the time of any retrenchment determination] are not appropriate subjects for collective bargaining; and

WHEREAS, The current CBA includes a faculty performance evaluation policy for bargaining unit faculty, which is tied to merit-based increases (if any) and includes student evaluations as a legitimate criterion for performance evaluation; Now, Therefore,

BE IT RESOLVED, That the University's current faculty annual performance evaluation policy (also known as the merit evaluation policy) for bargaining unit faculty as set forth in Article 16 of the CBA, and the University's current tenure and retrenchment policies as set forth in Article 13 and Article 15, respectively, of the CBA, shall remain in full force and effect for the duration of the current CBA with the Akron-AAUP; and

BE IT FURTHER RESOLVED, That the guidelines regarding tenure for full-time faculty in the school of law included in University Rule 3359-20-03.10 and the guidelines for retrenchment for faculty members not governed by a collective bargaining agreement, including those in the school of law, are included in University Rule 3359-20-04.4, and such guidelines shall remain in full force and effect until amended; and

BE IT FURTHER RESOLVED, That the annual performance evaluation policy for full-time law faculty within the school of law shall remain in full force and effect until amended; and

BE IT FURTHER RESOLVED, That the University's faculty annual performance evaluation policy, tenure and retrenchment policies required by Ohio Revised Code Sections 3345.452 and 3345.454 shall not be appropriate subjects for collective bargaining as of June 27, 2025, but the University shall solicit faculty feedback, as appropriate, through shared governance after that date, including but not limited to Faculty Senate, and as consistent with applicable law; and that the President or their designee may have such authority as may be necessary to develop and promulgate such new policies; and,

BE IT FURTHER RESOLVED, That the University shall submit such policies to the chancellor of higher education and the Board of Trustees and shall update these policies every five (5) years.

Mark G. Stasitis, Acting Secretary
Board of Trustees

**STUDENT EXPERIENCE & ACADEMICS
COMMITTEE**

TAB 8

**FACULTY PEER EVALUATIONS AND
POST-TENURE REVIEW POLICY,
O.R.C. SECTIONS 3345.451, 3345.453**

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Faculty Peer Evaluations and Post-Tenure Review Policy

WHEREAS, Ohio Revised Code Sections 3345.451 and 3345.453, also known as the “Advance Ohio Higher Education Act,” require state institutions of higher education, through its Board of Trustees, to adopt certain policies, including but not limited to those regarding faculty peer evaluations and post-tenure review; and

WHEREAS, The University does not currently have a specific peer review policy or a post-tenure review policy for bargaining unit faculty; and,

WHEREAS, The University has post-tenure review and optional peer review policy for non-bargaining unit law faculty within the school of law; and,

WHEREAS, Ohio Revised Code 3345.451(D), requires that each state institution of higher education shall establish a written system of peer evaluations for faculty members with emphasis placed on the faculty member’s professional development regarding the faculty member’s teaching responsibilities; and,

WHEREAS, Ohio Revised Code 3345.453 requires the Board of Trustees of each state institution of higher education to adopt a post-tenure review policy; and

WHEREAS, The University is currently a party to the collective bargaining agreement (CBA) with the Akron-AAUP, effective January 1, 2024 through June 30, 2026; and

WHEREAS, The Advance Ohio Higher Education Act enacts new sections of the Ohio Revised Code, including Ohio Revised Code Section 3345.455; and

WHEREAS, The application of Ohio Revised Code Section 3345.455 provides that the post-tenure review policy and peer review policy are not appropriate subjects for collective bargaining; Now, Therefore;

BE IT RESOLVED, That The University of Akron’s Board of Trustees shall adopt a peer review policy and a post-tenure review policy as required by Ohio Revised Code Sections 3345.451 and 3345.453 for bargaining unit faculty; and

BE IT FURTHER RESOLVED, That the University’s faculty peer review policy and post-tenure review policy required by Ohio Revised Code Sections 3345.451 and 3345.453 shall not be appropriate subjects for collective bargaining as of June 27, 2025, but the University shall solicit faculty feedback, as appropriate, through shared governance after that date, including but not limited to faculty senate, and as consistent with applicable law; and that the President or their designee may have such authority as may be necessary to develop and promulgate such new policies; and,

BE IT FURTHER RESOLVED, That the University shall submit such policies to the chancellor of higher education and the Board of Trustees and shall update these policies every five (5) years.

Mark G. Stasitis, Acting Secretary
Board of Trustees

June 11, 2025

Presiding:

Bryan C. Williams

1

Revise University Rule 3359-01-01, Members of the board and their powers

2

Amend University Rule 3359-11-13, Non-discrimination and harassment policy

3

Amend 3359-20-01, Institutional mission and goals, affirmative action statement

4

Rescind 3359-38-01, Affirmative action policy and program

Rules



Office of the Vice President &
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Mark G. Stasitis, Esq.

MEMORANDUM

TO: Gwyneth Price, Senior Vice President and Provost

FROM: Mark G. Stasitis, Associate Vice-President & Deputy General Counsel
Acting Secretary, Board of Trustees

DATE: May 27, 2025

RE: Summary of the Agenda Items for the June 11, 2025 meeting of The University of Akron Board of Trustees

The Board will be asked to consider changes to the following Rules at its meeting on June 11, 2025.

1. 3359-01-01: "Members of the board and their powers"

This rule is being revised to reflect the language in Senate Bill 1 that was recently passed by the Ohio legislature. Specifically, the terms for the trustees appointed after July 1, 2025, will expire after six years instead of nine. The terms for student trustees remain the same.

2. 3359-11-13: "Non-discrimination and harassment policy."

This rule is being amended to incorporate language from the Affirmative action policy and program rule (3359-38-01) that is being rescinded.

3. 3359-20-01: "Institutional mission and goals, affirmative action statement."

This rule is being amended to change the title to "Institutional mission and goals." The reference to the affirmative action statement is being struck from the rule as the language is covered in Rule 3359-11-13 "Non-discrimination and harassment policy."

4. 3359-38-01: "Affirmative action policy and program."

This rule is being rescinded, and portions of the language have been moved to 3359-11-13

c: Robert J. (R.J.) Nemer
Mia Yaniko
Paula Neugebauer

3359-1-01 Members of the board and their powers.

(A) Number of members; appointments; vacancies.

Pursuant to section 3359.01 of the Revised Code, the government of the university of Akron is vested in a board of eleven trustees who shall be appointed by the governor, with the advice and consent of the senate. Two of the trustees shall be students at the university of Akron, and their selection shall be in accord with division (B) of section 3359.01 of the Revised Code. For trustees appointed prior to July 1, 2025, except ~~Except~~ for the terms of student members, terms of office shall be for nine years, commencing on the second day of July and ending on the first day of July. For trustees appointed on or after July 1, 2025, except for the terms of student members, terms of the office shall be for six years. Each trustee shall hold office from the date of his or her appointment until the end of the term for which he or she was appointed. Any trustee appointed to fill a vacancy occurring prior to the expiration of the term for which his or her predecessor was appointed shall hold office for the remainder of such term. Any trustee shall continue in office subsequent to the expiration date of his or her term until his or her successor takes office, or until a period of sixty days has elapsed, whichever occurs first. ~~No person who has served a full nine-year term or more than six years of such a term shall be eligible for reappointment until a period of four years has elapsed since the last day of the term for which the person previously served.~~ Trustees shall receive no compensation for their services but shall be paid their reasonable necessary expenses while engaged in the discharge of their official duties, The student members of the board shall have no voting power on the board and shall not be considered as members of the board in determining whether a quorum is present. Student members shall not be entitled to attend executive sessions of the board.

(B) Powers.

- (1) The board shall have the powers which are conferred upon it by the laws of the state of Ohio, including, but not limited to, those powers expressly provided for in Chapters 3345. and 3359. of the Revised Code. The board shall have full power and authority on all matters relative to the administration of the university; and, shall employ, fix the compensation of, and remove the president and such number of professors, teachers, and other employees as may be deemed necessary. The board shall do all things necessary for the creation, proper maintenance, and successful and continuous operation of the university and shall adopt and, from time to time, amend the bylaws, rules, and regulations for the conduct of the board and the government and conduct of the university.
- (2) The board shall formulate university policy, rules, and regulations, but under its general supervision it may delegate any administrative authority relating to the implementation of any such policy, rule, or regulation, including, but not limited to,

the enforcement of policies, rules, or regulations to the president or to such other administrative and faculty personnel as may be designated in these bylaws and regulations of the board.

- (3) No action, failure to act, delegation of authority, or any bylaw, regulation, policy, rule, or approval or disapproval by the board shall be construed to limit, reduce, modify, or relinquish any authority or power of the board to govern the university consistent with the powers conferred upon the board by law. Any delegation of authority by the board may be enlarged, reduced, modified, or withdrawn at the discretion of the board.

Effective: 06/21/2025

Certification:

Mark G. Stasitis
Acting Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 11/04/1977, 02/16/1987, 11/20/1989, 12/23/1995,
08/09/1996, 06/25/2007, 01/31/2015

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Revision of Rule 3359-01-01
Members of the board and their powers

BE IT RESOLVED, That the recommendation presented on June 11, 2025 to amend rule 3359-01-01 be approved.

Mark G. Stasitis, Acting Secretary
Board of Trustees

June 11, 2025

3359-11-13 Non-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. This policy not to discriminate shall extend to admission and employment. Inquiries about the application of Title IX and the Title IX regulations may be referred to the university's Title IX coordinator, to the U.S. department of education, office for civil rights (OCR), or both, as provided in the university of Akron gender-based misconduct and Title IX policy and protocol located at: <https://www.uakron.edu/title-ix/docs/title-ix-policy.pdf>.
- (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 this policy. A copy of this 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/gender, sexual orientation, gender identity or expression, age, national origin, ethnicity, 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 nursing mother, status as a foster parent, military status, genetic information, or status as a veteran.~~
- (4) It is the policy of this institution that there shall be no unlawful discrimination against any individual in employment or in its programs or activities at the university of Akron because of race, color, religion, sex/gender, sexual orientation, gender identity or expression, age, national origin, ethnicity, 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 nursing mother, status as a foster parent, military status, genetic information, or status as a veteran. The university of Akron prohibits sexual harassment of any form in all aspects of employment and in its programs and activities and prohibits discrimination on the basis of any protected class in employment and admissions.

(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. Complaints alleging protected class-based harassment, including sexual harassment, will be investigated pursuant to paragraph (E) of this policy.

- (1) This policy prohibits violation(s) of Title VI of the Civil Rights Act of 1964 prohibiting discrimination based on race, color and national origin, Title VII of the Civil Rights Act of 1964 prohibiting discrimination based on race, color, national origin, sex and religion, section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act prohibiting discrimination based on disability, and the Age Discrimination Act of 1975 prohibiting discrimination based on age.
- (2) This policy prohibits violation(s) of Title IX of the Education Amendments of 1972 prohibiting gender-based discrimination and gender-based harassment, including but not limited to sexual harassment, where:
 - (a) An employee of the recipient conditions the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct; or
 - (b) Unwelcome conduct, as determined by a reasonable person, is determined to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity.
 - (c) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 1229(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

Additional information concerning the university's gender-based misconduct and Title IX policy and protocol is accessible via the following link: <https://www.uakron.edu/title-ix/docs/title-ix-policy.pdf>.

(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. The university reserves the right in its discretion to file a complaint to protect the university community. Such complaints should be filed as quickly as possible, typically within sixty days, after the incident or conduct in question, utilizing either the informal or formal process. All complaints will receive a prompt and equitable resolution.
- (2) Formal complaints alleging violation(s) of Title IX or gender-based harassment, including but not limited to sexual harassment, can be filed in person, by mail or by email with the Title IX coordinator or deputy coordinators pursuant to the university of Akron gender-based misconduct and Title IX policy and protocol located at: <https://www.uakron.edu/title-ix/docs/title-ix-policy.pdf>. Information and contact information for the Title IX coordinator and deputy coordinators can be found at: <http://www.uakron.edu/title-ix/>.
- (3) Complaints alleging that a university student, employee or third party, has engaged in protected class-based harassment in violation of this policy, other than complaints alleging a violation of Title IX or gender-based harassment, may be filed with the appropriate office, as follows:
 - (a) Complaints alleging that a university student has engaged in protected class-based harassment, other than complaints alleging a violation of Title IX or gender-based harassment, may be filed with the office of student conduct and community standards. Information and contact information regarding the office of student conduct and community standards can be found at: <https://www.uakron.edu/studentconduct/>.
 - (b) Complaints alleging that a university employee or third-party at the university of Akron has engaged in protected class-based harassment in violation of this policy, other than complaints alleging a violation of Title IX or gender-based harassment, may be filed with the office of equal employment opportunity and affirmative action. Information and contact information regarding the equal employment opportunity/affirmative action office can be found at: <https://www.uakron.edu/hr/eeoaa/>.
- (4) Any conduct defined as criminal under Title 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.

- (5) 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.
 - (6) 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.
 - (7) 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.
 - (8) 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.
 - (9) 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.

Effective: 06/21/2025

Certification:

Mark G. Stasitis
Acting Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 05/13/1998, 08/20/2011, 11/15/2012 02/01/2015
10/25/2020, 09/24/2023, 02/26/2024

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Revision of Rule 3359-11-13
Non-discrimination and harassment policy

BE IT RESOLVED, That the recommendation presented on June 11, 2025 to amend rule 3359-11-13 be approved.

Mark G. Stasitis, Acting Secretary
Board of Trustees

June 11, 2025

3359-20-01 Institutional mission and goals.

The following statement represents the board mission and goals adopted by the board of trustees and under which the university is currently operating.

(A) Mission.

- (1) The university of Akron maintains a commitment to:
 - (a) Provide learning opportunities for the full spectrum of students;
 - (b) Create and discover knowledge through basic and applied research and creative activity;
 - (c) Create a learning environment with emphasis on a full collegiate experience for each student, leading to opportunities for cognitive, social, and personal development;
 - (d) Provide a forum for the examination of ideas and concepts and the generation of scholarly dialogue within the established principles of academic freedom;
 - (e) Encourage opportunities for interdisciplinary study and research;
 - (f) Strive for continued improvement of the teaching and learning environment;
 - (g) Prepare career oriented people for professional leadership roles in regional, national, and international organizations and institutions; and
 - (h) Offer appropriate educational and professional services to its various constituencies within available resources and established continuing education and outreach philosophies.
- (2) In addition, the location of the university of Akron in the northeastern Ohio region mandates a concern for the unique higher educational, economic, and cultural needs of this area.
- (3) The university of Akron mission statement: the university of Akron, a publicly assisted metropolitan institution, strives to develop enlightened members of society. It offers comprehensive programs of instruction from associate through doctoral levels; pursues a vigorous agenda of research in the arts, sciences, and professions; and provides service to the community. The university pursues excellence in undergraduate education and distinction in selected areas of graduate instruction, inquiry, and creative activity.

(B) Goals. In recognition of the mission statement, the following goals are established for the university to:

- (1) Plan, develop, implement, and evaluate its efforts in light of its major goal of teaching

and provide optimal learning opportunities ~~for students of various ages, diverse backgrounds, and different needs;~~

- (2) Meet its challenge and responsibility to discover and create new knowledge through continued support of faculty (unless otherwise modified or specified, the term "faculty" refers to "university faculty" as defined in paragraph (I)(2) of rule 3359-20-02 of the Administrative Code) in their research, publication, and creative activities by providing ample resources for basic and applied research and by encouraging professional and intellectual development;
- (3) Design programs in the teaching/learning process to fulfill the students' varied educational needs and provide opportunities for intellectual, personal, cultural, and social development on the campus so as to enhance the ability of students to participate effectively in a complex society;
- (4) Provide public service through its traditional and continuing education programs, its faculty, its students, and facilities, and encourage the development of outreach and cooperative education efforts in all colleges, departments, and service units;
- (5) Coordinate the growth and emphasis of its programs with the long-range plans and needs of the local area, the region, nation, and where appropriate, the international community;
- (6) Contribute, in cooperation with local and regional institutions, to the development of improved quality of life for the future of the region, the nation, and the world.

~~(C) Affirmative action statement.~~

- ~~(1) The university of Akron is an equal education and employment institution operating under nondiscrimination provisions of Title 41, Ohio Revised Code; Titles VI, VII of the Civil Rights Act of 1964, as amended; and Title IX of the Educational Amendments of 1972, as amended; Executive Order 11246, as amended; Vocational Rehabilitation Act section 504; Vietnam Era Veterans' Readjustment Act, as amended; Age Discrimination in Employment Act of 1967, as amended; Title II of the Genetic Information Nondiscrimination Act of 2008; and Americans With Disabilities Act, as amended as related to admissions, treatment of students, programs and activities, and employment practices.~~
- ~~(2) It is the policy of this institution that there shall be no unlawful discrimination against any individual at the university of Akron because of race, color, religion, sex, sexual orientation, gender identity or expression, age, national or ethnic origin, disability, status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a nursing mother, status as a foster parent, military status, genetic information, or status as a veteran.~~
- ~~(3) The university of Akron will not tolerate sexual harassment of any form in its programs~~

~~and activities, and prohibits discrimination on the basis of sexual orientation and gender identity in employment and admissions.~~

~~(4) This non-discrimination policy applies to all students, faculty, staff, employees, and applicants. The affirmative action and equal employment opportunity officer will provide assistance with questions or complaints related to this policy.~~

Effective: 06/21/2025

Certification: _____
Mark G. Stasitis
Acting Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 05/22/1991, 11/27/1989, 07/31/1992, 01/06/1998,
08/24/2008, 02/01/2015, 02/24/2020, 10/14/2023

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Revision of Rule 3359-20-01
Institutional mission and goals

BE IT RESOLVED, That the recommendation presented on June 11, 2025 to amend rule 3359-20-01 be approved.

Mark G. Stasitis, Acting Secretary
Board of Trustees

June 11, 2025

TO BE RESCINDED

3359-38-01 Affirmative action policy and program.

(A) Statement of policy.

- (1) The university of Akron is an equal education and employment institution operating under nondiscrimination provisions of Title 41, Ohio Revised Code; Titles VI, VII of the Civil Rights Act of 1964, as amended; and Title IX of the Educational Amendments of 1972, as amended; Executive Order 11246, as amended; Vocational Rehabilitation Act section 504; Vietnam Era Veterans' Readjustment Act, as amended; Age Discrimination in Employment Act of 1967, as amended; Title II of the Genetic Information Nondiscrimination Act of 2008; and Americans with Disabilities Act, as amended as related to admissions, treatment of students, programs and activities, and employment practices.
- (2) It is the policy of this institution that there shall be no unlawful discrimination against any individual in employment or in its programs or activities at the university of Akron because of race, color, religion, sex/gender, sexual orientation, gender identity or expression, age, national origin, ethnicity, 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 nursing mother, status as a foster parent, military status, genetic information, or status as a veteran. The university of Akron prohibits sexual harassment of any form in all aspects of employment and in its programs and activities and prohibits discrimination on the basis of any protected class in employment and admissions.
- (3) The university affirms that judgments about admissions, education and personnel evaluations at the university of Akron are based on merit, qualifications and performance and not on attributes unrelated to academic or job performance.
- (4) This nondiscrimination policy applies to all students, faculty, staff, employees, applicants for employment and applicants for admission to the university and its programs and activities.
- (5) All faculty and staff members involved in making personnel recommendations will make affirmative efforts to recruit qualified candidates from a variety of backgrounds especially in those categories where an underutilization of such members has been identified.
- (6) This policy is an expression of its highest governing body and chief executive officer. By promulgating this program, the president of the university announces a firm and continuing commitment to equal opportunity for members of protected groups and assumes primary responsibility for its implementation.
- (7) To the extent consistent with state and federal laws and regulations, nothing herein shall be construed to modify or impair the operation of the retirement policy and rules for the implementation thereof as established by the board of trustees of the

university of Akron from time to time.

(B) Laws and regulations governing equal employment opportunity.

- (1) The Equal Pay Act of 1963 requires every employer to pay employees equal pay for equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions, except where such payment is made pursuant to a seniority system, a merit system, a system which measures earnings by quantity or quality of production, or a differential based on any other factor other than sex. It is currently administered by the "Equal Employment Opportunity Commission" (EEOC).
- (2) Title VI of the Civil Rights Act of 1964 prohibits discrimination based on race, color, or national origin in all programs or activities which receive federal financial aid. Employment discrimination is prohibited if a primary purpose of federal assistance is provision of employment (apprenticeship, training, work study or similar programs) or if program beneficiaries suffer unequal treatment because of hiring or assignment of counselors, trainers, faculty or others in organizations receiving federal funds. Title VI is administered by the office of civil rights, United States department of education.
- (3) The Civil Rights Act of 1964, Title VII makes it an unlawful employment practice for employers, employment agencies and labor organizations to discriminate in the various aspects of employment on the basis of race, color, religion, sex or national origin. Title VII is administered by the EEOC.
- (4) The Rehabilitation Act of 1973 (sections 503 and 504) prohibits discrimination on the basis of disability in employment decisions, and participation in or receipt of the benefit of programs or activities which receive federal funding. Also, employers are required to actively recruit qualified individuals with disabilities as part of an established affirmative action program. The act is administered by the United States department of labor.
- (5) The Vietnam Era Veterans' Readjustment Assistance Act of 1974 prohibits discrimination against disabled veterans, recently separated veterans, active-duty or wartime or campaign badge veterans, and armed forces service medal veterans. . Employers are required to take affirmative action to enhance veteran's employment opportunities. The act is administered by the department of labor.
- (6) Executive Order 11246, issued in 1965, as amended seeks to promote and ensure equal opportunity for all persons without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin of employees or persons seeking employment with government contractors. The order is administered by the "Office of Federal Contract Compliance Program" (OFCCP), United States department of labor. It is this order that mandates that affirmative action programs be described in written plans with action-oriented programs to address identified problems for

recruiting, hiring and promoting minority group members and women.

- (7) Title IX of the Education Amendments of 1972 prohibits sex discrimination in the programs and activities of any educational institution that receives federal assistance. Title IX is administered by the office of civil rights, United States department of education. The university of Akron does not discriminate on the basis of sex in any of its education programs and activities and is required by Title IX not to discriminate in such a manner. Questions regarding Title IX may be referred to the university's Title IX coordinator or to the United States department of education, office for civil rights. Information regarding Title IX, including the contact information for the Title IX coordinator and deputy Title IX coordinators, can be found on the university's Title IX website located at: <http://www.uakron.edu/title-ix>.
- (8) The Age Discrimination in Employment Act (ADEA) as amended makes it unlawful for employers, employment agencies, and labor organizations to discriminate against persons forty years of age and over in any area of employment because of age. The ADEA is administered by the EEOC.
- (9) Immigration Reform and Control Act of 1986 (with certain exceptions) makes it an unfair immigration-related employment practice to discriminate against any individual (other than an unauthorized alien) with respect to the hiring or recruitment, the referral for a fee of the individual for employment or the discharging of the individual from employment because of such individual's national origin, or in the case of a citizen or intending citizen, because of such individual's citizenship status. The act is administered by the United States department of justice.
- (10) State law against discrimination, section 4112.02 of the Revised Code, prohibits discrimination in Ohio by reason of age, sex, disability, race, color, religion, national origin, military status, or ancestry in housing, public accommodation and employment in terms similar to those contained in federal statutes. This law is administered by the Ohio civil rights commission.
- (11) The Americans With Disabilities Act, effective July 26, 1992, and the Americans with Disabilities Act Amendments Act of 2008, effective January 1, 2009, have the purpose of providing a clear and comprehensive national mandate for the elimination of discrimination against individuals with disabilities. It extends federal civil rights protection in several areas to qualified individuals with disabilities. The act prohibits covered entities from excluding people from jobs, services, activities, or benefits based on disability and provides penalties for discrimination. It also requires the provision of reasonable accommodation when needed for a qualified individual to perform essential job functions. This law is administered by the EEOC.
- (12) The Uniformed Services Employment and Reemployment Rights Act (USERRA), subject to eligibility criteria, has the purpose of ensuring that members of the uniformed services are entitled to return to their civilian employment upon completion of their service and can maintain their employer-based health plan for a

certain period of time during military service. It also prohibits discrimination against past or present members of the uniformed services, those that have applied for membership in the uniformed services or those that are obligated to serve in the uniformed services. This law is administered by the department of labor.

- (13) Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) protects applicants for employment and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral and other aspects of employment. It also prohibits employers, labor organizations and other covered programs from requesting, requiring or purchasing genetic information and limits the disclosure of genetic information. This law is administered by the EEOC.

(C) Affirmative action program.

(1) Dissemination and implementation.

- (a) To monitor compliance with this policy, the university of Akron periodically reviews its workforce to determine whether employees and applicants are given equal opportunity for vacancies and promotions.
- (b) To assure optimum communication, interpretation, and implementation of the university's EEO program at all levels of supervision and to all employees, the following steps are undertaken.
 - (i) Definition of the existence of the university of Akron's written affirmative action program is made available to all employees, and they will be periodically reminded of this program by:
 - (a) Description of the equal employment opportunity policy by publication on the university's website and collective bargaining agreements which will be reviewed periodically.
 - (b) Annual discussion and review of written affirmative action plan.
 - (ii) Academic and administrative employment opportunities are publicly announced on the university's website. Employment and recruiting sources listing job vacancies at the university of Akron will be reminded of the equal employment opportunity policy.
 - (iii) Notices informing applicants and employees of relevant statutes and regulations noted in this policy will be posted on bulletin boards by human resources and with each job posting. All advertisements about positions will prominently contain the university's non-discrimination statement and designation of the university's equal opportunity employer status.
 - (iv) Contractors, subcontractors, and vendors providing goods and/or services to

the university of Akron will be notified in writing of the university's equal employment opportunity policy and affirmative action program. External contractors shall reciprocate by informing The university of Akron's office of contract compliance in writing of their willingness to meet all applicable equal opportunity and affirmative action obligations. Also, building construction and renovation must include reasonable accommodations for individuals with disabilities.

- (v) The university of Akron shall operate an office of affirmative action/equal employment opportunity, which shall be appropriately staffed as needed to carry out its duties. The office shall be responsible to the board of trustees through the president and the constituent groups making up this university for implementation of this affirmative action program.
 - (a) The affirmative action/equal employment opportunity director is responsible for coordinating and monitoring all components of the affirmative action plan and is the university officer responsible for sanctioning and monitoring compliance with the affirmative action/equal employment opportunity component of employment processes.
 - (b) The office of affirmative action/equal employment opportunity shall issue a yearly report on the university's progress in its affirmative action program in accordance with 41 CFR 60-2. This report shall be made available to the university's board of trustees and the president. The university's current affirmative action plan will be made available to any current employee or current applicant upon request.
 - (c) The affirmative action/equal employment opportunity office shall have the authority to distribute The university of Akron's official policy of equal employment opportunity in accordance with regulations of the office of federal contract compliance programs.
- (vi) All employees will be afforded full and complete opportunity and will be encouraged to participate in all university-sponsored educational, training, recreational, and social activities and will have equitable access to university facilities. Also, building construction and renovation must include reasonable accommodations for individuals with disabilities. The university shall not knowingly rent to or allow use of university facilities, patronize or use the facilities of any off-campus organization that has an invidiously discriminatory pattern or practice involving either membership or employment. Discriminatory patterns include, but are not limited to, those organizations whose membership or employment is closed to women and/or members of minority groups.

(2) Recruitment, training, promotion, and retention.

All individuals involved in the hiring decision, in conjunction with the department of human resources, must:

- (a) Base employment decisions solely upon the individual's qualifications and/or performance in the event of employment. If employment testing is used as a criterion for selection, appropriate guidelines will be followed to assure validity, objectivity, reliability, and compliance with law.
- (b) Ensure that every full-time vacancy is communicated to the affirmative action/equal employment opportunity office prior to the announcement and publication of the job opening.
- (c) Establish nondiscriminatory criteria for the large number of individuals who are employed as faculty and staff at the university of Akron on a part-time basis.
- (d) The department of human resources or the equal employment opportunity/affirmative action office must:
 - (i) Record employees by job classifications with the identification of minorities, individuals with disabilities and gender.
 - (ii) Record the turnaway rate for all applicants, and meet with interviewers and supervisors, as needed, to determine turnaway causes to ensure decisions are based on qualifications and/or performance.
 - (iii) Ensure personnel services and benefits for eligible employees are provided on a nondiscriminatory basis. These services and benefits include, but are not limited to: compensation, fringe benefits, leave, transfers, university-sponsored training, education, tuition assistance, and all other similar services and benefits administered by the university.

(3) Student body.

- (a) Undergraduate and graduate admission policies shall be administered consistent with the objectives of the university of Akron's non-discrimination policy and all applicable federal and state laws.
- (b) All scholarships and other allowances for students as well as any other funds administered directly by the university of Akron personnel or other facilities shall be administered in a non-discriminatory manner.
- (c) Teaching and/or research fellowships and assistantships available to graduate students as teaching employees of the university of Akron shall be administered in accordance with this policy.
- (d) Counseling services shall be staffed by trained individuals who can provide appropriate, culturally responsive, and relevant care and services to the

university's students.

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Revision of Rule 3359-38-01
Institutional mission and goals

BE IT RESOLVED, That the recommendation presented on June 11, 2025 to rescind rule 3359-38-01 be approved.

Mark G. Stasitis, Acting Secretary
Board of Trustees

June 11, 2025

Presiding:
Chair
Lewis W. Adkins, Jr.

June 11, 2025

1	Approval of the Fiscal Year 2025-2026 General Fund, Auxiliary Funds, and Department Sales and Services Funds Budgets
2	Preauthorization for Procurement of General Contracting – Knight Chemical Storage Renovation
3	Acceptance of the Proposed Pooled Endowment Funds Investment Policy Statement
4	Expression of Appreciation to Chairman of the Board Lewis W. Adkins, Jr.
5	
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New Business

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Pertaining to the Approval of the Fiscal Year 2025-2026 General Fund,
Auxiliary Funds, and Departmental Sales and Services Funds Budgets

WHEREAS, The Chief Financial Officer has submitted the Fiscal Year 2025-2026 General Fund, Auxiliary Funds, and Departmental Sales and Services Funds Budgets (Exhibit A) to The University of Akron's Board of Trustees for approval; Now Therefore,

BE IT RESOLVED, That the Fiscal Year 2025-2026 General Fund, Auxiliary Funds. and Departmental Sales and Services Funds Budgets are approved.

Mark G. Stasitis, Acting Secretary
Board of Trustees

The University of Akron
General Funds, Auxiliary Funds, and Departmental Sales and Services Funds Combined
FY 2026 Proposed Budget with FY 2025 Comparison

	FY25	FY25	FY26
	Approved Budget	Projections	Proposed Budget
Tuition	\$138,296,750	\$139,699,156	\$144,173,000
Other Fees	17,578,722	16,932,972	16,511,000
Scholarships *	(41,360,579)	(53,565,742)	(45,310,200)
Scholarship Swapping	-	-	8,875,000
Net Tuition & Fees	114,514,893	103,066,386	124,248,800
State Share of Instruction	77,603,746	77,603,740	75,663,048
Indirect Cost Recovery	4,257,000	4,378,289	4,000,000
Investment Income	6,500,000	10,890,973	8,265,000
Miscellaneous Income	3,526,000	3,526,000	6,300,000
Auxiliary Revenue	28,858,050	28,872,000	22,277,064
Sales and Services Revenue **	4,815,696	5,815,696	5,206,801
Total Other Revenues	125,560,492	131,086,698	121,711,913
Total Revenues	240,075,385	234,153,084	245,960,713
Payroll	133,461,620	133,372,813	131,081,417
Fringes	51,301,955	45,823,648	44,445,600
Total Compensation	184,763,575	179,196,461	175,527,017
Operating	58,618,035	57,633,325	60,916,498
Utilities	11,919,963	11,859,041	12,809,616
Plant Fund	2,400,000	2,497,000	1,925,000
Student Extracurricular Activities	575,000	575,000	575,000
Total Non Personnel	73,512,998	72,564,367	76,226,114
Total Expenditures	258,276,573	251,760,828	251,753,131
Net Income / (Loss) before debt service and other	(18,201,188)	(17,607,744)	(5,792,418)
Debt Service	(10,100,000)	(10,100,000)	(8,980,493)
Fund Balance allotted	1,161,037	1,233,432	627,095
Net Transfers and Encumbrances	-	446,368	-
Net Surplus / (Deficit)	(\$27,140,151)	(\$26,027,944)	(\$14,145,816)

* Scholarships include general funds and athletics

** Departmental Sales and Services such as Continuing Education and New Student Orientation

The University of Akron
General Fund
FY 2026 Proposed Budget with FY 2025 Comparison

EXHIBIT A, Page 2

		FY25 Approved Budget	FY25 Projections	FY26 Proposed Budget
Tuition		\$138,296,750	\$139,699,156	\$144,173,000
Other Fees		17,578,722	16,932,972	16,511,000
Scholarships		(35,390,579)	(47,015,742)	(37,310,200)
Scholarship Swapping		-	-	8,875,000
Net Tuition & Fees		120,484,893	109,616,386	132,248,800
State Share of Instruction		77,603,746	77,603,740	75,663,048
Indirect Cost Recovery		4,257,000	4,378,289	4,000,000
Investment Income		6,500,000	10,890,973	8,265,000
Miscellaneous Income		3,526,000	3,526,000	6,300,000
Total Other Revenues		91,886,746	96,399,002	94,228,048
Total Revenues		212,371,639	206,015,388	226,476,848
Payroll		121,275,767	121,451,353	118,662,829
Fringes		46,865,167	41,521,819	40,013,208
Total Compensation		168,140,934	162,973,172	158,676,037
Operating		36,051,637	32,126,225	37,852,765
Utilities		8,500,000	8,454,648	9,110,000
Plant Fund		1,500,000	1,537,000	1,500,000
Student Extracurricular Activities		575,000	575,000	575,000
Total Non Personnel		46,626,637	42,692,873	49,037,765
Total Expenditures		214,767,571	205,666,045	207,713,802
Net Income / (Loss) before debt service and other		(2,395,932)	349,343	18,763,046
Debt Service		(900,000)	(900,000)	(5,998,862)
Fund Balance allotted		-	-	-
General Fund Support to Auxiliaries		(24,104,068)	(23,771,000)	(26,910,000)
Net Transfers and Encumbrances		-	-	-
Net Surplus / (Deficit)		(\$27,400,000)	(\$24,321,657)	(\$14,145,816)

The University of Akron
Auxiliary Funds Combined
FY 2026 Proposed Budget with FY 2025 Comparison

EXHIBIT A, Page 3

		FY25	FY25	FY26
		Approved Budget	Projections	Proposed Budget
Auxiliary Revenue		28,858,050	28,872,000	22,277,064
	Total Other Revenues	28,858,050	28,872,000	22,277,064
	Total Revenues	28,858,050	28,872,000	22,277,064
Payroll		10,389,222	9,964,332	10,285,125
Fringes		3,928,113	3,773,575	3,868,703
	Total Compensation	14,317,335	13,737,907	14,153,828
Operating		19,934,820	22,095,731	19,926,989
Utilities		3,419,963	3,404,393	3,699,616
Plant Fund		900,000	900,000	425,000
Athletic Scholarships		5,970,000	6,550,000	8,000,000
	Total Non Personnel	30,224,783	32,950,125	32,051,605
	Total Expenditures	44,542,118	46,688,032	46,205,433
	Net Income / (Loss) before debt service and other	(15,684,068)	(17,816,032)	(23,928,369)
Debt Service		(9,200,000)	(9,200,000)	(2,981,631)
Fund Balance allotted		790,000	798,664	0
General Fund Support to Auxiliaries		24,104,068	23,771,000	26,910,000
Net Transfers and Encumbrances		0	446,368	0
	Net Surplus / (Deficit)	\$10,000	(\$2,000,000)	\$0

The University of Akron
Departmental Sales and Services Funds Combined
FY 2026 Proposed Budget with FY 2025 Comparison

EXHIBIT A, Page 4

		FY25 Approved Budget	FY25 Projections	FY26 Proposed Budget
Sales and Services Revenue		<u>4,815,696</u>	<u>5,815,696</u>	<u>5,206,801</u>
	Total Other Revenues	<u>4,815,696</u>	<u>5,815,696</u>	<u>5,206,801</u>
	Total Revenues	<u>4,815,696</u>	<u>5,815,696</u>	<u>5,206,801</u>
Payroll		1,796,631	1,957,128	2,133,463
Fringes		508,675	528,254	563,689
	Total Compensation	<u>2,305,306</u>	<u>2,485,382</u>	<u>2,697,152</u>
Operating		2,631,578	3,411,369	3,136,744
Plant Fund		-	60,000	-
	Total Non Personnel	<u>2,631,578</u>	<u>3,471,369</u>	<u>3,136,744</u>
	Total Expenditures	<u>4,936,884</u>	<u>5,956,751</u>	<u>5,833,896</u>
	Net Income / (Loss) before debt service and other	<u>(121,188)</u>	<u>(141,055)</u>	<u>(627,095)</u>
Debt Service		-	-	-
Fund Balance allotted		<u>371,037</u>	<u>434,768</u>	<u>627,095</u>
	Net Surplus / (Deficit)	<u>\$249,849</u>	<u>\$293,713</u>	<u>\$0</u>

Overall Assumptions

Payroll and Fringes

- Benefits such as University contribution to the respective retirement system, group health insurance, and employee and dependent fee remission;
- Salary adjustments for employees below minimum based on compensation study;
- Part-time faculty compensation adjustments; and
- Fringe benefit rates as follows:
 - 34 percent for full-time
 - 17 percent for part-time
 - 3.4 percent for graduate and student assistants

Utilities

- Electricity capacity charges increase of \$900K.

Debt Service

- \$9 million, assumes housing P3 transaction closes in December 2025.

General Fund Assumptions

Tuition & General Service Fees

- A four percent increase to the main and regional campus guarantee rates, reflecting the maximum increase allowed by the Ohio Department of Higher Education;
- A 4.4% increase in graduate tuition for College of Engineering and Polymer Science, College of Health and Human Sciences, and Buchtel College of Arts & Sciences; and
- \$2.5 million revenue growth.

Other Fees

- Designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to follow enrollment assumptions.

Scholarships

- \$41.3 million undergraduate (reflects \$4.8 million optimization);
- \$4 million Law School; and
- (-) \$8.875 million scholarship swapping.

State Share of Instruction (SSI)

- State-wide one percent increase in SSI; and
- UA \$2 million decline in SSI.

Indirect Cost Recovery

- Decrease of \$257k.

Investment Income

- Reduced earnings as a result of FY25 draw on reserves and market uncertainty; and
- \$1.765M endowment income.

Miscellaneous Revenues

- \$4.0 million foundation reimbursement for compensation and fringes;
- \$0.6 million from Installment Payment Plan and University Credit Card program;
- \$0.5 million from Federal energy tax credit;
- \$0.4 million patent expense reimbursement;
- \$0.2 million from phase out of Perkins Loan program;
- \$0.2 million from leases; and
- various other sources.

Payroll and Fringes

- (+) \$725K compensation study and part-time faculty adjustments;
- (-) \$2.9M voluntary separations;
- \$2 million vacancy savings; and
- Research assistants funded by endowments or grants.

Operating

- Designated fees and start-ups assume that only current-year revenues and/or allocations are expended; however, a certain level of carryover exists within these fees and start-ups, which may, if expended, cause expenditures to exceed the initial allocation;
- (+) \$1.3 million reduction in PFOC chargebacks due to housing transaction;
- (+) \$1 million increase in marketing/advertising budget; and
- \$1 million contingency reserve.

Plant Funds

- \$1.5 million allocation for plant funds.

Student Extracurricular Activities

- \$575,000 from the general service fees to support student groups.

Auxiliary Funds Assumptions

Athletics

Revenues

- Externally generated revenues from various sources such as the MAC, game guarantees, InfoCision Stadium naming rights, ticket sales, Z Fund donations, and NCAA distributions; and
- \$22.8 million general service fee and general fund support.

Operating

- Expenditures include athletic supplies and equipment, student assistants, game officials, guarantees, maintenance, team travel and recruiting.

Scholarships

- \$8 million athletic scholarships.

Residence Life & Housing

Revenues

- Fall revenues will remain with the University; and
- Spring revenues will be directed to Capstone On-Campus Management (COCM), our operating partner.

Expenses

- Fall expenses will remain with the University; and
- Residence life personnel expenses, resident assistants, meal plans and utilities will remain paid by the University and reimbursed by COCM going forward.

E. J. Thomas Performing Arts Hall

Revenues

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

Operating

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

Dining (Aramark)

Revenues

- \$550,000 Aramark's facility support;
- \$350,000 pouring rights; and
- \$700,000 commission payment.

Payroll

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

Operating

- Maintenance repairs.

Plant Fund

- \$450,000 for Dunkin Donuts and Rooberry buildout

Student Recreation & Wellness Services

Revenues

- Externally generated revenues from various sources such as memberships, pool, locker, and facility rentals; and
- \$1.75 million revenue from facility fees.

Operating

- Facility operating costs.

Jean Hower Taber Student Union

Revenues

- Externally generated revenues from various sources such as bookstore commission, bank commission, and room rentals. Barnes & Noble bookstore estimated to remain flat; and
- \$1.725 million revenue from facility fees.

Operating

- Facility operating costs.

Parking & Transportation Services

Revenues

- The University will collect student transportation fees and direct the payment to SP+ Corporation as a pass thru; and
- \$250,000 projected waterfall payment.

Operating

- Utility, grounds, and insurance expenses remain the responsibility of the University.

Wayne Student Union

Revenues

- Externally generated commission revenue from bookstore online sales and rent.

Operating

- Expenditures include property, elevator, and fire insurance.
- Wayne College Meal Scholarship Program for students.

Department Sales & Services Funds Assumptions

Revenues

- Open enrollment and contract training fee revenues to support the coordination of noncredit professional development classes open to the public and to provide customized training for local businesses;
- Fee revenues to support the activities related to orientation and first-year experience programs; and
- Revenue-generating activities such as internal Printing Services, Hearing Aid Dispensary, and Executive Education.

Operating

- New Roo Weekend, Akron Forefront, NSO programs, student assistants, supplies and services, and travel and hospitality;
- Cost of goods sold (Hearing Aid Dispensary); and
- Individual management of the units to ensure expenditures are limited to revenues and carryforward fund balance.



DATE: June 10, 2025

TO: Misty Villers
Vice President and Chief Financial Officer

FROM: Shandra Irish, Senior Director of Purchasing

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

As requested of me, I provide to you the accompanying proposed resolution for Board of Trustees consideration at its June 11, 2025, meeting that would preapprove the negotiation and execution of a contract related to the specific goods identified below.

- General Contracting – Knight Chemical Storage Renovation, which will not exceed \$1,750,000

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

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Pertaining to the Preauthorization for Procurement of General Contracting –
Knight Chemical Storage Renovation

WHEREAS, University Rule 3359-3-07(B) authorizes The University of Akron's Director of Purchasing to conduct purchasing activities in accordance with good business practices; and

WHEREAS, the Vice President and Chief Financial Officer has directed the Department of Capital Planning and Facilities Management to coordinate with the Director of Purchasing to initiate the competitive bidding process to procure construction contracts for the Knight Chemical Storage Renovation; and

WHEREAS, The Department of Purchasing, at the direction of the Department of Capital Planning and Facilities Management, will issue contract documents for a competitive bid to provide these services, the cost of which will not exceed \$1,750,000; and

WHEREAS, The scheduling and sequencing of the corresponding construction projects do not align with the schedule of the regular meetings of the Board; and

WHEREAS, University Rule 3359-3-07(G) requires the purchase of goods or services exceeding \$500,000 be submitted to the Board of Trustees for prior approval; Now, Therefore,

BE IT RESOLVED, That notwithstanding the requirements of University Rule 3359-3-07(G), the Director of Purchasing and Vice President and Chief Financial Officer are authorized to act as necessary to procure contracts for the Knight Chemical Storage Renovation, subject to review and approval as to legal form and sufficiency by the Office of General Counsel; and

BE IT FURTHER RESOLVED, That the Vice President and Chief Financial Officer will provide a report to the Board at an upcoming meeting regarding the final University decision for the procurement of Knight Chemical Storage Renovation.

Mark G. Stasitis, Acting Secretary
Board of Trustees

June 11, 2025

The University of Akron
Pooled Endowment Funds
Investment Policy Statement

June 2025

I. Purpose

This Investment Policy Statement (“IPS”) is intended to serve as a governing framework to guide the activities and decisions of The University of Akron (the “University”), Finance and Administration Committee (the “Finance Committee”), staff (the “Staff”), and the Outsourced Chief Investment Officer (“OCIO”) in effectively managing, monitoring, and evaluating the University’s pooled endowment funds (the “Endowment”). The Finance Committee, with input from the OCIO, will review the IPS, at least annually, to ensure that it continues to accurately reflect the governance structure, objectives and guidelines that are appropriate for the effective management of the Endowment. Circumstances that would likely prompt revisions include the following:

- Changes in the investment objectives of the University or the Endowment;
- Changes in the risk profile of the University or the Endowment;
- Fundamental, long-term changes in financial market structure or practices (short- and midterm changes in financial markets will not require adjustments to the IPS); or
- Other significant structural issues not currently anticipated by the IPS.

II. Roles and Responsibilities

Finance Committee. The Finance Committee is responsible for the prudent oversight of the management of the Endowment’s assets, including:

- Adopting and amending the IPS, in consultation with the OCIO, as deemed appropriate and as approved by the Board of Trustees;
- Adopting, following consultation with the OCIO, investment guidelines and objectives for the investment of the Endowment assets;
- Monitoring compliance with the IPS, the investment management agreement entered into with the OCIO (the “IMA”), and all applicable laws;
- Reviewing, at least annually, the following:
 - investment performance and risk, including comparisons to objectives and benchmarks where applicable; and
 - fees paid in support of the management of the Endowment’s investments;
- Monitoring the OCIO to ensure that it is managing the Endowment’s assets prudently and in accordance with the terms of the appointment;
- Communicating to the OCIO and any other advisor(s) any changes in the risk profile and circumstances of the Endowment or the University, or other structural changes that may impact the investment objectives and guidelines of the Endowment;
- Formally evaluating the University’s OCIO every five years. Deviations from this five-year time period must be approved by the Board of Trustees;
- Reporting regularly to the Board of Trustees on the policies and practices of the Finance Committee; and
- Meeting quarterly or at other intervals as reasonably agreed with the Finance Committee, or designees.

The Finance Committee may delegate procedures to a duly constituted subcommittee of the Finance Committee, while understanding that the ultimate responsibility still resides with the Finance Committee.

Staff. The Staff is responsible for overseeing the operations of the Endowment. Specific responsibilities include:

- Providing administration, reporting, accounting, and external audit support;
- Serving as the day-to-day contact with the OCIO, including communication of planned contributions and withdrawals;
- Monitoring third party service providers (e.g., auditors, custodian); and
- Providing support to the Finance Committee as necessary.

Outsourced Chief Investment Officer. The OCIO is a fiduciary charged with managing the Endowment in accordance with the investment guidelines and objectives established by the IMA. The OCIO shall report to the Finance Committee on a regular basis in accordance with the IMA and the IPS that governs the relationship. Specific responsibilities include:

- Advising the Finance Committee on the adoption of the IPS;
- Positioning and managing the investment program on a discretionary basis including assisting the Finance Committee and Staff with the selection of the custodian in accordance with this statement;
- Evaluating, monitoring, engaging and terminating outside advisors and service providers;
- Periodically reviewing and recommending to the Finance Committee any changes or modifications to the IPS, including the investment guidelines and objectives;
- Meeting with the Finance Committee quarterly, or its designees, or at other intervals as reasonably agreed with the Finance Committee;
- Interacting with the custodian and other relevant service providers as necessary to perform its investment management services;
- Providing full disclosure of the fees paid in support of the management of the Endowment;
- Notifying the Finance Committee of any material personnel changes in the team responsible for the management of the Endowment;
- Annual affirmation letter to the Finance Committee to reaffirm the roles and responsibilities of the Finance Committee;
- Assisting the Staff in meeting its reporting, redemption, and administrative requirements; and
- Providing reporting and performance monitoring as necessary for the Finance Committee to perform its oversight responsibilities.

III. Governing State Law – Uniform Prudent Management of Institutional Funds (“UPMIFA”)

The IPS is written to conform to the guidance provided in Ohio’s UPMIFA law as detailed in sections 1715.51 through 1715.59 of the Ohio Revised Code. The law provides guidance and authority to organizations in the management and investment of gifts that are held for a charitable purpose. UPMIFA provides: 1. standards of conduct in managing and investing organizations’ funds; 2. rules that apply to an organization’s endowment funds including those related to spending; 3. the delegation of authority to manage institutional funds; and 4. the release or modification of restrictions contained in charitable gifts made by donors.

ORC 1715.52, provides that except as otherwise provided by a gift instrument, all of the following apply to the management and investing of the of the institution fund and should be considered:

- (a) General economic conditions;
- (b) The possible effect of inflation or deflation;
- (c) The expected tax consequences, if any, of investment decisions or strategies;
- (d) The role that each investment or course of action plays within the overall investment portfolio of the fund;
- (e) The expected total return from income and the appreciation of investments;
- (f) Other resources of the institution;
- (g) The need of the institution and of the fund to make distributions and preserve capital;
- (h) An asset's special relationship or special value, if any, to the charitable purposes of the institution.

Management and investment decisions about an individual asset shall be made not in isolation but rather in the context of the institutional fund's portfolio of investments as a whole and as a part of an overall investment strategy having risk and return objectives reasonably suited to the fund and to the institution.

See Appendix B for Spending Policy and application of factors under the law.

IV. University Designated Investments treated as (“Quasi”) Endowments

Over the years the University has chosen to treat certain gifts and income that have not been formally endowed under the law as part of the pooled endowment fund. These particular accounts have been invested and expended in accordance with the IPS for the benefit of the University. These assets of the endowment are outside the scope of UPMIFA Law governing endowments, but are subject to the original gift agreement if applicable. ORC 1715.51.(D) provides “‘Endowment fund’ means an institutional fund or any part thereof that, under the terms of a gift instrument, is not wholly expendable by the institution on a current basis. ‘Endowment fund’ does not include assets that an institution designates as an endowment fund for its own use.” The funds in this category are assets that the institution has designated as an endowment fund for its own use.

V. Investment Objectives

The fundamental long-term objective of the Endowment is to preserve purchasing power and maintain intergenerational equity. To achieve this, the return objective is to generate a real return greater than the spending policy over rolling 10-year periods. In addition, it is the objective of the Endowment to obtain multi-year performance that exceeds the performance of the “Investment Policy Benchmark” annualized over rolling five-year periods. The Investment Policy Benchmark is set forth in Appendix A to this IPS.

VI. Spending Policy

A formal spending policy has been adopted to provide a predictable stream of revenues to support the intentions of the endowment while preserving intergenerational equity. The current spending policy is set forth in Appendix B. Also listed in Appendix B are exceptions to the formal spending policy.

VII. Asset Allocation and Rebalancing

The permissible asset allocation ranges in the IPS have been designed to allow the OCIO sufficient scope for active portfolio management within clearly prescribed boundaries. Within the parameters of these ranges, the OCIO shall manage the asset mix on a discretionary basis, determining the portion of the Endowment that will be allocated to each asset class, as well as the structure and strategy allocations within each asset class.

VIII. Asset Class Roles

The Endowment will be invested across several major asset classes, each playing a central role in the pursuit of the long-term investment objectives of the portfolio:

- U.S., developed non-U.S., and emerging markets public equities – key return engine but volatile. Equity risk will dominate the portfolio, making diversification with other asset classes critical.
- Private equities – high expected return, but illiquid. Private equities are also volatile, but are not marked-to-market as frequently as public equities.
- Hedge funds – primary diversifier to traditional assets and fertile opportunity set for value added.
- Real estate, commodities, and TIPS – protect against unexpected inflation and help diversify the portfolio.
- Fixed income – counterbalance to equity volatility and adds a source of liquidity. Can also be a source of value added in less efficient segments.

IX. Risk Management

The Endowment will be broadly diversified across and within asset classes in order to seek to minimize the impact of unexpected asset class and security-specific adverse results and avoid excessive portfolio volatility. Meeting the long-term return objectives of the Endowment requires the OCIO to regularly monitor and manage investment, operational, and legal risks associated with the overall portfolio, individual asset classes, and specific investments. Key metrics that the OCIO will track include (1) the volatility of total portfolio returns and (2) the tracking error (volatility of added value relative to the long-term investment policy). In its ongoing portfolio management, the OCIO will monitor and manage these volatilities on an ex ante basis as important elements of its investment decision process. In addition, on an ex post basis, the OCIO will monitor tracking error over rolling five-year periods and total portfolio volatility over full market cycles.

X. Performance Monitoring and Evaluation

The performance of the Endowment, component asset classes, sub-advisers and commingled investment vehicles will be monitored by the OCIO on an ongoing basis and reviewed by the Finance Committee at least quarterly. All investment returns are to be measured net of investment

management, custodial, and advisor fees. The OCIO will provide monthly and quarterly summaries of returns versus stated benchmarks for short-term and long-term periods. The OCIO will meet with the Finance Committee or its designees quarterly (or at other intervals as reasonably agreed with the Finance Committee) to provide a review of performance, a discussion of market conditions, and a summary of the current positioning of the portfolio.

XI. Investment Restrictions

Illiquid investments, as defined in Appendix C, should not exceed 10% of the Endowment based on a current market value. It is recognized that significant changes in investment market values could cause the Endowment to be positioned outside of this liquidity guideline. If this occurs, no new commitments to illiquid investments will be made until illiquid investments represent less than 10% of the Endowment.

With the exception of diversified index funds, no single manager or fund should represent more than 7.5% of the Endowment, based on a current market value.

APPENDIX A

Investment Policy

Set forth below is the “Investment Policy,” which includes the “Policy Target,” “Policy Ranges,” and “Benchmark Indices,” for each “Asset Category.” The “Policy Benchmark” shall be a total return index comprising the Benchmark Indices weighted in accordance with the Policy Targets for each Asset Category. The Policy Benchmark will be rebalanced quarterly.

Asset Category	Policy Target	Policy Ranges		Benchmark Indices ⁽¹⁾
Equities	50%	40%	60%	
U.S.	22%	12%	32%	<i>Russell 3000 Index</i>
Developed Non-U.S.	17%	7%	27%	<i>MSCI World ex-US Investable Market Index (IMI) (Net) ⁽²⁾</i>
Emerging Markets	11%	1%	21%	<i>MSCI Emerging Markets Index (Net) ⁽²⁾</i>
Alternatives (Net) ⁽³⁾⁽⁴⁾	22%	10%	32%	
Private Equities	10%	0%	15%	<i>Private Equity Index ⁽⁵⁾</i>
Hedge Funds (Net) ⁽⁴⁾	12%	0%	22%	<i>HFRX Equal Weighted Strategies Index</i>
Hedge Funds (Gross)	22%	0%	27%	
Portable Alpha Overlay	10%	-	-	
Real Assets	8%	0%	18%	
				<i>NCREIF Fund Index - Open End Diversified Core Equity</i>
Real Estate	5%	0%	10%	<i>S&P GSCI Total Return Index</i>
Commodities	0%	0%	6%	<i>Bloomberg Barclays 1-10 Year U.S. TIPS Index</i>
TIPS	3%	0%	9%	
Fixed Income ⁽⁶⁾	20%	10%	30%	
U.S. Investment Grade ⁽⁷⁾	18%	3%	28%	<i>Bloomberg Barclays U. S. Aggregate Index</i>
U.S. High Yield	2%	0%	12%	<i>BofA Merrill Lynch High Yield Cash Pay Index</i>
Non-U.S. Fixed Income	0%	0%	10 %	<i>Citigroup Non-USD World Government Bond Index Hedged</i>
Opportunistic	0%	0%	10%	
Cash	0%	0%	20%	<i>Citigroup 3 Month Treasury Bill Index</i>
Total	100%			

(1) The Policy Benchmark will be rebalanced quarterly and will be reported both gross and net of assumed passive management fees and rebalancing costs.

(2) Indices are net of dividend withholding tax.

(3) Range for total alternatives is based on net hedge fund allocation. The maximum total allocation to hedge funds and private equity combined is 32%.

(4) (Net) indicates that allocations are net of portable alpha strategies. The maximum gross allocation to hedge funds, including those overlaid in portable alpha strategies, is 27%.

(5) A custom benchmark that is the weighted average of the Vintage Year Weighted - Thomson Reuters Cambridge Private Equity, Venture Capital, and Distressed Benchmarks where the weights are based on the market values of

- the underlying private equity managers in the portfolio and are rebalanced quarterly. Underlying managers are assigned to the specific vintage year benchmark based on the year of inception in the portfolio.*
- (6) For purposes of assessing compliance with the minimum of the policy range, fixed income will be deemed to include the allocation to cash.*
- (7) U.S. fixed income includes physical holdings of Treasuries, corporates and synthetic fixed income achieved through portable alpha strategies.*

APPENDIX B

Spending Policy

Endowment Distribution Rate

In order to provide predictable, stable, and sustainable funding to support the University of Akron, while preserving the real (inflation adjusted) purchasing power of the Endowment over time, the distribution rate shall be four and three quarters percent (4.75%).

Except as noted further below, each fiscal year distribution amount shall be based upon a rolling three-year average measured at each June 30 (the "Measurement Date"). The rolling three-year average shall exclude the most recent Measurement Date closest to the fiscal year beginning on July 1 and instead use the preceding three Measurement Dates. The amounts shall be drawn from the endowment quarterly.

New resources added to an existing endowment and newly established endowments will initially be subject to a rolling two-year average and the rolling three-year average will be applied as the requisite number of Measurement Dates pass.

Exceptions to the Distribution Rate of the Spending Policy

- Absent a permanent change to the distribution rate, the University may nonetheless choose to lower the distribution amounts from an endowment. The University will closely evaluate the impact of such decisions.
- In cases that the donor's intention differs from the above distribution rate, written authorization from the donor will determine the distribution rate.
- In rare instances, the University may deem it necessary to deviate from the distribution rate to address a significant financial need (ie. Capital expenditure, scholarship support, debt defeasance, etc). This exception should be rare and far between in occurrence. In these cases, the University would have the ability to withdrawal from the endowments up to a maximum amount equal to the fair market value of the endowment minus the endowments corresponding book value. The book value is calculated as the value of the original gift plus realized investment gains minus any realized investment losses plus any investment income earned. Any resulting distributions would be applied based on donor intent and purpose of the endowment. In applying this distribution rate exception, the University must consider UPMIFA Law in evaluating prudence and obtain the Board of Trustees approval prior to any withdrawal of funds under this exception and the factors listed in Section III.
- University Designated Investments treated as ("Quasi") Endowments while at present are treated as subject to the distribution rate, The University can at any time deviate from the distribution rate or can partially or fully liquidated the endowment. These endowments are not subject to UPMIFA LAW governing endowments, but are subject to any gift restrictions from the original gift agreement. Any application of this exception would require Board of Trustees authorization.

- For a gift to be endowed, the initial gift must be twenty-five thousand dollars (\$25,000) or greater. For those funds already in place, the University reserves the right to liquidate endowments with a gift value of less than \$25,000. The distribution of the liquidated endowments will continue to be subject to the initial purpose and terms of the gift.

Endowment Administrative Fee

The University shall assess an administrative fee to provide support of overhead costs incurred by the University related to the gift solicitation, management, and record keeping process. The administrative fee shall be one percent (1.0%).

Each fiscal year's administrative fee amount shall be based upon a rolling three-year average measured at June 30 (the "Measurement Date") and the amount shall be available to the University evenly and on the last day of each quarter. The rolling three-year average shall exclude the closest Measurement Date to the fiscal year beginning July 1 and instead use the preceding three fiscal years ending on June 30.

For new pooled endowments, the administrative fee shall be assessed the first June 30.

APPENDIX C

Glossary

Diversified index funds – a diversified portfolio of stocks or bonds designed to mimic the composition and performance of a financial market index.

Dividend withholding tax – taxes automatically withheld by foreign governments on dividends paid by companies incorporated within their borders.

Ex ante – analysis based on forecasts rather than actual results.

Ex post – analysis based on actual results rather than forecasts.

Illiquid investments – investments from which funds are not expected to be redeemable for a period of three or more years.

Intergenerational equity – the principle that an endowed institution's spending rate must not exceed its after-inflation rate of compound return, so that investment gains are spent equally on current and future constituents of the endowed assets.

OCIO (Outsourced Chief Investment Officer) – a co-fiduciary hired to manage the implementation of an institution's investment program on a discretionary basis within the parameters of a mutually agreed upon investment policy.

Portable alpha – a strategy which targets alpha (potential for value added above benchmark) in asset categories where it is most abundant and combines it with beta (passive market exposures) in asset categories where it is scarce. The OCIO employs the strategy by combining alphas from its diversified pool of hedge funds with equity and/or fixed income futures contracts to create a single alpha plus beta investment.

Real return – the average annual return of the portfolio in excess of inflation.

Tracking error – the volatility of the difference between portfolio and benchmark returns.

Value added – returns in excess of a benchmark return.

Volatility – a measure of the dispersion of returns around a long-term average return.

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Acceptance of the Proposed Pooled Endowment Funds Investment Policy Statement

BE IT RESOLVED, That the Pooled Endowment Funds Investment Policy Statement proposed on June 11, 2025 is accepted as the governing framework to guide the respective activities and decisions of The University of Akron and its outsourced chief investment officer, Strategic Investment Group.

Mark G. Stasitis, Acting Secretary
Board of Trustees

June 11, 2025

THE UNIVERSITY OF AKRON

RESOLUTION 6- -25

Expression of Appreciation to Chairman of the Board Lewis W. Adkins, Jr.

WHEREAS, Lewis W. Adkins, Jr. was appointed to the Board of Trustees of The University of Akron by Governor John R. Kasich on February 3, 2017 for a term ending on July 1, 2025; and

WHEREAS, He has served with distinction as Vice Chair of the Board from 2021 to 2023 and as Chair of the Board from 2023 to 2025; and

WHEREAS, A member of every Board Committee during the course of his term, Mr. Adkins also has supported the University on the boards of The University of Akron Foundation and The University of Akron Research Foundation; and

WHEREAS, Mr. Adkins presided over the appointment of The University of Akron's 19th President, R.J. Nemer; and

WHEREAS, Mr. Adkins, an alumnus of The University of Akron School of Law, having earned his Juris Doctor degree in 1992, was recognized in 2015 with the J. Dean Carro Professionalism Award from the Black Law Students Association and in 2023 as an Outstanding Alumnus; and

WHEREAS, Mr. Adkins created the Judge James R. Williams Endowed Scholarship in the School of Law; and

WHEREAS, Mr. Adkins' outstanding professional career encompasses leadership of client relations, marketing and business development strategies as shareholder-in-charge of development and practice integration for Roetzel & Andress; serving as lead counsel to numerous large public and private entities throughout Ohio and Washington, D.C.; and leading a large and diverse team of attorneys and lobbyists in the public law arena as president of Roetzel Consulting Solutions; and

WHEREAS, Mr. Adkins is the former board chair of the Akron Urban League, and his community affiliations include Alpha Phi Alpha Fraternity Inc., the Cleveland Urban League, the Greater Akron Chamber of Commerce, and the Summit County Consumer Affairs Board; and

WHEREAS, In 2022, Mr. Adkins was awarded the Summit County Children Services Champions for Children Community Partner Award; Now, Therefore,

BE IT RESOLVED That the Board of Trustees of The University of Akron expresses its deep appreciation to Lewis W. Adkins, Jr. for the leadership and devotion he has shown in fulfilling his duties to the Board and its constituents, and wishes him and his family well for the future; and

BE IT FURTHER RESOLVED, That an honorary Doctor of Humane Letters degree, be awarded to Mr. Adkins in recognition of his leadership and service to The University of Akron and the community.

Mark G. Stasitis, Acting Secretary
Board of Trustees