

The Executive Committee of Akron-AAUP has unanimously voted NOT to recommend the ratification of the proposed Collective Bargaining Agreement.

Our decision was made with the utmost concern for the well-being and success of students, faculty, and the institution. It is based upon the following reasons:

- The proposed changes are not in line with the stated mission of the university, nor with recognized priorities for any educational institution.
- Despite repeated requests, the administration has failed to provide the criteria or rationale for the list of faculty they decided to lay off. Absent any criteria or rationale, the composition of the list raises many concerns, especially regarding discrimination and retaliation. A number of faculty on the list had previously filed informal and formal grievances against the university.
- Voting for this collective bargaining agreement abrogates the protection of tenure at the University of Akron, and has implications nationwide. We cannot in conscience approve to establish a precedent for tenure to be so easily discarded.
- Some programs will be devastated by the loss of faculty. This constitutes a de facto program closure, which should happen only through shared governance with the Faculty Senate.
- There are important inconsistencies between the Administration's presentation of their financial circumstances and their actions.
 - New faculty are still being hired, even in departments that are losing faculty to this action.
 - Professional Development Leaves are still being awarded. In previous times of financial constraint, these were cancelled as a money saving measure.
 - The upper Administration is taking just 10% in voluntary salary cuts. Administrations at other universities in healthier financial condition are taking greater cuts.
 - Athletics has only been cut by \$4.4M, and the administration refuses to discuss the possibility of changing NCAA conferences or divisions as a way to create a sustainable model for athletics spending in the future.
 - Force majeure has been selectively invoked across campus. For example, many coaching staff have this provision in their contracts and have only been asked for voluntary reductions in salary.
- Our ability to independently verify the university's financial condition was hampered by the university's refusal to provide necessary information until the final days of negotiation.
- The University repeatedly refused to consider alternatives that would save money, preserve more faculty positions, and maintain the quality of academic programs. Students -- who largely are responsible for funding the university and the reason that we exist -- will suffer as a result.

It is for these reasons that the Akron-AAUP Executive Committee cannot recommend the ratification of the Administration's last, best, and final offer to the chapter.

