**EXHIBIT 25**

**RESPONSES TO JULY 23, 2020 AAUP REQUESTS**

A. NEW REQUESTS

1. President Miller in his recent discussion regarding the layoffs stated that the laid off faculty members taught only 10% of the credit hours offered. Please provide the back-up analysis that supports this assertion in general and broken down by academic unit.

**RESPONSE: See attached Copy of 4197 4201 – Instructor data with SCH.xlsx**

1. Response from Provost regarding the Chapter’s response (provided July 2) to his Delaware Cost Study benchmarking document provided June 18, 2020 (we had anticipated a response, but having received none, we are now formally requesting a response).

**RESPONSE: See attached “DCS Calculations Final.xlsx” and “Final DCS document for AAUP.pdf”**

3. At the July 15 Board meeting, the Trustees approved a number of BUF retirements/resignations that occurred after the date of the layoff list-June 24, 2020. Please explain if these separations were known and accounted for prior to the layoff list being finalized.

Andrey Dobrynin (6/30-Resignation)

Rajeev Gupta (8/9-Resignation)

Ryan Toonen (7/17-Resignation)

**RESPONSE: Yes, these were known about and anticipated as part of the reduction**

We do not know if any or all of these individuals were part of the “4” referenced in the Voluntary column that Rex provided in the “Summary of July 2020 Reductions in Force.” With respect to that document, 97 non-BUF involuntary separations are noted. The Board’s resolution referenced 82 positions. Please provide the original list of the 97 positions, as promised, and please explain which ones were removed and why.

**RESPONSE: The data does not exist. A live data file to create this information and a “snapshot” of the list from that day was not stored. This information was provided during the period that Non-BUF were able to submit retirement by June 30 with an exit date on or before 12/31/2020. Those that submitted by June 30 were removed from the list.**

1. Is it true that the University has hired a visiting professor to replace Robin Pritchard? If so, what, if any, rationale does the University have for severing the employment of a tenured Associate Professor and replacing her with a part-time contingent employee?

**RESPONSE: The plan is to revitalize and rebuild the Dance program from the ground up with new people with new skill sets.**

B. FOLLOW-UP REQUESTS

1. Update regarding Dr. Proenza’s status as a University employee.

**RESPONSE: Dr. Proenza is a UA employee per the terms of his employment agreement.**

2. Delaware Study information—showing the breakout information between R1 and R2 institutions.

*References to letters and numbers are from the original requests to maintain consistency.*

**RESPONSE: See attached “DCS Calculations Final.xlsx” and “Final DCS document for AAUP.pdf”**

3. From Agenda dated July 19, 2020

B. Not Current

1. Position List of non-BUFs to be RIF’d—this request has been outstanding for an extended period of time, it is readily available.

**RESPONSE: See attached “Resolution Job Abolishments + List 071520.final.pdf”**

1. RIF List--Criteria to deans/rationales from chairs. [same as 4.5 below]

**RESPONSE: Provided through iManage.**

4. Has a number of total savings from the redesign of academic structure been determined? If so, what is the savings and how was it arrived at? Same questions regarding administrative and infrastructure support budgets within Polymer Science and Polymer Engineering (or successors). Are the projected savings in Polymer part of or separate from the savings from the overall redesign of the academic structure? Note that the Administration, in its response to the AAUP’s June 1st request, reported that detailed planning and execution will occur in June with the goal to reduce both “Academic Support functional spending” by more than 25% both generally and within PSPE.

If this has not been completed, why not?

If not completed, please provide most recent draft of plan.

**RESPONSE: There will be a period of re-organization and restructuring within departments, Deans offices, the Provost areas, and all other areas on campus. Some changes are already underway. For example, we have moved to change titles of several deans to directors. As national searches are conducted, we will eventually realize the savings in ongoing costs for those positions. The basis for the budget resetting was the functional expense categories, not specific savings in this or that academic area. An additional complication of before and after is that we simply do not have an ability to match those units that were merged into a new college. The structural organizations are so different that there is not a meaningful way to look at localized before and after snapshots. The functional expense categories given the macroscopic investments in instruction vis a vis other areas. The underlying concern is whether instruction is being supported appropriately, and we maintain that these functional expense categories should be monitored to assure this goal is met. Since these expenditures require year end actual expenditures to be accurate, and the follow on changes will take at least a year to effect, the accurate savings, or more appropriately the actual expenditures, will not be known for until October 2021 or later.**

7. The Math Department has individuals on the list, yet it also has a new hire for this upcoming year—why? For what other academic units is this also true? Provide the justification for other units that are hiring and have RIF faculty. Why could these academic units not have other BUFs teach the classes of laid off BUFs, or have adjuncts do so?

*On July 9 the Administration provided a document which addressed the issue regarding the Math and other departments.*

*The chapter has one list of approved but unfilled positions and two for recently filled positions. The academic units to which the Chapter has no response for recently filled and RIF’d positions:*

*Asst. Prof Prac. Geosciences (Wadia-Assoc. Prof)*

*For vacant but unfilled:*

*Asst Prof Prac Mechan Engr (5 RIF—1Ass Prof Prac-Wang)*

*2 Asst Prof Instr-Computer Info Sys (same as Computer Science?—2 RIF)*

*1 Asst Prof & 1 Visiting--, Emerg Mgt & Home Sec (same as Disaster Science & Emerg Serv?—1 RIF-Bennett)*

**RESPONSE: See attached “New Hire Rationales 7-9-20.docx”**

III. Outstanding document/information requests

Update of 10-year summary—with projected layoffs included. *NOTE: Partial response on7/8/20, but continues the error, previously pointed out to the Administration, that the document shows a 5% raise for BUFs in FYE 2010, when in fact it was a 2% increase.*

**RESPONSE: See attached “Head Counts and Pay Increases.pdf”. This is still being updated.**

List of severed employees from 2020 but not 2021:

Please provide us with the names, positions and salaries of all individuals who were employees during FYE 2020 and who have severed their employment, for whatever reason, and will not be employees as of September 1, 2021, or who will be severing employment during FYE 2021, and if after September 1, the date of severance for each such individual.

(email to SN 6/24)

**RESPONSE: See attached document “Infor Request 2020 and 2021 Terminations for AAUP.xlxs”**

6.18 Athletics reduction Analysis as of 6.1.20 (produced 6/18)—need back-up

“Athletics Memo 2/6/20 (produced 6/24)

**RESPONSE:**

**Compensation Reductions and Positions Eliminations. Positions will be eliminated and positions being replaced will do so at a lower salary level.**

**Operating Reductions – The operating budgets (specifically to include Student Assistant, Supplies and Services, Communications, Equipment, and Travel lines) of each of the sports programs continuing will be reduced by approximately 22-25%, thereby yielding approximately $1M. Further, so too will the various administrative operating budgets be reduced by $700,000.**

**Cost of Attendance – The cost of attendance gap funding will be reduced strategically in a manner that affects each gender proportionately, yet limits the negative recruiting affects in sports programs that have the potential to earn revenue as a result of competitive success.**

**Scholarships – Athletic scholarship aid for the continuing sports programs covering tuition, room, board books and fees will be significantly be reduced for summer terms for football and men’s and women’s basketball and football, and for fall and spring terms for the men’s and women’s track programs and co-ed riflery.**

Who is the author?

**RESPONSE: The University of Akron, Budget Office.**

Is there any update, given it is now almost 5 months old. – No.

Apparently the Athletics Department failed to follow the President’s directive to cover in the prior year’s budget (FYE 2019) the football coach’s severance payment of $315,180 and has promised to make it up through fund raising, rather than through University resources for FYE 2020. Did that occur? What is the status? To the extent this did not occur, what, if any, where the consequences?

**RESPONSE: Coach Bowden was terminated without cause and under the contract he was owed liquidated damages related to his base salary. The payments to Coach Bowden have been characterized as salary and compensation payments. No funds were raised to cover these payments and no directive from the President that the payments be fundraised. The bulk of the costs associated with the coaching change and buyout were supported by the nonbudgeted settlement in the Nebraska football game buyout.**

4. From the Chapter’s Request dated July 1, 2020:

1. With respect to the document entitled **The University of Akron Response and Context to AAUP report concerning Athletics** provided to the Chapter on June 29, 2020:

* 1. Support the Administration’s claims with respect to **Direct and Immediate Costs** and **Annual Revenue Forfeited. RESPONSE: See previously provided pages from the MAC Bylaws and Constitution. Further, if needed we can provide copies of football game contracts which have liquidated damages and guarantee amounts in the terms. New conference entry fees are not memorialized in any document but rather are known to those experienced in the industry and could apply. The remainder of the elements are identified as estimates. Those estimates are based on historical receipts.**
  2. Support the allocation of 76% of the 2019 State Pension/OPEB adjustment to Instruction and departmental research, when that category constituted only 42% of the Expenses (excluding depreciation which is a non-cash expense) in 2019, all as reflected in the Administration’s response and attached chart detailing *Statements of Revenues, Expenses and Changes in Net Position for Year-End 2010 and 2019*. **RESPONSE: First, because this is pension/OPEB expense(revenue) the allocations are based on salary expense not all expenses. It goes a step further because the University have three retirement plans, each with different employees. The retirement plan with the majority of the changes for FY19 (and FY18) was STRS which is allocated largely to Instruction and departmental research.**
  3. Explain the discrepancy between the Knight Commission’s report showing donor contributions in 2018 of $1.87M to the Athletics Department and the Administration’s claim of $3,332,927 (2018 calendar year)/$3,304,532 (2018 FYE). *And as a follow-up, please identify the categories of contributions included in the Administration’s reported numbers.* **RESPONSE:**

**Calendar Year 2018 Total:     $3,332,927.47**

**Calendar Year 2019 Total:      $2,557,756.24**

**Fiscal Year 2018 Total:          $3,304,831.88**

**Fiscal Year 2019 Total:           $3,462,633.43**

**The explanation of the differences in the figures provided on May 12th versus the ones today and the ones provided on June 26th is below.**

**FY 2018:  The $3,304,831.88 figure is accurate. This was checked multiple ways and compared to a historical overview and the figure matches there as well.  The difference is that the May pull didn’t rely on historical data. The numbers were pulled again because it also needed total giving for the year, so we could provide Athletics vs. All Other giving.  In the manual work to recreate the number, which is involves scrolling through the spreadsheet of thousands of gifts to sum Athletics gifts, additional gifts were accidently included.**

**FY 2019:  The $3,462,633.43 figure is accurate.  This was checked multiple ways and the same number was arrived at each time.  The difference between the two figures is the one that was provided in June was from the historical overview.  It was accurate then ($3,437,633), but isn’t now because gifts were moved from holding (a non-athletics fund) to their new athletics fund after the data was pulled for the historical overview.  The new number accurately reflects the giving in FY 2019 to Athletics designations as of when the move from holding to the real account happened.**

* 1. Explain the discrepancy between Administration’s “Confidential Report” produced to the Chapter in an e-mail from its outside counsel on May 19, 2020 (5:39 p.m.) claiming donations to Athletics in FYE 2018 of $3,376,399 and its current response (see above) of approximately 10% less--$3,304,532. **RESPONSE: See response above.**
  2. Explain the discrepancy between Administration’s “Confidential Report” produced to the Chapter in an e-mail from its outside counsel on May 19, 2020 (5:39 p.m.) claiming donations to Athletics in FYE 2019 of $3,462,633 and its current response of $3,437,633. **RESPONSE: See response above.**
  3. Identify where revenue from donations is shown on the “FY 19-20 Athletic Summary” document previously provided**. RESPONSE: Donations make up part of the total in the Revenue column (last column on the right) in the line items identified as Administration, Z Fund, and each of the sports programs.**

*NOTE: No responses have been provided regarding the above.*

1. The criteria the deans and department chairs/school directors used for determining whom to lay off.  The rationales for the decisions made for each BUF on the layoff list, applying such criteria. [Same as 3.B.2. above] *NOTE: This was promised on July 7 and yet no information has been forthcoming.*

**RESPONSE: Provided through iManage.**

8. Detailed listing of all cuts (description and projected cost savings) to the non-academic side of the University, including layoffs (job classifications and projected savings) of non-BUFs. *NOTE: The administration produced a spreadsheet, but where in that spreadsheet is athletics or auxiliaries identified?*

**RESPONSE: See the previous document provided that detailed the cuts to the Athletics department and responses in this document. There is not an auxiliary document.**

5. From the Chapter’s Request dated June 13, 2020:

*Responses to questions 1 and 2 were for the first 11 months of FYE 2020 because data was not available given when the responses were provided. As noted in all of the Chapter’s requests, those requests are considered to be continuing. Please provide updated responses for the following requests:*

1. Any documents showing total expenditures for each academic unit (college and department) during fiscal years 2019 and 2020.

**RESPONSE: See previous response. The budget documents will be presented to at the August board meeting.**

1. Any documents showing total expenditures for each non-academic unit during fiscal years 2019 and 2020.

**RESPONSE: See previous response. The budget documents will be presented to at the August board meeting.**

6. From the Chapter’s Request dated June 1, 2020:

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%.

*NOTE: June is over, the above responses need to be updated.*

**RESPONSE: There will be a period of re-organization and restructuring within departments, Deans offices, the Provost areas, and all other areas on campus. Some changes are already underway. For example, we have moved to change titles of several deans to directors. As national searches are conducted, we will eventually realize the savings in ongoing costs for those positions. The basis for the budget resetting was the functional expense categories, not specific savings in this or that academic area. An additional complication of before and after is that we simply do not have an ability to match those units that were merged into a new college. The structural organizations are so different that there is not a meaningful way to look at localized before and after snapshots. The functional expense categories given the macroscopic investments in instruction vis a vis other areas. The underlying concern is whether instruction is being supported appropriately, and we maintain that these functional expense categories should be monitored to assure this goal is met. Since these expenditures require year end actual expenditures to be accurate, and the follow on changes will take at least a year to effect, the accurate savings, or more appropriately the actual expenditures, will not be known for until October 2021 or later.**

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.

*As previously noted, the answer is not responsive to the request made. Please provide a responsive response.*

**RESPONSE: All of the coaches have voluntarily agreed to the reductions and the force majeure clauses were not invoked.**

7. From the Chapter’s Request dated May 10, 2020:

*The Administration has not updated its responses to the requests below from those initially provided, please do so.*

7. What is the plan for proceeding with this organization? What are the next action items and deadlines? **RESPONSE: This is a work in progress.**

**RESPONSE: It is not clear what “this organization” is. Assuming this is referring to the new 5 college model. Deans are working on reorganization and restructuring ideas with the faculty in their college. Dr. Wiencek has approached Faculty Senate to discuss reorganization ideas within the Provost areas. My intent is to work closely with Faculty Senate going forward. AAUP can coordinate and participate in the Faculty Senate activity.**

10. A copy of any data or other document indicating that Division I football is important to the University community or the University’s supporters/donors.

**RESPONSE: See the attached documents title Game Exposure Summary and Analysis and Impact of the MAC Athletic Departments on the Region.**

**Division I football is important to the University community in many ways.**

**The value proposition related to the brand exposure of Division I football is unmatched. The U.S. culture (especially in north east Ohio) craves sports, particularly football, as evidenced by dedicated sections of newspapers, regular news segments, and entire broadcast stations and networks that are committed to satiating that desire. For instance, the University’s participation in the 2015 Famous Idaho Potato Bowl alone was viewed by 1.1 million viewers (Nielson television market ratings). That very high exposure includes within the three-hour national broadcast feature stories about UA students on the team and in the band. Likewise, an exposure study of the 2017 by market leading media company Julius Jones (attached) demonstrates with deep specificity the positive ways by which 1.7 million viewers experienced the University of Akron through television, print media, and internet channels.**

**The greater Akron business community is also a significant beneficiary of the impacts from Division I football. As demonstrated in the 2016 economic impact study attached, the entire conference in general and the University of Akron and its football program in particular have a multi-million dollar impact on the local economy. That fact is of high interest to those supporters of the University who own businesses and work in the greater Akron area.**

11. A copy of any data or other document indicating that any sport other than football is important to the University community or the University’s supporters/donors. **RESPONSE: See the response above.**

12. A copy of any analysis showing the costs and/or savings of ceasing any athletic program. **RESPONSE: The University is working on this response. See the link below that provides detail about redesigning Athletics.** [**https://www.uakron.edu/im/news/redesigning-the-university-of-akron-athletics-update/**](https://www.uakron.edu/im/news/redesigning-the-university-of-akron-athletics-update/)

**RESPONSE: The link provides the details.**

8. From the Chapter’s Request dated April 29, 2020:

1. For each academic year, beginning with the academic year ending June 30, 2011, to date:

a. Identify and produce all documents which include the following information: University’s total expenditures by category in sufficient detail such that it shows amounts spent--overall, on the athletics department (including subsidies and the source(s) of subsidies), on other auxiliaries (including subsidies and sources of subsidies), on upper administration (above the chair level), on academics (salaries, fringes, and other), on bargaining unit faculty (salaries and benefits), on non-academics, and on debt incurred and on debt paid. **RESPONSE: The University does not store documents in the manner that you have requested, but the documents provided to 1.b. below responds to most of this request. The University is reviewing what documents are responsive to the requests for upper administration, academic salaries and fringes or bargaining unit faculty.**

*There has been no further response from the Administration regarding the highlighted sentence since May,22. Please update and complete the response.*

**RESPONSE: See University of Akron Financial Statements.**

9. From the Chapter’s Request dated April 27, 2020:

*On May 22 the Administration responded to the following requests; is there any more current information or documentation regarding these requests, if so please provide.*

2. The current financial condition of the University and all near-term projections regarding revenues and expenditures for FYE 6-30-21.

**RESPONSE: The Budget will be presented to the Board in August.**

3. Plans or presentations made to address any shortfall for FYE 6-30-21.

*Since May 22, there has been no further update regarding the Administration’s working on a response as to the following two requests, please provide updated responses.*

**RESPONSE: See the videos released by Steve Storck and President Miller and various statements released by University. The budget will be presented at the August 10 Board meeting.**

4. Faculty members have advised the Chapter that the Administration is planning cuts on the academic side of $20 million. To the extent not already produced pursuant to paragraph 3, produce all documents and information relating to those planned cuts, as well as the genesis of this plan—identifying all the authors, the date of such plan, the date it was communicated to others and the names of the individuals to whom it was communicated.

**RESPONSE: This is an outdated question. See the response from the question above and previous responses including the DCS analysis.**

6. Return on investment analyses regarding any part of the University’s operation, including, without limitation, information and documents showing which programs are making money for the University and which are not.

**RESPONSE: There are no responsive records.**

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