



**Date:** January 24, 2011  
**To:** The University of Akron Contract Professional Employees  
**From:** Nancy Roadruck, CPAC Chair, Dr. Becky Hoover, Co-Director of Human Resources & William Viau, Co-Director of Human Resources  
**Subject:** Revision of Contract Professional Rule 3359-22-01

Dear Contract Professional,

The following revision to Contract Professional Rule [3359-22-01](#) was passed by the Board of Trustees at the December 2010 Board meeting.

“Under this rule change approved the Board, most contract professionals now will benefit from continuous employment without the need for the issuance of annual contracts. Contract professionals who are to be separated without cause from service with the University *will continue* to be given either six months’ or three months’ notice, depending upon their length of UA service. A significant difference from previous practice is that notice now can occur at any time, rather than being dictated by the term of an annual contract. This rule change became effective prior to the end of calendar year 2010.”

[December 2010 Board Actions Summary](#)

While the impact of this revision is minimal, two significant changes do apply:

- Notice of termination without cause can occur at any time, rather than the end of an annual contract; and
- The formal grievance process has been revised to include a formal appeal process before the president of the University or the Board of Trustees should a Contract Professional’s employment be terminated without cause.

As we strive to achieve new goals, amidst uncertain economic times, it is vital that the University allow itself the flexibility necessary to meet the demands of future challenges and optimally capitalize on opportunities. It is in this spirit that the revision to the Contract Professional rule was made. In the coming months there will potentially be more initiatives, such as the concept of the University Council and other efforts, that aim to enhance and promote shared leadership. Additionally, as the University attempts to better position itself, more changes may occur as well. As these initiatives and changes take place, your colleagues in Human Resources, and representatives of the Contract Professional Advisory Committee, will make a concerted effort to communicate them to our contract professional staff.

Should you have any questions regarding this recent rule change, please contact Becky Hoover at ext. 6462 or William Viau at ext. 6410.