

**REQUEST FOR DOCUMENTS AND INFORMATION
FROM
THE AKRON-AAUP
TO
THE UNIVERSITY OF AKRON
JUNE 1, 2020**

Produce all documents and information relating to the following:

1. On May 29, 2020, the Board of Trustees took certain actions to which this first request seeks information and documentation as follows:

Tab 1

Provide the details regarding the reduction in “administrative overhead” which will occur with the Redesign of the Academic Structure (both savings from and additional costs because of such changes).

RESPONSE: Detailed planning and execution will occur in June. The goal is to reduce Academic Support functional spending in excess of 25%.

With respect to Polymer Science and Polymer Engineering (PSPE) there will occur “a significant downsizing of administrative and infrastructure support budgets for PSPE. . . .” Please provide the details regarding what changes will occur, the details regarding the anticipated savings and the timing of such savings.

RESPONSE: Detailed planning and execution will occur in June. The goal is to reduce Academic Support functional spending in excess of 25%.

With respect to the Board’s Resolution regarding “Approval for Consolidation of Academic Units,” “it is expected a relatively small number of degree programs will be discontinued.” Please identify those programs, and if not already identified, describe how and when such decisions will be made with respect to identifying those programs and the details and timing of any savings.

RESPONSE: We are relying on the Deans, in consultation with faculty, to identify any programs that will be considered for closure. Those will be vetted and considered by Provost and the President. Any formal closure decision will comply with university rules and policy.

Tab 2

Regarding University Rule 3359-22-01(C)(1)(d), provide the individual employment agreements referenced in this subsection which have not been previously provided.

RESPONSE: Please see the contracts that have been previously provided for the head coaches and Larry Williams.

For contract professions with less than 5 years of continuous employment and who receive at least 30 days calendar notice, given that their paid leave can be delayed 14 calendar days, does that mean they could be paid for only 16 calendar days?

RESPONSE: They would be paid the entire time. Since they may be required to work up to 14 days, they would be on paid leave for the balance of the 30 days which is 16 calendar days.

Please provide a list of all employees affected by the Board's new rules, including the name, job classification, salary and date of separation or date and duration of furlough for each such employee.

RESPONSE: No one has or is being separated or furloughed under these rules as of 6/2/2020.

Please confirm that chairs, deans and other administrators holding faculty rank are subject to furloughs.

RESPONSE: Confirmed

Tab 3

Please explain the rationale for the differences in the Administration's May 19th wage reduction proposal to the Chapter and the Board's wage reduction Resolution for employees not represented by a union. Will the Administration be making the same wage reduction proposal to the Chapter as was contained in the Board's Resolution?

RESPONSE: The proposal was changed to closely align the salary bands for pay reductions to the current health care contribution bands in order to apply both pay reductions and healthcare increases uniformly.

What are the anticipated savings from this Resolution?

RESPONSE: \$2,174,000 (salary, payroll tax and retirement contributions). Based on May 2020 headcount and salaries.

What would be the anticipated savings if applied to the Chapter bargaining unit?

RESPONSE: \$2,852,000 (salary, payroll tax and retirement contributions). Based on current headcount and salaries.

What would be the anticipated savings if applied to all the other bargaining units?

RESPONSE: \$153,000 (salary, payroll tax and retirement contributions). Based on May 2020 headcount and salaries.

What would be the anticipated savings if applied University-wide?

RESPONSE: The anticipated savings that would be generated if all University employees earning more than \$50,000 per year would be \$6,095,000 including fringe benefits savings of \$842,000.

Please confirm that chairs, deans and other administrators holding faculty rank, but who are not part of the senior administration, are not subject to the Board's Resolution regarding pay reductions.

RESPONSE: The Resolution passed on May 29 does not include Academic administration holding faculty rank.

To whom and to what effect does the last paragraph in the Board Resolution apply?

RESPONSE: It effects those employees that have individual employment contracts.

Tab 4

Please explain the rationale for the differences in the Administration's May 19th healthcare proposal to the Chapter to increase employee contributions and the Board's healthcare Resolution to increase employee contributions for employees not represented by a union. Will the Administration be making the same healthcare proposal to the Chapter as was contained in the Board's Resolution?

RESPONSE: Speak with the UA Bargaining Team.

What is the overall effect of the Board's Resolution with respect to increasing the employees' increases to premiums? To put this another way, the Administration's proposal to the Chapter sought to shift ten percent (10%) of the overall premium from the University to the employees. What is the effect of the Board's Resolution regarding the shift of the overall premium from the University to those employees to whom the Resolution applies?

RESPONSE: It appears that the question is asking what the aggregate employee contributions will be. Currently it is 19% and will shift to 27%. Therefore, the overall differential is 8%

What are the anticipated savings from this Resolution?

RESPONSE: Approximately \$600,000 per calendar year based on enrollment and rates as of May 2020

What would be the anticipated savings if applied to the Chapter bargaining unit?

RESPONSE: Approximately \$785,000 per calendar year based on enrollment and rates as of May 2020

What would be the anticipated savings if applied to all the other bargaining units?

RESPONSE: Approximately \$99,000 per calendar year based on enrollment and rates as of May 2020

What would be the anticipated savings if applied University-wide?

RESPONSE: Approximately \$1,630,000 per calendar year based on enrollment and rates as of May 2020

Please confirm that chairs, deans and other administrators holding faculty rank, including those who are part of the senior administration, are not subject to the Board's Resolution increasing employee contributions to premiums.

RESPONSE: Confirmed

Tab 5

Please provide the year by year savings as a result of the Board's Resolution to eliminate dependent retiree healthcare for all non-bargaining unit employees.

RESPONSE: Calendar year savings for 2021 projected to be approximately \$1.46 million based on current enrollment and rates.

Please provide the year by year savings as a result of the Board's Resolution to eliminate dependent retiree healthcare for all former fulltime faculty.

RESPONSE: Calendar year savings for 2021 projected to be approximately \$2 million based on current enrollment and rates.

Please provide the number of dependents for current bargaining unit members who would be entitled to dependent retiree healthcare and the number of bargaining unit members who have such dependents.

RESPONSE: 35

Please confirm that chairs, deans and other administrators holding faculty rank, including those who are part of the senior administration, are subject to the Board's Resolution to eliminate dependent retiree healthcare.

RESPONSE: Confirmed

Please confirm that any of these individual's dependents would be entitled to such coverage if those employees returned to the bargaining unit.

RESPONSE: Individuals in the bargaining unit would be entitled to rights and privileges provided by the applicable contract at time of retirement.

Tab 6

Please provide the contract of Cher Hendricks.

RESPONSE: See attached document Hendricks Cher_Employ Agrmt_Redacted.pdf.

2. Please provide the employment contract and any other documents which evidence the terms and conditions of employment of Dr. John Wiencek, Executive Vice President and Provost.

RESPONSE: See attached document Wiencek employment documents.pdf

3. Please confirm that all of the reductions to the coaches' salaries were voluntary and that the University declined to invoke the *force majeure* clauses in those contracts. Please explain why the University declined to do so. Explain if, how and to what extent the *force majeure* clause in those contracts differ from the one in the University/Chapter agreement.

RESPONSE: Please see the coaches' contracts that have been previously provided in response to your April 29, 2020 request. The University is in the process of working on this issue with the coaches.

4. In reviewing the various documents the Administration has provided, we did not see Sid Foster's name. Did we miss it? Is he an employee of the University? Please provide the documents evidencing his terms and conditions of employment.

RESPONSE: In general lists previously provided to AAUP have been for full-time employees. Sid Foster is a part-time employee. See attached document Sidney Foster Jr_PAF.pdf

5. Please provide Terry Bowden's contract of employment and the documents relating to the severing of his employment, including, without limitation, documents showing any payments he has received and/or will receive on or after his employment was severed.

RESPONSE: See attached Bowden employment termination documents.