

Memorandum of Understanding- Shared Governance

The University of Akron and the American Association of University Professors, University of Akron Chapter (Akron-AAUP) agree to the following measures designed to improve shared governance procedures and ensure such procedures are followed.

A. Financial Transparency

The labor-management Bargaining Unit Composition Policy Committee ("Policy Committee" aka "LMPC") will meet quarterly to discuss current finances and budget modeling data. These meetings will occur soon after the regular briefings of the Board of Trustees by the University Administration. The Administration will share with the Akron-AAUP the same data that are used to brief the Board of Trustees so that both parties are well informed on the financial health of the University.

The financial data will be summarized in a way that will be understandable to those without expertise in accounting (similar or identical to how it is presented to the Board of Trustees). The Akron-AAUP will be provided with supporting data upon request, but it is understood that these requests will not be unnecessarily voluminous or burdensome to fulfill.

B. Investment in Academic Programs

OAA will annually request proposals from faculty members for the purpose of making informed decisions about resource allocation to existing academic programs (e.g., new faculty hires) or support for the development of new academic programs. Faculty members may submit such proposals to the Program Review Committee of the Faculty Senate (PRC), which will include a non-voting, *ex officio* member designated by the Provost, whose role will be to assist the committee in achieving a transparent, data-informed process and to provide data and market analyses as needed.

OAA will issue the annual request for proposals for investment in specific programs (existing or new), and may include its own similar proposals. The proposals will detail the rationale for the investment and include market analyses and appropriate supporting data such as current teaching capacity and historical enrollments. The PRC will define a methodology to be used by the faculty to make recommendations as part of the larger University of Akron budget process for investment. As part of the initiation of this process and well before the submission date, the PRC will communicate to the faculty the methodology and the criteria used to make these budget recommendations. The PRC will review the proposals and make recommendations to the full Faculty Senate. The Faculty Senate will then act on those recommendations and make its own recommendation to the President of the University for consideration within the annual budget process. LMPC will annually review the process to ensure that the ideas and input from faculty as well as Chairs, Deans, and the Provost are duly considered.

C. Program Review Process

Similarly, as part of the established Program Review process, each academic program will receive regular, clear feedback on its status (per the established Program Review schedule) for the purpose of providing guidance and support and promoting continuous improvement. Programs will be rated as either satisfactory (thus no review required for 5 years), requiring interim review (some issue(s) identified that require interim review), or underperforming. Programs may require interim review for reasons that do not jeopardize the program, but still need interim monitoring.

Programs that are underperforming, and those for which professional governing bodies have changed requirements in a way that materially affects the program (e.g., accreditation or licensure) will receive detailed guidance regarding how they can improve, and support from administration if appropriate (e.g., a change in departmental leadership or consultation with the program's dean, associate dean, or a representative of OAA). Once identified, these programs will receive regular review and feedback on an accelerated schedule. For example, in a 5-year program review cycle, a program may be identified as underperforming in year 1. They would then be evaluated on the basis of the outstanding issue(s) again in years 3 and 5, receiving feedback at each evaluation, and with a possible decision to terminate the program, or to determine it needs interim review, in year 6. In rare and compelling circumstances, the University may determine more rapid program termination is warranted if enrollment trends or cost/revenue data indicate that program recovery is not feasible, or if efforts to correct programmatic issues either failed or were not initiated within a reasonable period of time.

After completing a review cycle, the PRC will make its recommendations to the Faculty Senate. The Faculty Senate will then act on those recommendations and make its own recommendation to the President of the University. However, no program will be terminated without having at least one two-year review cycle to address identified issues.

D. Reorganization of Academic Units

When reorganizing or renaming academic units, input will be secured as follows:

1. The faculties of the affected units vote on the proposed reorganization or renaming.
 - a. If the proposed reorganization involves the merger of two or more departments or schools within the same college, the faculty of each such department or school vote on it, as does the faculty of the college as a whole.
 - b. If the proposed reorganization involves the merger of departments or schools in two or more colleges, the faculty of each such department or school and the faculty of each such college votes on it.
 - c. If the proposed reorganization involves the transfer of one or more departments or schools from one college to another, the faculty of each such department or school and each such college vote on it.

- d. If the proposed reorganization involves the merger of two or more colleges, the faculty of each such college votes on it.
 - e. If the renaming of a department or school is proposed, the faculty of that department or school votes on the proposal, as does the college in which the department or school is located.
 - f. If the renaming of a college is proposed, the faculty of that college votes on the proposal.
2. After the faculties of the affected units have voted on a proposed reorganization or renaming, the proposal is submitted to the Academic Policies Committee of the Faculty Senate.
 3. The Academic Policies Committee, after confirming that the faculties of the affected units have voted on the proposal, evaluates the proposal from a University-wide perspective and makes a recommendation to the Faculty Senate about whether to approve the proposal.
 4. The Faculty Senate acts on the proposal, making its own recommendation to the President of the University.

E. Workload

In accordance with University Rule 20-03.2:

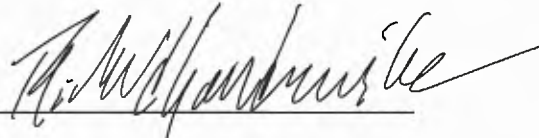
1. Deans will establish and clearly communicate the proportion of teaching, research and service expected of each department within their college (determined in accordance with the unit's mission as set forth in rule 20-03.2). Should that proportion need to change, the department will be given reasonable time to accommodate the change.
2. Each department will submit a workload assignment policy to its Dean for approval by the Dean and OAA in accordance with section (B)2 of Rule 20-02.2. New policies, or revisions to policies will be accepted for review by week 4 of the Fall semester, and approved by week 4 of the Spring semester.

Agreed to by:

The University of Akron

American Association of University Professors
The University of Akron Chapter

By:  _____

By:  _____

George Crisci, Chief Negotiator

Richard Londraville, Chief Negotiator

Date: 4/7/2021

Date: 4/06/2021