



**Office of the Executive Vice President and Provost**

Akron, OH 44325-4703

August 25, 2020

To: Pamela Schulze  
President, Akron-AAUP

Re: Initiation of Retrenchment Process

Dear Professor Schulze,

In satisfaction of Article 15, Section 3A of the Collective Bargaining Agreement between The University of Akron and the Akron-AAUP, The University of Akron will initiate a reduction in force via faculty retrenchment. There are several attachments that are either included with, or incorporated by reference in, this communication, which I will discuss in the following paragraphs. Please note that the timeline for the retrenchment process starts with this communication to you and a comparable communication sent to the deans of the academic colleges and the library.

The first attachment is the letter from President Miller instructing me to initiate this retrenchment process. This letter designates me as the person on behalf of "the University" to provide this notice under Section 3A. The satisfaction of Sections 1 and 2 of Article 15 are described on page 2 of the president's letter. (In addition, the Akron-AAUP's Grievance No. 2020-01 acknowledges that the University has satisfied the requirements of Section 2.) The requirement in Section 3A to provide certain evidence has been satisfied by: (1) materials submitted in our Article 15, Section 12 arbitration brief; (2) materials provided in response to the AAUP's oral and written information requests since April 21, 2020; and (3) materials presented during the parties' bargaining sessions between April 21 and July 13, 2020, all of which are incorporated by reference into this letter.

The second attachment is the communication issued to the deans, and copied to you via this communication, consistent with Section 3B of Article 15.

Consistent with Section 4A of Article 15, we must form a Joint Committee on Retrenchment. That section states that I, or my designee, shall serve as Chair of this committee in an ex-officio, non-voting capacity. President Miller has already selected three members to serve on this committee. Please forward the names of three representatives for AAUP as soon as possible so that a meeting of this committee may be scheduled within the next five working days (i.e. September 1) as required by Section 4A of the CBA.

Sincerely,

John Wiencek  
Executive Vice President and Provost  
The University of Akron