

EXHIBIT 20

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

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 above 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 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: 2/24/2020

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

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