



Via Hand Delivery or Email and Certified Mail

July 17, 2020

Mark Rittenour
144 Highpoint Ave
Akron, OH 44312

Dear Mark:

As you are aware from previous communications, The University of Akron needs to take immediate action to address a severe budget deficit for this year, initially projected to be \$65 million. The financial effects of the COVID-19 pandemic have added increased urgency to the situation. In recent weeks, the University has made reductions in various areas of University operations, including salary reductions, cuts in University financial support for Athletics, and consolidating the administrative structure of our colleges. We now are at the unfortunate point of having to reduce personnel at the University.

Ohio Revised Code Section 3359.03 and Ohio Administrative Code Section 3359-1-01 vest authority in The University of Akron Board of Trustees to “. . . employ, fix the compensation of, and remove, the president and such number of professors, teachers, and other employees as may be deemed necessary," and to “. . . do all things necessary for the creation, proper maintenance, and successful and continuous operation of the University..." and Article 15 of the [Collective Bargaining Agreement](#) between the University of Akron and the American Association of University Professors recognizes that catastrophic circumstances, such as force majeure, could develop which are beyond the control of the University and would render impossible or unfeasible the implementation of certain procedures set forth in the Collective Bargaining Agreement.

As a result of reorganization and reductions in budgets, the University administration has undertaken a review of all University positions and has determined that your position will be eliminated. This is considered a separation from employment due to a reduction in workforce and your last day of employment is **August 21, 2020**.

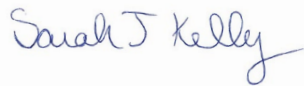
You may be eligible for additional benefits, including but not limited to severance payment contingent upon the ratification of the tentative agreement between the American Association

of Professors and The University of Akron. Please contact your AAUP representative for more information.

Sincerely,

Joseph Uργο

Interim Sr. Vice Provost, OAA

A handwritten signature in blue ink that reads "Sarah J. Kelly". The signature is written in a cursive style with a prominent "S" and "K".

Sarah Kelly
Associate VP, Human Resources/CHRO

Enclosures: Resources and FAQs

cc: Emily Lenke, Director, Labor and Employee Relations