

THE UNIVERSITY OF AKRON

RESOLUTION 6-14-20

Approval to Temporarily Reduce Annual Compensation for
Non-Bargaining Unit Faculty and for
Academic Administrators having Faculty Rank

WHEREAS, On May 5, 2020, Governor Mike DeWine announced that \$110 million will be cut from the Ohio Department of Higher Education's 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 is examining all opportunities to create financial savings; 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 and all senior administrators, including the Provost, Cabinet members, and those with the title of Vice President or Dean hired before April 1, 2020, voluntarily have agreed to temporarily reduce their annual base wages by ten percent (10%), effective July 1, 2020, through June 30, 2021; and

WHEREAS, This Board adopted a resolution on May 29, 2020, authorizing the University administration to reduce temporarily the annual base wages of all non-bargaining unit staff and contract professionals hired before April 1, 2020 and earning \$50,000 or more per year, who are not subject to an individual employment agreement, effective July 1, 2020, through June 30, 2021; and

WHEREAS, The University administration now recommends to the Board that all non-bargaining unit faculty and academic administrators with faculty rank, hired before April 1, 2020, and 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 faculty and academic administrators with faculty rank, hired before April 1, 2020, and 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 unit faculty and academic administrators with faculty rank, should they so choose, 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.



M. Celeste Cook, Secretary
Board of Trustees

