

**TAB 1**

**REDESIGNED COLLEGE ADMINISTRATIVE  
STRUCTURE**

## **Redesign of the Academic Structure**

The University of Akron community has had ongoing discussions over many years about the interdisciplinary academic collaboration and efficiency gains that may result from a redesign of our academic structure. Several ideas have surfaced at varying levels of detail over the past decade, resulting in some minor restructuring. The academic community has mixed opinions on how and what to restructure, but there is general understanding of the potential benefits of a new academic structure.

The COVID-19 pandemic is a disrupting agent for the world's economy and has forced us to look at all options to meet our mission in the best possible way. The attached appendices contain more detail on our financial concerns but also on our vision to position The University of Akron for sustainable and meaningful growth post COVID-19. The academic redesign has been an idea that has been debated for some time without taking that bold step to move forward. Given our current realities, The University of Akron community has committed to taking that bold step now to position ourselves for future success.

The plan reduces administrative overhead while enhancing the student and faculty experience and academic/scholarly excellence (including research and graduate programs). Fundamental to these opportunities, collaboration and sharing will be nurtured and embraced in our pursuits. This plan has gone through multiple iterations starting with the deans, the Faculty Senate Executive Committee, the University Council Executive Committee, the broad campus (via Brightspace discussion boards and confidential forums), and the Faculty Senate (special meeting on May 22, 2020). Under ideal circumstances, we prefer additional time for feedback and discussion, but the urgency of our current financial situation requires a quick, but shared, decision-making process. We all should take pride in the depth and breadth of engagement that occurred over one short month to get us to a proposed structure from which to build our academic enterprise post COVID-19.

## **Process Summary**

In late April 2020, President Miller and Interim Provost Urgo recognized the value and need to redesign our academic enterprise given the urgency and severity of the financial stress facing The University of Akron in the coming fiscal year. The deans of the academic units were charged with developing a new academic structure, with a reduced number of colleges having a unified intellectual and pedagogical approach. Over the course of several weeks, the deans developed a draft proposal to be shared with the larger community for further input.

This draft plan was shared broadly with The University of Akron community on May 6, 2020, by the new Executive Vice President and Provost, John Wiencek, via a short video which explained the draft structure and how it would be enmeshed with a ground-up budget building exercise in the academic enterprise. Feedback was solicited through a discussion board in Brightspace as well as a confidential submission form. There were more than 280 confidential feedback submissions. Also, 22 distinct threads with more than 100 replies and comments were placed

on Brightspace. In addition, some faculty and departments offered short letters or position papers directly to various leaders, many of which are attached as appendices here. This active participation and professionalism are welcomed, and the leadership is grateful for our community's involvement and guidance throughout this entire process. Stated simply, "Thank you!"

The feedback was reviewed and considered resulting in a second draft structure which was circulated to the community on May 20, 2020. The second draft was forwarded to Faculty Senate for final review and additional recommendations pursuant to Rule 3359-10-02. The Faculty Senate's response is attached in the Appendix and summarized below within the text of these final recommendations to the Board of Trustees. This redesigned academic structure will continue to evolve in the future, but it is the launch point for that future.

### **Proposed Structure after Faculty Senate Review and Recommendations**

The Faculty Senate provided seven specific recommendations to improve the draft structure. Each of those recommendations was carefully considered by the president and the provost. Many of those recommendations are incorporated into the proposed structure that will be forwarded to the Board of Trustees for further consideration. The following summary paragraphs address the Faculty Senate's discussion.

**STEM College.** The University leadership agrees with Faculty Senate that the idea of a STEM college merits more conversation going forward. The final proposed structure does assemble many of our applied and pure sciences along with engineering disciplines into a new college that has many, but not all, of the elements that would comprise a STEM college. We welcome working with Faculty Senate in the future on continuing to explore this concept as the next stage of our evolution.

**Math/Statistics.** The leadership agrees with Faculty Senate that Math and Statistics should remain in the redesigned Buchtel College of Arts and Science for now. Pending further discussions about the formation of a STEM college or, in the case of Statistics, a desire by the faculty to move to another college, we will reconsider the location of these important programs.

**CAST and Wayne College.** There were no specific recommendations from Faculty Senate, but concerns were raised. The merger of the College of Applied Science and Technology (CAST) and Wayne College was revisited but no strong recommendation was offered. This merger was discussed by the deans and leadership. This idea would generate a sixth college and would sacrifice alignment among the engineering and technology programs. It also would be challenged by the distance between the Wayne campus and main campus. Since no clear alternative was suggested, leadership will advance the mergers of CAST programs as recommended by specific Faculty Senate recommendations in the next section.

**Cybersecurity and Digital Forensics.** These two programs within CAST were initially assigned to the merged college including the engineering disciplines. There are significant faculty and curricular integration of these Computer Information Systems (CIS) degree tracks with the Disaster Science and Emergency Services (DSES) faculty/curriculum. DSES proposed moving these two programs from CIS to DSES. Faculty Senate recommended that CIS retain these programs going forward. Subsequent discussion was held among the CIS and the DSES programs to follow up on the Faculty Senate discussion. CIS has agreed to move the Digital Forensics degree program to DSES which will redesign the curriculum and remove the CIS tag, but will retain the Cybersecurity degree within CIS. This action is pending all normal curricular processes. Given this additional adjustment, the leadership accepts this path forward.

**Polymer Science and Polymer Engineering (PSPE).** The leadership agrees with Faculty Senate that the PSPE faculty should remain a cohesive unit as a School of Polymer Science and Polymer Engineering. PSPE offered that they would be willing to reduce their administrative and support expenses substantially as part of the budget resetting process. As a School, the PSPE faculty can continue to build the School's prestige and impact, which brings distinction and recognition to The University of Akron. As recognized and discussed in the Faculty Senate meeting, this change will bring a significant downsizing of administrative and infrastructure support budgets for PSPE, much like many other units will endure during our budget resetting process. The leadership recognizes that our PSPE faculty are great role models and mentors for graduate and undergraduate students. The faculty also offer an interdisciplinary approach that pulls our faculty together to address perplexing questions. Given the significant reduction to support budgets and the advantage of continued integration of the faculty across disciplines, the leadership recommends placing the School of Polymer Science and Polymer Engineering into the merged college with Engineering and CAST. This will allow for shared utilization of core infrastructure and administration in support of the scholarly and educational excellence of our PSPE faculty. It also sets the stage for additional conversation about a potential STEM college.

**LeBron James Family Foundation School of Education.** The leadership agrees with Faculty Senate that a move to BCAS is a positive step forward and additional conversations with peer faculty in BCAS will enhance this new structure.

In summary, the new structure will include four colleges and the School of Law; the names of the colleges will be developed after obtaining collective feedback from the faculty that will now comprise those colleges. The academic programs in each of these colleges is summarized in the tables below. Some of these programs may share administrative support services and a department chair going forward. Those decisions will rest with the college faculty and their dean. Wayne College will be designated as the Wayne Campus and its faculty will continue to serve students who attend UA at Wayne (and other regional academic centers) while aligning with the main campus program offerings. The School of Law is unaffected by this redesign. The Williams Honors College will be administered by BCAS going forward. The Graduate School, though retaining its name, will be operated as an administrative unit in the Office Academic Affairs. All changes will be summarized in a resolution for the Board of Trustees to consider at its special meeting on May 29, 2020.

## Learning and Evolving

As we conclude this phase of the redesign exercise, it is useful to reflect on what has happened and to learn from it as we move forward. First, we have come together and moved fast in this moment of emergent crisis. The process used here was accelerated and many would have preferred more time for deliberation and acceptance of the ideas, but we also understand the need to move forward to define our own future together. The University of Akron community takes pride in the fact that it continues to embrace shared governance, along with its messy and chaotic nature, in a time of stress. This is a new starting point for The University of Akron. We will continue to work together to improve upon this starting point. Together we rise.

College 1	
(Buchtel College, LJFF College of Ed, Williams Honor College)	
Art	Psychology
Music	History
Biology	Sociology
Chemistry	Anthropology
Geosciences	Political Science
Physics	Communication
LeBron James Family Foundation School of Education	Criminal Justice Studies
English	Public Administration / Urban Studies
Modern Languages	Dance Theatre and Arts Administration
Philosophy	Mathematics
Statistics	Organizational Supervision / Associate of Tech Studies Corporate Partnerships
Williams Honors College	

College 2 (College of Business Administration)
Accountancy
Finance
Economics
Management
Sports Studies
Marketing

College 3 (School of Law)
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College 4 (Health Professions)	
Disaster Science and Emergency Services (including Digital Forensics)	Social Work
Allied Health	Child & Family Development
Nutrition and Dietetics	Speech Language Pathology
Sport Science and Wellness Education	Audiology
Counseling	Nursing

College 5 (College of Engineering + CAST + CPSPE)	
Biomedical Engineering	Electrical & Computer Engineering
Chemical Engineering	Electrical & Electronic Eng. Technology
Corrosion Eng / Corrosion Tech	Computer Science
Civil Engineering	Computer Information Systems
Construction	Surveying
Mechanical Engineering	Manufacturing
Mechanical Eng. Technology	Aerospace Systems Engineering
School of Polymer Science & Polymer Eng	

**THE UNIVERSITY OF AKRON**

**RESOLUTION 5- -20**

Approval for Consolidation of Academic Units

WHEREAS, The Academic Division of The University of Akron currently includes eleven colleges and schools including: the Buchtel College of Arts and Sciences, the College of Engineering, the College of Polymer Science and Polymer Engineering, the College of Applied Science and Technology, the College of Business Administration, the College of Health Professions, the School of Law, the LeBron James Family Foundation College of Education, the Williams Honors College, Wayne College, and the Graduate School; and

WHEREAS, The large number of colleges and schools diminishes coordination among similar academic disciplines; and

WHEREAS, The large number of colleges and schools increases administrative costs and reduces the ability for collaboration among colleges; and

WHEREAS, The majority of the current undergraduate and graduate degree programs are important components of the University academic portfolio and should remain, while it is expected a relatively small number of degree programs will be discontinued; and

WHEREAS, The Buchtel College of Arts and Sciences is a key part of the academic portfolio of the University, carries the name of the founder of the institution, powers University programs in the arts, music, humanities, social sciences, basic sciences, and important interdisciplinary programs and, thus, should be retained and nurtured as a separate college; and

WHEREAS, The Williams Honors College is a unique and important residential-based and endowed honors program with close connections to the arts and sciences and should be included as a separate and named administrative unit within the Buchtel College of Arts and Sciences; and

WHEREAS, The LeBron James Family Foundation College of Education is a unique and important component of the University's academic and community outreach programs with close connections to teaching content areas in the Buchtel College of Arts and Sciences and should be included as a separate administrative unit and named the LeBron James Family Foundation School of Education within the Buchtel College of Arts and Sciences; and

WHEREAS, The College of Engineering is a key part of the University academic portfolio and should be placed in a position to expand; and

WHEREAS, The program in polymer science and polymer engineering is an important distinguishing characteristic of the University and important for the University's collaboration with the regional, national and global technology economy and should be included as a distinguishable unit within the College of Engineering; and

WHEREAS, The programs of the current College of Applied Science and Technology are an important part of the University's academic portfolio and can be nurtured in other colleges; these programs should be moved to other colleges and the name of the College of Applied Science and Technology discontinued; and

WHEREAS, The College of Business Administration is a key part of the University academic portfolio and should be retained and placed in a position to expand and possibly accept additional degree programs; and

WHEREAS, The College of Health Professions is a key part of the University academic portfolio and should be retained and placed in a position to expand and possibly accept additional degree programs; and

WHEREAS, The School of Law is a key part of the University academic portfolio and should be retained and placed in a position to expand; and

WHEREAS, The programs offered at Wayne College are an important part of the University academic portfolio and access and engagement activities can be deployed at the Wayne Campus (and other remote campuses) and administered on the main campus through the Office of Academic Affairs; and

WHEREAS, The Graduate School is an administrative unit serving the entire campus and can be administered in the Office of the Provost; and

WHEREAS, Substantial conversations and discussions have been held with the Faculty Senate, which is the appropriate shared governance body, to consider the original proposal from the deans and revisions have been made to incorporate many of the suggestions and comments of the Faculty Senate; Now, Therefore,

BE IT RESOLVED, Effective July 1, 2020, the administrative structure of the Academic Programs of The University of Akron shall be deployed in the following five Colleges and Schools, the final names of which will be determined through the shared governance process before the effective date: Buchtel College of Arts and Sciences, College of Engineering and Polymer Science, College of Business Administration, College of Health Professions, School of Law; and

BE IT FURTHER RESOLVED, The Buchtel College of Arts and Sciences shall include the following academic programs organized in an appropriate way to be determined: Anthropology, Art, Biology, Chemistry, Communication, Criminal Justice Studies, Dance, Theatre and Arts Administration, English, Geosciences, History, LeBron James Family Foundation School of Education, Mathematics, Modern Languages, Music, Organizational

Supervision/Associate of Tech Studies Corporate Partnerships, Philosophy, Political Science, Public Administration/Urban Studies, Psychology, Physics, Sociology, Statistics, The Williams Honors College; and

BE IT FURTHER RESOLVED, The College of Engineering shall be renamed the College of Engineering and Polymer Science and shall include the following academic programs organized in an appropriate way to be determined: Aerospace Systems Engineering, Biomedical Engineering, Chemical Engineering, Civil Engineering, Computer Science, Computer Information Systems, Construction, Corrosion Engineering/Corrosion Technology, Electrical and Computer Engineering, Electrical and Electronic Engineering Technology, Manufacturing, Mechanical Engineering, Mechanical Engineering Technology, School of Polymer Science and Polymer Engineering, Surveying; and

BE IT FURTHER RESOLVED, The College of Business Administration shall include the following academic programs organized in an appropriate way to be determined: Accountancy, Finance, Economics, Management, Sports Studies, Marketing; and

BE IT FURTHER RESOLVED, The College of Health Professions will include the following academic programs organized in an appropriate way to be determined: Allied Health, Audiology, Child and Family Development, Counseling, Disaster Science and Emergency Services (including Digital Forensics), Nursing, Nutrition, Social Work, Speech Language Pathology, Sport Science and Wellness Education; and

BE IT FURTHER RESOLVED, The School of Law shall include the programs it currently offers; and

BE IT FURTHER RESOLVED, The University will continue to offer important programs at its Wayne campus and other remote locations administered from the main campus and a named college at the Wayne location will not continue; and

BE IT FURTHER RESOLVED, The Graduate School, though retaining its name, will be operated as an administrative unit in the Office Academic Affairs; and

BE IT FURTHER RESOLVED, The University administration is authorized to take all actions necessary to deploy the organizational structure described herein.

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M. Celeste Cook, Secretary  
Board of Trustees

May 29, 2020



## **TAB 2**

# **REVISIONS TO EMPLOYMENT RULES**

## MEMORANDUM

DATE: May 27, 2020

TO: Gary L. Miller, President

FROM: Sarah J. Kelly, Associate Vice President Human Resources/CHRO

RE: Revisions to Employment Rules

Please find attached for your consideration three University Rules: 3359-22-01, “Contract Professional Rule;” 3359-26-05.1, “Reductions in Workforce;” and 3359-11-02.1, “Furloughs for Non-Bargaining Unit Employees” (collectively the “Proposed Rules”). Two of the Proposed Rules, 3359-11-02.1 and 3359-26-05.1, are new; the third, 3359-22-01 is an existing rule with revisions. All three of the Proposed Rules are intended to provide flexibility to the University with respect to its workforce.

Consistent with the process outlined in H.B. 187 and the Inter-University Council of Ohio’s Human Resource Committee’s implementation guidelines and standards, the University’s Human Resources Department conducted an extensive consultation and communication effort with the University community regarding the Proposed Rules. Human Resources published drafts of the Proposed Rules on its website for 31 days, so that individuals could provide comments and ask questions via an online feedback form. The feedback form received nearly 100 comments and questions. In response to the online form submissions, Human Resources provided a regularly updated “frequently asked questions.”

To further engage in dialog with employees in the Proposed Rules’ process, Human Resources conducted a live online forum that was attended by over 300 employee stakeholders, during which over 120 comments and questions were received and responded to by representatives on behalf of Human Resources. The online forum was recorded and posted on the institutional website for those unable to attend. Human Resources representatives also engaged in consultation with representatives of the Contract Professional Advisory Committee and the Staff Employee Advisory Committee and received official recommendations from both groups.

As a result of this consultative and transparent process, Human Resources received significant feedback for the Proposed Rules. Recommended changes that have been incorporated into 3359-22-01 include expanding the notice period for longer-serving University employees and removing the suggested retirement notice period. Many suggestions were made regarding implementation procedures and these will be considered should the University adopt and act in accordance with the Proposed Rules.

Following consultation with senior University Administration, Human Resources suggests the following additions and revisions to the University Rules.

1. O.A.C. 3359-26-05.1: Reductions in Workforce.

On October 17, 2007, The University of Akron Board of Trustees passed Resolution No. 10-14-07, which, consistent with House Bill 187, authorized the University administration to propose revised or new policies and procedures applicable to classified civil service employees. Currently, reductions in force for classified civil service employees are governed by Chapter 124 of Ohio Revised Code and Chapter 123 of the Ohio Administrative Code, which are inflexible. For example, current law provides for an employee bumping process when reductions in workforce occur, about which both management and affected employees have expressed frustration. If adopted, this Rule would provide greater flexibility to the University administering reductions in workforce for classified civil service employees and would help to minimize disruption and reduce impact on productivity, and to ensure that employees will not be laid off with only two weeks' notice.

2. O.A.C. 3359-22-01: Contract Professional Rule.

The proposed changes to this Rule are intended to complement the new Reductions in Workforce Rule. The current Rule does not specifically address a reduction in workforce. As revised, this Rule provides the framework and guidelines to implement a reduction in workforce for contract professionals, including the elimination of the ability to request, as a matter of right, a hearing in response to a reduction in workforce separation. The revised Rule also includes information concerning the applicable notice periods and cross-references 3359-11-02.1, the new Furloughs for Non-Bargaining Unit Employees Rule. As with the two new Rules, this Rule will provide greater flexibility to the University in managing its workforce.

3. O.A.C. 3359-11-02.1: Furloughs for Non-Bargaining Unit Employees.

Section 371.70.20 of Amended Substitute House Bill No. 1 of the 128<sup>th</sup> General Assembly, effective on July 17, 2009, provides that “. . . the board of trustees of any state institution of higher education, notwithstanding any rule of the institution to the contrary, may adopt a rule providing for mandatory furloughs of employees, including faculty, to achieve spending reductions necessitated by institutional budget deficits.” On October 17, 2007, The University of Akron Board of Trustees passed Resolution No. 10-14-07, which authorized the University administration to propose revised or new policies and procedures applicable to classified civil service employees, consistent with House Bill 187. To date, the University has not utilized this authority to adopt a furlough rule.

This proposed Rule, which applies to contract professionals, non-bargaining unit staff, and non-bargaining unit faculty, provides the framework to implement an employee furlough plan. Under the Rule, the President, after consultation with the Board, would be authorized to implement furloughs in the event of a significant operating budget deficit. Employees

could be furloughed up to seventy working days in any fiscal year. While furloughed, employees' continuous service date and employment status would not be affected, and employees would continue to accrue vacation and sick leave during the first twenty days of a furlough. Healthcare, dental, vision, and life insurance benefits also would not be affected by a furlough, although both employee and University retirement contributions would be affected, since contributions are based on actual earnings.

c: Stephen Storck

**3359-26-05.1 Reduction in workforce.**

(A) Introduction.

- (1) Conditions may arise that necessitate the reduction of the university workforce. Reduction of classified civil service staff positions may occur for a variety of reasons including, but not limited to, budgetary constraints, changing priorities, lack of work, reasons of economy, efficiency improvements or reorganization, or due to extraordinary or catastrophic events beyond the university's control.
- (2) On October 17, 2007, the university of Akron board of trustees passed Resolution No. 10-14-07, specifically authorizing the administration to propose revised or new policies and procedures applicable to classified civil service employees in accordance with House Bill 187 of the 132nd General Assembly.
- (3) This rule shall substitute sections 124.321 to 124.327 of the Revised Code, and rules 123:1-41-01 to 123:1-41-24 of the Administrative Code, and will be the sole source for any and all policies and procedures applicable to classified civil service employees regarding layoffs and reduction in workforce and shall supersede all other university rules or policies that may be in conflict.

(B) Procedure.

- (1) Employees will be provided with at least thirty calendar days' written notice prior to the effective date of termination.
- (2) Employees shall be entitled to paid leave at their current rate of pay with benefits during the thirty-day notice period subject to the following conditions:
  - (a) The paid leave will start on a date to be determined by the employee's supervisor in consultation with human resources and may be immediate, or may be delayed, but will begin no later than fourteen calendar days after notice of the reduction in force is given.
  - (b) If an employee obtains a full-time position with the university or any other employer before the completion of the thirty-day period, the paid leave shall terminate on the date of the new employment.
- (3) Classified civil service employees shall not be entitled to retention points, displacement rights, or recall rights.
- (4) The layoff jurisdiction shall be defined as the university of Akron and all branch and satellite campuses.
- (5) A classified civil service employee may appeal a layoff, to the state personnel board

of review. The appeal shall be filed or postmarked no later than ten days after receipt of the layoff notice.

(C) Employees can be discharged for documented just cause, as provided in applicable laws, rules and regulations. The reduction in workforce process should not be used to circumvent good performance management practices.

(D) This policy excludes employees who are on special contracts or renewable appointments as these time-limited appointments are identified at the outset of employment.

(E) This policy is not applicable to employees covered by a collective bargaining agreement.

Effective:

Certification:

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M. Celeste Cook  
Secretary  
Board of Trustees

Promulgated Under:

111.15

Statutory Authority:

124.14; 3359.01

Rule Amplifies:

124.14; 3359.01

Prior Effective Dates:

**THE UNIVERSITY OF AKRON**

**RESOLUTION 5- -20**

Approval to Adopt University Rule 3359-26-05.1  
Reductions in Workforce

WHEREAS, Ohio Revised Code Section 3359.03 authorizes The University of Akron (the “University”) Board of Trustees (the “Board”) to do all things necessary for the “proper maintenance, and successful and continuous operation of the university,” including the adoption and amendment of “bylaws, rules, and regulations for the conduct of the board and the government and conduct of the university”; and

WHEREAS, On October 17, 2007, the Board passed Resolution No. 10-14-07, specifically authorizing the administration to propose revised or new policies and procedures applicable to classified civil service employees in accordance with House Bill 187; and

WHEREAS, The University recognizes that conditions may arise that necessitate the need for the reduction in workforce for classified civil service employees; and

WHEREAS, This rule provides the framework and guidelines for the implementation of a reduction in workforce for classified civil service employees; Now, Therefore,

BE IT RESOLVED, That this Board adopts University Rule 3359-26-05.1; and

BE IT FURTHER RESOLVED, That this Rule shall substitute for Ohio Revised Code Section 124.321, et al. and Ohio Administrative Code Rule 124:4-41-01, et al., and will be the sole source for any and all policies and procedures regarding layoffs and reduction in workforce applicable to classified civil services employees at the University; and

BE IT FURTHER RESOLVED, That this Board authorizes the University administration to take all steps necessary to file this with the Legislative Service Commission for inclusion in Ohio Administrative Code Chapter 3359.

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M. Celeste Cook, Secretary  
Board of Trustees

**3359-22-01 Contract professional information.**

- (A) Contract professionals. Contract professionals are full-time or part-time non-teaching professional personnel of the university to whom the president or the president's designee(s), on the recommendation of the administration, grants recognition and benefits. Any contract professional originally appointed prior to July 1, 1986 shall be designated as a member of the general faculty as long as the person continues in such positions. Contract professionals do not hold regular faculty rank (e.g., instructor, assistant professor, associate professor, professor). The minimum requirement for this employment category is a baccalaureate degree.
- (B) Appointments.
- (1) Contract professionals' appointments generally do not include a specific end date. Contract professionals are not eligible for indefinite tenure.
  - (2) Upon appointment, each contract professional receives a certificate or letter of appointment, stating the annual salary or periodic salary if part-time, and, only if applicable, the length or end date of appointment.
- (C) Separation from employment without cause [other than for a reduction in workforce](#). The procedure to be followed in the separation from employment of contract professionals without cause, [other than for a reduction in workforce as outlined in paragraph \(D\) of this rule](#), shall be as follows:
- (1) If a contract professional, other than contract professionals in the department of athletics classified as "coach," is to be separated from employment without cause, the immediate supervisor shall notify said contract professional in writing not later than:
    - (a) Three months prior to the date of separation during the contract professional's initial two years of continuous employment with the university of Akron, or
    - (b) Six months prior to the date of separation in the event the contract professional has served more than two years of continuous employment with the university of Akron.
  - (c) If a contract professional in the department of athletics classified as "coach" is to be separated from employment without cause, the immediate supervisor shall notify said contract professional in writing not later than three months prior to the date of separation. For the purposes of this rule, "coach" will include those contract professionals classified as a coach and contract professionals' positions that are directly related to an athletic team as determined by the director of athletics. For coaches who are currently employed pursuant to a one-year



contract, this rule will not apply until their current contract term expires.

- (d) Contract professionals, including coaches, who have individual employment agreements are not affected by these provisions.

(D) Reduction in workforce. Conditions may arise that necessitate the reduction of the university work force. Reduction of two or more contract professional positions, including coaches, in this manner may occur for a variety of reasons including but not limited to, budgetary constraints, changing priorities, lack of work, reasons of economy, efficiency improvements, reorganization, or due to extraordinary or catastrophic circumstances or events beyond the university's control.

(1) Employees with less than five years of continuous employment with the university of Akron will be provided with at least thirty calendar days' written notice prior to the effective date of termination.

(2) Employees with five years or more of continuous employment with the university of Akron will be provided with at least forty-five calendar days' written notice prior to the effective date of termination.

(3) Employees shall be entitled to paid leave at their current rate of pay with benefits during the first thirty days of the notice period, subject to the following conditions:

(a) The paid leave will start on a date to be determined by the employee's supervisor in consultation with human resources and may be immediate, or may be delayed, but will begin no later than fourteen calendar days after notice of the reduction in force is given.

(b) Employees with five or more years of continuous employment at the university of Akron may choose to utilize their accrued vacation leave to be paid for any days past the first thirty days of the notice period. Otherwise, this time shall be considered a leave of absence without pay.

(c) If an employee obtains a full-time position with the university or any other employer before the completion of the applicable notice period, the paid leave shall terminate on the date of the new employment.

~~(D)~~ (E) Termination of appointment for cause. The appointment of a contract professional may be terminated for cause at any time upon the recommendation of the appropriate vice president and approval by the president or the president's designee(s).

Prior to the vice president's recommendation to the president or the president's designee(s), the contract professional shall be advised by the immediate supervisor or appropriate administrative officer in writing of the supervisor's (or administrative officer's) decision to recommend to the vice president the contract professional's dismissal for cause not less than thirty calendar days prior to the effective date of such

dismissal, except in case of conduct involving moral turpitude or public safety. Prior to the decision to recommend such dismissal, and during the thirty-day period, the ~~The~~ contract professional ~~may shall~~ have a hearing on the reason for termination before the president or the president's designee(s), ~~provided the contract professional shall submit to the president a request for a hearing in writing within ten days after the contract professional's notification of termination. "Days" for request for a hearing shall include only regular business days, Monday through Friday, during which the university is open for business, and shall not include holidays.~~ Upon the president's receipt of such request, ~~the~~ The contract professional shall be notified of the date, time, and procedures for the hearing.

In the case of conduct involving moral turpitude or public safety, the contract professional shall be immediately placed on administrative leave with or without pay, pending the vice president's recommendation and action by the president or the president's designee(s).

~~Whether or not the vice president upholds or denies the recommendation of the immediate supervisor or appropriate administrative officer to recommend termination, the contract professional shall be afforded the right to a name clearing hearing. Any action by the contract professional to initiate the name clearing hearing shall be in accordance with the contract professional grievance procedure.~~

~~(E)~~ (F) Deprivation of a "liberty" or "property" interest. If, in cases other than a reduction in workforce, the contract professional believes that the separation from employment without cause constitutes a deprivation of a "property interest" or "liberty interest," protected by the due process clause of the United States Constitution, the contract professional ~~shall~~ may be afforded a hearing upon request before the president or the president's designee. ~~In the event the contract professional believes the separation from employment with or without cause constitutes a deprivation of a "liberty interest," the contract professional shall be provided a name clearing hearing before the board of trustees. For purposes of requesting a hearing, "days" shall include only regular business days, Monday through Friday, during which the university is open for business, and shall not include holidays.~~

(1) Hearing procedure ~~for "property interest" with separation from employment without cause.~~ The contract professional shall ~~submit to the president a request for a~~ the hearing on the alleged deprivation, in writing within ten calendar days ~~after~~ following the date of contract professional's notification of separation and shall provide the specific reasons why. ~~Upon the president's receipt of such request,~~ the contract professional believes termination was a violation of either their "liberty" or

"property" interest. Upon request of such hearing, the president or president's designee shall decide whether a hearing is necessary. If it is determined that a hearing is necessary, the contract professional shall be notified of the date, time and procedures for the hearing.

(2) The contract professional shall have the right to be assisted by an advisor or attorney at his or her own cost, but such advisor or attorney shall not actively participate in the hearing, other than to privately counsel and advise the contract professional.

~~(2) Hearing procedure for contract professional who believes that the separation from employment either with or without cause constitutes a deprivation of a "liberty interest," seeking a name clearing hearing in connection with separation from employment.~~

~~(a) In the event a contract professional believes that his or her separation from employment without cause, or his or her termination from employment for cause, constitutes a deprivation of a "liberty interest" protected by the due process clause of the United States Constitution, the contract professional shall be notified of the date, time and procedures for the hearing.~~

~~(b) A contract professional requesting a hearing under paragraph (E)(2) of this rule shall initiate the request in writing to the secretary of the board of trustees within ten days following the date of notification of separation without cause or termination for cause.~~

~~(c) The secretary of the board of trustees shall notify the contract professional regarding the procedures for the conduct of the hearing, and set the date and time for the hearing, which shall be at the next available board meeting. The contract professional shall have the right to be assisted by an advisor or attorney at his or her own cost, but such advisor or attorney shall not actively participate in the hearing, other than to privately counsel and advise the contract professional.~~

~~(F)~~ (G) Resignation. A contract professional who proposes to resign from the university of Akron should give sufficient notice to obviate serious embarrassment and difficulty to the university in filling the position. Once a resignation has been submitted and accepted by the employee's immediate supervisor, it may not be withdrawn without the specific approval of the immediate supervisor and the chief human resources officer.

~~(G)~~ (H) Vacation. Contract professionals on annual appointment are entitled to one hundred seventy-six hours of vacation at a time approved by the president or the president's designee (see rule 3359-11-03 of the Administrative Code).

~~(H)~~ (I) Leave of absence. Leaves of absence without compensation may be granted by the president or the president's designee(s) upon recommendation of the appropriate vice

president. Leaves of absence without compensation for the purpose of career development will be considered on an individual basis, considering the value of the experience to the individual and to the institution and the capabilities of the individual's department to manage the individual's responsibilities during the absence.

(J) Furloughs. Contract professionals shall be subject to furloughs as provided in rule 3359-11-02.1 of the Administrative Code (Furloughs for non-bargaining unit employees).

~~(H)~~ (K) Retirement.

~~(1) Contract professionals shall not be involuntarily retired from the university based on age except in the following cases:~~

~~(a) Those employees who qualify as executive or high policy making employees, as defined by law, shall continue to be involuntarily retired at age sixty five.~~

~~(b) Law enforcement officers and fire fighters shall be involuntarily retired not later than age sixty five or at an earlier date, in the event an individual's physical and mental fitness contraindicates the ability and competency to perform the requirements of the job.~~

~~(2) Any contract professional who proposes to retire from the university of Akron should give notice early enough to avoid serious interruption to the university operation, the length of time necessarily varying from the circumstances of the contract professional's particular case, but the minimum time should be four months before termination of employment.~~

Effective: 12/15/2018

Certification: \_\_\_\_\_  
M. Celeste Cook  
Secretary  
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 12/22/1989, 07/20/1990, 05/13/1998, 12/21/2001,  
12/28/2001, 05/28/2005, 12/26/2010, 10/01/2012,  
05/09/2014, 02/01/2015, 08/24/2015, 12/15/2018

**THE UNIVERSITY OF AKRON**

**RESOLUTION 5- -20**

Approval to Adopt University Rule 3359-22-01  
Contract Professional Rule

WHEREAS, Ohio Revised Code Section 3359.03 authorizes The University of Akron (the “University”) Board of Trustees (the “Board”) to do all things necessary for the “proper maintenance, and successful and continuous operation of the university,” including the adoption and amendment of “bylaws, rules, and regulations for the conduct of the board and the government and conduct of the university”; and

WHEREAS, The University recognizes that conditions may arise that necessitate the need for the reduction in workforce for contract professionals; and

WHEREAS, This rule provides the framework and guidelines for the implementation of a reduction in workforce for contract professionals, including elimination of the ability to request, as a matter of right, a hearing in response to a reduction in workforce separation; Now, Therefore,

BE IT RESOLVED, That this Board adopts revisions to University Rule 3359-22-01 to provide for the reduction in workforce for contract professionals; and

BE IT FURTHER RESOLVED, That this Board authorizes the University administration to take all steps necessary to file this with the Legislative Service Commission for inclusion in Ohio Administrative Code Chapter 3359.

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M. Celeste Cook, Secretary  
Board of Trustees

## 3359-11-02.1 Furloughs for non-bargaining unit employees.

### (A) Introduction.

- (1) The university is required to balance its operating budget each fiscal year. This rule provides the framework for the implementation of an employee furlough plan that would allow the university to balance its budget if it experiences a reduction in state funding or other loss of revenue, for any reason, that causes a significant operating deficit.
- (2) Section 371.70.20 of Amended Substitute House Bill No. 1, effective on July 17, 2009 of the 128th General Assembly, provides that, "the board of trustees of any state institution of higher education, notwithstanding any rule of the institution to the contrary, may adopt a rule providing for mandatory furloughs of employees, including faculty, to achieve spending reductions necessitated by institutional budget deficits."
- (3) On October 17, 2007, the university of Akron board of trustees passed Resolution No. 10-14-07, specifically authorizing the administration to propose revised or new policies and procedures applicable to classified civil service employees in accordance with House Bill 187 of the 132nd General Assembly.
- (4) Faculty and/or staff whose employment is covered by a collective bargaining agreement are not subject to this rule.

### (B) Definition.

- (1) A furlough is an unpaid leave of absence from work for a specified period of time.
- (2) Employees are not permitted to engage in work when taking furlough time.

### (C) Employees subject to furlough.

- (1) Except as otherwise noted in this rule, all non-bargaining unit university employees, whether full-time or part-time, permanent or temporary, may be subject to a furlough. Employees subject to furlough include, but are not limited to, classified and unclassified staff employees, contract professionals (including coaches), and all non-bargaining unit faculty.
- (2) Employees who are holders of H-1B visas, as defined in 20 C.F.R. 665.731, will not be subject to furlough.
- (3) Student employees and graduate assistants are not subject to furlough.
- (4) Faculty and staff positions fully supported by an outside funding source (e.g. grant funded) may not be subject to furlough. Positions partially funded by an outside funding source may still be subject to furlough.

(5) A furlough plan may exclude employees who perform functions essential to maintain health and safety on the university campus as well as other employees deemed by the president or his or her designee as essential. Any such exclusions must be approved by the president or his or her designee(s).

(D) Implementation and scheduling.

(1) If, after consultation with the board, the president reasonably believes that the university is facing a significant operating budget deficit, for any reason, a furlough may be implemented. This rule supersedes all other university rules and/or policies and applies to all non-bargaining unit employees, regardless of the source of funding.

(2) The university shall, as soon as practical before the furlough implementation date, notify all employees subject to furlough of its intent to implement mandatory furloughs to achieve spending reductions necessitated by institutional budget deficits. Such notice shall include the nature and extent of furloughs, and the method of implementation.

(3) Employees may be furloughed up to seventy working days (fourteen weeks) in any fiscal year. The scheduling of furlough days shall be the sole responsibility of the president or the president's designee(s) in consultation with the individual college, department or unit.

(4) Furlough days shall be scheduled at a time most operationally feasible to the college, department or unit. Non-bargaining unit faculty member furlough days shall not be scheduled during times when they are required to teach, except in the event of a major university crisis as determined by the president, or president's designee.

(5) Furloughs may be scheduled on a continuous, intermittent or staggered basis based on an employees pay/salary level, employee classification or nature of appointment and scheduling is within the sole discretion of the president or his or her designee(s).

(6) Furloughs may take into account the essential operating and safety needs of the university, the availability of funding, or income generated by the college, department or unit. Days that the university is normally closed or days that may not normally be workdays for certain groups of employees (. e.g. spring break and the week between December twenty-fifth and January first of each year) may be designated as furlough days.

(7) Paid holidays or other paid time off may not be substituted for furlough leave days.

(8) Employees on leave shall be subject to furlough. The effective date of a furlough for an employee may not be extended on the basis that an employee is on a leave of absence.



(9) Supervisors may not permit hourly employees to work overtime or take compensatory time in a week in which the employee is on a furlough. Overtime or compensatory time shall not be used to subvert furlough leave requirements.

(10) Furloughs adopted pursuant to this rule are not subject to review or appeal under any university rule, policy or internal grievance process.

(E) Employee benefits and contributions while on furlough.

(1) Employees may not use any accrued paid leave during periods of furlough, which would negate necessary budget reductions. The university may allocate an employee's reduction in pay over the balance of the fiscal year for payroll purposes, regardless of the pay period within which the furlough day(s) occur(s).

(2) Employees will continue to accrue vacation and sick leave during the first twenty days of a furlough but will not accrue FMLA credit.

(3) Healthcare, dental, vision and life insurance benefits will not be affected by a furlough.

(4) Employees' continuous service date and employment status will not be affected by any period of furlough.

(5) Retirement contributions by both employees and the university will be affected by furloughs, since contributions are based on actual earnings.

(6) Employees remain responsible for making all employee contributions while on furlough, including but not limited to, healthcare, dental, vision, flexible spending accounts, 403(b) and 457(b) contributions, as well as all other miscellaneous authorized deductions (e.g. charitable contributions, child support or any other university payments).

Effective:

Certification:

\_\_\_\_\_  
M. Celeste Cook  
Secretary  
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 124.14; 3359.01

Rule Amplifies: 124.14; 3359.01

Prior Effective Dates:

**THE UNIVERSITY OF AKRON**

**RESOLUTION 5- -20**

Approval to Adopt University Rule 3359-11-02.1  
Furloughs for Non-Bargaining Unit Employees

WHEREAS, Section 371.70.20 of Amended Substitute House Bill No. 1 of the 128<sup>th</sup> General Assembly, effective on July 17, 2009, provides that “the board of trustees of any state institution of higher education, notwithstanding any rule of the institution to the contrary, may adopt a rule providing for mandatory furloughs of employees, including faculty, to achieve spending reductions necessitated by institutional budget deficits”; and

WHEREAS, Ohio Revised Code Section 3359.03 authorizes The University of Akron (the “University”) Board of Trustees (the “Board”) to do all things necessary for the “proper maintenance, and successful and continuous operation of the university,” including the adoption and amendment of “bylaws, rules, and regulations for the conduct of the board and the government and conduct of the university”; and

WHEREAS, On October 17, 2007, the Board passed Resolution No. 10-14-07, specifically authorizing the administration to propose revised or new policies and procedures applicable to classified civil service employees in accordance with House Bill 187; and

WHEREAS, Each fiscal year, the University is required to balance its operating budget and the University recognizes that conditions may arise that necessitate the use of employee furloughs; and

WHEREAS, This rule provides the framework and guidelines for the implementation of an employee furlough plan, which would allow the university to balance its budget if it experiences a reduction in state funding or other loss of revenue, for any reason, that causes a significant operating deficit; Now, Therefore,

BE IT RESOLVED, That this Board adopts University Rule 3359-11-02.1; and

BE IT FURTHER RESOLVED, That this Board authorizes the University administration to take all steps necessary to file this with the Legislative Service Commission for inclusion in Ohio Administrative Code Chapter 3359.

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M. Celeste Cook, Secretary  
Board of Trustees

May 29, 2020

**TAB 3**

**AUTHORIZATION TO TEMPORARILY  
REDUCE SALARY FOR NON-BARGAINING UNIT  
STAFF AND CONTRACT PROFESSIONALS**

## MEMORANDUM

DATE: May 27, 2020

TO: Gary L. Miller, President

FROM: Sarah J. Kelly, Associate Vice President Human Resources/CHRO

RE: Reductions to Salary and Contract Revisions

As part of the vetting process for the implementation of proposed new University Rules related to employment, the University solicited feedback from the campus community. The University received several suggestions related to the proposed Rules, including suggestions for strategies to address the significant budget shortfall, other than reductions in workforce. A frequently suggested alternate was for the University to institute a broad salary reduction, similar to what has been implemented at other Ohio universities.

Human Resources has evaluated this suggestion carefully and agrees that it has merit. Therefore, to limit as much as possible the elimination of positions among non-bargaining unit staff and contract professionals, and following consultation with senior University administration, Human Resources proposes a temporary reduction in salary for those employees.

Please find attached for your consideration a resolution to implement a tiered salary reduction for non-bargaining staff and contract professionals during fiscal year 2020-2021. The resolution also authorizes non-bargaining unit staff and contract professionals, as well as University senior administration, including the President, Executive Vice President and Provost, Cabinet members and those with the title of Vice President or Dean, to voluntarily reduce their annual base wage. University administration also is authorized, retroactive to March 9, 2020, to modify and amend the terms and conditions of contracts for those University employees having individual employment contracts, consistent with the terms of those contracts and the requirements of applicable University Rules and policies.

Based on the current headcount and salary of employees described above, the University projects that this salary reduction in fiscal year 2020-2021 will save the University approximately \$2,174,000, which includes salary, payroll tax, and retirement contributions.

c: Stephen Storck

**THE UNIVERSITY OF AKRON**

**RESOLUTION 5- -20**

Approval to Temporarily Reduce Non-Bargaining Staff and Contract Professional Employees  
Annual Compensation and  
To Re-negotiate Employment Contracts

WHEREAS, On January 30, 2020, the International Health Regulations Emergency Committee of the World Health Organization (WHO) declared the outbreak of COVID-19 a public health emergency of international concern, and on January 31, 2020, the United States Health and Human Services Secretary declared a public health emergency for the United States; and

WHEREAS, On March 9, 2020, Governor Mike DeWine issued executive order 2020-01D, declaring a State of Emergency to protect the well-being of Ohio citizens from the dangerous effects of COVID-19 and to coordinate the state response to COVID-19; and

WHEREAS, On March 11, 2020, the WHO declared COVID-19 a global pandemic and on March 13, 2020, the President of the United States declared a National Emergency concerning the COVID-19 outbreak; and

WHEREAS, On March 17, 2020, The University of Akron (the “University”) Board of Trustees (the “Board”) passed Resolution 3-1-20, retroactive to March 9, 2020, authorizing the University President, in consultation with appropriate healthcare experts, governmental officials, and University officials, to oversee and direct all steps necessary to protect the health, safety, and welfare of the campus community and to maintain the essential functions and operations critical to carrying out the mission and business continuity of the University; and

WHEREAS, On May 5, 2020, Governor Mike DeWine announced that \$110 million will be cut from the Ohio Department of Higher Education’s fiscal year 2020 budget for the state’s public colleges and universities; and

WHEREAS, As a result of the reduction in state funding for fiscal year 2020, as well as the projected reduction in state funding for fiscal year 2021 and other financial losses resulting from the COVID-19 pandemic, the University projects a revenue shortfall of approximately \$65 million for fiscal year 2021; and

WHEREAS, The University will offset a portion of the projected shortfall by reducing the administrative organization of the institution through a consolidation of the current eleven (11) college structure into significantly fewer academic colleges and by reducing departmental budgets by up to twenty-five percent (25%); and

WHEREAS, Ohio Revised Code Chapters 3345 and 3359 grant the Board full power and authority on all matters relative to the administration of the University, including the authority 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

WHEREAS, University President Gary L. Miller has volunteered to temporarily reduce his annual base wages by ten percent (10%), effective July 1, 2020, through June 30, 2021; and

WHEREAS, President Miller has requested that all senior administrators, including Cabinet members and those with the title of Vice President or Dean hired before April 1, 2020, join him in voluntarily reducing their annual base wages by ten percent (10%), effective July 1, 2020 through June 30, 2021; and

WHEREAS, The University administration now recommends to the Board that all non-bargaining staff and contract professionals hired before April 1, 2020, earning \$50,000 or more per year, who are not subject to an individual employment agreement, temporarily reduce their annual base wages, effective July 1, 2020, through June 30, 2021, in accordance with the scale reflected in the table below; Now, Therefore,

BE IT RESOLVED, That the Board authorizes the University administration to temporarily reduce the annual base wages of all non-bargaining unit staff and contract professionals hired before April 1, 2020, earning \$50,000 or more per year, who are not subject to an individual employment agreement, effective July 1, 2020, through June 30, 2021, in accordance with the scale reflected in the table, below;

<b>SALARY TIER</b>	<b>% REDUCTION</b>
Under \$50,000	0%
\$50,000 - \$66,999	3%
\$67,000 - \$91,999	4%
\$92,000 - \$124,999	5%
\$125,000 – \$149,999	6%
\$150,000 - \$199,999	7%
\$200,000 -	10%

and

BE IT FURTHER RESOLVED, That the Board authorizes University non-bargaining staff and contract professionals, as well as the University senior administration, including the President, Executive Vice President and Provost, Cabinet members and those with the title Vice President or Dean, to take a voluntary reduction to their annual base wage in excess of the tiered schedule of reductions, effective July 1, 2020, through June 30, 2021; and

BE IT FURTHER RESOLVED, That the Board authorizes the University administration, retroactive to March 9, 2020, to negotiate modifications to the terms and conditions of employment contracts for those University employees having individual employment contracts and, in its discretion, to formally amend the terms and conditions of individual employment contracts, consistent with the terms of those contracts and the requirements of applicable University Rules and policies.

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M. Celeste Cook, Secretary  
Board of Trustees

May 29, 2020

**TAB 4**

**AUTHORIZATION TO INCREASE  
HEALTHCARE CONTRIBUTIONS FOR  
NON-BARGAINING/NON-FACULTY EMPLOYEES**



## MEMORANDUM

DATE: May 27, 2020

TO: Gary L. Miller, President

FROM: Sarah J. Kelly, Associate Vice President Human Resources/CHRO

RE: Increase to Employee Contribution to Health Insurance Premiums

The University of Akron (the “University”) currently provides its employees with the opportunity to obtain medical and prescription drug coverage through the University (the “Health Plan”). The University and its employees each pay a percentage of the Health Plan’s premium equivalent cost, and an individual employee’s percentage of contribution is determined in accordance with that employee’s salary tier. In Fiscal Year 2019-2020, the total cost to the University for its portion of the Health Plan is estimated to be approximately \$17,000,000, of which approximately \$7,300,000 is attributable to non-bargaining unit employees not having faculty rank.

Because of the increasing cost of healthcare benefits, generally, the total annual cost for the Health Plan is likely to continue to increase. As a result of the serious financial shortfall now facing the University, it no longer is financially possible to subsidize the premium equivalent cost for the Health Plan at the same percentage rate for non-bargaining unit employees not having faculty rank.

Therefore, following consultation with senior administration, Human Resources recommends that the percentage of contribution to the Health Plan annual premium equivalent for non-bargaining unit employees not having faculty rank, be increased in accordance with the chart in the accompanying resolution for those employees making over \$50,000 per year effective January 1, 2021.

c: Stephen Storck

**THE UNIVERSITY OF AKRON**

**RESOLUTION 5- -20**

Approval to Increase Employee Contributions to Health Plan Premiums

WHEREAS, The University of Akron (the “University”) currently provides its employees with the opportunity to obtain medical and prescription drug coverage through the University (the “Health Plan”); and

WHEREAS, Under the Health Plan, the University and the employee each pay a percentage of the Health Plan’s premium equivalent cost, and the employee’s percentage of contribution is determined in accordance with that employee’s salary tier, as reflected in the table below; and

WHEREAS, In Fiscal Year 2019-2020, the total cost to the University for its portion of the Health Plan is estimated to be approximately \$17,000,000, of which approximately \$7,300,000 is attributable to non-bargaining unit employees not having faculty rank; and

WHEREAS, Because of the increasing cost of healthcare benefits, generally, the total annual cost for the Health Plan is likely to continue to increase; and

WHEREAS, The University has experienced a serious financial shortfall as a result of the COVID-19 pandemic, which is estimated to be approximately \$65 million and, as a result, the University is examining all opportunities to create financial savings; and

WHEREAS, The University has concluded that it no longer is financially possible to subsidize the premium cost for the Health Plan at the current percentage rate that it is paying for non-bargaining unit employees not having faculty rank; Now, Therefore,

BE IT RESOLVED, Effective January 1, 2021, the percentage of contribution to the Health Plan annual premium for non-bargaining unit employees not having faculty rank will increase, as reflected in the table below;

<b><u>Salary Tier</u></b>	<b><u>Current Contribution</u></b>	<b><u>Future Contribution</u></b>
Under \$32,000	15%	15%
\$32,000 - \$36,999	17%	17%
\$37,000 - \$47,999	18%	18%
\$48,000 - \$49,999	19%	19%
\$50,000 - \$66,999	19%	30%
\$67,000 - \$91,999	20%	31%
\$92,000 - \$124,999	21%	32%
\$125,000 -	23%	34%

BE IT FURTHER RESOLVED, That the University administration is authorized to take all actions necessary to implement this change.

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M. Celeste Cook, Secretary  
Board of Trustees

May 29, 2020

**TAB 5**

**AUTHORIZATION TO ELIMINATE RETIREE  
DEPENDENT HEALTHCARE COVERAGE**

## MEMORANDUM

DATE: May 27, 2020

TO: Gary L. Miller, President

FROM: Sarah J. Kelly, Associate Vice President Human Resources/CHRO

RE: Elimination of Retiree Dependent Health Insurance Benefits for Non-Bargaining Unit Employees

The University of Akron currently provides health insurance coverage (“Retiree Dependent Health Insurance” or the “Program”) for the eligible dependents of recipients of Ohio retirement system benefits, who are former University employees appointed prior to January 1, 1992, and who had ten consecutive years of full-time employment at the time of retirement.

University Rule 3359-20-04.3 currently states:

*(C) Benefits and privileges of retired and emeritus faculty and staff. Retired faculty, emeritus faculty, and staff are provided certain privileges and benefits including: . . .*

*(3) Health insurance coverage (excluding dental coverage) for dependents of recipients of Ohio retirement system benefits is provided if the retiree's original appointment date was prior to January 1, 1992 and had ten consecutive academic years of full-time service with the University immediately prior to retirement and the dependent was eligible for insurance when the retiree's health insurance coverage was terminated by the university. [Note: for employees on a twelve-month contract, a year is defined as twelve continuous calendar months.] Group medical insurance for the retiree is provided by the Ohio retirement system.*

The Ohio Revised Code does not mandate this coverage. The University of Akron is the only public university in the state to offer this benefit. At the other Ohio public universities, employer-provided benefits cease upon retirement.

As of May 1, 2020, there are 417 retiree dependents receiving health care coverage under this Program: 95 dependents from bargaining unit retirees and 322 dependents from non-bargaining unit retirees. The annual cost to the University to fund the Program is approximately \$2 million, \$555,000 attributed to bargaining unit retirees and \$1.46 million attributed to non-bargaining unit retirees. Although the Program is subject to a collective bargaining agreement for retirees who are former members of the bargaining unit, the same is not true for non-bargaining unit retirees. Because of the increase in both the cost of health care benefits, generally, and the number of individuals who soon will become eligible for this Program, this annual cost is likely to increase

in the coming years. Because of the serious financial shortfall facing the University, Human Resources has concluded that it no longer is financially possible to maintain the Program.

Therefore, following consultation with senior University administration, Human Resources recommends that the Retiree Dependent Health Insurance Program for the eligible dependents of non-bargaining unit former employees of the University be terminated, effective December 31, 2020. This will provide sufficient opportunity for those retirees to seek and obtain alternate dependent insurance. Human Resources also recommends that University Rule 3359-20-04.3 be updated to reflect this change, consistent with the rules and practices of the Board of Trustees.

c: Stephen Storck

**THE UNIVERSITY OF AKRON**

**RESOLUTION 5- -20**

**Approval to Eliminate Retiree Dependent Health Insurance Benefits  
For Non-Bargaining Unit Employees**

WHEREAS, The University of Akron (the “University”) currently provides health insurance coverage (the “Retiree Dependent Health Insurance”) for the eligible dependents of recipients of Ohio retirement system benefits, who are non-bargaining unit former employees of the University, whose original appointment date was prior to January 1, 1992, and who had ten consecutive years of full-time employment at the time of retirement; and

WHEREAS, The cost to the University to fund the non-bargaining unit employee portion of the Retiree Dependent Health Insurance currently is approximately \$1.46 million per year; and

WHEREAS, Because of the increase in both the cost of health care benefits, generally, and the number of individuals who will be eligible to receive Retiree Dependent Health Insurance as dependents of eligible former employees, this annual cost is likely to increase; and

WHEREAS, The University has experienced a serious financial shortfall as a result of the COVID-19 pandemic, which is estimated to be approximately \$65 million, and as a result, the University is examining all opportunities to create financial savings for the University; and

WHEREAS, The University has concluded that it no longer is financially possible to maintain the Retiree Dependent Health Insurance program for the eligible dependents of recipients of Ohio retirement system benefits, who are non-bargaining unit former employees of the University; Now, Therefore,

BE IT RESOLVED, That the Retiree Dependent Health Insurance program for the eligible dependents of recipients of Ohio retirement system benefits, who are non-bargaining unit former employees of the University will be terminated, effective December 31, 2020; and

BE IT FURTHER RESOLVED, That the University administration is authorized to take all actions necessary to terminate the Retiree Dependent Health Insurance Program.

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M. Celeste Cook, Secretary  
Board of Trustees

## **TAB 6**

# **EMPLOYEE PERSONNEL ACTIONS**



<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
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**EMPLOYEE PERSONNEL ACTIONS**

**Office of Academic Affairs**

**Appointmet/Reappointment**

Hendricks, Cher	Interim Chief of Staff to Executive Vice President & Provost/Office of Academic Affairs/Contract Professional	05/29/20	\$150,000.00	Temporary appointment; reimbursement of moving expenses up to \$5,000.00
		06/30/21	12 mo	

**Change**

Ramsier, Rex D	Vice Provost & Director of Academic Administrative Services; Professor, Physics/Office of Academic Affairs/Faculty	05/29/20	\$317,882.00	Title change from Executive Vice President & Chief Administrative Officer
			12 mo	
		07/01/20	\$286,094.00	Administrative salary reduction from \$317,882.00/12 mo
		06/30/21	12 mo	
Urigo, Joseph R	Interim Senior Vice Provost/Office of Academic Affairs/Faculty	04/30/20	\$325,000.00	Temporary appointment; title change from Interim Executive Vice President & Provost
		06/30/20	12 mo	
	Interim Senior Vice Provost; Acting Dean, Buchtel College of Arts & Sciences/Office of Academic Affairs/Faculty	06/01/20	\$325,000.00	
	06/30/20	12 mo		
		07/01/20	\$250,000.00	Extension of temporary appointment; salary change from \$325,000.00/12 mo
		06/30/21	12 mo	

**Vice President, Finance & Administration/CFO**

**Change**

Storck, Stephen R	Interim Chief Financial Officer/VP, Finance & Administration/CFO/Contract Professional	07/01/20	\$234,000.00	Extension of temporary appointment; administrative salary reduction from \$260,000.00/12 mo
		12/31/20	12 mo	

**THE UNIVERSITY OF AKRON**

**RESOLUTION 5- -20**

Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Gary L. Miller, dated May 29, 2020, as attached, be approved as amended.

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M. Celeste Cook, Secretary  
Board of Trustees