

THE UNIVERSITY OF AKRON

RESOLUTION 5-5-20

Approval to Temporarily Reduce Non-Bargaining Staff and Contract Professional Employees' Annual Compensation and To Renegotiate 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;

SALARY TIER	% REDUCTION
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.



M. Celeste Cook, Secretary
Board of Trustees

