

Presiding:
Chair
Joseph M. Gingo
August 12, 2020

1	Call to Order
2	Report of the Chair
3	Report of the President
4	Report of the Student Trustees
5	Approval of Meeting Minutes
6	Consideration of Recommendations of the Finance & Administration Committee
7	Consideration of Recommendations of the Academic Issues & Student Success Committee
8	Consideration of New Business
9	Next Regular Meeting: October 14, 2020 Student Union, Room 339
10	Adjournment

Board of Trustees

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Special Meeting Minutes
Friday, May 29, 2020
Student Union, Room 339

Board Members Present:

Joseph M. Gingo, Chair	Lewis W. Adkins, Jr.	Michael J. Dowling
Olivia P. Demas, Vice Chair*	Roland H. Bauer	Thomas F. Needles*
Alfred V. Ciraldo, M.D., Vice Chair	Cindy P. Crotty	William A. Scala

*Via teleconference

Student Trustees Present:

Andrew M. Adolph*	Taylor A. Bennington*
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*Via teleconference

Advisory Trustees Present:

Anthony J. Alexander*	Dr. David W. James*
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*Via teleconference

Staff Officers of the Board Present:

M. Celeste Cook, Secretary; Vice President & General Counsel
John J. Reilly, Assistant Secretary; Associate Vice President & Deputy General Counsel**
**Adjacent support

Administrative Officers Present:

Dr. Gary L. Miller, President
Dr. John M. Wiencek, Executive Vice President and Provost*
Tammy Ewin, Vice President/Chief Communication and Marketing Officer*
Wayne R. Hill, Vice President and Chief of Staff**
Nathan J. Mortimer, Vice President, Operations*
Dr. Rex D. Ramsier, Vice Provost and Director of Academic Administrative Services*
Dr. Stephen R. Storck, Interim Chief Financial Officer*
Dr. Joseph R. Urgo, Interim Senior Vice Provost, Acting Dean, Buchtel College of Arts and Sciences*
*Via teleconference
**Adjacent support

SPECIAL BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Gingo called the meeting to order as a committee of the whole at 10:00 a.m., and the Board adjourned into executive session on a 9-0 vote for the stated purpose of considering the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official pursuant to O.R.C. 121.22(G)(1) and to review for collective bargaining sessions pursuant to the provisions of O.R.C. 121.22(G)(4). The meeting returned to public session at 11:04 a.m. on a 9-0 vote. Mr. Gingo thanked everyone who was participating in the meeting, both in person and via teleconference. He noted that the meeting was being

conducted in response to the current orders and guidelines from the Ohio Governor and Department of Health, and in accordance with temporary legislation by the Ohio General Assembly.

Mr. Gingo then asked Secretary Cook to elaborate on how that compliance applies to Trustees as well as to the University, and to call the roll to verify the quorum majority of voting Trustees and establish the record of attendance for all Board members.

Ms. Cook said that Ohio Am. Sub. House Bill 197 establishes a temporary policy for public bodies, including our Board of Trustees, to utilize electronic communication in lieu of in-person public meetings during the period declared by Executive Order 2020-01D on March 9, 2020, but no later than December 1, 2020, in response to the COVID-19 pandemic. For Trustees, this means that attendance via teleconference is equivalent to attendance in person and would be counted toward establishing a quorum and voting during the meeting. This temporary legislation also requires notification to the public and media of the date and time of the meeting as well as information as to how the public may gain access to the open portion of the meeting via electronic communication. “This was being accomplished for today’s Special Board of Trustees meeting by advance notification and posting of the meeting’s date, time, and a link to the web page hosting the live stream of this public session,” Ms. Cook said. She then called the roll to record attendance and confirm a quorum.

NEW BUSINESS

Mr. Gingo said that the Board would consider several items of new business and that the resolutions would be available on the Board’s website following formal action. He then invited President Miller to present the first proposed action.

- Redesigned College Administrative Structure (Tab 1)

President Miller made the following statement:

“Thank you, Mr. Chairman. I bring before you a resolution to fundamentally redesign the organizational structure of the entire academic portfolio of The University of Akron. If you approve this today:

- All of our most important and highly subscribed undergraduate and graduate programs will be retained and organized into five (rather than 11) colleges and schools.
- Our strongest and most distinguishing programs will move forward as cohesive units and sheltered in the same administrative unit as related disciplines in order to provide the highest level of interaction and continued growth.
- Our ability to manage administrative costs will be dramatically enhanced.
- Our ability to be responsive to the needs of the local and regional economy will be enhanced by this more efficient administrative structure.

It is important for the Board to appreciate the unprecedented nature of this resolution. The faculty and staff of The University of Akron have accomplished in mere months what it would take most universities years to do. Many universities – perhaps most – would have simply been unable to accomplish such a sweeping redesign at all. We Zips are delivering this plan to you weeks ahead of our scheduled date of June 10.

It is true the COVID-19 pandemic and the ensuing financial crisis applied an uncommon sense of urgency to our work. But, I can say—without the slightest hyperbole—that in my 30 years in higher education, I have never been associated with a leadership team and a faculty and staff more determined, more capable, more creative and more committed to their institution than the group I have the honor of working with at Akron. This plan does not come close to satisfying everyone. We recognize that we may need to make some revisions later. And, of course, there is hard work ahead. But, what you have before you today demonstrates that this University can respond and can do so quickly.

Importantly, this plan was developed while adhering to our principles of shared governance. It certainly was accomplished in a shortened timeframe, but there was meaningful discussion and input throughout the process. I hope you will join me in thanking the members of the University community—especially the Faculty Senate and its leadership—for this accomplishment.

I will now ask Executive Vice President and Provost John Wiencek to provide further details concerning the reorganization. John?”

Dr. Wiencek referred to the document of recommendations, which had been communicated to the community and included with the meeting materials, as the basis for the resolution. He praised the participatory process, which had started with the deans under the leadership of Interim Provost Urgo and engaged the Faculty Senate and University Council to further refine the final plan that was being presented to the Board. He stated that, “I do believe that there is a large consensus that this is the right thing to do to move forward and an interest in ongoing discussions about continual tweaks going forward, in particular perhaps a STEM school as was reflected in the documents. So, in essence, I do think this is the right moment to do this. This is going to help us with our budget resetting process, and it is really going to position us well to come out of COVID-19 stronger and with a lot of forward momentum.”

President Miller thanked Dr. Wiencek and said that, “On behalf of The University of Akron, I strongly recommend approval of this resolution.”

RESOLUTION 5-1-20 (See Appendix B.)
ACTION: Adkins motion, Dowling second, passed 9-0

- Revisions to Employment Rules (Tab 2)

President Miller introduced the next three proposals as actions that would modify one existing University rule and enact two new University rules to provide greater flexibility to the

University with respect to its workforce. “As we continue to navigate the effects of the COVID-19 pandemic and to reorganize the college administrative structure, these rules will be essential tools for our work,” he said. He then called on Associate Vice President for Human Resources and Chief Human Resources Officer Sarah Kelly to thank her for her work on these proposals and asked her to provide additional details concerning the rules.

Ms. Kelly reported that, “Consistent with the process that is outlined in House Bill 187 and the Inter-University Council’s Human Resources Committee Implementation Guidelines, the University Human Resources office engaged in an extensive consultative and transparent process with the campus community concerning these proposed rules.

We started the process by posting the rules on the University’s web page for 31 days, where we solicited comments and feedback, and received over 100 questions and comments via an online form. We provided a regularly updated Frequently Asked Questions page to address those comments and questions that were submitted. In addition, we hosted an online live forum, due to the remote conditions that we are in now, which over 300 people attended, and during the forum we fielded and responded to over 120 questions. The forum was recorded and placed on our Web page for those who were unable to attend. Finally, in alignment with our commitment to shared governance, representatives from Human Resources and the Office of General Counsel met with both the Staff Employee Advisory Committee and the Contract Professional Advisory Committee to discuss the rules, answer their questions and ask that they submit formal feedback from each committee for the rules, which they did.

As a result of this consultative process, the administration made some changes to the proposed rules following the notice and comment period, examples of which are we expanded the notice period for longer-serving contract professional employees, which was by far the number-one comment we received; we also removed some language that suggested a long-term notice for retirement. In addition, we received many comments regarding the potential implementation of these rules, which, should the Board adopt these rules and the University find a need to act on the rules, we will consider as we move forward.”

Ms. Kelly then highlighted the individual proposed rules:

University Rule 3359-26-05.1, Reduction in Workforce

This is a new rule to The University of Akron that provides greater flexibility to the University administration for a reduction in workforce of classified civil service staff employees. It replaces the current inflexible process that is defined under Chapter 124 of the Ohio Revised and Administrative Code. The new rule will minimize the disruptive effects of the displacement process and ensure that employees receive more than two weeks’ notice in the event of a layoff.

University Rule 3359-22-01, Contract Professional Rule

Amendments are being made to this existing rule. The rule previously did not address specific circumstances for a reduction in force, which are now addressed within the rule

containing specific provisions for the reasons for a reduction in force and the applicable notice period. In addition, the revised rule contains language to cross reference the following new furlough rule.

University Rule 3359-11-02.1, Furloughs for Non-Bargaining Unit Employees

This is a new rule to The University of Akron to codify existing legislative authorization to enact furloughs to help balance the University's budget. This rule allows the University to furlough contract professionals, non-bargaining unit staff and faculty for up to 70 days in a fiscal year, and the furloughs could be implemented on either a continuous or an intermittent basis.

President Miller thanked Ms. Kelly and recommended approval of the resolutions on behalf of the University.

- Approval to Adopt University Rule 3359-26-05.1, Reduction in Workforce

RESOLUTION 5-2-20 (See Appendix B.)

ACTION: Bauer motion, Crotty second, passed 9-0

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

RESOLUTION 5-3-20 (See Appendix B.)

ACTION: Adkins motion, Ciraldo second, passed 9-0

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

RESOLUTION 5-4-20 (See Appendix B.)

ACTION: Crotty motion, Scala second, passed 9-0

- Approval to Temporarily Reduce Non-Bargaining Staff and Contract Professional Employees' Annual Compensation and to Renegotiate Employment Contracts (Tab 3)

President Miller made the following statement:

“The next item on the agenda is a resolution to authorize a temporary salary reduction for non-bargaining unit staff and contract professionals. The resolution also authorizes additional voluntary pay reductions and the authority for the University to negotiate changes to individual employment agreements.

I am pleased to announce that Provost Wiencek, as well as all cabinet members and University senior administrators having the rank of vice president or dean, have joined me in taking a voluntary 10-percent pay reduction for Fiscal Year 2020-2021. I know that this is a personal sacrifice, but I believe that this sacrifice demonstrates the level of commitment by our senior administrators to this University and its future success.

I also want to acknowledge coaches Arth, Embick and Groce, who each have taken a voluntary 20-percent pay reduction, as well as Coach Jackson, who has taken a voluntary 10-percent pay reduction, for Fiscal Year 2020-2021. Their individual sacrifice also reflects their commitment to this University and the success of its mission.”

President Miller again called on Ms. Kelly to provide an overview of the resolution.

Ms. Kelly reported that, “As noted by Dr. Miller, this resolution has three elements. The first is tiered salary reductions. This recommendation is consistent with many of the suggestions we received during the previously discussed public notice and comment period for the rules. It is being implemented in an effort to reduce job eliminations, and it is similar to efforts conducted by other public institutions in the state of Ohio. The tiered nature of the pay cuts is being done to avoid disproportionate impact to our lower-paid employees, and the reductions do not affect those making less than \$50,000 per year. The second piece of the resolution is to seek authorization for employees to take a voluntary reduction in addition or in excess to the tiered amount. And finally, the administration seeks authority to negotiate modifications to the terms and conditions of individual employment contracts such as done with some of our head coaches in Athletics. Based on current headcounts and salaries for those affected by this resolution, the University estimates that we will save approximately \$2.1 million for Fiscal Year 2021.”

President Miller thanked Ms. Kelly and recommended approval of the resolution on behalf of the University.

RESOLUTION 5-5-20 (See Appendix B.)
ACTION: Bauer motion, Crotty second, passed 9-0

- Approval to Increase Employee Contributions to Health Plan Premiums (Tab 4)

President Miller made the following statement:

“The next item for consideration by this Board is a resolution to authorize an increase in healthcare contributions for non-bargaining/non-faculty employees. Unfortunately, the University’s current financial situation, along with continuing increases in healthcare costs, require that the University adjust the level of employee contributions in this area.”

President Miller again called on Ms. Kelly to provide additional details of the resolution.

Ms. Kelly reported that, “The University provides employees with the opportunity to obtain medical and prescription drug coverage. The employee and the University share in the cost of this coverage. The employee contribution is determined by a percentage of the premium equivalency cost of the plan they choose, and it is further determined by a tiered salary-level contribution. The annual cost estimated for Fiscal Year 2020 to provide this benefit to employees is approximately \$17 million, of which approximately \$7.3 million can be attributed to the non-bargaining employees without faculty rank. This resolution will

increase the contributions for employees earning over \$50,000 by 11 percentage points. The projected savings to the University for this measure is approximately \$700,000 for Calendar Year 2021.”

President Miller thanked Ms. Kelly and recommended approval of the resolution on behalf of the University.

RESOLUTION 5-6-20 (See Appendix B.)

ACTION: Adkins motion, Crotty second, passed 9-0

- Authorization to Eliminate Retiree Dependent Health Insurance Benefits for Non-Bargaining Unit Employees (Tab 5)

President Miller made the following statement:

“The next item for consideration by this Board today is a resolution to authorize the elimination of retiree dependent healthcare benefits for non-bargaining unit employees. Presently, The University of Akron is the only public university in the state to offer this benefit, at a current annual cost to the University of nearly \$2 million. This resolution will authorize the University to eliminate this coverage for non-bargaining unit retirees, at a projected savings of approximately \$1.46 million.”

President Miller again called on Ms. Kelly to provide additional details of the resolution.

Ms. Kelly reported that, “The University provides health insurance coverage to eligible dependents of retirees who were hired prior to January 1, 1992 and retired with ten consecutive years of service. Currently there are approximately 417 retiree dependents that receive healthcare from the University; 322 of these dependents are of non-bargaining unit retirees. As President Miller noted, The University of Akron is the only public university in Ohio to offer this benefit, and it is not statutorily required. The current annual cost of this benefit is approximately \$2 million, of which \$1.46 million can be attributed the non-bargaining unit retiree dependents. The cost is likely to continue to grow due to the increasing cost of healthcare and those still eligible to enroll in the plan. The administration recommends elimination of this benefit for the non-bargaining unit retirees effective January 1, 2021. As Dr. Miller stated, the projected annual cost savings for this is \$1.46 million.”

President Miller again thanked Ms. Kelly and recommended approval of the resolution on behalf of the University.

RESOLUTION 5-7-20 (See Appendix B.)

ACTION: Bauer motion, Adkins second, passed 9-0

- Personnel Actions recommended by Dr. Miller as amended (Tab 6)

RESOLUTION 5-8-20 (See Appendix B.)

ACTION: Ciraldo motion, Scala second, passed 9-0

ADJOURNMENT

ACTION: Meeting adjourned at 11:35 a.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

August 12, 2020

**APPENDIX A: OTHERS PRESENT FOR ADJACENT SUPPORT
OR VIA LIVE STREAM AS A CAMPUS REPRESENTATIVE**

Cristine Boyd, Director, Media Relations

Kristin A. Brummond, Legal Assistant

Kathryn R. Evans, Staff Employee Advisory Committee*

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

Paula Neugebauer, Coordinator, Office of the Board of Trustees

Ruth N. Nine-Duff, Chair, University Council*

Alan D. Parker, Contract Professional Advisory Committee*

Dr. Linda M. Saliga, Chair, Faculty Senate*

Dr. Julia A. Spiker, University Council*

Nathaniel L. Yost, Staff Employee Advisory Committee*

*Via live stream

**Called upon during meeting

APPENDIX B: RESOLUTIONS

RESOLUTION 5-1-20: 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's 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's 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

APPENDIX B: RESOLUTIONS, Page 2

WHEREAS, The College of Business Administration is a key part of the University's 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's 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's 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's 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

APPENDIX B: RESOLUTIONS, Page 3

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.

RESOLUTION 5-2-20: Approval to Adopt University Rule 3359-26-05.1, Reduction 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

APPENDIX B: RESOLUTIONS, Page 4

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.

RESOLUTION 5-3-20: 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.

RESOLUTION 5-4-20: 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 128th 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

APPENDIX B: RESOLUTIONS, Page 5

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.

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

APPENDIX B: RESOLUTIONS, Page 6

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

APPENDIX B: RESOLUTIONS, Page 7

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.

RESOLUTION 5-6-20: 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;

<u>Salary Tier</u>	<u>Current Contribution</u>	<u>Future Contribution</u>
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.

APPENDIX B: RESOLUTIONS, Page 8

RESOLUTION 5-7-20: 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 healthcare 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.

RESOLUTION 5-8-20: 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.

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Meeting Minutes
Wednesday, June 10, 2020
Student Union, Room 339

Board Members Present:

Joseph M. Gingo, Chair	Lewis W. Adkins, Jr.	Michael J. Dowling
Olivia P. Demas, Vice Chair	Roland H. Bauer	Thomas F. Needles*
Alfred V. Ciraldo, M.D., Vice Chair	Cindy P. Crotty	William A. Scala

*Via teleconference

Student Trustees Present:

Andrew M. Adolph*	Taylor A. Bennington**
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**Via teleconference except when presenting

Advisory Trustees Present:

Anthony J. Alexander*	Dr. David W. James*
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*Via teleconference

Staff Officers of the Board Present:

M. Celeste Cook, Secretary; Vice President & General Counsel
John J. Reilly, Assistant Secretary; Associate Vice President & Deputy General Counsel***
***Adjacent support

Administrative Officers Present:

Dr. Gary L. Miller, President
Dr. John M. Wiencek, Executive Vice President and Provost***
Kimberly M. Cole, Vice President, Advancement*
Tammy Ewin, Vice President/Chief Communication and Marketing Officer*
Wayne R. Hill, Vice President and Chief of Staff***
Dr. John A. Messina, Vice President, Student Affairs*
Nathan J. Mortimer, Vice President, Operations*
Dr. Rex D. Ramsier, Executive Vice Provost and Director of Academic Administrative Services*
Dr. Stephen R. Storck, Interim Chief Financial Officer*
Dr. Joseph R. Urgo, Interim Senior Vice Provost, Acting Dean, Buchtel College of Arts and Sciences*

*Via teleconference

***Adjacent support

Others Present: (See Appendix A.)

REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Gingo called the meeting to order at 8:00 a.m., and the Board adjourned into executive session on a 9-0 vote for the stated purposes of—considering employment and compensation of public

employees pursuant to O.R.C. 121.22(G)(1) and reviewing for collective bargaining sessions pursuant to O.R.C. 121.22(G)(4). The meeting returned to public session at 10:33 a.m. on an 8-0 vote.

Mr. Gingo made the following statement:

“Before I give my report, I want to take a moment to express my appreciation, and this Board’s appreciation, for President Miller’s continuing leadership during these challenging times.

When we made your appointment last summer, no one foresaw the unprecedented challenges that would confront you in 2020. Quite frankly, we expected your hands to be full with the ordinary challenges that come with being president of this University. The to-do list did not include responding to a global pandemic, international economic free-fall, and nationwide civil unrest.

And yet, you have demonstrated, and continue to demonstrate, the leadership necessary under these difficult circumstances.

Most notable has been your remarkable ability to cultivate collaboration as needed through the shared governance process. You have mobilized the multiple University constituencies, assembled an effective and productive team, and gained the participation of the internal and external University communities in addressing our issues and challenges.

This Board knows better than anyone the gravity and complexity of the challenges ahead. However, the strong partnership between your administration and this Board, coupled with the spirit and commitment of the faculty, staff, and contract professionals, gives cause for confidence and optimism for our eventual success and advancement.

I would like to publicly acknowledge the unanimous support of this Board for the excellent job Dr. Miller is doing and our 100percent support for the program he has going forward and the actions that we have to take.”

REPORT OF THE CHAIR

Mr. Gingo reflected that he had first participated as Board Chair in the stage party for the 2019 spring commencement ceremonies. He said that, “Unfortunately, this year’s graduation was decidedly different, due to the pandemic. And, while we could not celebrate in person as a community with this year’s graduates, the absence of a formal commencement ceremony in no way diminishes the tremendous accomplishments of all of this year’s graduates, including our colleague, Andrew Adolph, who received his Bachelor of Business Administration degree. On behalf of the Board, I wish to once again extend congratulations to each 2020 graduate of The University of Akron and wish them all good fortune and success.”

In conclusion, Mr. Gingo made the following statement:

“Finally, I wish to express, as Chair of this Board, my personal appreciation to each Trustee for your individual contributions over the past year, and especially during these particularly difficult last three months. Your commitment and support are vital to the success of The University of Akron and are

extremely appreciated by me. To each administrator, faculty member, contract professional, and staff member, I again wish to express my, and this Board's, thanks for your individual and collective efforts in these extraordinary circumstances. Please know that you have my deepest gratitude."

REPORT OF THE PRESIDENT (See Appendix G.)

REPORT OF THE STUDENT TRUSTEES

Mr. Adolph made the following statement:

"Good morning, and thank you, Mr. Chairman. Taylor and I, too, would like to use our report to reflect on the nationwide conversation that has sparked as a result of the horrific death of George Floyd. His death was terribly senseless, heartbreaking and infuriating to us and students across UA. We stand against hate, racial injustice and discrimination here at UA and across the globe. We want to be clear. There is no place at The University of Akron for prejudice or hatred of any form. We will and must take an active role in progressing to achieve equality for all members of our community. We promise to do more and do better," he said.

"Before us today we have a great opportunity to make a difference in society. Akron is a diverse city, one not unfamiliar to inherent bias, racial injustice and discrimination. As an integral part of our city, we play an important role as a public urban research university to serve, educate and support our community. In such a role, it is our responsibility to not only be a part of the change but also lead in that change. We as a community must act now and lead to be the starting point of a larger movement to remove hatred, discrimination, inherent bias, and harsh policing practices from our communities and our society. We can and should be the building blocks of change to lift our community up and make it better. In doing so, we can and will be the starting point in showing our community, our state and our nation how to lead through vital and important change. We can make a difference now; we must take hold of this opportunity.

After much thought and reflection, Taylor and I do not just want to decry these recent terrible events or just call for change; we want to act. We see the need for action and change at all levels of our society, and we at UA must act and change accordingly. We must do more to support our community, play a vital role in educating our campus community about prejudice and racial injustice, and help achieve an equitable society for all. We must be better at supporting our students of color on their journey to graduation. We must be a place that embraces our diversity and is inclusive and equitable to all. We must make a difference for all of our futures. And that is why we are making this announcement as a first step toward change in our community."

Mr. Bennington then made the following statement:

"Thank you, Andrew. Mr. Chairman, today Andrew and I stand in solidarity with the black community at The University of Akron and across the nation. The hate, discrimination, and bias must stop. We must change, and I believe at Akron, we will change.

Today, as Andrew said, we not only stand in solidarity, but we begin to take a step forward, a step to ensure that events like the murder of George Floyd never happen again by making our small part of

the world here on our campus a more equitable and accepting place for all students. We each have a part to play in this effort. We can all decide to be a part of the solution today by recognizing our own implicit bias, our past wrongs, and commit to educating ourselves and being better tomorrow—me included.

Today we are announcing the creation of a student-led group focused on issues of race, equality, and inclusion as part of the greater University's efforts to undergo a thorough review of our systems and processes to identify and eliminate implicit bias and discrimination on campus. This group will be called the Inclusive Excellence Action Team, and it will be no ordinary task force. The group will be empowered to identify areas of concern and propose tangible action to senior University leadership. While this organization will be student focused and student led, this is just one part of a greater community effort needed to eradicate issues of discrimination and racism in our community.

After soliciting nominations from our colleagues in the student shared governance network, two extraordinary student leaders have been identified to lead this Inclusive Excellence Action Team. The undergraduate co-chair will be Jason Render Jr. Jason is a senior studying political science and national security; he is part of our University Ambassadors program and serves as president of the Student African American Brotherhood. The graduate co-chair is Henna Schafer. Henna is a third-year law student in The University of Akron School of Law, where she is a member of Akron's chapter of the American Constitution Society, and she has previously worked with the Ohio Civil Rights Commission. With their steady hand, we strongly believe that this group will be deliberative but efficient so that we can begin implementing tangible change in the near future. In a world with so much hate and darkness, we believe that this group, under the leadership of Jason and Henna, will help UA become a light of hope.

Students who are interested in joining the Inclusive Excellence Action Team can do so by visiting the Office of Inclusion and Equity's website. And to the students listening or who will listen to this live stream, our encouragement is to please join. We need your voice, we need your perspective, but above all, we need your help in identifying and eliminating barriers and systems that promote discrimination.

Mr. Chairman, The University of Akron is a school that we all know and love, but it is not a perfect place. And while we may never be perfect, we have the opportunity right here, right now at this moment in our history to take steps to make this institution better:

- Better so that no student feels unwelcome because of their race;
- Better so that no student misses an opportunity because of who they are;
- Better so that all Zips now, and for the next 150 years, can truly rise together.

Thank you, Mr. Chairman.”

Mr. Gingo thanked the Student Trustees for their report. He expressed the Board's appreciation to Dr. Miller for his commitment to review campus activities to ensure that all University of Akron students are treated fairly and equitably, and he congratulated the students for establishing this advocacy group “as a fine first step in improving our entire situation.”

ACTION ITEMS

Mr. Gingo said that, because the Board uses a consent agenda, it would hear reports for each committee and wait to hold one vote for all actions on the consent agenda. The Board would vote on actions not listed on the consent agenda immediately after those items are raised. All of the action and informational items in the Board materials had been discussed in detail during committee meetings held on Thursday, June 4.

CONSIDERATION OF MINUTES (“Board of Trustees” Tab) presented by Chair Gingo

By consensus, the proposed action to approve the minutes of the Board of Trustees meeting of April 15, 2020 was placed on the consent agenda.

RESOLUTION 6-1-20 (See Appendix B.)

REPORT OF THE FINANCE & ADMINISTRATION COMMITTEE presented by Committee Chair Scala

- Personnel Actions recommended by Dr. Miller as amended (Tab 1)

RESOLUTION 6-2-20 (See Appendix B.)

ACTION: Scala motion on behalf of Committee, passed 8-0¹

- Investment Report for the Nine Months Ended March 31, 2020 (Tab 2)

OPERATING FUNDS

The operating funds totaled \$204.9 million at March 31, 2020 and posted a blended nine-month rate of return (ROR) of -1.0 percent, or -\$1.7 million.

Cash and Fixed Income

PFM and JPMorgan Chase each manage a portion of the cash and equivalents portfolio, while PFM also manages the short- and intermediate-term fixed income investments portfolios. During March 2018, the University established an escrow account with PNC. The escrow account funds the University’s Voluntary Retirement Incentive Program’s defined contribution plan. Cash and fixed income portfolios totaled \$151.9 million at March 31, 2020 and posted a blended nine-month ROR of 3.4 percent, or \$5.1 million [\$155.7 million average quarterly balance].

Long Term

The long-term investments managed by Legacy totaled \$53 million at March 31, 2020 and posted a blended nine-month ROR of -11.3 percent, or -\$6.8 million [\$58.9 million average quarterly balance] compared to the policy benchmark of -10.1 percent.

¹ Mr. Needles had been disconnected temporarily from the conference bridge line at the time of the personnel actions vote.

The operating funds were within the University's prescribed asset allocation requirements at March 31, 2020.

ENDOWMENTS

The endowments totaled \$60.1 million at March 31, 2020 and posted a blended nine-month ROR of -12.6 percent, or -\$8.8 million. The market value at March 31, 2020 had decreased \$9.7 million from June 30, 2019. The largest contributor to that change was realized and unrealized losses of \$10.3 million.

Pooled

The pooled endowment managed by Strategic Investment Group (SIG) totaled \$54 million at March 31, 2020 and posted a blended nine-month ROR of -12.5 percent, or -\$8 million [\$60.5 million average quarterly balance] compared to the policy benchmark of -12.3 percent.

Of the portfolio, FirstMerit Bank Fixed Income achieved the highest nine-month ROR at 4.3 percent [\$1.9 million balance at March 31], while the MSCI Emerging Markets ETF posted the lowest ROR at -24.7 percent [\$1.7 million balance at March 31].

These funds were within the University's prescribed asset allocation requirements at March 31, 2020.

Separately Invested

The separately invested endowments, invested in accord with donor stipulations, totaled \$6.1 million at March 31, 2020 and posted a blended nine-month ROR of -11.7 percent, or -\$0.8 million [\$6.8 million average quarterly balance].

Of the separately invested endowments, The Seiberling Chair in Constitutional Law, invested by Key Bank, achieved the highest nine-month ROR at 2.1 percent [\$1 million balance at March 31]. The Timken Stock holdings posted the lowest ROR at -38.7 percent [\$0.5 million balance at March 31].

These funds are separately invested for a number of reasons and do not have uniform prescribed asset allocation requirements.

RESOLUTION 6-3-20 (See Appendix B.)

- Financial Report for Nine Months Ended March 31, 2020 (Tab 3)

This nine-month report focused on actual year-to-date revenue and expenditures and used them to project year-end operating results. It included the impact of the COVID-19 pandemic, which had resulted in the University crediting student accounts for room, board, facility and transportation fees from March 9 to the end of the spring semester. The report also reflected receipt of the University's portion of the federal stimulus, or CARES Act funding.

Percentages noted are approximate.

GENERAL FUND – AKRON AND WAYNE

Revenues

Tuition & General Service Fees revenue totaled \$169 million, or 95 percent of the \$178.7 million annual budget. Under the assumption of a 20 percent decline in 2020 summer enrollment, the revised revenue projection for Tuition and General Service Fees at June 30 was \$174.7 million, or \$4 million less than budget.

Other Fees revenue totaled \$20.1 million, or 94 percent of the \$21.5 million annual budget. The revised projection for June 30 approximated \$19.3 million, or \$2.2 million less than budget, reflecting the net impact of the COVID-19 inspired partial spring Facilities Fee refund credits.

Scholarships (budgeted as contra revenue) totaled -\$51.9 million, or 84 percent of the -\$61.8 million annual budget. The revised projection for June 30 was -\$51.7 million, or \$10.1 million less than budget. The projected scholarships reflected estimated COVID-19 adjustments as well as summer scholarships and the spring Early College discount.

State Share of Instruction (SSI) revenue totaled \$74.5 million, or 75 percent of the \$99.1 million annual budget. The projection for June 30 was revised to \$94.1 million, due in part to a reduction of 20 percent of the outstanding SSI distributions as announced by the Ohio Department of Higher Education to reflect the expected impact of COVID-19 shutdowns on state revenues.

Indirect Cost Recovery (IDC) revenue totaled \$3.5 million, or 66 percent of the \$5.2 million annual budget. The revised projection for June 30 approximated \$4.5 million, or \$750,000 less than budget, reflecting the impact of COVID-19 on IDC revenues.

Investment Income revenue totaled \$636,000, or 45 percent of the \$1.4 million annual budget. The revised projection for June 30 approximated \$750,000, or \$670,000 less than budget, reflecting the impact of COVID-19 on investment income.

Miscellaneous Revenue totaled \$2.3 million, or 90 percent of the \$2.6 million annual budget. The revised projection for June 30 approximated \$2.7 million, or \$110,000 more than budget.

CARES Act – 50 Percent of the \$14.2 million federal appropriation to The University of Akron in the wake of the COVID-19 pandemic would be distributed as direct aid to students in compliance with federal requirements. The \$7.1 million remaining was recorded in the general fund as unrestricted revenue in March, which resulted in net revenue exceeding budget by \$4.5 million. Those funds would be reclassified as restricted grant funds during April and be managed as determined by University leadership and the Board of Trustees, in accordance with federal requirements.

Expenditures

Compensation: Payroll expenditures totaled \$104.7 million, or 75 percent of the \$139.7 million annual budget. Fringe benefit costs totaled \$31.8 million, or 73 percent of the \$43.9 million annual budget. The revised total compensation projection for June 30 approximated \$180 million, or \$3.6 million less than the \$183.6 million budget.

Utilities charges approximated \$5.9 million but were offset by a \$400,000 water credit resulting in a net total of \$5.5 million, or 55 percent of the \$10.3 million annual budget. The revised

projection for June 30 approximated \$8.3 million, or \$1.9 million less than budget, reflecting reduced usage during the partial campus shutdown since March due to COVID-19.

Operating expenditures totaled \$29 million, or 79 percent of the \$36.5 million annual budget. The revised projection for June 30 approximated \$34.3 million, or \$2.2 million less than budget.

Transfers, Advances and Loan

Transfers-In (Draw on Operating Reserves): The projected draw on reserves had been budgeted at \$11.6 million as needed. The revised projection for June 30 approximated a \$6.4 million draw on reserves, or \$5.2 million less than budget.

Transfers-In Plant Fund and Other: The year-to-date transfer-in amount exceeded the \$1 million annual budget by \$132,000, which largely represented a remaining Fiscal Year 2019 balance within Recreation and Wellness Services that had been returned to the general fund.

Transfers-Out – Plant Fund: Net year-to-date transfers-out exceeded the \$1 million annual budget by \$255,804, with three projects having returned unused funds after completion totaling \$122,500 versus allocations of: \$450,000 for the Kolbe roof replacement, \$240,000 for the chiller rebuild project, \$225,000 for the James A. Rhoades arena air conditioner, \$200,000 for the Auburn Science and Engineering Center insulation, \$138,000 for Lakewood renovations for distance learning, \$75,000 for Polsky building waterproofing and \$50,000 to relocate the International Programs office.

Transfers-Out – Other: Transfers of \$22.5 million, or 73 percent of the \$30.8 million annual budget, reflected operating and debt service support for auxiliary units in the form of facilities fees and general service fees and other support. The revised projection for June 30 of approximately \$35.3 million, or \$4.5 million more than budget, reflected supplemental general fund support due to the impact of COVID-19.

Advances-In/-Out: In accordance with agreements, \$93,000 had been repaid, leaving an outstanding balance to date of \$450,000 to be repaid.

Loan: A line of credit for up to \$1 million, provided by The University of Akron Foundation to help fund the baseball field project until donations materialize, had been accessed by the University for \$700,000. As of March 31, 2020, \$400,000 had been repaid, leaving an outstanding balance of \$300,000.

AUXILIARIES – AKRON AND WAYNE

Athletics

Athletics actual revenue totaled \$4.3 million, or 46 percent of the \$9.4 million annual budget. Projected revenue at June 30 was revised to approximately \$7 million, or \$2.4 million less than budget, reflecting the impact of COVID-19 cancellations. Payroll and fringe benefit expenditures totaled \$8 million, or 73 percent of the \$10.9 million annual budget. Projected total compensation at June 30 was revised to approximately \$10.6 million, or \$250,000 less than budget.

Operating expenditures totaled \$9.6 million, or 95 percent of the \$10.1 million annual budget. Due to COVID-19 related cancellations, projected operating expense at June 30 was revised to approximately \$9.7 million, or \$401,000 less than budget. Scholarships, or athletic financial aid,

totaled \$6.3 million, or 89 percent of the \$7 million annual budget. The projection of scholarships and other student aid at June 30 was revised to approximately \$6.3 million, or \$750,000 less than budget.

Other sources of funding included transfers-in of \$3.2 million in facilities fees, which serviced a portion of the stadium and field house debt, and \$14.1 million combined transfers-in from the General Service Fees and Other categories. Transfers-in for encumbrances from Fiscal Year 2019 totaled \$13,000. Transfers-out for debt service totaled \$3.7 million, or 75 percent of the \$5 million annual budget, and paid the bonded debt related to InfoCision Stadium and the Stile Athletics Field House.

Residence Life and Housing

Residence Life and Housing actual revenue totaled \$17.7 million, or 93 percent of the \$19.1 million annual budget. Projected revenue at June 30 was revised to approximately \$14.2 million, or \$4.9 million less than budget, reflecting the impact of COVID-19. Payroll and fringe benefit expenditures totaled \$825,000, or 72 percent of the \$1.2 million annual budget. Projected total compensation at June 30 was revised to approximately \$1.08 million, or \$69,000 less than budget.

Operating expenditures totaled \$5 million, or 66 percent of the \$7.6 million annual budget. Projected operating expense at June 30 was revised to approximately \$7.2 million, or \$466,000 less than budget.

The projected fund balance transfer at June 30 was revised from \$321,000 to the entire \$1.8 million fund balance. Transfers-in for encumbrances from Fiscal Year 2019 totaled \$37,000. Transfers-out for debt service totaled \$8 million, or 75 percent of the \$10.6 million annual budget, and paid the debt related to the renovation of seven residence halls and construction of four new buildings.

E. J. Thomas Performing Arts Hall

E. J. Thomas Hall actual revenue totaled \$1.9 million, or 72 percent of the \$2.64 million annual budget. Projected revenue at June 30 was revised to approximately \$2.6 million, or \$40,000 less than budget, reflecting the impact of COVID-19 cancellations. Payroll and fringe benefit expenditures totaled \$260,000, or 64 percent of the \$409,000 annual budget. Projected total compensation at June 30 was revised to approximately \$412,000, or \$3,000 more than budget.

Operating expenditures totaled \$1.9 million, or 68 percent of the \$2.8 million annual budget. Projected operating expense at June 30 was revised to approximately \$2.6 million, or \$196,000 less than budget. Transfers-in – Other of \$654,000, or 75 percent of the \$871,000 annual budget, represented general fund and endowment support for operations. Transfers-out – Plant Fund of \$33,000 represented the returned remaining balance related to the Fiscal Year 2019 lighting upgrade project. Transfers-out for debt service totaled \$245,000, or 75 percent of the \$327,000 annual budget, and paid the bonded debt related to improvements and equipment.

Dining Services (Aramark)

Aramark actual revenue totaled \$2 million, or 61 percent of annual budgeted revenue of \$3.2 million. Projected revenue at June 30 was revised to approximately \$296,000, or \$2.9 million less

than budget, as a result of refunds to students of unused meal plan balances due to COVID-19. Payroll and fringe benefit expenditures totaled \$218,000, or 76 percent of the \$288,000 annual budget. Projected total compensation at June 30 was revised to approximately \$292,000, or \$3,600 more than budget, which reflected the net effect of \$44,000 in unreimbursed payroll costs for University employees not needed by Aramark during the University shutdown versus lower fringe benefit costs.

Operating expenditures totaled \$937,000, or 54 percent of the \$1.7 million annual budget. Projected operating expense at June 30 was revised to approximately \$795,000, or \$950,000 less than budget. The projected Transfers-in – Fund Balance of \$1.7 million at June 30 would be accessed to settle a fiscal year-end shortfall. Transfers-in for encumbrances from Fiscal Year 2019 totaled \$46,000. The \$175,000 Transfers-out – Plant Fund supported replacement of the Student Union dishwasher. The \$12,000 Transfers-out – Other supported the Student Union’s extended hours for Union Market. Transfers-out for debt service totaled \$583,000, or 75 percent of the \$777,000 annual budget, and paid the bonded debt related to various buildouts of space and renovations including the dining hall and retail sites located throughout the campus.

Recreation and Wellness Services

Student Recreation and Wellness Services (SRWS) actual revenue totaled \$476,000, or 74 percent of the \$640,000 annual budget. Projected revenue at June 30 was revised to approximately \$412,000, or \$228,000 less than budget, reflecting the closure of SRWS facilities as of March 16, 2020 due to COVID-19. Payroll and fringe benefit expenditures totaled \$558,000, or 71 percent of the \$787,000 annual budget. Projected total compensation at June 30 was revised to approximately \$754,000, or \$33,000 less than budget.

Operating expenditures totaled \$1.2 million, or 70 percent of the \$1.75 million annual budget. Projected operating expense at June 30 was revised to approximately \$1.69 million, or \$60,000 less than budget. Transfers-in of \$2.7 million represented facilities fees and general fund support to service the building’s debt and operations. The Transfers-in - Fund Balance of \$231,000 projected at June 30 would settle a fiscal year-end shortfall. Transfers-in for encumbrances from Fiscal Year 2019 totaled \$12,000. Transfers-out – Other of \$107,000 represented the remaining balance returned to the general fund related to Fiscal Year 2019 projects. Transfers-out – Debt Service of \$1.3 million, or 75 percent of the \$1.7 million annual budget, supported debt service requirements associated with the facility and its retail space.

Jean Hower Taber Student Union

Student Union actual revenue totaled \$880,000, or 93 percent of the \$947,000 annual budget. Projected revenue at June 30 was revised to approximately \$920,000, or \$27,000 less than budget, reflecting reduced Barnes & Noble commission and space rental revenue. Payroll and fringe benefit expenditures totaled \$604,000, or 74 percent of the \$821,000 annual budget. Projected total compensation at June 30 was revised to approximately \$799,000, or \$22,000 less than budget.

Operating expenditures totaled \$1.2 million, or 66 percent of the \$1.8 million annual budget. Projected operating expense at June 30 was revised to approximately \$1.62 million, or \$135,000 less than budget. Transfers-in of \$3.4 million represented facilities fees and general fund support to service the building’s debt and for operations. Transfers-in – Other included \$12,000 from

Aramark to assist the Student Union with the extended hours for Union Market. Transfers-in for encumbrances from Fiscal Year 2019 totaled \$12,000. Transfers-out for debt service requirements totaled \$2.2 million, or 75 percent of the \$2.9 million annual budget.

Parking and Transportation Services

Parking actual revenue totaled \$6.1 million, or 94 percent of the \$6.5 million annual budget. Projected revenue at June 30 was revised to approximately \$5.2 million, or \$1.3 million less than budget, reflecting spring semester refunds and reduced summer revenue. Payroll and fringe benefit expenditures totaled \$220,000, or 68 percent of the \$323,000 annual budget.

Operating expenditures totaled \$1.9 million, or 78 percent of the \$2.4 million annual budget. Projected operating expense at June 30 was revised to approximately \$2.16 million, or \$227,000 less than budget. Projected Transfers-in - Fund Balance of \$1.2 million and Transfers-in – Other of \$615,000 at June 30 would be needed to settle a fiscal year-end shortfall. Transfers-in for encumbrances from Fiscal Year 2019 totaled \$16,000. Transfers-out for debt service totaled \$3.4 million, or 75 percent of the \$4.5 million annual budget, and paid the bonded debt related to the renovation and construction of six parking decks.

Wayne Student Union

Wayne Student Union revenue totaled \$50,000, or 93 percent of annual budgeted revenue of \$54,000. Projected revenue at June 30 was revised to approximately \$50,000, or \$4,000 less than budget, reflecting reduced Barnes & Noble commission. Operating expenditures totaled \$2,000, or 17 percent of the \$10,000 annual budget. Projected operating expense at June 30 was revised to approximately \$2,000, or \$8,000 less than budget.

DEPARTMENT SALES AND SERVICES – AKRON AND WAYNE

Self-insurance Health Care

Self-insurance Health Care revenue totaled \$16.1 million, or 62 percent of the 25.8 million annual budget. Projected revenue at June 30 was revised to approximately \$22.4 million, or \$3.5 million less than budget. Payroll and fringe benefit expenditures totaled \$153,000, or 81 percent of the \$189,000 annual budget. Projected total compensation at June 30 was revised to approximately \$207,000, or \$18,000 more than budget.

Operating expenditures totaled \$139,000, or 67 percent of the \$208,000 annual budget. Premium and claims expenditures totaled \$19.2 million, or 68 percent of the \$28 million annual budget. Projected premium and claims expenditures at June 30 was revised to approximately \$26.1 million, or \$1.9 million less than budget. Projected Transfers-in – Carryover of \$4.2 million at June 30 would settle a fiscal year-end shortfall.

Workforce Training Solutions

Workforce Training Solutions actual revenue totaled \$491,000, or 65 percent of the \$750,000 annual budget. Projected revenue at June 30 was revised to approximately \$560,000, or \$190,000 less than budget, due to cancellation or postponement of classes. Payroll and fringe benefit expenditures totaled \$295,000, or 108 percent of the \$274,000 annual budget. (Generally, payroll

costs related to contract training is incurred prior to the associated revenue being collected.) Projected total compensation at June 30 was revised to approximately \$345,000, or \$71,000 more than budget.

Operating expenditures totaled \$232,000, or 62 percent of the \$377,000 annual budget. Projected operating expense at June 30 was revised to \$264,000, or \$113,000 less than budget. Projected Transfers-in – Carryover of \$15,000 at June 30 would settle a fiscal year-end shortfall. Transfers-in for encumbrances from Fiscal Year 2019 totaled \$34,000.

New Student Orientation

New Student Orientation actual revenue totaled \$292,000, or 53 percent of the \$551,000 annual budget. Fee receipts based on enrollment projections change as the class matriculates. Projected revenue at June 30 was revised to approximately \$432,000, or \$119,000 less than budget. Payroll and fringe benefit expenditures totaled \$145,000, or 60 percent of the \$242,000 annual budget. Projected total compensation at June 30 was revised to approximately \$202,000, or \$40,000 less than budget. Operating expenditures totaled \$158,000, or 35 percent of the \$452,000 annual budget. Projected Transfers-in – Carryover of \$188,000 at June 30 would settle a fiscal year-end shortfall.

English Language Institute

English Language Institute actual revenue totaled \$158,000, or 49 percent of the \$325,000 annual budget. Projected revenue at June 30 was revised to approximately \$159,000, or \$166,000 less than budget. Payroll and fringe benefit expenditures totaled \$187,000, or 69 percent of the \$270,000 annual budget. Projected total compensation at June 30 was revised to approximately \$261,000, or \$9,000 less than budget. Operating expenditures totaled \$7,000, or 88 percent of the \$8,000 annual budget. Projected Transfers-in – Carryover of \$109,000 at June 30 would settle a fiscal year-end shortfall.

Other

Other departmental sales and services actual revenue totaled \$4.1 million, or 77 percent of the \$5.3 million annual budget. Payroll and fringe benefit expenditures totaled \$2 million, or 92 percent of the \$2.1 million annual budget. Projected total compensation at June 30 was revised to approximately \$2.2 million, or \$119,000 more than budget. Operating expenditures totaled \$2.5 million, or 119 percent of the \$2.1 million annual budget. Projected operating expense at June 30 was revised to approximately \$3 million, or 914,000 more than budget. Capital expenditures totaled \$30,000, or 300 percent of the \$10,000 annual budget. Transfers-in for encumbrances from Fiscal Year 2019 totaled \$259,000. Budgeted operating surplus of \$1.1 million was revised to \$69,000 at June 30.

RESOLUTION 6-4-20 (See Appendix B.)

- Procurements for More Than \$500,000 (Tab 4)

1. Bierce Library Renovations (State Capital Funds)

An award to Coastal Quality Construction, Inc. was proposed in the amount of \$673,962 to renovate eight existing and add two new restrooms in Bierce Library. The award had been recommended by the Office of Capital Planning and Facilities Management and the Department of Purchasing as the lowest responsible bid and would be made following review for legal form and sufficiency by the Office of General Counsel and approval by the state Controlling Board.

2. Oracle Platform as a Service (PaaS) (General Fund)

An award to Mythics, Inc., a certified reseller for Oracle, Inc., was proposed for an amount not to exceed \$2,590,000 to migrate the University's Oracle-PeopleSoft ERP system from on-premise technology and hardware to a cloud-based Platform as a Service (PaaS) hosting solution to be provided by Oracle for four years. This migration was estimated to save approximately \$725,000 over the term as compared to both existing and necessary future expenditures. The award had been established under the Midwestern Higher Education Compact agreement for Oracle and recommended by the Departments of Information Technology Services and Purchasing.

RESOLUTION 6-5-20 (See Appendix B.)

- Fiscal Year 2020/21 Tuition, Fees and Other Changes (Tab 5)

The proposed resolution included rate and/or descriptive changes to tuition, board plans, and the course and miscellaneous fees. Where appropriate, the Ohio Department of Education (ODHE) had been consulted to ensure compliance with state mandates and limitations.

Tuition Guarantee Program

Akron Tuition Guarantee pricing for the fall 2020 cohort was proposed to increase by up to 2.1 percent effective July 2020. Fall 2020 cohort tuition guarantee pricing also was established for the regional campuses per the recommendation of the ODHE, and those proposed rates would represent a 6 percent increase from fiscal year 2020 pricing.

Other Tuition

Rate increases were proposed for the Master of Fine Arts for up to 5 percent (depending on the collective decision of the other participating northeast Ohio institutions) and for the Master of Professional Health for 2.2 percent. A rate decrease of 11 percent was proposed for the Joint Audiology Program in order to align the total amount of tuition that University of Akron students pay with the total amount of tuition that Kent State students pay. The proposed non-resident surcharge for online students would change from \$1 per credit hour to a flat fee of \$50 per term. The proposed non-resident surcharge for domestic, non-Ohio resident graduate students who have completed a bachelor's degree in Ohio would change from \$305.88 per credit hour to \$1 per credit hour.

Board Plans

Board plan rates were proposed to increase at varying amounts up to 4.2 percent in alignment with increases that had been negotiated between the University and Aramark.

Course Fees

The proposed course fee rate changes for various academic programs had been submitted by the respective academic departments as necessary to cover increased costs of materials and supplies.

Miscellaneous Fees

Various changes were proposed to non-instructional related fees, which are used as the basis for internal and external usage charges.

RESOLUTION 6-6-20 (See Appendix B.)

- Cumulative Gift and Grant Income Report for July 1, 2019 through April 30, 2020 (Tab 6)

From July 1, 2019 through April 2020, The University of Akron recorded gifts of cash, bequests, gifts-in-kind and pledges totaling \$20,012,100.

RESOLUTION 6-7-20 (See Appendix B.)

- Bond Refunding Conclusion (Tab 7) INFORMATION ONLY
- Purchases \$25,000 to \$500,000 (Tab 8) INFORMATION ONLY
- Capital Projects Report (Tab 9) INFORMATION ONLY
- Information Technology Report (Tab 10) INFORMATION ONLY
- Advancement Report (Tab 11) INFORMATION ONLY
- University Communications and Marketing Report (Tab 12) INFORMATION ONLY
- Public Liaison and Government Relations Report (TAB 13) INFORMATION ONLY

REPORT OF THE RULES COMMITTEE

presented by Committee Chair Ciraldo

- Revisions to University Rule 3359-20-05.1, Grading system, discipline, academic probation and dismissal (Tab 1)

Proposed revisions to this rule would:

- Establish timeframes within which to initiate a grade change or a student grade appeal;
- Establish a record retention schedule for grades; and

- Grant discretion to academic deans to extend the period of a student’s academic probation and to shorten the waiting period for readmission following academic dismissal.

RESOLUTION 6-8-20 (See Appendix B.)

- Revisions to University Rule 3359-60-02, Undergraduate admissions (Tab 2)

This proposed revised rule would reduce admission waiting periods for transfer students seeking admission following academic dismissal and for students with adult status.

RESOLUTION 6-9-20 (See Appendix B.)

- Revisions to University Rule 3359-60-03.4, Academic reassessment and discipline (Tab 3)

This proposed revised rule would shorten the waiting period for students seeking academic reassessment following a leave of absence and establish an academic reassessment opportunity for students who change majors during the first sixty credits of their enrollment

RESOLUTION 6-10-20 (See Appendix B.)

- Revisions to University Rule 3359-60-03.6, Graduation (Tab 4)

The proposed revised rule would grant levels of distinction for students who receive their baccalaureate degree from The University of Akron, but who have completed fewer than sixty credit hours at the University following transfer. These revisions would apply retroactively to spring 2020 graduates.

RESOLUTION 6-11-20 (See Appendix B.)

CONSENT AGENDA VOTE

Mr. Gingo said that each of the items on the consent agenda had been thoroughly discussed at committee meetings held the previous week and had been recommended for approval by the appropriate committee, which also had approved the addition of the items to the consent agenda.

ACTION: Dowling motion, Crotty second for approval of Resolutions 6-1-20, and 6-3-20 through 6-11-20, passed 8-0²

REPORT OF THE NOMINATING COMMITTEE

presented by Committee Chair Ciraldo

Dr. Ciraldo read the Nominating Committee’s recommended slate of Board officers for 2020-2021.

RESOLUTION 6-12-20 (See Appendix B.)

ACTION: Ciraldo motion on behalf of Committee, passed 9-0

² Mr. Needles had been disconnected temporarily from the conference bridge line at the time of the consent agenda vote.

The newly elected officers—Chair Joseph M. Gingo, Vice Chair Olivia P. Demas, Vice Chair Alfred V. Ciraldo, Secretary M. Celeste Cook and Assistant Secretary John J. Reilly—were sworn in to office by Associate General Counsel Scott M. Campbell.

NEW BUSINESS

Mr. Gingo said that the Board would consider several items of new business. He then invited President Miller to present the first proposed action.

- Temporary Spending Authority for the General Fund, Combined Auxiliary Funds, and Combined Sales Funds Budgets for July and August 2020 (Tab 1)
President Miller made the following statement:

“Thank you, Mr. Chairman. We are recommending and asking the Board to approve a resolution to give the University spending authority for the months of July and August 2020. We are asking for this because of the fiscal unpredictability of our current situation due to COVID-19. This will give us a little more time to nail down the details of the Fiscal Year 2021 budget.”

RESOLUTION 6-13-20 (See Appendix B.)

ACTION: Bauer motion, Adkins second, passed 9-0

- Approval to Temporarily Reduce Annual Compensation for Non-Bargaining Unit Faculty and for Academic Administrators having Faculty Rank (Tab 2)

President Miller called on Associate Vice President for Human Resources and Chief Human Resources Officer Sarah Kelly to provide details of the proposed resolution.

Ms. Kelly reported that the proposal is identical to the one approved by the Board at its Special Meeting on May 29, which had authorized the temporary reduction of base salaries for non-bargaining unit staff and contract professionals and would be the next step in the sequence of University efforts to reduce costs and, to the extent possible, preserve positions. As with the earlier resolution, proposed salary reductions are tiered to avoid disproportionate impact on lower salary tiers, and do not affect those individuals earning less than \$50,000 per year.

President Miller thanked Ms. Kelly and recommended approval of the resolution on behalf of the University.

RESOLUTION 6-14-20 (See Appendix B.)

ACTION: Crotty motion, Scala second, passed 9-0

- Approval to Increase Employee Contributions to Health Plan Premiums for Non-Bargaining Unit Faculty and for Academic Administrators with Faculty Rank (Tab 3)

President Miller again called on Ms. Kelly to provide additional details of the resolution.

Ms. Kelly reported that the proposal also is identical to the one approved by the Board at its Special Meeting on May 29, which had authorized an increase in healthcare contributions for non-

bargaining unit/non-faculty employees. This proposed increase also would be another step in the sequence of University efforts to reduce costs. As with the change for non-bargaining unit/non-faculty employees, the contribution percentage would be determined by salary tier and would not affect those individuals earning less than \$50,000 per year.

President Miller thanked Ms. Kelly and recommended approval of the resolution on behalf of the University.

RESOLUTION 6-15-20 (See Appendix B.)

ACTION: Dowling motion, Ciraldo second, passed 9-0

- Approval of Victoria Lynner Hart to be Readmitted to The University of Akron Under Strict Probation (Tab 4)

President Miller made the following statement:

“The next matter of new business is a resolution pertaining to the readmission of Victoria Lynner Hart to the University. In 2017, Ms. Hart was dismissed from the University pursuant to Ohio Revised Code Section 3345.23. In her request for readmission, Ms. Hart states that she deeply regrets her actions that led to her dismissal and that she is not the same person that she was at that time. In the three years since the incident, Ms. Hart has had no contact with the other involved party, has obeyed all laws, and has been steadily employed. Ms. Hart has made a compelling case for readmission and, consistent with University Rule 3359-8-01, Vice President Messina and I are recommending to this Board that she be readmitted to the University to complete her degree.”

RESOLUTION 6-16-20 (See Appendix B.)

ACTION: Adkins motion, Dowling second, passed 9-0

- Expression of Appreciation to Student Trustee Andrew M. Adolph (Tab 5)

Mr. Gingo shared highlights from the proposed resolution formally thanking Student Trustee Adolph, whose two-year term on the Board would end on July 1, 2020, for fulfilling his duties.

RESOLUTION 6-17-20 (See Appendix B.)

ACTION: Bauer motion, Demas second, passed 9-0.

Mr. Adolph expressed his appreciation to members of the Board and the administration for the opportunity to serve and learn. He shared a final reminder that students appreciate all gestures of caring and concern that are directed to them, especially during the present turbulent times.

- Expression of Appreciation to Trustee Roland H. Bauer (Tab 6)

Mr. Gingo highlighted Mr. Bauer’s distinguished 12-year career on the Board, noting that it is one of the longest on record. After having previously served three years of an unexpired term of another Trustee during 2006-2009, Mr. Bauer was appointed by Governor John Kasich in 2011 to a full nine-year term that would expire July 1, 2020. Mr. Bauer had served as Board Chair (2016-2018) and as Vice Chair (2008-2009). His committee participation had included chairing the Presidential Advisory and Screening Committee (2018-2019); the Nominating Committee (2011-

2016); the Audit & Compliance Committee (2014-2016); the Rules Committee (2011-2013); and the Facilities Planning & Oversight Committee (2008-2009) as well as membership on nearly every committee of the Board. Mr. Bauer was awarded the Doctor of Humane Letters degree by the University in 2009. The resolution also acknowledged Mr. Bauer’s successful professional career as co-founder, President and Chief Executive Officer of The Cypress Companies and his community service to other worthy organizations.

RESOLUTION 6-18-20 (See Appendix B.)

ACTION: Crotty motion, Ciraldo second, passed 8-0, with Bauer abstaining

Mr. Bauer expressed thanks to the University administration and staff, and to present and former Trustees, for their hard work and commitment on behalf of the University. He said that he will miss serving on this Board and looks forward to “a promising future for this University under the leadership of Dr. Miller.”

Mr. Gingo said that the next regular meeting of the Board of Trustees would take place on Wednesday, August 12, 2020. Committee meetings of the Board would precede the Board meeting, beginning at 7:30 or 8:00 a.m. The Board meeting would commence at 10:30 or 11:00 a.m.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 11:14 a.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

August 12, 2020

**APPENDIX A: OTHERS PRESENT FOR ADJACENT SUPPORT
OR VIA LIVE STREAM AS A CAMPUS REPRESENTATIVE**

Cristine Boyd, Director, Media Relations

Kristin A. Brummond, Legal Assistant

Scott M. Campbell, Associate General Counsel and Records Compliance Officer**

Kathryn R. Evans, Staff Employee Advisory Committee*

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

Paula D. Neugebauer, Coordinator, Office of the Board of Trustees

Ruth N. Nine-Duff, Chair, University Council*

Alan D. Parker, Contract Professional Advisory Committee*

Dr. Linda M. Saliga, Chair, Faculty Senate*

Dr. Julia A. Spiker, University Council*

Nathaniel L. Yost, Staff Employee Advisory Committee*

*Via live stream

**Called upon during meeting

APPENDIX B: RESOLUTIONS

RESOLUTION 6-1-20: Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of April 15, 2020 be approved.

RESOLUTION 6-2-20: Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by President Gary L. Miller, dated June 10, 2020, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

RESOLUTION 6-3-20: Acceptance of the Investment Report for the Nine Months Ended March 31, 2020

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on June 10, 2020, accepting the Investment Report for the Nine Months Ended March 31, 2020 be approved.

RESOLUTION 6-4-20: Acceptance of the Financial Report for the Nine Months Ended March 31, 2020

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on June 10, 2020, accepting the Financial Report for the Nine Months Ended March 31, 2020, be approved.

RESOLUTION 6-5-20: Acceptance of Procurements for More Than \$500,000

BE IT RESOLVED, that the following recommendation presented by the Finance & Administration Committee on June 10, 2020 be approved:

Award to Coastal Quality Construction, Inc. a contract to renovate eight existing and add two restrooms in Bierce Library in the amount of \$673,962.

Award to Mythics, Inc. a contract, for an amount that does not exceed \$2,590,000, for a four-year term for Platform as a Service provided by Oracle, Inc.

RESOLUTION 6-6-20: Acceptance of Fall 2020 Cohort Tuition Guarantee, Regional Tuition Guarantee, and Fiscal Year 2020/21 Rate Changes

WHEREAS, Consistent with Ohio Revised Code Section 3345.48, The University of Akron (the “University”) implemented an undergraduate Tuition Guarantee Program, first effective fall 2018, for tuition, room and board, and select University fees (the “Tuition Guarantee”); and

WHEREAS, Ohio Revised Code Section 3345.48 permits the University’s Board of Trustees (the “Board”) to increase the Tuition Guarantee for each subsequent cohort by up to the sum of: (a) the average rate of inflation for the previous 36-month period and, (b) the percentage amount the

APPENDIX B: RESOLUTIONS, Page 2

General Assembly restrains increases on in-state undergraduate instructional and general fees for the applicable fiscal year; and

WHEREAS, The Board desires to increase the Tuition Guarantee pricing for the fall 2020 Cohort consistent with the amounts permissible under Ohio Revised Code Section 3345.48 and as reflected in Appendices A, B, and C³; and

WHEREAS, The Board desires to adopt Regional Tuition Guarantee pricing for the fall 2020 Cohort consistent with the amounts permissible under Ohio Revised Code Section 3345.48 and as reflected in Appendices A, B, and C; and

WHEREAS, The University of Akron (the “University”) desires to modify or eliminate certain course fees and miscellaneous fees, which are not part of the Tuition Guarantee Program (the “Rate Changes” for the Fiscal Year 2020-2021); and

WHEREAS, The University also desires to modify the descriptions for certain course fees and miscellaneous fees; and

WHEREAS, These changes are reflected in the attached Appendices D⁴ and E⁵; Now, Therefore,

BE IT RESOLVED, That the fall 2020 Cohort Tuition Guarantee and fall 2020 Cohort Regional Tuition Guarantee be approved; and

BE IT FURTHER RESOLVED, That the Fiscal Year 2020-2021 Rate Changes be approved.

RESOLUTION 6-7-20: Acceptance of Gift Income Report for July 2019 through April 2020

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on June 10, 2020, accepting the Gift Income Report for July 2019 through April 2020, be approved.

RESOLUTION 6-8-20: Revisions to University Rule 3359-20-05.1, Grading system, discipline, academic probation and dismissal

BE IT RESOLVED, That the recommendation presented by the Rules Committee on June 10, 2020, to revise Rule 3359-20-05.1, be approved.

RESOLUTION 6-9-20: Revisions to University Rule 3359-60-02, Undergraduate admissions

BE IT RESOLVED, That the recommendation presented by the Rules Committee on June 10, 2020, to revise Rule 3359-60-02, be approved.

RESOLUTION 6-10-20: Revisions to University Rule 3359-60-03.4, Academic reassessment and discipline

BE IT RESOLVED, That the recommendation presented by the Rules Committee on June 10, 2020, to revise Rule 3359-60-03.4, be approved.

³ Appendices A-C of Resolution 6-6-20 are included in these minutes as Appendix C.

⁴ Appendix D of Resolution 6-6-20 is included in these minutes as Appendix D.

⁵ Appendix E of Resolution 6-6-20 is included in these minutes as Appendix E.

APPENDIX B: RESOLUTIONS, Page 3

RESOLUTION 6-11-20: Revisions to University Rule 3359-60-03.6, Graduation

BE IT RESOLVED, That the recommendation presented by the Rules Committee on June 10, 2020, to revise Rule 3359-60-03.6, be approved.

RESOLUTION 6-12-20: Pertaining to Election of Officers of the Board of Trustees for 2020-2021

BE IT RESOLVED, That the recommendation presented by the Nominating Committee on June 10, 2020, to elect the following slate of officers for The University of Akron’s Board of Trustees for 2020-2021, be approved.

Chair:	Joseph M. Gingo
Vice Chair:	Olivia P. Demas
Vice Chair:	Alfred V. Ciraldo, M.D.
Secretary:	M. Celeste Cook
Assistant Secretary:	John J. Reilly

RESOLUTION 6-13-20: Pertaining to Temporary Spending Authority for the General Fund, Combined Auxiliary Funds, and Combined Sales Funds Budgets for July and August 2020

WHEREAS, The existing COVID-19 pandemic has complicated the University’s ability to closely predict fiscal year 2020-2021 revenues and expenditures; and

WHEREAS, The University believes the level of fiscal predictability will increase as the fall 2020 semester approaches, particularly when the funding to be received from the State of Ohio and the fiscal impact of the planned physical return of students to campus for fall 2020 are known; and

WHEREAS, The University desires to adopt spending authority for July and August 2020 since student recruitment and other fiscal year revenue and expenditure initiatives remain underway; and

WHEREAS, The administration will use the next two months to develop the full fiscal year 2020-2021 General Fund, Auxiliary Funds, and Sales Funds Budgets in concert with the University’s shared governance groups to be presented during the August 12, 2020 Board meeting; Now, Therefore,

BE IT RESOLVED, That spending authority for July and August 2020 for the General Fund, Combined Auxiliary Funds, and Combined Sales Funds Budgets, as reflected in the attached Exhibit A⁶, be approved.

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

⁶ Exhibit A of Resolution 6-13-20 is included in these minutes as Appendix F.

APPENDIX B: RESOLUTIONS, Page 4

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.

APPENDIX B: RESOLUTIONS, Page 5

RESOLUTION 6-15-20: Approval to Increase Employee Contributions to Health Plan Premiums for Non-Bargaining Unit Faculty and Academic Administrators with Faculty Rank

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 \$1,200,000 is attributable to non-bargaining unit faculty and academic administrators with 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, This Board adopted a resolution on May 29, 2020, increasing the percentage of contribution to the Health Plan annual premium for non-bargaining unit employees not having faculty rank, who earn more than \$50,000 per year; and

WHEREAS, The University also 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 faculty members and for academic administrators 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 faculty members and for academic administrators having faculty rank will increase, as reflected in the table below;

<u>Salary Tier</u>	<u>Current Contribution</u>	<u>Future Contribution</u>
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%

and

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

APPENDIX B: RESOLUTIONS, Page 6

RESOLUTION 6-16-20: Approval of Victoria Lynner Hart to be Readmitted to The University of Akron Under Strict Probation

WHEREAS, Victoria Lynner Hart was dismissed from The University of Akron pursuant to Ohio Revised Code Section 3345.23 on March 9, 2017; and

WHEREAS, Ohio Revised Code Section 3345.23 permits a student to reapply to a public university in Ohio following the period of at least one year from the dismissal; and

WHEREAS, University Rule 3359-08-01(B)(7) requires that a student requesting readmission following a dismissal under Ohio Revised Code Section 3345.23 receive a recommendation for readmission from the president and the vice president of student affairs; and

WHEREAS, The Board of Trustees must approve the request for readmission and may place the student on strict probation as a condition of return; Now, Therefore,

BE IT RESOLVED, That the recommendation of President Gary L. Miller and of Vice President for Student Affairs John A. Messina to permit the readmission of Victoria Lynner Hart under strict probation to The University of Akron, in order to complete her degree, is hereby approved by the Board of Trustees of The University of Akron.

RESOLUTION 6-17-20: Expression of Appreciation to Student Trustee Andrew M. Adolph

WHEREAS, Mr. Andrew M. Adolph, a Canal Fulton native, was appointed to the Board of Trustees of The University of Akron by Governor John Kasich on July 2, 2018; and

WHEREAS, He has served the Board and the University well in a variety of roles, including as Vice Chair of the Academic Issues & Student Success Committee (2019-2020); as a member of the Audit & Compliance Committee (2019-2020); Personnel & Compensation Committee (2019-2020); Strategic Issues Committee (2019-2020); Academic Issues & Student Success Committee (2018-2020); Finance & Administration Committee (2018-2019); Nominating Committee (2018-2019); and the Rules Committee (2018-2019); and

WHEREAS, In addition to representing the student body effectively on the Board, Mr. Adolph also is a Williams Honors Scholar; has balanced a full load of classes in his pursuit of a Bachelor of Business Administration degree while also serving as a Presidential Student Ambassador and student tour guide; and participates in Undergraduate Student Government, University Council and Zips Recruiting Club; and

WHEREAS, Mr. Adolph has been active in the greater community, earning the rank of Eagle Scout in the Boy Scouts of America and participating as a volunteer with Northern Ohio Golf Charities, which sponsors the WGC Bridgestone Invitational; and

WHEREAS, Mr. Adolph was named a 2020 LIFE Awards recipient as a University Top 10 Senior; and

APPENDIX B: RESOLUTIONS, Page 7

WHEREAS, His term as a member of the Board of Trustees will expire on July 1, 2020;
Now, Therefore,

BE IT RESOLVED, That the Board of Trustees of The University of Akron expresses its sincere appreciation to Mr. Andrew M. Adolph for fulfilling his duties as a Student Trustee and wishes him well for the future.

RESOLUTION 6-18-20: Expression of Appreciation to Trustee Roland H. Bauer

WHEREAS, Mr. Roland H. Bauer was appointed to the Board of Trustees of The University of Akron by Governor Robert Taft on July 17, 2006, to complete the remaining three years of an unexpired term of another trustee, and was appointed on September 13, 2011, to a full nine-year term on the Board by Governor John Kasich; and

WHEREAS, Mr. Bauer earned a Bachelor of Arts degree from Wake Forest University and a Juris Doctor degree from The Ohio State University; and

WHEREAS, Mr. Bauer is an esteemed and respected leader in the community and in his profession, co-founding The Cypress Companies, Inc., where he serves as President and Chief Executive Officer; and

WHEREAS, He has served the Board and the University well, serving as Board Chair (2016-2018); Vice Chair (2008-2009); chairing the Presidential Advisory and Screening Committee (2018-2019); the Nominating Committee (2011-2016); the Audit & Compliance Committee (2014-2016); the Rules Committee (2011-2013) and the Facilities Planning & Oversight Committee (2008-2009); and served as a member of the Safety & Facilities Special Committee (2019-2020); Personnel & Compensation Committee (2008-2009, 2016-2018, 2019-2020); Finance & Administration Committee (2013-2016, 2018-2020); Academic Issues & Student Success Committee (2018-2019); Audit & Compliance Committee (2011-2016, 2018-2019); Nominating Committee (2007-2009, 2011-2016, 2018-19); Strategic Issues Committee (2013-2016); Finance, Fiscal Policy, and Investment Committee (2007-2009); and the Collective Bargaining Committee (2006-2009); and

WHEREAS, Mr. Bauer has generously lent his considerable talents to a number of worthy organizations by serving on the boards of the Akron Art Museum, the Greater Akron Chamber, the Western Reserve Bank of Medina, the Akron Zoo, and the Akron Symphony and its Foundation; he is an outside Director of Oatey Company of Cleveland, and an active member of The University of Akron College of Business Administration's Advancement Council, and the Northampton Rotary; and

WHEREAS, in recognition of his many and significant contributions to the University, Mr. Bauer was awarded a Doctor of Humane Letters in 2009, and was designated an A-Day honoree that same year; and

WHEREAS, His term as a member of the Board of Trustees will expire on July 1, 2020; Now, Therefore,

APPENDIX B: RESOLUTIONS, Page 8

BE IT RESOLVED, That the Board of Trustees of The University of Akron expresses its sincere appreciation to Mr. Roland H. Bauer for fulfilling his duties to the Board and its constituents, and wishes him and his wife, Mary, and three daughters good health and good fortune in the years ahead.

APPENDIX C: APPENDICES A-C OF RESOLUTION 6-6-20

APPENDIX A
THE UNIVERSITY OF AKRON
FY2020/21 RATE CHANGES - Tuition Guarantee

	<u>Current TG19</u>	<u>Proposed TG20</u>	<u>Dollar Change</u>	<u>Percentage Change</u>
Akron Tuition Guarantee (per SCH)	\$ 484.82	\$ 495	\$ 10.18	up to 2.1%
Regional Tuition Guarantee (per SCH)		<u>Proposed RG20</u>		
Lower Level	up to	\$ 294.21		
Upper Level	up to	\$ 330.44		

APPENDIX B
THE UNIVERSITY OF AKRON
FY2020/21 RATE CHANGES - Other Tuition

	<u>Current</u>	<u>Proposed</u>	<u>Dollar Change</u>	<u>Percentage Change</u>
Masters of Fine Arts (per SCH)	\$ 568	up to \$600	up to \$32	up to 5%
Masters of Professional Health (per SCH)	\$ 597	\$ 610	\$ 13	2.2%
Joint Audiology Program	\$ 525	\$ 468	up to \$56.87	(11%)
Non-Resident Surcharge - On-Line (per term)	\$1 per SCH	\$50 per term	\$50 per term	\$50 per term
Non-Resident Surcharge for domestic, non-Ohio resident graduate students who completed bachelor's degree in Ohio. (per SCH)	\$ 305.88	down to at least \$1	from \$0 to - \$305.88	Pending further analysis

Note: The Masters of Fine Arts and Masters of Professional Health rates are developed with participating institutions.

APPENDIX C
THE UNIVERSITY OF AKRON
FY2020/21 RATE CHANGES - Board Plans

<u>Description</u>		<u>Current Rate</u>	<u>Proposed Rate</u>	<u>Dollar Change</u>	<u>Percentage Change</u>
Board (Dining) Plans					
Gold plan	Rate per term	\$ 2,375	\$ 2,475	\$ 100	4.2%
Blue plan	Rate per term	\$ 2,175	\$ 2,265	\$ 90	4.1%
White plan	Rate per term	\$ 1,975	\$ 2,005	\$ 30	1.5%
Commuter 25	Rate per term	\$ 415	\$ 425	\$ 10	2.4%
Commuter 25 plus	Rate per term	\$ 515	\$ 525	\$ 10	1.9%
Apartment 50	Rate per term	\$ 830	\$ 845	\$ 15	1.8%
Commuter 75	Rate per term	\$ 1,400	\$ 1,435	\$ 35	2.5%
Add-on DB 200 225 of DB for 200	New Plan		\$ 200	N/A	N/A

APPENDIX D OF RESOLUTION 6-6-20**THE UNIVERSITY OF AKRON
FY2020/21 RATE CHANGES – Course Fees**

Buchtel College of Arts & Sciences

- Establish course fee:
 - Course 018274:3100:401 (Human Anatomy for Biology Majors) \$140

College of Applied Science and Technology

- Establish course fee:
 - Course 002850:121 (Corrosion Testing Lab) \$75
 - Course 002850:220 (Corrosion Control Lab) \$75
 - Course 002850:221 (Individual Projects Lab) \$100

The LeBron James Family Foundation College of Education

- Eliminate course fee:
 - Course 013021:5200:425 (Adv Integrated Primary Curriculum) \$20

College of Polymer Science and Polymer Engineering

- Eliminate course fee:
 - Course 006920:9871:401 (Introduction to Elastomers) \$50
 - Course 006921:9871:402 (Introduction to Plastics) \$50
 - Course 006922:9871:407 (Polymer Science) \$50
- Establish course fees:
 - Course 018397:9871:405 (Polymer Science Laboratory) \$60
 - Course 006875:9841:451 (Polymer Engineering Laboratory) \$75

College of Health Professions

- Increase Masters/Doctoral course fee:
 - Course 004645:5600:647 (Career Dev&Coun Acrs Life-Span) from \$35 to \$45
 - Course 004648:5600:651 (Techniques of Counseling) from \$25 to \$35
 - Course 004683:5600:656 (Asmt Mth&Tr Iss:Marriage &Family Therapy) from \$25 to \$35
 - Course 004660:5600:675 (Pract: Counseling) from \$25 to \$60
 - Course 004667:5600:702 (Advanced Counseling Practicum) from \$25 to \$60
 - Course 004674:5600:714 (Evaluation of Mental Status) from \$25 to \$40
- Establish Masters and/or Doctoral course fee:
 - Course 018508:5600:673 (Prepracticum in Counseling) \$30
 - Course 004683:5600:674 (Prepracticum in Marriage and Family Therapy) \$30
 - Course 007036:5600:622 (Introduction to Play Therapy) \$30
 - Course 004649:5600:653 (Group Counseling) \$25

APPENDIX E OF RESOLUTION 6-6-20, Page 1

THE UNIVERSITY OF AKRON
 FY2020/21 RATE CHANGES – Miscellaneous Fees

Buchtel College of Arts & Sciences

- Rental Costume Price List for Student Organizations and UA Employees
 - Classical Tutu, not decorated from \$25 to \$30
 - Romantic tutu fitted and altered from \$35 to \$40
 - Romantic tutu, not fitted and altered from \$25 to \$30
 - Colonial Man (shirt, breeches, waistcoat, jacket, tights, shoe buckles, wig) from \$25 to \$30
 - Colonial Woman (corset, pantalettes, petticoat, bodice and skirt, wig) from \$25 to \$30
 - Nun (wimple, collar, veil, dress, tabard, waist cord, under sleeves, rosary) from \$25 to \$30
 - Dance costume, washable (unitard, leotard dress, lyrical dress, jazz pants with top, etc.) from \$20 to \$25
 - Dance Costume, dry cleanable (men's tunic, ladies medieval, special fabrics) from \$25 to \$30
 - 19th or 20th Century men’s suit w/ shirt and tie from \$25 to \$30
 - Hat and purse from \$7 to \$8
 - Women's Victorian costume (skirt, blouse, hat, gloves, petticoat, camisole) from \$25 to \$30
 - Men's Medieval/Renaissance costume (tights, tunic, breeches, shirt, hat) from \$30 to \$35

College of Health Professions

- Clinic for Individual and Family Counseling establishment of Counseling Services (fee per session).

Rate Per Hour		# of Dependents (Including Self) Gross Annual Income			
Individual/ Couple/ Family	Group	1-3 Dependents		4-8 Dependents	
\$10	\$20	<\$20,000		<\$49,000	
\$15	\$20	\$20,001	\$30,000	\$49,001	\$60,000
\$20	\$20	\$30,001	\$40,000	\$60,001	\$70,000
\$25	\$20	\$40,001	\$50,000	\$70,001	\$80,000
\$30	\$20	\$50,001	\$60,000	\$80,001	\$90,000
\$35	\$20	\$60,001	\$70,000	\$90,001	\$100,000
\$40	\$20	\$70,001	\$80,000	\$100,001	\$110,000
\$45	\$20	\$80,001	\$90,000	\$110,001	\$120,000
\$50	\$20	\$90,001	\$100,000	\$120,001	\$130,000
\$55	\$20	>\$100,001		>\$130,000	

APPENDIX E OF RESOLUTION 6-6-20, Page 2

THE UNIVERSITY OF AKRON
FY2020/21 RATE CHANGES – Miscellaneous Fees

Office of Academic Affairs

- Establish Online Fee, \$15 per online credit hour, up to 12 credit hours per term, to be assessed to all online courses unless otherwise noted in approved program pricing.
- Establish Study Abroad Application Fee, \$25 per application.
- Cummings Center for the History of Psychology description revisions
 - Still Images for Commercial Use from” \$100 + Costs” to “\$100 + Research & Digitization Fees”
 - Still Images for Academic/Classroom Use from “\$15 + costs” to “\$15 + Research & Digitization Fees”
 - Still Images for Cover Use from “\$250 + costs” to “\$250 + Research & Digitization Fees”
 - Still Images - Commercial Multiple Use License from “\$400/image per project” to “\$400/image per project + Research & Digitization Fees”
 - Moving Images for Personal Research Use from “\$2.50/min, max charge of \$50 per title, access limited to 7 days” to “\$2.50/min, access limited to 7 days via YouTube”
 - Moving Images for Academic/Classroom from “\$5/min + costs” to “\$5/min + Research & Digitization Fees; access via YouTube for 7 days”
 - Moving Images for Commercial Use from “\$100/second, per project” to “\$100/second + Research & Digitization fees; access via YouTube for 7 days”
 - Sound Recordings for Personal Research Use from “\$1/min, max charge \$40/title, access limited to 7 days” to “\$1/min, max charge \$40/title + Research and Digitization Fees; access via YouTube for 7 days”
 - Sound Recordings for Academic/Classroom from “\$2.50/min + costs” to “\$2.50/min + Research & Digitization Fees”
 - Sound Recordings for Commercial Use from “\$75/five min + costs” to “\$75/five min + Research & Digitization Fees”
- Cummings Center for the History of Psychology establishment of fees
 - Research & Digitization Service Fees (including scanning) 1-hour min., \$25/hour
 - Screener fees; Moving Images - non-profit entity, \$200 - loan period of one year; film must be watermarked while on display [loan can be renewed]
 - Screener fees; Moving Images - for-profit entity, \$400 - load period of one year; film must be watermarked while on display [loan can be renewed]
 - Digitization services for cultural institutions (digitization of their materials)
 - 8mm film, \$0.30/foot + costs
 - 16mm film, \$0.20/foot + costs
 - 35mm film, \$0.40/foot + costs
 - VHS tape, \$25/hour + costs
 - Cassette tapes (sound recording), \$25/hour + costs
 - Loan processing fee, \$150/ one-year loan period
- English Language Institute description refinements
 - From “Materials Fee per level, per Semester” to “Materials Fee per course, per Semester”

APPENDIX E OF RESOLUTION 6-6-20, Page 3

THE UNIVERSITY OF AKRON
 FY2020/21 RATE CHANGES – Miscellaneous Fees

- From “Materials Fee per level, 8-week Summer Session” to “Materials Fee per course, 8-week Summer Session”
- From “Tuition (non-credit courses)” to “Instructional (non-credit courses)”

Office of Finance & Administration/CFO

- Hower House tour rate for senior citizens increase from \$7 to \$8
- Parking Services establishment of fees
 - Lot Setup Fee (Per event when reserved spaces are requested) \$25
 - Lot/Space Rental Fee (Per space, non-UA groups only) \$2
- Parking Services adjustment of fees
 - Overnight Parking Permit Endorsements (per semester, in addition to other permit/transportation fees) increase from \$40 to \$60
 - Visitor Parking
 - Lot A (per quarter-hour) increase from \$.50 (\$6 max) to \$.50 (\$8 max)
 - One-Day and Temporary Permits increase from \$6 to \$8
 - Per Week increase from \$20 to \$25
 - Per Month increase from \$50 to \$60
 - Per Fall/Spring Semester increase from \$175 to \$200
 - Per Summer Semester increase from \$130 to \$150
 - Exclusive Parking Lot/Space Access Fee (per year) increase from \$100 to \$200
 - Group Event Parking Permits (Per 50 attendees - Only non-UA attendees w/o permits considered) increase from \$25 (\$500 max) to \$50 (\$500 max)
 - Lot Attendant Fee (Hourly) increase from \$10 to \$12
 - Parking Violation Fines: Displaying a false, altered, forged, lost or stolen permit increase from \$150 to \$175
- Parking Services elimination of fees
 - Continuing Education Permits
 - Roo Express Shuttle Bus Rental
 - Roo Express Shuttle Van Rental
- Environmental and Occupational Health & Safety
 - Adjustments to Physical Facilities Operations Center’s chargeback rates and overtime rates

Speedtype	Services	Chargeback Rate	Overtime Rate
205020	Building Services	\$ 27.53	\$ 35.52
205050	Energy Center	\$ 40.01	\$ 51.62
205040	Grounds	\$ 31.47	\$ 40.60
205013	Maintenance & Trades	\$ 39.83	\$ 51.38
205070	Special Services	\$ 31.47	\$ 40.60
205000	Administration	\$ 33.85	\$ 43.67
Multi	Students	\$ 12.64	N/A
205017	Locking Systems	\$ 39.83	\$ 51.38

APPENDIX E OF RESOLUTION 6-6-20, Page 4

THE UNIVERSITY OF AKRON
FY2020/21 RATE CHANGES – Miscellaneous Fees

- Establishment of service fee “Lab closeout of hazardous material disposal”, At Cost (direct cost of invoice)
- University Police Department
 - Special Events Detail for internal on campus events, (i.e. student organizations and athletics) (Security required for dances/major events hosted on/in campus facilities--minimum 2 officers required for up to 100 people; minimum 1 additional officer required for each additional 100 people) from \$44 to \$45 per hour (3-hour minimum)
 - Special Events Detail for external on campus events, (i.e. weddings, concerts, outside promoters) (Security required for dances/major events hosted on/in campus facilities--minimum 2 officers required for up to 100 people; minimum 1 additional officer required for each additional 100 people) from \$44 to \$47 per hour (3-hour minimum)
- E.J. Thomas Performing Arts Hall
 - Establishment of Commercial, Non-Profit Organization, and University Organizations rate for Other Spaces (without auditorium): Lobby Space or Stage Space Rental, starting at \$500
 - Increase to commercial, non-profit, and University organization rates

E.J. Thomas Performing Arts Hall (Commercial Rates)	Mon. - Thurs.	Fri.-Sun.
*Event Rates: Matinee	\$2,200	\$2,750
*Event Rates: Two Matinees on the Same Day	\$3,850	\$4,950
*Event Rates: Evening	\$3,190	\$3,850
*Event Rates: Matinee and Evening	\$4,400	\$4,950
Stage Rehearsal & Setup Rates: Dark Day (4-Hour Minimum)	\$2,090	\$3,740
Stage Rehearsal & Setup Rates: Event Day (4-Hour Minimum)	\$850	\$850
Other Spaces (without auditorium): Rehearsal Room (3-Hour Rehearsal)	\$500	\$500
Equipment: Upright Piano	\$150	\$150
Equipment: Grand Piano	\$150	\$150
Equipment: Follow Spots	\$150	\$150
Labor Charges: Doorman (Per rehearsal/show)	\$175	\$175
Labor Charges: Ushering (Reserved Tickets, Full Usher)	\$500	\$500
Labor Charges: Traffic/Crowd Control Police (each)	\$300	\$300
Labor Charges: Piano Tuning (each)	\$150	\$150
Permits/Other Charges: Ticket Office Minimum vs. 6%	\$400 min/6%	\$400 min/6%
E.J. Thomas Performing Arts Hall (Non-Profit Organization Rates) <i>Available to groups with IRS non-profit status & identification number</i>	Mon. - Thurs.	Fri.-Sun.
*Event Rates: Matinee	\$1,744	\$2,178
*Event Rates: Two Matinees on the Same Day	\$2,794	\$3,988

APPENDIX E OF RESOLUTION 6-6-20, Page 5

THE UNIVERSITY OF AKRON
FY2020/21 RATE CHANGES – Miscellaneous Fees

*Event Rates: Evening	\$2,448	\$3,146
*Event Rates: Matinee and Evening	\$3,427	\$3,982
Stage Rehearsal & Setup Rates: Dark Day (4-Hour Minimum)	\$1,744	\$3,146
Stage Rehearsal & Setup Rates: Event Day (4-Hour Minimum)	\$700	\$750
Other Spaces (without auditorium): Rehearsal Room (3-Hour Rehearsal)	\$500	\$500
Equipment: Upright Piano	\$150	\$150
Equipment: Grand Piano	\$150	\$150
Equipment: Follow Spots	\$150	\$150
Labor Charges: Doorman (Per rehearsal/show)	\$175	\$175
Labor Charges: Ushering (Reserved Tickets, Full Usher)	\$500	\$500
Labor Charges: Traffic/Crowd Control Police (each)	\$300	\$300
Labor Charges: Piano Tuning (each)	\$150	\$150
Permits/Other Charges: Ticket Office Minimum vs. 6%	\$400 min/6%	\$400 min/6%
E.J. Thomas Performing Arts Hall (University Organizations)	Mon. - Thurs.	Fri.-Sun.
*Event Rates: Matinee	\$1,430	\$2,013
*Event Rates: Two Matinees on the Same Day	\$2,233	\$3,366
*Event Rates: Evening	\$1,925	\$2,706
*Event Rates: Matinee and Evening	\$2,860	\$3,575
Stage Rehearsal & Setup Rates: Dark Day (4-Hour Minimum)	\$1,320	\$2,706
Stage Rehearsal & Setup Rates: Event Day (4-Hour Minimum)	\$750	\$750
Other Spaces (without auditorium): Rehearsal Room (3-Hour Rehearsal) with performance rental	\$450	\$450
Equipment: Upright Piano	\$150	\$150
Equipment: Grand Piano	\$150	\$150
Equipment: Follow Spots	\$150	\$150
Labor Charges: Doorman (Per rehearsal/show)	\$175	\$175
Labor Charges: Ushering (Reserved Tickets, Full Usher)	\$500	\$500
Labor Charges: Traffic/Crowd Control Police (each)	\$300	\$300
Labor Charges: Piano Tuning (each)	\$150	\$150
Permits/Other Charges: Ticket Office Minimum vs. 6%	\$400 min/6%	\$400 min/6%

APPENDIX E OF RESOLUTION 6-6-20, Page 6

THE UNIVERSITY OF AKRON
FY2020/21 RATE CHANGES – Miscellaneous Fees

Department of Athletics

- Rhodes Arena elimination of Tier I and Tier II fees for Lab 1 or 3 and Lab 2 or 4
- Rhodes Arena Per Court, Per Hour Tier II Fees from \$120 per hour to \$125 per hour
- Rhodes Arena Upstairs Track, per hour Tier II Fees from \$25 per hour to negotiated + overhead
- Rhodes Arena Gymnasium Tier I fee from \$2,000 + overhead to Gymnasium (Lobby-Arena Floor-Lower Seating) \$2,500 + overhead
- Rhodes Arena Gymnasium Tier II fee from \$4,000 + overhead to Gymnasium (Lobby-Arena Floor-Lower Seating) \$4,500 + overhead
- Rhodes Arena Entire Building Tier I fee from \$3,000 + overhead to Entire Building (Lobby-Arena-All Seating-Locker Rooms) \$3,500 + overhead
- Rhodes Arena Entire Building Tier II fee from \$6,000 + overhead to Entire Building (Lobby-Arena-All Seating-Locker Rooms) \$6,500 + overhead
- Rhodes Arena Press Room include in Entire Building rate
- Jackson Field Complex Practice Field Tier II fee from \$200 hour + overhead to \$225 hour + overhead
- Jackson Field Complex Skeeles Baseball Field establish Tier I fee, negotiated + overhead
- Jackson Field Complex Skeeles Baseball Field establish Tier II fee, \$500 per game + overhead
- Jackson Field Complex Softball Field Tier I establish fee, negotiated + overhead
- Jackson Field Complex Softball Field Tier II fee from \$100 per game + overhead to \$200 per game + overhead
- Stile Athletics Field House Full Facility Rental Tier II fee from \$250 per hour to \$300 per hour
- Stile Athletics Field House Full Facility Rental for Entire Day Tier II fee from \$2,500 + overhead to \$3,000 + overhead
- InfoCision Stadium-Summa Field establish Entire Stadium Tier I and Tier II fees, negotiated + overhead
- InfoCision Stadium-Summa Field Suite Level- 6th floor Tier I fee from negotiated to negotiated + overhead
- “Team Practices” to “Team Practices (Court, Track or Playing field Only)”
 - Stile Field House from \$250 per hour + overhead to \$300 per hour + overhead
 - Practice Turf Field from \$175 per hour + overhead to \$225 per hour + overhead
 - Skeeles Baseball Field establish Tier I, Tier II, and High School, Youth Leagues K-12, Adult, Independent rental rates, \$250 per hour + overhead
 - InfoCision Stadium-Summa Field from \$275 per hour + overhead to \$325 per hour + overhead

APPENDIX E OF RESOLUTION 6-6-20, Page 7

THE UNIVERSITY OF AKRON
FY2020/21 RATE CHANGES – Miscellaneous Fees

College of Business Administration

- Saturday MBA program at MCUC, Wayne, and Lakewood – Cohort #10 \$33,000

Division of Student Affairs

- Update to price range for health services
 - Prescribed Medications/Treatments from \$3.60-\$65 to \$3-\$65
 - Laboratory Tests from \$6-\$196.80 to \$5-\$200
 - Immunizations from \$24-\$61 to \$30-\$65
 - Allergy Injections from \$6 to \$6-25
 - Physical Examinations from \$15 to \$20
- Student Recreation and Wellness Center
 - Remove Membership Parking Permit services that have been combined or no longer offered
 - One 6-Month Restricted Parking
 - One 6-Month Restricted Parking - Secondary Applicant
 - One Annual Restricted Parking
 - One Annual Restricted Parking - Secondary Applicant
 - One Annual Unrestricted Parking
 - One Annual Unrestricted Parking - Secondary Applicant
 - Update SRWS membership rates and rate ranges for consistency in categories
 - Memberships Faculty/Staff 6-month from \$105 to \$105-\$135
 - Memberships Retirees 6-month from \$135 to \$135-\$170
 - Memberships Alumni/Affiliate Staff 6-month from \$171 to \$171-\$210
 - Memberships Faculty/Staff 3-month from \$62 to \$62-\$77
 - Memberships Retirees 3-month from \$77 to \$77-\$95
 - Memberships Alumni/Affiliate Staff 3-month from \$95 to \$95-\$146
 - Memberships Community 3-month establish rate, \$146-\$250
 - Memberships Faculty/Staff 1-month from \$23 to \$23-\$35
 - Memberships Retirees 1-month from \$29 to \$29-\$44
 - Memberships Alumni/Affiliate Staff 1-month from \$35 to \$35-\$50
 - Memberships Community 1-month establish rate, \$54-\$100
 - Secondary Membership Assessed Students Semester from \$125 to \$110-\$150
 - Secondary Membership Non-Assessed Students Semester from \$125 to \$110-\$150
 - Secondary Membership Assessed Students Summer from \$105 to \$70-\$125
 - Secondary Membership Non-Assessed Students Summer from \$105 to \$70-\$125
 - Secondary Membership Faculty/Staff 6-month from \$105 to \$105-\$135
 - Secondary Membership Retirees 6-month from \$135 to \$135-\$171
 - Secondary Membership Alumni/Affiliate 6-month from \$171 to \$171-\$215
 - Secondary Membership Community 6-month from \$170 to \$170-\$355
 - Secondary Membership Faculty/Staff 3-month from \$62 to \$62-\$77
 - Secondary Membership Retirees 3-month from \$77 to \$77-\$95
 - Secondary Membership Alumni/Affiliate 3-month from \$95 to \$95-\$146

APPENDIX E OF RESOLUTION 6-6-20, Page 8**THE UNIVERSITY OF AKRON
FY2020/21 RATE CHANGES – Miscellaneous Fees**

- Secondary Membership Community 3-month establish rate, \$54-\$100
- Secondary Membership Faculty/Staff 1-month from \$23 to \$23-\$35
- Secondary Membership Retirees 1-month from \$29 to \$29-\$44
- Secondary Membership Alumni/Affiliate 1-month from \$35 to \$35-\$50
- Secondary Membership Community 1-month establish rate, \$54-\$100
- Update to parking pass rates/passes for all membership categories
 - Visiting Student Pass (Non-UA College Student 3-month from \$150 to \$150-\$200
 - Membership Parking Permits:
 - Non-Assessed Students One Semester Unrestricted Parking (lots 1,8,9,10,13) from \$55 to \$55-\$75
 - Assessed Student One Semester Unrestricted Parking (lots 1,8,9,10,13) - Secondary Applicant from \$55 to \$55-\$75
 - Non-Assessed Student One Semester Unrestricted Parking (lots 1,8,9,10,13) - Secondary Applicant from \$55 to \$55-\$75
 - Retiree One Month Unrestricted Parking (lots 1,8,9,10,13) establish rate, \$11-\$20
 - Alumni/Affiliate One Month Unrestricted Parking (lots 1,8,9,10,13) from \$70 to \$11-\$20
 - Community One Month Unrestricted Parking (lots 1,8,9,10,13) from \$80 to \$11-\$20
 - Faculty/Staff One Month Unrestricted Parking (lots 1,8,9,10,13) - Secondary Applicant establish rate, \$11-\$20
 - Retiree One Month Unrestricted Parking (lots 1,8,9,10,13) - Secondary Applicant establish rate, \$11-\$20
 - Alumni/Affiliate One Month Unrestricted Parking (lots 1,8,9,10,13) - Secondary Applicant from \$70 to \$11-\$20
 - Community One Month Unrestricted Parking (lots 1,8,9,10,13) - Secondary Applicant from \$80 to \$11-\$20
- Locker Rental Assessed Students and Non-Assessed Students Month establish rate, \$9-\$50
- Locker Rental Assessed Students and Non-Assessed Students Annual establish rate, \$40-\$150
- Locker Rental Faculty/Staff, Retiree/Alumni/Affiliate, Community 6-Month from \$25-\$100 to Month \$9-\$50
- Membership monthly credit card processing Faculty/Staff, Retiree, Alumni/Affiliate, Community establish rate, \$2-\$15

APPENDIX E OF RESOLUTION 6-6-20, Page 9

THE UNIVERSITY OF AKRON
FY2020/21 RATE CHANGES – Miscellaneous Fees

- Student Union
 - Refinements to descriptions
 - “Second Floor: Theatre” to “Theatre”
 - “Second Floor: Dining Areas- Union Market, Brands, Faculty Dining, Coffeehouse” to “Dining Areas- Union Market, Brands, Faculty Dining, Coffeehouse”
 - “Lobbies/Lounges” to “Lobbies/Lounges/Concourses”
 - “Video Switcher” to “Large Video Switcher”
 - “Microphone” to “Microphone (wireless handheld, lavalier, or wired)”
 - “Long Throw Projector in ballrooms” to “Long Throw Projector in ballrooms/theatre”
 - Establish equipment fee rate for Student Organization User, Campus-Based User, Sponsored User, and External User categories

	Student Organization User	Campus-Based User	Sponsored User	External User
16 Channel Sound Mixer	\$100	\$100	\$200	\$200
4 Channel Sound Mixer	\$25	\$25	\$50	\$50
Audio Snake	\$25	\$25	\$50	\$50
Mini Video Switcher	\$25	\$25	\$50	\$50
Uplighting: Set of 4 Spots/Bars	\$25	\$50	\$75	\$75
Effects Lighting Tree	\$25	\$50	\$100	\$100
UV Cannon	\$50 each	\$50 each	\$75 each	\$75 each
Powered PA Speaker	\$25 each	\$25 each	\$50 each	\$50 each
Sound on a Stick	\$25	\$25	\$50	\$50

APPENDIX F: EXHIBIT A OF RESOLUTION 6-13-20

EXHIBIT A

The University of Akron
 Combined General Fund, Combined Auxiliary Funds and Combined Sales Funds
 Fiscal Year 2020-2021 Temporary Budget for July and August 2020

	General Fund	Combined Auxiliary Funds	Combined Sales Funds	Total
Payroll	\$ 14,250,000	\$ 1,650,000	\$ 420,000	\$ 16,320,000
Fringes	6,550,000	600,000	120,000	7,270,000
Total Compensation	20,800,000	2,250,000	540,000	23,590,000
Utilities	800,000	500,000	0	1,300,000
Operating	11,500,000	6,500,000	5,500,000	23,500,000
Total Non Personnel	12,300,000	7,000,000	5,500,000	24,800,000
Total Expenditures	33,100,000	9,250,000	6,040,000	48,390,000
Transfers-In (Out)				
Encumbrances	3,030,000	0	0	3,030,000
Facilities Fee-Debt Service	(809,000)	809,000	0	0
General Service Fee	(1,555,000)	1,555,000	0	0
Other-Debt Service	(780,000)	780,000	0	0
Other	(2,080,000)	2,080,000	0	0
Debt Service	0	(4,297,000)	0	(4,297,000)
Net Transfers	(2,194,000)	927,000	0	(1,267,000)
Total Expenditures and Net Transfers	\$ 35,294,000	\$ 8,323,000	\$ 6,040,000	\$ 49,657,000

APPENDIX G: REPORT OF THE PRESIDENT

Thank you, Mr. Chairman. I want to begin my comments today by thanking you and the Board for your continued commitment and wise counsel as we work together navigating the extraordinarily challenging circumstances created by the COVID pandemic. Working together, I am confident The University of Akron will manage through these times and emerge as a strong university and one that is a highly engaged partner in Akron as we have been throughout our history, so thank you for your work.

Mr. Chairman, the COVID pandemic is not the only extraordinary challenge we face today. Even as this country struggles with the isolation, health and economic disparity of the pandemic, we are faced with the reality of the racial discrimination and social injustice that has, unfortunately, been part of this nation's history from the very beginning. The events of the past several weeks have brought into sharp contrast the perils of complacency and its power to rend the delicate fabric of our precious democracy and the urgent need to awaken, now, and with uncommon passion and conviction, the long-suppressed actions so desperately needed to save that democracy.

Akron is a city not unfamiliar with the fissures of intolerance and racial discrimination. Like citizens of cities all over the country and around the globe, over the past two weeks, Akronites have publicly expressed their anguish at the horror of the senseless death of George Floyd.

Akron is also a city of action. It is a city that agrees with our Trustee and Akron Public School Superintendent Dr. David James, who recently called for all of us to demand real change:

- Change that does not just imagine social justice but deploys it;
- Change not based on just a reading of history but on the wisdom gained from understanding history; and
- Change not based just on the enactment of policy but on the hard work of walking in someone else's shoes.

The University of Akron as a child and servant of this city must be a leader in this effective change. This is one of our most sacred obligations as a public university, and it is an obligation to which we must now turn our attention.

Mr. Chairman, I want this Board to know that it is my intention in the coming weeks and months and beyond to lead The University of Akron in a thorough evaluation of how our practices and policies enable or diminish our ability to detect, understand and deal with racial discrimination, unconscious bias, restriction of access and opportunity or our appreciation of the special circumstances of any of our fellow citizens. Among other things, we will examine our recruitment and enrollment practices, our policing, our approaches to the needs of students and employees of color, the ways in which we communicate and care for one another, and our goals and methods for diversifying this campus. We will do this because in order to be a leader for the kind of change required at this moment in our history, we must first examine and understand ourselves.

APPENDIX G: REPORT OF THE PRESIDENT, Page 2

As we conduct this self-examination, we will work with uncommon energy with our community partners for real change. For us, this means finding ways to provide higher education opportunities for more people of color in this region, building partnerships with government and sister universities to ensure social justice and applying the vast capabilities and capacities of our faculty and staff to build new models of community interaction, safety and economic prosperity.

We are struggling with great challenges as a university because of the COVID pandemic, and you have done much work today and in recent meetings about that. But given the importance of the events of the past several weeks, it is clear to me that merely solving our COVID-related financial challenges is not the mark of a great university like The University of Akron. A great university like The University of Akron can and must also rise to the important and long-standing national challenges of which the death of George Floyd has so disturbingly reminded us.

Thank you, Mr. Chairman; that is my report.

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Special Meeting Minutes
Wednesday, July 15, 2020
Student Union, Room 339

Board Members Present:

Joseph M. Gingo, Chair	Lewis W. Adkins, Jr.	Michael J. Dowling
Olivia P. Demas, Vice Chair	Roland H. Bauer	Thomas F. Needles
Alfred V. Ciraldo, M.D., Vice Chair	Cindy P. Crotty*	William A. Scala

*Via teleconference

Student Trustees Present:

Andrew M. Adolph*	Taylor A. Bennington*
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*Via teleconference

Advisory Trustees Present:

Anthony J. Alexander*

*Via teleconference

Staff Officers of the Board Present:

M. Celeste Cook, Secretary; Vice President & General Counsel
John J. Reilly, Assistant Secretary; Associate Vice President & Deputy General Counsel**
**Adjacent support

Administrative Officers Present:

Dr. Gary L. Miller, President
Dr. John M. Wiencek, Executive Vice President and Provost*
Kimberly M. Cole, Vice President, Advancement*
Tammy Ewin, Vice President/Chief Communication and Marketing Officer*
Wayne R. Hill, Vice President and Chief of Staff**
Nathan J. Mortimer, Vice President, Operations*
Dr. Rex D. Ramsier, Vice Provost and Director of Academic Administrative Services*
Dr. Stephen R. Storck, Interim Chief Financial Officer*
Dr. Joseph R. Urgo, Interim Senior Vice Provost, Acting Dean, Buchtel College of Arts and Sciences*
*Via teleconference
**Adjacent support

SPECIAL BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Gingo called the meeting to order as a committee of the whole at 1:00 p.m., and the Board adjourned into executive session on a 9-0 vote for the stated purpose of considering the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official pursuant to O.R.C. 121.22(G)(1) and to review for collective bargaining sessions pursuant to the provisions of O.R.C. 121.22(G)(4). The meeting returned to public session at 2:36 p.m. on a 9-0 vote. Mr. Gingo thanked everyone who was participating in the meeting, both in person and via teleconference. He noted that the meeting was being

conducted in response to the current orders and guidelines from the Ohio Governor and Department of Health, and in accordance with temporary legislation by the Ohio General Assembly.

Mr. Gingo then asked Secretary Cook to elaborate on how that compliance applies to Trustees as well as to the University, and to call the roll to verify the quorum majority of voting Trustees and establish the record of attendance for all Board members.

Ms. Cook said that Ohio Am. Sub. House Bill 197 establishes a temporary policy for public bodies, including our Board of Trustees, to utilize electronic communication in lieu of in-person public meetings during the period declared by Executive Order 2020-01D on March 9, 2020, but no later than December 1, 2020, in response to the COVID-19 pandemic. For Trustees, this means that attendance via teleconference is equivalent to attendance in person and would be counted toward establishing a quorum and voting during the meeting. This temporary legislation also requires notification to the public and media of the date and time of the meeting as well as information as to how the public may gain access to the open portion of the meeting via electronic communication. “This was being accomplished for today’s Special Board of Trustees meeting by advance notification and posting of the meeting’s date, time, and a link to the web page hosting the live stream of this public session,” Ms. Cook said. She then called the roll to reestablish the Board members who were participating via telephone and verified the required quorum majority of voting Trustees.

NEW BUSINESS

Mr. Gingo said that the Board would consider several important items of new business. Before proceeding, however, he invited Trustee Ciraldo to say a few words.

Dr. Ciraldo made the following statement:

“Thank you, Chairman Gingo, and thank you to the whole Board for allowing me to speak. It is with great sadness that I acknowledge the passing on Monday evening of my friend and colleague Dr. John Fink. I met John 40 years ago when we were residents together at Akron City Hospital. On behalf of this Board, I want to express our deepest sympathy to John’s wife and University of Akron faculty member, Dr. Deborah Owens Fink, as well as their entire family. John served on this Board for a full nine years from 1997 to 2006, including his chairmanship from 2005 to 2006. His wise leadership benefited the University greatly during this big time of transition. He worked many extra hours here after his duties at the hospital to oversee some of the building that was going on here. He worked very hard on this Board and was very, very committed. He also encouraged my participation, which is probably one of the reasons I am here on this Board as well. Not only did he serve on the Board, but he was a very well reputed vascular surgeon in the community, and he also served as chair of the (Summa Health Systems) department of surgery from 2011 until his death this week. He was a dedicated, loyal physician, a great friend and a great asset to this University and the community as a whole. He will be greatly missed. Again, thank you for this opportunity.”

Mr. Gingo said that the resolutions had been provided to Trustees in advance of this meeting and would be available on the Board’s website following formal action. He then invited President Miller to present the first proposed action.

- Approval of the Collective Bargaining Agreement between The University of Akron and the Communications Workers of America, Local 4302 (Physical Facilities Operations Center Unit) (Tab 1)

President Miller made the following statement:

“Thank you, Mr. Chairman. The first item that I wish to present for this Board’s consideration is a Memorandum of Understanding (MOU) between the University and the Physical Facilities Operations Center employees who are members of the Communications Workers of America union, which is referred to as the CWA unit. Pursuant to this MOU, the CWA unit has agreed to extend its collective bargaining agreement through June 30, 2021 and has agreed to an across-the-board wage reduction of three-quarters of one percent for Fiscal Year 2021. I want to express my deep appreciation for the CWA unit on reaching this agreement with the University and my gratitude for its willingness to share in the sacrifice of its non-bargaining unit co-workers.”

President Miller than called on Assistant General Counsel Mark Stasitis to provide additional details about the memorandum of understanding.

Mr. Stasitis said that, as President Miller had noted, the Communications Workers of America union has two separate units on The University of Akron’s campus: members who are employees of the Physical Facilities Operation Center, called the CWA, and employees who work in other staff positions in the University, the Staff Bargaining Unit, or “SBU.”

This agreement, which had been reached with the CWA unit and ratified by its membership on Monday, July 13, would extend the term of the collective bargaining agreement for one year, until June 30, 2021.

In addition to extending the agreement, the CWA unit had agreed during the term of the extension to:

- An across-the-board wage reduction of three-quarters of one percent, which equals the savings shared by non-bargaining unit employees; and
- The right of the University to implement up to 24 furlough days per year, per employee.

In addition to these temporary concessionary measures, the CWA unit had agreed to the permanent discontinuation of the retiree spouse and dependent healthcare coverage, effective January 1, 2021, and the elimination of the “fair-share” contribution, consistent with the *Janus* Supreme Court decision.

President Miller thanked Mr. Stasitis and recommended approval of the resolution on behalf of the University's administration.

RESOLUTION 7-1-20 (See Appendix B.)
ACTION: Bauer motion, Adkins second, passed 9-0

- Approval of the Collective Bargaining Agreement between The University of Akron and the Communications Workers of America, Local 4302 (Staff Bargaining Unit) (Tab 2)

President Miller made the following statement:

“Thank you, Mr. Chairman. The next item of business that I wish to present for this Board's consideration is a Memorandum of Understanding between the University and the remaining staff employees that are members of the Communications Workers of America union, which is referred to as the “SBU unit.” Pursuant to this MOU, the SBU unit also has agreed to extend its collective bargaining agreement through June 30, 2021 and has agreed to an across-the-board wage reduction of one percent for Fiscal Year 2021. I want to express my appreciation for the SBU unit on reaching this agreement with the University and my gratitude for its willingness to share in the sacrifice of its non-bargaining unit co-workers.”

President Miller again called on Assistant General Counsel Mark Stasitis to provide additional details about the memorandum of understanding.

Mr. Stasitis said that this agreement, reached with the SBU, had already been ratified by its membership on Monday, July 13 and would extend the term of the collective bargaining agreement for one year, until June 30, 2021.

In addition to extending the agreement, the SBU had agreed during the term of the extension to:

- An across-the-board wage reduction of one percent, (which equals the savings shared by non-bargaining unit employees); and
- The right of the University to implement up to twenty-four furlough days per year, per employee.

In addition to these temporary measures, the SBU also had agreed to the permanent discontinuation of the retiree spouse and dependent healthcare coverage, effective January 1, 2021, and the elimination of the “fair-share” contribution, consistent with the *Janus* Supreme Court decision.

President Miller thanked Mr. Stasitis and recommended approval of the resolution on behalf of the University's administration.

RESOLUTION 7-2-20 (See Appendix B.)
ACTION: Adkins motion, Demas second, passed 9-0

- Approval of the Collective Bargaining Agreement Between The University of Akron and the Fraternal Order of Police/Ohio Labor Council, Inc. (Tab 3)

President Miller made the following statement:

“The next item on today’s agenda is a tentative agreement between the University and the Fraternal Order of Police (FOP) union, to extend the term of its collective bargaining agreement with the University through June 30, 2021. Under the terms of the tentative agreement, which still needs to be ratified by its membership, the FOP also has agreed to a temporary wage reduction and a temporary increase in the cost of healthcare premiums.

As with the CWA, I wish to express my appreciation to the FOP on reaching this agreement with the University and my gratitude for its willingness to share in the sacrifice of its non-bargaining unit co-workers.”

President Miller again called on Assistant General Counsel Mark Stasitis to provide additional details about the tentative agreement.

Mr. Stasitis said that this tentative agreement would extend the term of the collective bargaining agreement with the FOP for one year, until June 30, 2021.

In addition to extending the current agreement, the FOP had agreed during the term of the extension to:

- Tiered wage reduction of three or four percent, depending on salary level, using the same tiers as non-bargaining unit employees; and
- Tiered increases in healthcare contributions, using the same tiers as non-bargaining unit employees.

In addition, the FOP also would agree to the permanent discontinuation of the retiree spouse and dependent healthcare coverage, effective January 1, 2021, and elimination of the “fair-share” contribution, consistent with the *Janus* Supreme Court decision.

RESOLUTION 7-3-20 (See Appendix B.)
ACTION: Needles motion, Ciraldo second, passed 9-0

- Approval of an Extension to the Collective Bargaining Agreement between The University of Akron and the Akron Chapter, American Association of University Professors (Tab 4)

President Miller made the following statement:

“Thank you, Mr. Chairman. The next item of business that I wish to present is a tentative agreement with the Akron Chapter, American Association of University Professors, to extend

the term of its collective bargaining agreement with the University through December 31, 2021. This tentative agreement is subject to ratification by the AAUP membership by no later than August 3, 2020.

Under the tentative agreement, the AAUP has agreed to both a temporary wage reduction and a temporary increase in healthcare premiums for its membership during Fiscal Year 2021. The tentative agreement also includes a furlough policy.

I want to express my deep appreciation for the work of the negotiating teams in reaching this tentative agreement, which involved very difficult conversations under incredibly challenging circumstances. I also wish to express my appreciation of, and gratitude to the AAUP and its members for their sacrifices at this time.”

President Miller again called on Assistant General Counsel Mark Stasitis to provide additional details about the tentative agreement.

Mr. Stasitis said that the tentative agreement that had been reached with the AAUP would extend the term of the collective bargaining agreement through December 31, 2021.

In addition to extending the term, the tentative agreement includes:

- A temporary wage reduction during Fiscal Year 2021, which is consistent with the wage reduction that was enacted for non-bargaining unit university employees;
- A temporary increase to health insurance premiums during Fiscal Year 2021; and
- The right of the University to implement furlough days, should certain circumstances occur.

In addition to these changes, the bargaining teams had used this opportunity to update the collective bargaining agreement to reflect previous operational changes agreed to by the parties, and to eliminate the “fair-share” contribution, consistent with the *Janus* Supreme Court decision.

RESOLUTION 7-4-20 (See Appendix B.)

ACTION: Needles motion, Crotty second, passed 9-0

- Personnel Actions (Tab 5)

President Miller called on Associate Vice President Human Resources/CHRO Sarah Kelly to highlight the personnel actions.

Ms. Kelly said that since the Board meeting of June 10, 2020, Human Resources had received approximately 90 requests to retire or resign.

Retirements included several employees who had agreed to retire on or before December 31, 2020, and in exchange would be held harmless from a potential involuntary reduction in force. As a result of these submissions, the University was able to reduce the potential number of involuntary reductions in force.

President Miller thanked Ms. Kelly and recommended approval of the resolution as amended on behalf of the University's administration.

RESOLUTION 7-5-20 (See Appendix B.)
ACTION: Ciraldo motion, Scala second, passed 9-0

- Approval to Abolish Positions (Tab 6)
- Approval to Abolish Bargaining Unit Faculty Positions (Tab 7)

President Miller made the following statement:

“Thank you, Mr. Chairman. As we have examined ways to reduce the University's budget, we have done so with a paramount goal of preserving as many employee positions as possible throughout the process.

In an effort to meet that goal, we have undertaken many steps to realize savings, short of a reduction in force. Some employees have chosen to resign or retire. Our employee unions have agreed to modify existing collective bargaining agreements, including accepting temporary pay reductions. Non-bargaining unit employees also have been asked to sacrifice financially, through temporary salary reductions and through permanent increases in healthcare premiums. I am grateful for these collective sacrifices made by our hard-working employees.

However, as I have shared with this Board and the University community in the past, personnel costs make up approximately sixty percent (60%) of this University's total budget, and many of the remaining budget items are fixed costs that cannot be substantially reduced. Unfortunately, the considerable sacrifices already made by our employees are insufficient to design a budget that will sustain The University of Akron under the conditions that we now face.

Because of its own financial difficulties as a result of the pandemic, the state already has reduced higher education funding for the upcoming year and is projected to do so again in Fiscal Year 2021-22.

Moreover, the recent resurgence of COVID-19 cases in Ohio has created further uncertainty as to the challenges that the University will face in the upcoming academic year. We continue to experience declining enrollment, greatly worsened by the pandemic, and the resulting loss in revenue. Although our financial reserves can provide some limited partial relief to this situation, reserves alone are insufficient to resolve the crisis that we face, and must be protected as much as possible, in order to preserve the University's future. Therefore, in order to better align the University's workforce with its current financial situation, I must recommend to the Board the following two resolutions to eliminate 178 positions at the University.”

President Miller then called on Ms. Kelly to provide details of these resolutions.

Ms. Kelly said that these resolutions would abolish a total of 178 positions, including 96 bargaining unit faculty positions and 82 non-bargaining unit faculty positions.

The resolutions would be effective as of July 15, but with separation dates to be determined by statute, University Rules and applicable collective bargaining agreements. No separation date would be less than two weeks from July 15.

All employees whose positions are abolished would receive:

- Educational benefits for them and their families, substantially similar to those provided to employees and as modified from time-to-time by the University;
- No-cost services through Ohio Means Jobs, which include: job search assistance; resume writing workshops; and interviewing workshops; and
- Employee Assistance Program (EAP) services through Impact Solutions for employees and their family members, free of charge, for ninety (90) days post-separation.

Projected annual savings from the position abolishments would be approximately \$16.4 million.

President Miller thanked Ms. Kelly and made the following statement:

“I know that this is not welcome news, and we all are saddened by the prospect of losing valuable and skilled colleagues. Regrettably, however, in order to sustain The University of Akron, and to preserve as much as possible its dwindling reserves, I recommend on behalf of the administration that the Board adopt these two resolutions.”

Mr. Gingo thanked President Miller and Ms. Kelly and made the following statement:

“Before we take the vote on these Resolutions, on behalf of myself and this Board, I wish to offer my appreciation to all of our employees who have sacrificed in an effort to preserve as many positions as possible at the University. Your dedication to this institution and to your colleagues is commendable.

When I joined the Board in 2016, I was well aware that the University faced significant financial challenges, but we have continued to work extremely hard over the years to address our issues. We realized that we had to immediately take significant cost-savings steps to rise to the challenge before us. Given our financial challenges brought on by the pandemic, coupled with our overall enrollment decline and our debt burden, it is critical that we be proactive and use every opportunity available to us to create sustainable financial stability for the University.

Unfortunately, as President Miller has said, the institution’s financial challenges are too steep to overcome with just this sacrifice, and the University, regrettably, must reduce its workforce in order to sustain its future.”

(Approval to Abolish Positions)

RESOLUTION 7-6-20 (See Appendix B.)

ACTION: Bauer motion, Scala second, passed 9-0

(Approval to Abolish Bargaining Unit Faculty Positions)

RESOLUTION 7-7-20 (See Appendix B.)

ACTION: Bauer motion, Scala second, passed 9-0

ADJOURNMENT

ACTION: Meeting adjourned at 11:35 a.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

August 12, 2020

**APPENDIX A: OTHERS PRESENT FOR ADJACENT SUPPORT
OR VIA LIVE STREAM AS A CAMPUS REPRESENTATIVE**

Cristine Boyd, Director, Media Relations

Kristin A. Brummond, Legal Assistant

Kathryn R. Evans, Staff Employee Advisory Committee*

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

Paula D. Neugebauer, Coordinator, Office of the Board of Trustees

Ruth N. Nine-Duff, Chair, University Council*

Alan D. Parker, Contract Professional Advisory Committee*

Dr. Linda M. Saliga, Chair, Faculty Senate*

Dr. Julia A. Spiker, University Council*

Mark G. Stasitis, Assistant General Counsel**

Nathaniel L. Yost, Staff Employee Advisory Committee*

*Via live stream

**Called upon during meeting

APPENDIX B: RESOLUTIONS

RESOLUTION 7-1-20: Approval of the Collective Bargaining Agreement between The University of Akron and the Communications Workers of America, Local 4302 (Physical Facilities Operations Center Unit)

WHEREAS, The University of Akron (the “University”) and the Communications Workers of America, Local 4302, Physical Facilities Operations Center unit, (the “CWA unit”) (collectively the “Parties”) entered into a Collective Bargaining Agreement (“CBA”) with an effective term of May 1, 2016 through April 30, 2020; and

WHEREAS, The Parties executed two contract extensions, extending the terms of the CBA until June 30, 2020; and

WHEREAS, The negotiating teams for the Parties have reached agreement on a Memorandum of Understanding (attached), which will extend the term of the CBA until June 30, 2021 and will modify other terms and conditions of the CBA during the term of extension; and

WHEREAS, This Memorandum of Understanding has been approved by a majority vote of the CWA unit membership; Now, Therefore,

BE IT RESOLVED, That the proposed Memorandum of Understanding presented by the University’s negotiating team, agreed to by a majority vote of the CWA unit membership, and containing all of the tentative agreements and memoranda of understanding reached between the respective negotiating committees of the University and the CWA unit is approved by the Board of Trustees of The University of Akron for a term effective July 1, 2020 through June 30, 2021, and that the Vice President and General Counsel is authorized to execute the necessary documents to effectuate the Agreement on behalf of the Board of Trustees.

RESOLUTION 7-2-20: Approval of the Collective Bargaining Agreement between The University of Akron and the Communications Workers of America, Local 4302 (Staff Bargaining Unit)

WHEREAS, The University of Akron (the “University”) and the Communications Workers of America, Local 4302, Staff Bargaining Unit, (the “SBU unit”) (collectively the “Parties”) entered into a Collective Bargaining Agreement (“CBA”) with an effective term of May 1, 2016 through April 30, 2020; and

WHEREAS, The Parties executed two contract extensions, extending the terms of the CBA until June 30, 2020; and

WHEREAS, The negotiating teams for the Parties have reached agreement on a Memorandum of Understanding (attached), which will extend the term of the CBA until June 30, 2021 and will modify other terms and conditions of the CBA during the term of extension; and

WHEREAS, This Memorandum of Understanding has been approved by a majority vote of the SBU unit membership; Now, Therefore,

BE IT RESOLVED, That the proposed Memorandum of Understanding presented by the University’s negotiating team, agreed to by a majority vote of the SBU unit membership, and

APPENDIX B: RESOLUTIONS, Page 2

containing all of the tentative agreements and memoranda of understanding reached between the respective negotiating committees of the University and the SBU unit is approved by the Board of Trustees of The University of Akron for a term effective July 1, 2020 through June 30, 2021, and that the Vice President and General Counsel is authorized to execute the necessary documents to effectuate the Agreement on behalf of the Board of Trustees.

RESOLUTION 7-3-20: Approval of the Collective Bargaining Agreement between The University of Akron and the Fraternal Order of Police/Ohio Labor Council, Inc.

WHEREAS, The University of Akron (the “University”) and Fraternal Order of Police/Ohio Council, Inc., (the “FOP”) (collectively the “Parties”) entered into a Collective Bargaining Agreement (“CBA”) with an effective term of July 1, 2016 through June 30, 2020; and

WHEREAS, The Parties executed a Bargaining Extension on May 20, 2020, which extended the term of the CBA until June 30, 2020; and

WHEREAS, The negotiating teams for the Parties have reached agreement a Tentative Agreement (attached), which will extend the term of the CBA until June 30, 2021 and will modify other terms and conditions of the CBA during the term of the extension; Now, Therefore,

BE IT RESOLVED, That the proposed Tentative Agreement presented by the University’s negotiating team, and containing all of the agreements and memoranda of understanding reached between the respective negotiating teams for the University and the FOP is approved by the Board of Trustees of The University of Akron, subject to ratification by the membership of the FOP; and

BE IT FURTHER RESOLVED, That the Vice President and General Counsel is authorized to execute the necessary documents to effectuate the Agreement on behalf of the Board of Trustees; and

BE IT FURTHER RESOLVED, That if the membership of the FOP does not ratify the attached Memorandum of Understanding, this resolution shall become null and void and be of no further effect.

RESOLUTION 7-4-20: Approval of an Extension to the Collective Bargaining Agreement between The University of Akron and the Akron Chapter, American Association of University Professors

WHEREAS, The University of Akron (the “University”) and the Akron Chapter-American Association of University Professors (the “Akron Chapter-AAUP”) (collectively the “Parties”) entered into a Collective Bargaining Agreement (the “CBA”), with an effective term of July 1, 2015 through December 31, 2020; and

WHEREAS, The negotiating teams for the Parties have reached a tentative agreement (attached), which will extend the term of the CBA until December 31, 2021 and will modify other terms and conditions of the CBA during the term of extension; Now, Therefore,

BE IT RESOLVED, That the proposed tentative agreement presented by the University’s negotiating team, and containing all of the agreements and memoranda of understanding reached

APPENDIX B: RESOLUTIONS, Page 3

between the respective negotiating teams for the University and the Akron Chapter-AAUP, is approved by the Board of Trustees of The University of Akron, subject to ratification by the membership of the Akron Chapter-AAUP by no later than August 3, 2020; and

BE IT FURTHER RESOLVED, That the Vice President and General Counsel is authorized to execute the necessary documents to effectuate the Agreement on behalf of the Board of Trustees; and

BE IT FURTHER RESOLVED, That if the membership of the Akron Chapter-AAUP does not ratify the attached Memorandum of Understanding by 11:59 p.m. on August 3, 2020, this resolution shall become null and void and be of no further effect.

RESOLUTION 7-5-20: Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Gary L. Miller, dated July 15, 2020, as attached, be approved as amended.

RESOLUTION 7-6-20: Approval to Abolish Positions

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 May 5, 2020, Governor Mike DeWine announced that there would be significant reductions to 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 of Akron, (the "University") projected a revenue shortfall of approximately \$65 million for Fiscal Year 2021; and

WHEREAS, In an effort to offset a portion of the projected shortfall, the University has announced plans to reduce the administrative organization of the institution through a consolidation of the current eleven (11) college structure into five (5) academic colleges and by significantly reducing all academic and non-academic departmental budgets, including Athletics, by an average of twenty percent (20%) with reductions issued strategically and in a differential manner; and

APPENDIX B: RESOLUTIONS, Page 4

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, 2020, voluntarily have agreed to temporarily reduce their annual base wages by ten percent (10%), and the four highest compensated athletic head coaches voluntarily have agreed to temporarily reduce their annual base wages by ten or twenty percent (10% or 20%), effective July 1, 2020, through June 30, 2021; and

WHEREAS, This Board approved a resolution on May 29, 2020, authorizing the University administration to temporarily reduce the annual base wages of all non-bargaining unit staff and contract professionals, including those in the Department of Athletics, 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, This Board approved a resolution on May 29, 2020, increasing the percentage of contribution to the health plan annual premium effective January 1, 2021, for all non-bargaining unit employees not having faculty rank, who earn more than \$50,000 per year; and

WHEREAS, This Board approved two resolutions on June 10, 2020, temporarily reducing the annual base wages, effective July 1, 2020, through June 30, 2021, and increasing the healthcare premiums effective January 1, 2021, for all non-bargaining unit faculty and academic administrators with faculty rank, hired before April 1, 2020, and earning \$50,000 or more per year; and

WHEREAS, On June 10, 2020, this Board also approved a resolution granting temporary spending authority for the General Fund, combined auxiliary funds, and combined sales funds budgets for July and August 2020, to allow time to develop a complete budget for Fiscal Year 2020-2021 as the details of the University's financial situation are clarified; and

WHEREAS, As part of developing the Fiscal Year 2020-2021 budget, the University administration has undertaken a review of its current classified, unclassified, trades and maintenance bargaining unit positions, staff bargaining unit positions, law enforcement bargaining unit positions, contract professional positions, non-bargaining unit faculty positions, and other positions, and has determined that 82 of these positions should be abolished due to a lack of continued need for the positions, including but not limited to the following reasons: (1) as a result of a reorganization for the efficient operation of the University; and/or (2) reasons of economy; (the list of the affected positions is attached to this resolution as Exhibit A); and

WHEREAS, Ohio Revised Code Section 3359.03 and Ohio Administrative Code Section 3359-1-01 vest authority in The University of Akron Board of Trustees 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 to “. . . do all things necessary for the creation, proper maintenance, and successful and continuous operation 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

APPENDIX B: RESOLUTIONS, Page 5

WHEREAS, The Board approved the new Ohio Administrative Code Section 3359-26-05.1 on May 29, 2020, with an effective date of June 8, 2020, as a substitute for Ohio Revised Code Section 124.321, et al. and Ohio Administrative Code Rule 124:4-41-01, et al., and to serve as 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

WHEREAS, The Board approved revisions to Ohio Administrative Code Section 3359-22-01 on May 29, 2020, with an effective date of June 8, 2020, which 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; and

WHEREAS, Ohio Administrative Code Section 3359-09-02 provides a framework for academic and administrative personnel matters related to non-bargaining unit tenure-track faculty, and non-tenure-track non-bargaining unit faculty; and

WHEREAS, Article 17 of the Collective Bargaining Agreement between The University of Akron and the Communications Workers of America governs processes for layoffs and the rights of affected trades and maintenance employees, including displacement rights; and

WHEREAS, Article 8 of the Collective Bargaining Agreement between The University of Akron and the Communications Workers of America governs processes for layoffs and the rights of affected employees in the Staff Bargaining Unit, including displacement rights; and

WHEREAS, Article 10 of the Collective Bargaining Agreement between The University of Akron and the Fraternal Order of Police governs processes for layoffs and the rights of affected employees; and

WHEREAS, The University administration now recommends to the Board of Trustees that 82 positions at The University of Akron be abolished; Now, Therefore,

BE IT RESOLVED, That this Board authorizes the Associate Vice President for Human Resources/CHRO, in consultation with the Interim Chief Financial Officer, and Vice President and General Counsel, to take all necessary action to effect the abolishment of the 82 positions identified in this resolution and other related personnel actions, consistent with the requirements of employment agreements, the applicable Collective Bargaining Agreements, as well as any applicable University Rules, as contained in the Ohio Administrative Code, subject to the statutory rights of the affected employees that may arise including displacement rights of individuals affected by the abolishment of these positions; and

BE IT FURTHER RESOLVED, That employees in the abolished positions shall be afforded a notice period consistent with applicable statute, University Rules, Collective Bargaining Agreements, or in the instance of unclassified civil service employees, two weeks' notice; and

BE IT FURTHER RESOLVED, That the Board authorizes the extension of the special educational privileges through reduction of fees as authorized in Ohio Administrative Code Sections 3359-20-04.3 and 3359-26-02, as amended from time-to-time and consistent with the privilege that is then-available to similarly situated current University employees, at the time of enrollment. Employees

APPENDIX B: RESOLUTIONS, Page 6

in the abolished positions and their dependents, will be eligible to receive the then-current reduction of fees for a period not to exceed four years from the date of this resolution, to enable them to complete the degree program in which they currently are enrolled, so long as there is no break in their attendance and the student meets the applicable eligibility requirements. In addition, the Board authorizes the same reduction of fees to the affected employees and their dependents for a period of one year for those individuals enrolled to begin classes for the first time with the start of the Fall 2020 semester; and

BE IT FURTHER RESOLVED, That employees who are currently in staff and contract professional positions to be abolished who have already elected or agreed to retire or otherwise separate from service at a date certain prior to January 1, 2021, shall not be affected by this resolution, provided that such retirement or separation from service by the date of this resolution was submitted and accepted by the University on or before June 30, 2020.

RESOLUTION 7-7-20: Approval to Abolish Bargaining Unit Faculty Positions

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 May 5, 2020, Governor Mike DeWine announced significant cuts to 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 of Akron, (the "University") projected a revenue shortfall of approximately \$65 million for Fiscal Year 2021; and

WHEREAS, In an effort to offset a portion of the projected shortfall, the University has announced plans to reduce the administrative organization of the institution through a consolidation of the current eleven (11) college structure into five (5) academic colleges and by significantly reducing all academic and non-academic departmental budgets, including Athletics, by an average of twenty percent (20%) with reductions issued strategically and in a differential manner; 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, voluntarily have agreed to temporarily reduce their annual base wages by ten percent (10%), and the four highest

APPENDIX B: RESOLUTIONS, Page 7

compensated athletic head coaches voluntarily have agreed to temporarily reduce their annual base wages by ten or twenty percent (10% or 20%), effective July 1, 2020, through June 30, 2021; and

WHEREAS, This Board approved a resolution on May 29, 2020, authorizing the University administration to temporarily reduce the annual base wages of all non-bargaining unit staff and contract professionals, including those in the Department of Athletics, 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, This Board approved a resolution on May 29, 2020, increasing the percentage of contribution to the health plan annual premium effective January 1, 2021, for all non-bargaining unit employees not having faculty rank, who earn more than \$50,000 per year; and

WHEREAS, This Board approved two resolutions on June 10, 2020, temporarily reducing the annual base wages, effective July 1, 2020, through June 30, 2021, and increasing the healthcare premiums effective January 1, 2021, for all non-bargaining unit faculty and academic administrators with faculty rank, hired before April 1, 2020, and earning \$50,000 or more per year; and

WHEREAS, On June 10, 2020, this Board also approved a resolution granting temporary spending authority for the General Fund, combined auxiliary funds, and combined sales funds budgets for July and August 2020, to allow time to develop a complete budget for Fiscal Year 2020-2021 as the details of the University's financial situation are clarified; and

WHEREAS, As part of developing the Fiscal Year 2020-2021 budget, the University administration has undertaken a review of its current bargaining unit faculty positions and has determined that 96 positions should be abolished due to a lack of continued need for the positions, including but not limited to the following reasons: (1) as a result of a reorganization for the efficient operation of the University; and/or (2) reasons of economy; (the list of the affected positions is attached to this resolution as Exhibit A); and

WHEREAS, Ohio Revised Code Section 3359.03 and Ohio Administrative Code Section 3359-1-01 vest authority in The University of Akron Board of Trustees 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 to “. . . do all things necessary for the creation, proper maintenance, and successful and continuous operation of the university”; and

WHEREAS, Ohio Administrative Code Section 3359-09-02 provides a framework for academic and administrative personnel matters related to non-tenure-track bargaining unit faculty; and

WHEREAS, Article 15, Section 12, of the Collective Bargaining Agreement between The University of Akron and the Akron Chapter, American Association of University Professors (the “AAUP”) recognizes that catastrophic circumstances, such as force majeure, could develop which are beyond the control of the University and would render impossible or unfeasible the implementation of certain procedures set forth in Article 15 (Retrenchment); and

WHEREAS, The University administration now recommends to the Board of Trustees that 96 bargaining unit faculty positions at the University be abolished; Now, Therefore,

APPENDIX B: RESOLUTIONS, Page 8

BE IT RESOLVED, That this Board authorizes the Associate Vice President for Human Resources/CHRO, in consultation with the Interim Chief Financial Officer, and Vice President and General Counsel, to take all necessary action to effect the abolishment of the 96 bargaining unit faculty positions identified in this resolution and other related personnel actions, consistent with the requirements of the applicable Collective Bargaining Agreement as well as any applicable University Rules, as contained in the Ohio Administrative Code, subject to the statutory rights of the affected employees that may arise as a result of the abolishment of these positions; and

BE IT FURTHER RESOLVED, That employees in the abolished positions shall separate from the University no later than August 21, 2020, or if the extension to the Collective Bargaining Agreement between the University of Akron and the AAUP is ratified, such other agreed-upon date authorized in the extension; and

BE IT FURTHER RESOLVED, That should employees who are currently in a position to be abolished elect to resign or retire prior to their separation date, those employees shall not be affected by this resolution and that retirees shall be afforded those benefits afforded to all similarly situated retirees, provided that such retirement or separation from service occurs on or before August 21, 2020, or if the extension to the Collective Bargaining Agreement between the University of Akron and the AAUP is ratified, such other agreed-upon date authorized in the extension; and

BE IT FURTHER RESOLVED, That should the membership of the AAUP ratify the proposed tentative agreement between the University and the Akron-AAUP extending the Collective Bargaining Agreement to December 31, 2021, which was approved by the Board of Trustees on July 15, 2020, those employees who are currently in a position to be abolished and who elect to resign or retire prior to their separation date, also shall be afforded the benefits included in the extension to the Collective Bargaining Agreement, provided that such retirement or separation from service occurs on or before August 21, 2020 or other agreed-upon date authorized in the extension to the Collective Bargaining Agreement.

THE UNIVERSITY OF AKRON

RESOLUTION 8- -20

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of June 10, 2020 and the Special Board meetings of May 29 and July 15, 2020 be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 12, 2020

August 12, 2020
Board Meeting

Presiding:
William A. Scala

1	Personnel Actions
2	*Financial Report for the Eleven Months Ended May 31, 2020
3	*Investment Report for the Fiscal Year Ended June 30, 2020
4	*Procurements for More Than \$500,000
5	*FY 2020-2021 Rate Changes – Graduate and Professional Student Tuition, Miscellaneous Fees
6	*Cumulative Gift and Grant Income Report for the Fiscal Year Ended June 30, 2020
	For Information Only:
7	Purchases \$25,000 to \$500,000 Report
8	Capital Projects Report
9	Information Technology Report
10	Advancement Report
11	University Communications and Marketing Report
12	Public Liaison and Government Relations Update
*	CONSENT AGENDA: ITEMS 2, 3, 4, 5, 6

FINANCE & ADMINISTRATION COMMITTEE

TAB 1

PERSONNEL

SUMMARY REPORT FOR EMPLOYEE PERSONNEL ACTIONS
EMPLOYEE PERSONNEL ACTIONS
EMPLOYEE PERSONNEL ACTIONS ADDENDUM
UNCLASSIFIED CLASSIFICATION CHANGES
CLASSIFIED CLASSIFICATION CHANGES

In accordance with University Rules 3359-1-05 and 3359-9-01, adopted December 5, 2018, applicable personnel matters concerning faculty and staff are listed separately in the attached, and are recommended for the action indicated for each individual and to be effective as noted.

Pay grade assigned only to contract professional and unclassified exempt and nonexempt positions.

August 12, 2020

Human Resources

Summary Report of Personnel Actions for Board of Trustees

August 12, 2020

The following information is provided to summarize significant personnel actions contained in the employee personnel actions report and addendum:

Separations – 24 Total

Retirements 21 Total – 18 Faculty and 3 Staff

Resignations 3 Total – 2 Faculty and 1 Contract Professional

Deceased 1 Total – 1 Faculty

Retire/Rehire Actions

University Rule 3359-11-15 provides that current employees can retire from the University and request approval to return to work in their same position for a period of one year at a reduced salary of 80 percent.

There is one extension of an existing agreement to report:

- Kennedy, Joseph, Distinguished Professor Polymer Science, College of Polymer Science and Polymer Engineering; reappointment of re-employment agreement through June 30, 2021

Faculty Promotions for Academic Year 2020-2021

Article 16, section 4 of the AAUP collective bargaining agreement provides that each individual will receive either 10 percent of their current salary or \$7,000, whichever is greater, for the promotion in rank from Assistant Professor to Associate Professor, and 12 percent of their current salary or \$10,000, whichever is greater, for the promotion in rank from Associate Professor to Professor.

Tenure Track Promotions - 22 Total

- 9 promotions from Assistant Professor to Associate Professor
- 13 promotions from Associate Professor to Professor

Article 16, section 4 of the AAUP collective bargaining agreement provides that each individual will receive either 10 percent of their current salary or \$3,000, whichever is greater, for the promotion in rank to Associate Professor of Practice/Instruction, and either 12 percent of their current salary or \$4,000, whichever is greater, for the promotion in rank to Professor of Practice/Instruction.

Non-Tenure Track Promotions – 19 Total

- 9 promotion from Assistant Professor of Practice/Instruction to Associate Professor of Practice/Instruction
- 10 promotion from Associate Professor/Instruction of Practice to Professor of Practice/Instruction

<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 Athletics

Appointment/Reappointment

Herlihy, Noreen	Head Women's Soccer Coach/Office of Athletics/Contract Professional	05/05/20	\$2,320.00 one time payment	Payment for working soccer camps
Juravich, Matthew	Faculty Athletics Representative/Office of Athletics/Faculty (BUF)	07/01/20 06/30/21	\$8,500.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Faculty Athletics Representative assignment; base salary is \$78,443.00/9 mo

Office of Academic Affairs

Appointment/Reappointment

Bolton, Philathia	Instructor AAP/Academic Achievement Programs/Staff	06/01/20 07/31/20	\$20.00 hourly	Temporary reappointment
Hubert, Douglas G.	Instructor AAP/Academic Achievement Programs/Staff	06/01/20 07/31/20	\$22.00 hourly	Temporary reappointment
Kushner Benson, Susan N.	Lecturer/UA Solutions/Faculty (BUF)	07/06/20 07/19/20	\$1,582.00 for the period	Payment for summer teaching

Change

Baker, David B.	Margaret Clark Morgan Executive Director Emeritus, Center for the History of Psychology; Professor Emeritus, Psychology/Psychology Archives/Faculty	05/31/20		Title change; award of emeritus status
Bean, Janet P.	Associate Provost Teaching, Learning & Assessment; Associate Professor, English/Office of Academic Affairs/Faculty	07/01/20	\$147,273.00 12 mo	Pay rate change; basis change from 11 mo to 12 mo; salary change from \$135,000.00/11 mo
Hebert, Jennifer G.	Director of Assessment; Professor of Instruction, English/Office of Academic Affairs/Faculty	07/01/20	\$92,727.00 12 mo	Pay rate change; basis change from 11 mo to 12 mo; salary change from \$85,000.00/11 mo
Stone, Deborah G.	Interim Director, Academic Achievement Programs; Program Director, Step Program/Academic Achievement Programs/Contract Professional	06/01/20 05/31/21	\$89,170.00 12 mo	Extension of temporary job reclassification; title change from Program Director, Step Program; salary change from \$76,834.00/12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Vyas, Annal D.	Co-Director, Entrepreneurial & Community Engagement - EXL Center/Office of Academic Affairs/Staff	08/17/20 06/30/21	\$4,309.56 biweekly	Temporary job reclassification; title change from Director, Entrepreneurial & Community Engagement - EXL Center

Leave

Vyas, Annal D.	Co-Director, Entrepreneurial & Community Engagement - EXL Center/Office of Academic Affairs/Staff	08/17/20 06/30/21	\$4,309.56 biweekly	80% leave without compensation
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Office of Information Technology Services

Appointment/Reappointment

Lampner, Wendy	Director, Design & Development Services/Instructional Services/Contract Professional	07/01/20 12/31/20	\$12,000.00 12 mo	Extension of temporary administrative stipend for online learning initiative preparation project; base salary is \$75,909.00/12 mo
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Office of Research Administration

Appointment/Reappointment

Allen, Philip A.	Interim Director, Research Administration; Professor, Psychology; Senior Fellow, Institute for Life-Span Development & Gerontology/Office of Research Administration/Faculty	07/01/20	\$181,159.00	Extension of temporary job reclassification; title change from Professor, Psychology; salary change from \$142,520.00/12 mo
		06/30/21	12 mo	
Chase, George G.	Interim Director of Research Initiatives; Professor, Chemical, Biomolecular & Corrosion Engineering/Office of Research Administration/Faculty	07/01/20	\$203,976.00	Extension of temporary job reclassification; title change from Professor, Chemical, Biomolecular & Corrosion Engineering; salary change from \$160,471.00/9 mo
		06/30/21	12 mo	

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Graduate School				
<u>Appointment/Reappointment</u>				
Saunders, Marnie M.	Interim Director, Graduate School; Associate Professor, Biomedical Engineering; Associate Professor, Mechanical Engineering/Graduate School/Faculty	07/01/20 06/30/21	\$12,000.00 12 mo (stipend)	Extension of temporary administrative stipend for Interim Director assignment; title change from Associate Dean, Graduate School; relinquish Acting Dean, Graduate School assignment and temporary administrative stipend of \$18,000.00/12 mo; base salary is \$127,795.00/12 mo
Buchtel College of Arts & Sciences				
<u>Appointment/Reappointment</u>				
Abdel Razek, Abdel Nasser A.	Assistant Professor of Instruction - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	05/18/20 07/12/20	\$4,125.00 summer session	Payment for summer teaching
		05/18/20 07/12/20	\$8,250.00 summer session	Payment for summer teaching
Andronowski, Janna M.	Assistant Professor - Summer/Department of Biology/Faculty (BUF)	07/01/20 07/31/20	\$4,006.00 for the period	Payment for grant-funded summer research
		08/01/20 08/31/20	\$4,006.00 for the period	Payment for grant-funded summer research
Astley, Henry C.	Assistant Professor - Summer/Department of Biology/Faculty (BUF)	06/01/20 06/30/20	\$6,152.00 for the period	Payment for grant-funded summer research
Bagatto, Brian P.	Professor - Summer/Department of Biology/Faculty (BUF)	06/08/20 07/12/20	\$11,400.00 summer session	Payment for summer teaching
Barton, Hazel A.	Professor, Biology; Professor, Geosciences; Director, Integrated Bioscience Program/Department of Biology/Faculty (BUF)	08/24/20 05/16/21	\$4,500.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$99,295.00/9 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Biddinger, Mary	Professor - Summer/Department of English/Faculty (BUF)	06/01/20	\$1,510.50	Temporary administrative stipend for undergraduate advising
		06/30/20	for the period (stipend)	
Bisconti, Toni L.	Associate Professor, Psychology; Senior Fellow, Institute for Life-Span Development & Gerontology/Psychology/ Faculty (BUF)	05/01/20	\$3,000.00	Payment for development of Developmental Psychology online course
		05/18/20	\$8,550.00	
		06/07/20	summer session	
	Associate Professor - Summer/Psychology/Faculty (BUF)	05/18/20	\$6,150.00	Payment for summer teaching
		06/07/20	summer session	
		08/24/20	\$87,174.00	
	Associate Professor, Psychology; Senior Fellow, Institute for Life-Span Development & Gerontology/Psychology/ Faculty (BUF)	05/17/21	9 mo	Extension of temporary additional title for Senior Fellow assignment
Boika, Aliaksei	Assistant Professor - Summer/Department of Chemistry/Faculty (BUF)	06/01/20	\$8,750.52	Payment for grant-funded research
		06/30/20	for the period	
Cerrone, Kathryn L.	Professor - Summer/Department of Applied General & Technical Studies/Faculty (BUF)	05/18/20	\$4,275.00	Payment for summer teaching
		07/12/20	summer session	
		06/01/20	\$19,950.00	Payment for General Education Coordinator duties
		08/31/20	for the period	
Chura, Patrick J.	Professor - Summer/Department of English/Faculty (BUF)	06/08/20	\$8,550.00	Payment for summer teaching
		07/12/20	summer session	
Clark, Kathleen D.	Professor - Summer/School of Communication/Faculty (BUF)	06/08/20	\$8,550.00	Payment for summer teaching
		07/12/20	summer session	
Clemons, Curtis B.	Professor - Summer/Department of Mathematics/Faculty (BUF)	06/08/20	\$8,550.00	Payment for summer teaching
		07/12/20	summer session	
Coffey, Daniel J.	Associate Professor - Summer/Department of Political Science/Faculty (BUF)	06/08/20	\$6,150.00	Payment for summer teaching
		08/02/20	summer session	

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Cohen, David B.	Professor, Political Science; Interim Director, Ray C. Bliss Institute of Applied Politics/Department of Political Science/Faculty (BUF)	05/17/20	\$12,027.00	Temporary additional title and administrative stipend for Interim Director assignment; base salary is \$93,455.00/9 mo
		08/16/20	9 mo (stipend)	
		05/17/20	\$93,455.00	Temporary additional title for Interim Director assignment
		05/16/21	9 mo	
Cossey, James P.	Professor - Summer/Department of Mathematics/Faculty (BUF)	06/08/20	\$11,400.00	Payment for summer teaching
		08/02/20	summer session	
Daviso III, Alfred W.	Associate Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	05/18/20	\$6,150.00	Payment for summer teaching
		06/07/20	summer session	
Dejbord-Sawan, Parizad T.	Associate Professor - Summer/Department of Modern Languages/Faculty (BUF)	06/08/20	\$6,150.00	Payment for summer teaching
		07/12/20	summer session	
Diefendorff, James M.	Professor, Psychology; Fellow, Institute for Life-Span Development & Gerontology/Psychology/ Faculty (BUF)	08/24/20	\$131,142.00	Extension of temporary additional title for Fellow assignment
		05/16/20	9 mo	
Donovan, William J.	Associate Professor - Summer/Department of Chemistry/Faculty (BUF)	06/08/20	\$6,150.00	Payment for summer teaching
		07/12/20	summer session	
Dordevic, Sasa	Associate Professor - Summer/Department of Physics/Faculty (BUF)	06/08/20	\$2,050.00	Payment for summer teaching
		07/12/20	summer session	
Drew, Julie A.	Professor - Summer/Department of English/Faculty (BUF)	07/13/20	\$8,550.00	Payment for summer teaching
		08/16/20	summer session	
Dudipala, Venkat R.	Director, Magnetic Resonance Center/Department of Chemistry/Contract Professional	07/01/20	\$5,000.00	Extension of temporary administrative stipend for Director assignment; base salary is \$81,627.00/12 mo
		06/30/21	12 mo (stipend)	

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Duff, Robert J.	Professor - Summer/Department of Biology/Faculty (BUF)	05/18/20 07/12/20	\$8,550.00 summer session	Payment for training with Dr. Knopka in preparation to teach genetics in fall 2020
	Professor, Biology/Department of Biology/Faculty (BUF)	06/01/20 08/31/20	\$1,539.00 for the period (stipend)	Temporary administrative stipend for Director, Integrated Bioscience Program duties; base salary is \$93,086.00/9 mo
	Professor - Summer/Department of Biology/Faculty (BUF)	06/01/20 08/31/20	\$2,422.50 for the period	Payment for greenhouse supervision
Elicker, Joelle D.	Associate Professor - Summer/Psychology/Faculty (BUF)	06/01/20 08/31/20	\$2,009.00 for the period	Payment for teaching assistant training
Erickson, Rebecca J.	Professor, Sociology; Department Chair, Sociology; Department Chair, Anthropology & Classical Studies/Department of Sociology/Faculty	07/01/20	\$140,312.00	Extension of temporary additional title and administrative stipend for Department Chair assignments; conversion of 10% stipend to base salary; base salary change from \$139,312.00/12 mo; stipend change from \$9,000.00/12 mo
		06/30/21	12 mo (base) \$8,000.00 12 mo (stipend)	
Faye, Cathy	Special Lecturer/Psychology/Faculty	05/18/20 07/12/20	\$3,999.00 summer session	Payment for summer teaching
Forcey, Stefan A.	Associate Professor - Summer/Department of Mathematics/Faculty (BUF)	05/18/20 07/12/20	\$8,200.00 summer session	Payment for summer teaching
Fridline, Mark M.	Professor of Instruction - Summer/Department of Statistics/Faculty (BUF)	05/18/20 07/12/20	\$4,950.00 summer session	Payment for summer teaching
Gargarella, Elisa B.	Associate Professor - Summer/School of Art/Faculty (BUF)	07/13/20 08/16/20	\$5,866.62 12 mo	Payment for grant-funded summer research
Gatzia, Dimitria E.	Professor, Philosophy/Department of Philosophy/Faculty (BUF)	07/01/20	\$98,280.00 12 mo	Conversion of 10% stipend to base salary for Department Chair assignment; base salary change from \$97,280.00/12 mo
		07/01/20	\$80,411.00 9 mo	Relinquish Department Chair, Philosophy assignment and \$8,000.00/12 mo temporary administrative stipend; salary change from \$98,280.00/12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Giffels, David	Coord (Admin)/Department of English/Faculty (BUF)	06/01/20 08/31/20	\$2,023.50 for the period (stipend)	Temporary administrative stipend for Coordinator, Northeast Ohio MFA Program duties
Gorogianni, Eugenia	Professor of Instruction - Summer/Department of Anthropology & Classical Studies/Faculty (BUF)	05/11/20 08/31/20	\$10,000.00 for the period	Payment for receipt of 2020 Faculty Research Committee Summer Fellowship Award
Gregor, Margo A.	Assistant Professor - Summer/Psychology/Faculty (BUF)	06/08/20 07/12/20	\$7,100.00 summer session	Payment for summer teaching
Harp, Stephen L.	Distinguished Professor - Summer/Department of History/Faculty (BUF)	05/11/20 08/31/20	\$10,000.00 for the period	Payment for receipt of 2020 Faculty Research Committee Summer Fellowship Award
	Distinguished Professor, History; Professor, Modern Languages; Coordinator, General Education/Department of History/Faculty (BUF)	08/24/20 05/16/21	\$118,370.00 9 mo	Extension of temporary additional title for Coordinator assignment
Hixson, Walter L.	Distinguished Professor - Summer/Department of History/Faculty (BUF)	05/18/20 07/12/20	\$6,412.50 summer session	Payment for summer teaching
		06/08/20 07/12/20	\$1,710.00 summer session	Payment for summer teaching
Holyoke III, Caleb W.	Assistant Professor - Summer/Department of Geosciences/Faculty (BUF)	06/01/20 06/30/20	\$7,898.00 for the period	Payment for grant-funded summer research
		07/13/20 08/02/20	\$5,325.00 for the period	Payment for summer teaching
Houser, Shelley A.	Assistant Professor of Instruction - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	06/08/20 08/02/20	\$4,125.00 summer session	Payment for summer teaching
	Assistant Professor of Instruction, Curricular & Instructional Studies; Director, Center for Literacy/LeBron James Family Foundation School of Education/Faculty (BUF)	08/24/20 05/16/21	\$10,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$63,851.00/9 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Hreno, Travis M.	Associate Professor - Summer/Department of Philosophy/Faculty (BUF)	06/08/20 07/12/20	\$6,150.00 summer session	Payment for summer teaching
Hu, Yu-Kuang	Professor - Summer/Department of Physics/Faculty (BUF)	06/08/20 07/12/20	\$11,400.00 summer session	Payment for summer teaching
Hunka, Nicole J.	Associate Professor of Instruction - Summer/Department of Applied General & Technical Studies/Faculty (BUF)	05/18/20 07/12/20	\$4,500.00 summer session	Payment for summer teaching
		06/08/20 08/02/20	\$4,500.00 summer session	Payment for summer teaching
Huss, John	Professor - Summer/Williams Honors College/Faculty (BUF)	07/13/20 08/16/20	\$8,550.00 summer session	Payment for summer teaching
Johnson, Dawn M.	Professor - Summer/Psychology/Faculty (BUF)	06/01/20 06/30/20	\$4,270.00 for the period	Payment for grant-funded summer research
		07/01/20 07/31/20	\$6,927.00 for the period	Payment for grant-funded summer research
	Professor, Psychology; Chair, Institutional Review Board/Psychology/Faculty (BUF)	08/24/20 12/13/20	\$3,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Chair assignment; base salary is \$111,087.00/9 mo
Karriker, Galen S.	Professor - Summer/School of Music/Faculty (BUF)	06/08/20 08/02/20	\$5,700.00 summer session	Payment for summer teaching
		06/08/20 07/12/20	\$8,550.00 summer session	Payment for summer teaching
Kaut, Kevin P.	Professor, Psychology; Fellow, Institute for Life-Span Development & Gerontology/Psychology/ Faculty (BUF)	08/24/20 05/16/21	\$102,446.00 9 mo	Extension of temporary additional title for Fellow assignment
	Professor - Summer/Psychology/Faculty (BUF)	06/08/20 07/12/20	\$228.00 summer session	Payment for summer teaching
Klein, Janet	Associate Professor - Summer/Department of History/Faculty (BUF)	06/08/20 07/12/20	\$8,200.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Kline, Lynn S.	Associate Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	05/08/20	\$6,150.00	Payment for summer teaching
		06/07/20	summer session	
		06/08/20	\$6,150.00	Payment for summer teaching
		07/12/20	summer session	
Konopka, Michael	Assistant Professor - Summer/Department of Chemistry/Faculty (BUF)	07/13/20	\$5,325.00	Payment for summer teaching
		08/16/20	summer session	
Kreider, Kevin L.	Professor, Mathematics; Professor, Civil Engineering; Department Chair, Mathematics/Department of Mathematics/Faculty	07/01/20	\$141,253.00	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$140,253.00/12 mo; stipend change from \$8,000.00/12 mo
		06/30/21	12 mo (base)	
			\$7,000.00 12 mo (stipend)	
Lashbrook, Laurie E.	Associate Professor - Summer/School of Music/Faculty (BUF)	06/08/20	\$6,150.00	Payment for summer teaching
		07/12/20	summer session	
Levy, Paul E.	Professor, Psychology; Department Chair, Psychology; Program Director, Child & Family Development; Fellow, Institute for Life-Span Development & Gerontology/Psychology/ Faculty	07/01/20	\$158,792.00	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$157,292.00/12 mo; stipend change from \$10,500.00/12 mo
		06/30/21	12 mo (base)	
			\$9,000.00 12 mo (stipend)	
		07/01/20	\$157,292.00	
		06/30/21	12 mo	Extension of temporary additional title for Fellow assignment
Li, Huey-Li	Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	06/08/20	\$6,840.00	Payment for summer teaching
		07/12/20	summer session	
Licate, David A.	Professor - Summer/Criminal Justice Studies/Faculty (BUF)	06/08/20	\$8,550.00	Payment for summer teaching
		07/12/20	summer session	
Liu, Qin	Professor - Summer/Department of Biology/Faculty (BUF)	06/01/20	\$5,000.00	Payment for grant-funded summer research
		06/30/20	for the period	
		07/01/20	\$2,500.00	Payment for summer research
		07/31/20	for the period	

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Londrville, Richard L.	Professor - Summer/Department of Biology/Faculty (BUF)	06/08/20 07/12/20	\$11,400.00 summer session	Payment for summer teaching
Luettmmer-Strathmann, Jutta	Professor, Physics; Professor, Chemistry; Coordinator, Physics/Department of Physics/Faculty (BUF)	08/24/20 05/16/21	\$2,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Coordinator assignment; base salary is \$98,459.00/9 mo
Lyons, William T.	Associate Dean, Social Sciences; Acting Department Chair, Public Administration & Urban Studies; Professor, Political Science; Director, Center for Conflict Management; Acting Department Chair, Criminal Justice Studies/Buchtel College of Arts & Sciences, Office of the Dean/Faculty	07/01/20 06/30/21	\$15,000.00 12 mo (stipend)	Extension of temporary administrative stipend for Associate Dean assignment; extension of temporary additional title for Director assignment; extension of temporary additional titles for Department Chair assignments; base salary is \$118,133.00/12 mo
Lyuksyutov, Sergei F.	Professor - Summer/Department of Physics/Faculty (BUF)	06/08/20 07/12/20	\$11,400.00 summer session	Payment for summer teaching
Maguth, Brad M.	Associate Professor, Education; Director, Barker Center for Economic Education/LeBron James Family Foundation School of Education/Faculty (BUF)	05/18/20 07/12/20	\$14,000.49 for the period (stipend)	Temporary administrative stipend for Director assignment; base salary is \$71,736.00/9 mo
	Associate Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	06/08/20 07/12/20	\$6,150.00 summer session	Payment for summer teaching
Makki, Nidaa	Associate Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	05/18/20 06/07/20	\$5,769.24 summer session (stipend)	Temporary administrative stipend for Urban STEM duties
		06/08/20 07/12/20	\$12,300.00 summer session	Payment for summer teaching
		07/20/20 08/02/20	\$4,009.00 for the period	Payment for receipt of Zip to Industry grant
Mallik, Robert R.	Professor - Summer/Department of Physics/Faculty (BUF)	06/08/20 07/12/20	\$11,400.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Marion, Nancy E.	Professor, Political Science; Department Chair, Political Science; Fellow, Ray C. Bliss Institute of Applied Politics/Department of Political Science/Faculty	07/01/20	\$134,818.00	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$133,618.00/12 mo; stipend change from \$9,600.00/12 mo
		06/30/21	12 mo (base)	
Martino, Gina M.	Associate Professor - Summer/Department of History/Faculty (BUF)	06/08/20	\$7,523.50	Payment for summer teaching
		07/12/20	summer session	
Matney, Timothy	Professor - Summer/Department of Anthropology & Classical Studies/Faculty (BUF)	07/13/20	\$8,550.00	Payment for summer teaching
		08/16/20	summer session	
McHugh, James T.	Professor - Summer/Department of Political Science/Faculty (BUF)	06/08/20	\$8,550.00	Payment for summer teaching
		07/12/20	summer session	
Meluch, Andrea L.	Assistant Professor - Summer/School of Communication/Faculty (BUF)	05/11/20	\$10,000.00	Payment for receipt of 2020 Faculty Research Committee Summer Fellowship Award
		08/30/20	for the period	
Mimoto, Nao	Associate Professor - Summer/Department of Statistics/Faculty (BUF)	05/18/20	\$4,100.00	Payment for summer teaching
		06/07/20	summer session	
Mitchell, Randall J.	Professor - Summer/Department of Biology/Faculty (BUF)	07/01/20	\$800.00	Payment for grant-funded summer research
		07/31/20	for the period	
Modarelli, David A.	Professor - Summer/Department of Chemistry/Faculty (BUF)	06/01/20	\$1,800.00	Payment for summer research
		06/07/20	for the period	
		06/08/20 07/12/20	\$8,550.00 summer session	Payment for summer teaching
Nofziger, Stacey	Associate Professor - Summer/Department of Sociology/Faculty (BUF)	08/01/20 08/31/20	\$12,456.42 for the period	Payment for grant-funded summer research
		05/11/20 08/30/20	\$8,000.00 for the period	Payment for receipt of 2020 Faculty Research Committee Summer Fellowship Award
		06/08/20 07/12/20	\$6,150.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Pachnowski, Lynne M.	Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	06/08/20	\$13,509.00	Payment for summer teaching
		07/12/20	summer session	
Pang, Yi	Professor - Summer/Department of Chemistry/Faculty (BUF)	07/12/20	\$3,192.00	Temporary administrative stipend for serving as Director of the Barker Center for Economic Education
		08/16/20	summer session (stipend)	
Paruchuri, Sailaja M.	Associate Professor - Summer/Department of Chemistry/Faculty (BUF)	06/01/20	\$9,809.68	Payment for grant-funded summer research
		06/30/20	for the period	
Peck, John A.	Professor - Summer/Department of Geosciences/Faculty (BUF)	07/01/20	\$9,809.68	Payment for grant-funded summer research
		07/31/20	for the period	
Peralta, Robert L.	Associate Professor - Summer/Department of Sociology/Faculty (BUF)	08/01/20	\$9,809.68	Payment for grant-funded summer research
		08/31/20	for the period	
Prichard, Robin	Associate Professor - Summer/Dance, Theatre & Arts Administration/Faculty (BUF)	06/01/20	\$2,850.00	Payment for administrative duties rescheduling Field Camp course and restructuring course due to COVID-19
		06/30/20	for the period	
Queener, John E.	Professor - Summer/Psychology/Faculty (BUF)	07/13/20	\$8,550.00	Payment for summer teaching
		08/02/20	for the period	
Quinn, Donald D.	Associate Professor - Summer/Department of Sociology/Faculty (BUF)	06/08/20	\$6,150.00	Payment for summer teaching
		07/12/20	summer session	
Pachnowski, Lynne M.	Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	06/08/20	\$10,000.00	Payment for receipt of 2020 Faculty Research Committee Summer Fellowship Award
		08/30/20	for the period	
Pang, Yi	Professor - Summer/Department of Chemistry/Faculty (BUF)	05/18/20	\$11,400.00	Payment for summer teaching
		06/07/20	summer session	
Quinn, Donald D.	Acting Dean, Williams Honors College; Professor, Mechanical Engineering; Associate Dean for Undergraduate Research, William Honors College/Williams Honors College/Faculty	07/01/20	\$12,000.00	Extension of temporary additional title and administrative stipend for Associate Dean assignment; base salary is \$147,349.00/12 mo
		08/23/20	12 mo (stipend)	

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Ramirez, Rolando J.	Associate Professor - Summer/Department of Biology/Faculty (BUF)	06/01/20	\$2,894.67	Payment for grant-funded summer research for the period
		06/30/20		
		06/08/20	\$6,150.00	Payment for summer teaching summer session
		07/12/20		
Randby, Scott	Associate Professor - Summer/Department of Applied General & Technical Studies/Faculty (BUF)	06/08/20	\$10,762.50	Payment for summer teaching summer session
		08/02/20		
Renna, Jordan M.	Associate Professor - Summer/Department of Biology/Faculty (BUF)	06/08/20	\$6,150.00	Payment for summer teaching summer session
		07/12/20		
Senko, John M.	Associate Professor, Geosciences; Associate Professor, Biology/Department of Geosciences/Faculty (BUF)	01/31/20	\$82,984.00	Joint appointment with Geosciences (primary) and Biology (secondary) 9 mo
		01/30/23		
Shriver, Leah	Associate Professor - Summer/Department of Chemistry/Faculty (BUF)	06/01/20	\$3,907.00	Payment for grant-funded summer research for the period
		06/14/20		
		06/08/20	\$6,150.00	Payment for summer teaching summer session
		08/02/20		
Smith, Adam W.	Associate Professor - Summer/Department of Chemistry/Faculty (BUF)	06/01/20	\$10,119.46	Payment for grant-funded summer research for the period
		06/30/20		
		07/01/20	\$10,144.14	Payment for grant-funded summer research for the period
		07/31/20		
		08/01/20	\$10,144.14	Payment for grant-funded summer research for the period
		08/31/20		
Snow, Alan J.	Associate Professor - Summer/Department of Biology/Faculty (BUF)	06/08/20	\$6,150.00	Payment for summer teaching summer session
		07/12/20		
Sotnak, Eric	Associate Professor - Summer/Department of Philosophy/Faculty (BUF)	06/08/20	\$6,150.00	Payment for summer teaching summer session
		07/12/20		
Speight, Suzette L.	Director/Psychology/Faculty (BUF)	06/01/20	\$4,018.50	Temporary administrative stipend for Director, Training for Collaborative Program in Counseling Psychology duties for the period (stipend)
		08/31/20		

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Spiker, Julia A.	Professor - Summer/School of Communication/Faculty (BUF)	06/08/20 07/12/20	\$8,550.00 summer session	Payment for summer teaching
Stanley, Jennifer T.	Associate Professor, Psychology; Senior Fellow, Institute for Life-Span Development & Gerontology/Psychology/ Faculty (BUF)	08/24/20 05/16/21	\$88,082.00 9 mo	Extension of temporary additional title for Senior Fellow assignment
Steer, David N.	Associate Dean, Buchtel College of Arts & Sciences; Department Chair, Geosciences; Professor, Geosciences/Buchtel College of Arts & Sciences, Office of the Dean/Faculty	07/01/20 08/24/20 05/16/21	\$125,991.00 12 mo (base) \$7,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$124,991.00/12 mo; stipend change from \$8,000.00/12 mo; basis change from 12 mo to 9 mo
		07/01/20	\$103,084.00 9 mo	Base salary change from \$125,991.00/12 mo
		08/24/20 05/16/21	\$7,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Associate Dean assignment
Stoyhoff, Catherine A.	Professor of Instruction, English; Director, Composition/Department of English/Faculty (BUF)	08/24/20 05/16/21	\$11,500.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$55,210.00/9 mo
Takyi, Baffour K.	Professor - Summer/Department of Sociology/Faculty (BUF)	07/13/20 08/16/20	\$8,550.00 summer session	Payment for summer teaching
Thelin, William	Professor - Summer/Department of English/Faculty (BUF)	07/13/20 08/16/20	\$8,550.00 summer session	Payment for summer teaching
Toliver, Brooks A.	Professor - Summer/School of Music/Faculty (BUF)	06/08/20 07/12/20	\$8,550.00 summer session	Payment for summer teaching
Triece, Mary E.	Professor - Summer/School of Communication/Faculty (BUF)	05/18/20 06/07/20	\$8,550.00 summer session	Payment for summer teaching
Troutman, Janice S.	Professor, Art; Director, Myers School of Art/School of Art/Faculty	07/01/20 06/30/21	\$121,748.00 12 mo (base) \$9,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; conversion of 10% of stipend to base salary; base salary change from \$120,248.00/12 mo; stipend change from \$10,500.00/12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Tsai, I-Chun	Associate Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	05/18/20	\$4,612.50	Payment for summer teaching
		07/12/20	summer session	
		06/08/20	\$3,690.00	Payment for summer teaching
		07/12/20	summer session	
Turner, Dudley B.	Professor - Summer/School of Communication/Faculty (BUF)	05/18/20	\$8,550.00	Payment for summer teaching
		07/12/20	summer session	
Usher, Ann L.	Associate Dean, Fine Arts; Professor, Music; Interim Director, Fashion Merchandising & Interior Design/Buchtel College of Arts & Sciences, Office of the Dean/Faculty	07/01/20	\$15,000.00	Extension of temporary additional title and administrative stipend for Associate Dean assignment; base salary is \$113,877.00/12 mo
		06/30/21	12 mo (stipend)	
Vakil, Shernavaz	Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	05/18/20	\$8,550.00	Payment for summer teaching
		06/07/20	summer session	
Wachler, Charles A.	Associate Professor - Summer/Psychology/Faculty (BUF)	06/08/20	\$8,200.00	Payment for summer teaching
		07/12/20	summer session	
Wainwright, A. Martin	Professor, History; Department Chair, History/Department of History/Faculty	07/01/20	\$125,823.00	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$124,823.00/12 mo; stipend change from \$7,000.00/12 mo
		06/30/21	12 mo (base)	
			\$6,000.00 12 mo (stipend)	
Walter, Heather L.	Associate Professor, Communication; Director, School of Communication/School of Communication/Faculty	07/01/20	\$102,927.00	Extension of temporary additional title and administrative stipend for Director assignment; conversion of 10% of stipend to base salary; base salary change from \$101,927.00/12 mo; stipend change from \$8,000.00/12 mo
		06/30/21	12 mo (base)	
			\$7,000.00 12 mo (stipend)	
Wasserman, Eric M.	Associate Professor - Summer/Department of English/Faculty (BUF)	07/13/20	\$6,150.00	Payment for summer teaching
		08/16/20	summer session	

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Weeks, Stephen C.	Professor, Biology; Department Chair, Biology/Department of Biology/Faculty	07/01/20	\$140,699.00	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$139,699.00/12 mo; stipend change from \$7,000.00/12 mo
		06/30/21	12 mo (base)	
Weigold, Ingrid K.	Professor - Summer/Psychology/Faculty (BUF)	06/08/20	\$11,400.00	Payment for summer teaching
		07/12/20	summer session	
	Professor, Psychology; Fellow, Institute for Life-Span Development & Gerontology/Psychology/ Faculty (BUF)	08/24/20	\$102,226.00	Extension of temporary additional title for Fellow assignment
		05/16/21	9 mo	
Welton, Evonn N.	Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	06/08/20	\$8,550.00	Payment for summer teaching
		07/12/20	summer session	
Wesdemiotis, Chrys	Distinguished Professor - Summer/Department of Chemistry/Faculty (BUF)	06/01/20	\$16,995.07	Payment for summer research; \$13,794.39 paid from grant account; \$3,200.68 paid from general fund
		06/30/20	for the period	
		07/01/20	\$16,995.07	
		07/31/20	for the period	
		08/03/20	\$8,270.10	
		08/16/20	for the period	Payment for grant-funded summer research
		08/17/20	\$1,866.24	Payment for grant-funded summer research
		08/23/20	for the period	
Wheland, Ethel R.	Associate Professor - Summer/Department of Mathematics/Faculty (BUF)	06/08/20	\$6,150.00	Payment for summer teaching
		07/12/20	summer session	
Wilson, Gregory	Professor - Summer/Department of History/Faculty (BUF)	06/08/20	\$11,400.00	Payment for summer teaching
		07/12/20	summer session	
Wrice, Sheldon B.	Associate Dean, Multidisciplinary Studies & Diversity; Professor, Technical Writing & Composition/Buchtel College of Arts & Sciences, Office of the Dean/Faculty	07/01/20	\$15,000.00	Extension of temporary title and administrative stipend for Associate Dean assignment; base salary is \$125,547.00/12 mo
		06/30/21	12 mo (stipend)	

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Wyszynski, Matthew	Professor, Modern Languages; Department Chair, Modern Languages; Department Chair, English; Acting Department Chair, Philosophy/Department of Modern Languages/Faculty	07/01/20 06/30/21	\$107,026.00 12 mo (base) \$10,800.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Department Chair assignments; temporary additional title for Acting Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$105,826.00/12 mo; stipend change from \$12,000.00/12 mo
Ye, Jun	Associate Professor - Summer/Department of Statistics/Faculty (BUF)	06/08/20 07/12/20	\$8,200.00 summer session	Payment for summer teaching
Ziegler, Christopher J.	Professor, Chemistry; Department Chair, Chemistry; Interim Department Chair, Physics/Department of Chemistry/Faculty	07/01/20 06/30/21	\$137,090.00 12 mo (base) \$7,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Department Chair assignments; conversion of 10% of stipend to base salary; base salary change from \$136,090.00/12 mo; stipend change from \$8,000.00/12 mo
<u>Change</u>				
Barrett, Linda R.	Associate Professor Emeritus, Geosciences/Department of Geosciences/Faculty (BUF)	05/31/20		Title change; award of emeritus status
Boika, Aliaksei	Associate Professor, Chemistry/Department of Chemistry/Faculty (BUF)	08/24/20	\$86,653.00 9 mo	Promotion in rank; title change from Assistant Professor, Chemistry; salary change from \$78,776.00/9 mo; tenure granted
Bolton, Philathia	Associate Professor, English/Department of English/Faculty (BUF)	08/24/20	\$62,949.00 9 mo	Promotion in rank; title change from Assistant Professor, English; salary change from \$55,949.00/9 mo; tenure granted
Broadway, Francis S.	Professor Emeritus, Education/LeBron James Family Foundation School of Education/Faculty (BUF)	05/31/20		Title change; award of emeritus status
Bucoy-Calavan, Maria L.	Associate Professor, Music/School of Music/Faculty (BUF)	08/24/20	\$62,440.00 9 mo	Promotion in rank; title change from Assistant Professor, Music; salary change from \$55,440.00/9 mo; tenure granted
Cajigas, Julie A.	Professor of Practice, Communication/School of Communication/Faculty (BUF)	08/24/20	\$55,901.00 9 mo	Promotion in rank; title change from Associate Professor of Practice, Communication; salary change from \$49,912.00/9 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Daviso III, Alfred W.	Professor, Education/LeBron James Family Foundation School of Education/Faculty (BUF)	08/24/20	\$80,486.00 9 mo	Promotion in rank; title change from Associate Professor, Education; salary change from \$70,486.00/9 mo
Ducharme, Howard M.	Professor Emeritus, Philosophy; Intellectual Property Center Fellow/Department of Philosophy/Faculty (BUF)	05/31/20		Title change; award of emeritus status
Feyes, Andrew D.	Associate Professor of Instruction, Music/School of Music/Faculty (BUF)	08/24/20	\$54,209.00 9 mo	Promotion in rank; title change from Assistant Professor of Instruction, Music; salary change from \$49,281.00/9 mo
Flynn, David R.	Associate Professor of Practice, Art/School of Art/Faculty (BUF)	08/24/20	\$55,000.00 9 mo	Promotion in rank; title change from Assistant Professor of Practice, Art; salary change from \$50,000.00/9 mo
Forcey, Stefan A.	Professor, Mathematics/Department of Mathematics/Faculty (BUF)	08/24/20	\$90,759.00 9 mo	Promotion in rank; title change from Associate Professor, Mathematics; salary change from \$80,759.00/9 mo
Harel, Jack C.	Professor of Instruction, Music/School of Music/Faculty (BUF)	08/24/20	\$56,562.00 9 mo	Promotion in rank; title change from Associate Professor of Instruction, Music; salary change from \$50,502.00/9 mo
Holyoke, Caleb W.	Associate Professor, Geosciences/Department of Geosciences/Faculty (BUF)	08/24/20	\$78,928.00 9 mo	Promotion in rank; title change from Assistant Professor, Geosciences; salary change from \$71,753.00/9 mo; tenure granted
Hunka, Nicole J.	Professor of Instruction, Social Science/Department of Applied General & Technical Studies/Faculty (BUF)	08/24/20	\$69,168.00 9 mo	Promotion in rank; title change from Associate Professor of Instruction, Social Science; salary change from \$61,758.00/9 mo
Klein, Janet	Professor, History/Department of History/Faculty (BUF)	08/24/20	\$90,087.00 9 mo	Promotion in rank; title change from Associate Professor, History; salary change from \$80,087.00/9 mo
Maguth, Brad M.	Professor, Education; Director, Barker Center for Economic Education/LeBron James Family Foundation School of Education/Faculty (BUF)	08/24/20	\$81,736.00 9 mo	Promotion in rank; title change from Associate Professor, Education; salary change from \$71,736.00/9 mo
Maurer, Kendall N.	Professor of Instruction, Mathematics; Coordinator, Precalculus/Department of Mathematics/Faculty (BUF)	08/24/20	\$55,723.00 9 mo	Promotion in rank; title change from Associate Professor of Instruction, Mathematics; salary change from \$49,753.00/9 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Nguyen, Truyen Van	Professor, Mathematics/Department of Mathematics/Faculty (BUF)	08/24/20	\$93,639.00 9 mo	Promotion in rank; title change from Associate Professor, Mathematics; salary change from \$83,607.00/9 mo
Peralta, Robert L.	Professor, Sociology/Department of Sociology/Faculty (BUF)	08/24/20	\$92,161.00 9 mo	Promotion in rank; title change from Associate Professor, Sociology; salary change from \$82,161.00/9 mo
Samangy, Anthony J.	Professor, Graphic Design/School of Art/Faculty (BUF)	08/24/20	\$80,476.00 9 mo	Promotion in rank; title change from Associate Professor, Graphic Design; salary change from \$70,476.00/9 mo
Speight, Suzette L.	Professor, Psychology/Psychology/ Faculty (BUF)	08/24/20	\$119,216.00 9 mo	Promotion in rank; title change from Associate Professor, Psychology; salary change from \$106,443.00/9 mo
Sperling, James C.	Professor Emeritus, Political Science/Department of Political Science/Faculty (BUF)	05/31/20		Title change; award of emeritus status
Szalay, David M.	Professor, Graphic Design/School of Art/Faculty (BUF)	08/24/20	\$82,094.00 9 mo	Promotion in rank; title change from Associate Professor, Graphic Design; salary change from \$72,094.00/9 mo
Yuhas, Stephanie M.	Associate Professor of Practice, Criminal Justice Studies/Criminal Justice Studies/Faculty (BUF)	08/24/20	\$57,154.00 9 mo	Promotion in rank; title change from Assistant Professor of Practice, Criminal Justice Studies; salary change from \$51,959.00/9 mo

College of Business Administration

Appointment/Reappointment

Baker, William E.	Professor - Summer/Department of Marketing/Faculty (BUF)	06/08/20 07/12/20	\$17,100.00 summer session	Payment for summer teaching
Beuk, Frederik W.	Associate Professor - Summer/Department of Marketing/Faculty (BUF)	05/11/20 08/30/20	\$5,000.00 for the period	Payment for grant-funded summer research
		05/18/20 06/07/20	\$2,050.00 summer session	Payment for summer teaching
Bible, Scott C.	Assistant Professor of Practice - Summer/Department of Management/Faculty (BUF)	05/18/20 07/12/20	\$4,125.00 summer session	Payment for summer teaching
Bisco, Jill M.	Assistant Professor - Summer/Department of Finance/Faculty (BUF)	06/08/20 07/12/20	\$5,325.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Brisker, Eric R.	Associate Professor - Summer/Department of Finance/Faculty (BUF)	06/01/20 08/31/20	\$5,000.00 for the period	Payment for receipt of College of Business Administration Faculty Summer Research Award
Calderon, Thomas G.	Professor - Summer/George W. Daverio School of Accountancy/Faculty (BUF)	06/08/20 07/12/20	\$8,550.00 summer session	Payment for summer teaching
Chinchanachokchai, Sydney	Assistant Professor, Marketing/College of Business Administration, Office of the Dean/Faculty (BUF)	05/08/20	\$500.00 one time payment	Payment for receipt of 2020 College of Business Administration Dean's Undergraduate Teaching Excellence Award
Dey, Asoke K.	Associate Professor - Summer/Department of Management/Faculty (BUF)	05/18/20 07/12/20	\$6,150.00 summer session	Payment for summer teaching
		06/08/20 07/12/20	\$6,150.00 summer session	Payment for summer teaching
Farrar, Jacob	Director, Taylor Institute/College of Business Administration, Office of the Dean/Contract Professional	07/01/20 06/30/21	\$120,819.00 12 mo	Temporary reappointment
Fox, Alexa K.	Assistant Professor, Marketing/Department of Marketing/Faculty (BUF)	05/08/20	\$500.00 one time payment	Payment for receipt of College of Business Administration Dean's Research Excellence Award
		05/18/20 08/30/20	\$5,000.00 one time payment	Payment for receipt of College of Business Administration Faculty Summer Research Award
Fox, Joseph	Director/Department of Management/Faculty (BUF)	06/08/20 08/02/20	\$8,730.00 summer session (stipend)	Temporary administrative stipend for Director, Fitzgerald Institute for Entrepreneurial Studies duties
Gehani, R. Ray	Associate Professor - Summer/Department of Management/Faculty (BUF)	06/08/20 08/02/20	\$12,300.00 summer session	Payment for summer teaching
Ghosh, Sucharita	Professor - Summer/Department of Economics/Faculty (BUF)	06/08/20 08/02/20	\$8,550.00 summer session	Payment for summer teaching
Gradisher, Suzanne M.	Associate Professor - Summer/Department of Finance/Faculty (BUF)	05/18/20 07/12/20	\$6,150.00 summer session	Payment for summer teaching
Hamdani, Maria R.	Associate Professor - Summer/Department of Management/Faculty (BUF)	05/18/20 07/12/20	\$6,150.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Jones, Julianne B.	Associate Professor of Practice/George W. Daverio School of Accountancy/Faculty (BUF)	05/08/20	\$500.00 one time payment	Payment for receipt of College of Business Administration Dean's Faculty Service Excellence Award
		06/08/20 07/12/20	\$4,500.00 summer session	Payment for summer teaching
Kim, Il-Woon	Associate Director/College of Business Administration, Office of the Dean/Faculty (BUF)	06/08/20	\$1,510.50	Temporary administrative stipend for Associate Director duties
		08/02/20	summer session (stipend)	
	Professor - Summer/George W. Daverio School of Accountancy/Faculty (BUF)	06/08/20	\$17,100.00	Payment for summer teaching
		07/12/20	summer session	
Makarius, Erin	Associate Professor - Summer/Department of Management/Faculty (BUF)	05/18/20	\$6,150.00	Payment for summer teaching
		07/12/20	summer session	
McCoskey, Melanie G.	Associate Professor - Summer/George W. Daverio School of Accountancy/Faculty (BUF)	06/08/20	\$10,455.00	Payment for summer teaching
		07/12/20	summer session	
		05/11/20	\$9,000.00	Payment for receipt of 2020 Faculty Research Committee Summer Fellowship Award
		08/30/20	for the period	
Mukherjee, Debmalya	Professor - Summer/Department of Management/Faculty (BUF)	05/18/20	\$8,550.00	Payment for summer teaching
		07/12/20	summer session	
		05/18/20 08/30/20	\$5,000.00 for the period	
		06/08/20	\$8,550.00	Payment for summer teaching
		07/12/20	summer session	
Neururer, Thaddeus A.	Assistant Professor - Summer/George W. Daverio School of Accountancy/Faculty (BUF)	06/08/20	\$1,934.75	Payment for summer teaching
		07/12/20	summer session	
		05/11/20	\$7,000.00	Payment for receipt of 2020 Faculty Research Committee Summer Fellowship Award
		08/30/20	for the period	
Orr, Linda M.	Associate Professor - Summer/Department of Marketing/Faculty (BUF)	06/08/20	\$6,150.00	Payment for summer teaching
		07/12/20	summer session	

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Owens, Deborah L.	Associate Professor, Marketing & International Business; Department Chair, Marketing/Department of Marketing/Faculty	07/01/20 06/30/21	\$13,837.00 12 mo (stipend)	Title and administrative stipend for Department Chair assignment; title change from Interim Department Chair; base salary is \$152,213.00/12 mo
Payne, David G.	Assistant Professor of Practice - Summer/Department of Marketing/Faculty (BUF)	06/08/20 07/12/20	\$4,125.00 summer session	Payment for summer teaching
Schulte, Sheri B.	Associate Professor of Practice-Summer/Department of Management/Faculty (BUF)	05/18/20 06/07/20	\$1,500.00 summer session	Payment for summer teaching
		06/01/20 07/06/20	\$750.00 for the period	Payment for summer teaching
		06/08/20 08/12/20	\$2,007.50 for the period (stipend)	Temporary administrative stipend for Assessment officer assignment
		06/08/20 07/12/20	\$1,500.00 summer session	Payment for summer teaching
Smith, Kevin	Director, Student Leadership Initiatives/College of Business Administration, Office of the Dean/Contract Professional	07/01/20 06/30/21	\$68,289.00 12 mo (base) \$12,000.00 12 mo (stipend)	Temporary reappointment; extension of temporary administrative stipend for administrative duties
Srinivasan, Mahesh	Associate Professor, Management; Director, Institute for Global Business/Department of Management/Faculty (BUF)	08/24/20 05/16/21	\$6,000.00 9 mo (stipend)	Extension of temporary title and administrative stipend for Director assignment; base salary is \$132,794.00/9 mo
	Associate Professor - Summer/Department of Management/Faculty (BUF)	05/18/20 07/12/20	\$12,300.00 summer session	Payment for summer teaching
Thomas, Andrew R.	Associate Professor/Department of Marketing/Faculty (BUF)	05/08/20	\$500.00 one time payment	Payment for receipt of College of Business Administration Dean's Graduate Teaching Excellence Award

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Thomson, James B.	Interim Associate Dean, College of Business Administration; Professor, Finance; Department Chair, Finance/CBA Dean's Office/Faculty	07/01/20	\$20,000.00	Temporary title and administrative stipend for Interim Associate Dean assignment; base salary is \$207,910.00/12 mo
		06/30/21	12 mo (stipend)	
		07/01/20	\$207,910.00	Extension of temporary additional title and administrative stipend for Department Chair assignments; conversion of 10% of stipend to base salary; base salary change from \$206,110.00/12 mo; stipend change from \$5,400.00/12 mo
		06/30/21	12 mo (base)	
			\$3,600.00 12 mo (stipend)	
Vijayaraman, Bindiganavale S.	Professor - Summer/Department of Management/Faculty (BUF)	06/08/20 08/02/20	\$8,550.00 summer session	Payment for summer teaching
<u>Change</u>				
Bible, Scott C.	Associate Professor of Practice, Management/Department of Management/Faculty (BUF)	08/24/20	\$79,063.00 9 mo	Promotion in rank; title change from Assistant Professor of Practice, Management; salary change from \$71,875.00/9 mo
Bisco, Jill M.	Associate Professor, Finance; Director, Risk Management and Insurance Program/Department of Finance/Faculty (BUF)	08/24/20	\$155,644.00 9 mo	Promotion in rank; title change from Assistant Professor, Finance; salary change from \$141,495.00/9 mo; tenure granted
Goodell, John W.	Professor, Finance/Department of Finance/Faculty (BUF)	08/24/20	\$169,077.00 9 mo	Promotion in rank; title change from Associate Professor, Finance; salary change from \$150,962.00/9 mo
McCoskey, Melanie G.	Associate Professor, Accounting/George W. Daverio School of Accountancy/Faculty (BUF)	08/24/20	\$152,486.00 9 mo	Tenure granted
Myers, Steven C.	Associate Professor Emeritus, Economics/Department of Economics/Faculty (BUF)	05/31/20		Title change; award of emeritus status
Narotzki, Doron	Associate Professor, Accounting/George W. Daverio School of Accountancy/Faculty (BUF)	08/24/20	\$173,587.00 9 mo	Promotion in rank; title change from Assistant Professor, Accounting; salary change from \$157,807.00/9 mo; tenure granted
Nelson, Michael A.	Professor Emeritus, Economics; Department Chair, Economics/Department of Economics/Faculty	05/31/20		Title change; award of emeritus status

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Payne, David G.	Associate Professor of Practice, Marketing; Director, Fisher Institute for Professional Selling/Department of Marketing/Faculty (BUF)	08/24/20	\$62,444.00 9 mo	Promotion in rank; title change from Assistant Professor of Practice, Marketing; salary change from \$58,767.00/9 mo
Weinstein, Amanda	Associate Professor, Economics/Department of Economics/Faculty (BUF)	08/24/20	\$97,892.00 9 mo	Promotion in rank; title change from Assistant Professor, Economics; salary change from \$88,993.00/9 mo; tenure granted

College of Engineering

Appointment/Reappointment

Abbas, Ala R.	Professor - Summer/Department of Civil Engineering/Faculty (BUF)	05/11/20	\$9,248.51	Payment for grant-funded summer research for the period
		05/31/20		
		06/01/20 06/30/20	\$13,564.49 for the period	
		07/01/20	\$14,181.05	Payment for grant-funded summer research for the period
		07/31/20		
Batur, Celal	Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	06/01/20 06/21/20	\$11,702.84 for the period	Payment for grant-funded summer research

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Belcher, Marcia C.	Professor, Construction Engineering Technology/Division of Engineering & Science Technology/Faculty (BUF)	08/26/19	\$6,589.26	Overload payment for Academic Year 2019-20 teaching assignments
		05/17/20	9 mo	
	Professor - Summer/Division of Engineering & Science Technology/Faculty (BUF)	05/18/20	\$14,250.00	Payment for summer teaching
		07/12/20	summer session	
		06/08/20 08/02/20	\$17,100.00 summer session	
Professor, Construction Engineering Technology; Acting Department Chair, Engineering & Science Technology/Division of Engineering & Science Technology/Faculty (BUF)	07/01/20	\$110,449.00	Temporary title and administrative stipend for Interim Acting Department Chair assignment; salary change from \$90,367.00/9 mo; basis change from 9 mo to 12 mo	
	12/31/20	12 mo (base)		
		\$5,089.00 for the period (stipend)		
	07/01/20 12/31/20	\$5,757.00 for the period (stipend)		Temporary administrative stipend in lieu of 30 hour load; base salary is \$110,449.00/12 mo
Binienda, Wieslaw K.	Professor, Civil Engineering; Department Chair, Civil Engineering/Department of Civil Engineering/Faculty	07/01/20	\$183,796.00	Extension of temporary additional title and administrative stipend for Department Chair assignments; conversion of 10% of stipend to base salary; base salary change from \$182,526.00/12 mo; stipend change from \$3,024.00/12 mo
		06/30/21	12 mo (base)	
			\$1,754.00 12 mo (stipend)	
Braun, Minel J.	Distinguished Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	06/08/20	\$6,840.00	Payment for summer teaching
		08/02/20	summer session	
Buldum, Alper	Professor, Mechanical Engineering; Professor, Chemistry/Department of Mechanical Engineering/Faculty (BUF)	08/24/20	\$101,484.00	Extension of joint appointment with Mechanical Engineering (primary) and Chemistry (secondary)
		08/23/23	9 mo	
	Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	06/08/20 08/02/20	\$25,650.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Bunnell, Robert L.	Professor of Practice - Summer/Department of Civil Engineering/Faculty (BUF)	06/08/20 08/02/20	\$9,900.00 summer session	Payment for summer teaching
Cavicchi, Kevin A.	Professor - Summer/School of Polymer Science & Polymer Engineering/Faculty (BUF)	06/15/20 07/19/20	\$12,227.03 for the period	Payment for grant-funded summer research
Choi, Jae-Won	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	05/11/20 07/12/20	\$23,745.00 for the period	Payment for grant-funded summer research
		07/13/20 08/23/20	\$16,043.03 for the period	Payment for grant-funded summer research
Cong, Hongbo	Associate Professor - Summer/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	05/11/20 08/23/20	\$40,662.16 for the period	Payment for start-up funds
Cutright, Teresa J.	Professor - Summer/Department of Civil Engineering/Faculty (BUF)	06/01/20 06/07/20	\$2,555.00 for the period	Payment for grant-funded summer research
Damson, Enoch E.	Professor - Summer/Division of Business & Information Technology/Faculty (BUF)	06/08/20 07/12/20	\$17,100.00 summer session	Payment for summer teaching
		07/13/20 08/16/20	\$9,262.50 summer session	Payment for summer teaching
Daniels, Christopher C.	Associate Professor of Practice - Summer/Department of Mechanical Engineering/Faculty (BUF)	05/11/20 08/23/20	\$42,000.00 for the period	Payment for grant-funded summer research
Deckler, Daniel C.	Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	06/08/20 08/02/20	\$25,650.00 summer session	Payment for summer teaching
Dobrynin, Andrey	Professor - Summer/School of Polymer Science & Polymer Engineering/Faculty (BUF)	06/01/20 06/30/20	\$20,213.24 for the period	Payment for grant-funded summer research

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Du, Shirong	Associate Professor, Computer Information Systems/Division of Business & Information Technology/Faculty (BUF)	08/26/19	\$23,045.47	Overload payment for Academic Year 2019-20 teaching assignments
		05/17/20	9 mo	
Elbuluk, Malik E.	Professor - Summer/Department of Electrical & Computer Engineering/Faculty (BUF)	06/08/20	\$19,950.00	Payment for summer teaching
		08/02/20	summer session	
Farhad, Siamak	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	06/08/20	\$12,300.00	Payment for summer teaching
		08/02/20	summer session	
Farooqi, Zarreen	Professor - Summer/Division of Business & Information Technology/Faculty (BUF)	05/18/20	\$8,550.00	Payment for summer teaching
		07/12/20	summer session	
Feldt, Kevin M.	Professor - Summer/Division of Business & Information Technology/Faculty (BUF)	06/08/20	\$4,275.00	Payment for summer teaching
		07/12/20	summer session	
Felicelli, Sergio	Professor, Mechanical Engineering; Department Chair, Mechanical Engineering/Department of Mechanical Engineering/Faculty	07/01/20	\$202,199.00	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$200,399.00/12 mo; stipend change from \$7,200.00/12 mo
		06/30/21	12 mo (base)	
		\$5,400.00		
		12 mo (stipend)		
Gupta, Rajeev K.	Assistant Professor - Summer/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	05/11/20	\$30,668.00	Payment for grant-funded summer research
		08/09/20	for the period	
Hoo Fatt, Michelle S.	Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	08/09/20	\$5,000.00	Payment for grant-funded summer research
		08/23/20	for the period	
Hoo Fatt, Michelle S.	Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	06/01/20	\$2,873.00	Payment for grant-funded summer research
		06/07/20	for the period	

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Huang, Qindan	Associate Professor - Summer/Department of Civil Engineering/Faculty (BUF)	05/11/20 06/21/20	\$14,820.00 for the period	Payment for summer research; \$9,820.00 paid from grant accounts; \$5,000.00 paid from general fund
Ida, Nathan	Distinguished Professor - Summer/Department of Electrical & Computer Engineering/Faculty (BUF)	06/08/20 08/02/20	\$17,100.00 summer session	Payment for summer teaching
Jia, Li	Professor - Summer/School of Polymer Science & Polymer Engineering/Faculty (BUF)	06/01/20 06/28/20	\$12,567.57 for the period	Payment for summer research; \$8,952.05 paid from grant accounts; \$3,615.52 paid from general fund
		07/01/20 07/31/20	\$14,662.16 for the period	Payment for grant-funded summer research
Ju, Lu-Kwang	Distinguished Professor - Summer/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	05/11/20 06/14/20	\$22,896.00 for the period	Payment for grant-funded summer research
	Distinguished Professor, Chemical, Biomolecular & Corrosion Engineering; Acting Department Chair, Chemical, Biomolecular & Corrosion Engineering/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	07/01/20 06/30/21	\$186,335.00 9 mo (base) \$15,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Acting Department Chair assignment
Kandray, Daniel E.	Associate Professor - Summer/Division of Engineering & Science Technology/Faculty (BUF)	05/18/20 07/12/20	\$7,175.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Kannan, Manigandan	Visiting Associate Professor of Practice - Summer/Department of Mechanical Engineering/Faculty	06/01/20 07/19/20	\$14,189.19 for the period	Payment for grant-funded summer research
	Visiting Associate Professor of Practice, Mechanical Engineering/Department of Mechanical Engineering/Faculty	06/08/20	\$5,000.00 one time payment	Payment for performance of frequent mechanical testing in support of Mechanical Engineering summer courses and design teams
	Visiting Associate Professor of Practice - Summer/Department of Mechanical Engineering/Faculty	06/08/20 08/02/20	\$8,625.00 summer session	Payment for summer teaching
		07/20/20 08/16/20	\$8,108.11 for the period	Payment for grant-funded summer research
Kemp, Sukanya	Acting Dean, College of Applied Science & Technology; Professor, Social Science; Interim Department Chair, Applied General & Technical Studies/Division of Business & Information Technology/Faculty	06/01/20 06/30/20	\$1,500.00 for the period (stipend)	Temporary additional title and administrative stipend for Acting Dean assignment; base salary is \$92,026.00/12 mo
	Acting Associate Dean, Applied Science Technology; Professor, Social Science/Applied Science & Technology Administration/Faculty	07/01/20 06/30/21	\$112,000.00 12 mo	Temporary title change via reorganization; relinquish title and administrative stipend for Acting Dean assignment; relinquish Interim Department Chair assignment and Associate Dean duties; salary change from \$92,026.00/12 mo
Kennedy, Joseph P.	Distinguished Professor, Polymer Science/School of Polymer Science & Polymer Engineering/Faculty	07/01/20 06/30/21	\$123,309.00 12 mo	Extension of rehire in accordance with re-employment agreement for retirees; salary reflective of temporary salary reduction
Kropff, Janet S.	Professor, Computer Information Systems/Division of Business & Information Technology/Faculty (BUF)	01/13/20 05/17/20	\$8,914.68 spring semester	Overload payment for Academic Year 2019-20 teaching assignments
	Professor - Summer/Division of Business & Information Technology/Faculty (BUF)	06/08/20 08/02/20	\$8,550.00 summer session	Payment for summer teaching
Kyu, Thein	Distinguished Professor - Summer/School of Polymer Science & Polymer Engineering/Faculty (BUF)	06/01/20 06/14/20	\$5,800.00 for the period	Payment for summer research; \$4,800.00 paid from grant accounts; \$1,000.00 paid from general fund

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Lee, Kye-Shin	Associate Professor - Summer/Department of Electrical & Computer Engineering/Faculty (BUF)	05/11/20 08/30/20	\$3,280.00 for the period	Payment for receipt of 2020 Faculty Research Committee Summer Fellowship Award
Lillard, Robert S.	Professor - Summer/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	05/11/20 06/21/20	\$21,232.54 for the period	Payment for grant-funded summer research
Liu, Lingyun	Associate Professor - Summer/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	05/11/20 05/24/20	\$5,369.00 for the period	Payment for grant-funded summer research
Liu, Tianbo	Professor, Polymer Science; Department Chair, Polymer Science; Alex Schulman Chair of Polymer Science/School of Polymer Science & Polymer Engineering/Faculty (BUF)	07/01/20 06/30/21	\$226,482.00 12 mo (base) \$15,409.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$224,556.00/12 mo; stipend change from \$17,335.00/12 mo
Loth, Francis	F. Theodore Harrington Endowed Professor, Mechanical Engineering; Professor, Biomedical Engineering/Department of Mechanical Engineering/Faculty (BUF)	04/01/20 04/01/23	\$143,685.00 9 mo	Extension of joint appointment with Mechanical Engineering (primary) and Biomedical Engineering (secondary)
	Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	05/11/20 08/16/20	\$52,491.00 for the period	Payment for grant-funded summer research
	F. Theodore Harrington Endowed Professor, Mechanical Engineering; Professor, Biomedical Engineering; Acting Department Chair, Biomedical Engineering/Department of Mechanical Engineering/Faculty (BUF)	07/01/20 06/30/21	\$15,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Acting Department Chair assignment; base salary is \$143,685.00/9 mo
Makki, Nidaa	Associate Professor - Summer/Department of Civil Engineering/Faculty (BUF)	08/03/20 08/23/20	\$2,870.00 for the period	Payment for grant-funded summer research
Maleki Pirbazari, Mehdi	Assistant Professor of Instruction - Summer/Department of Electrical & Computer Engineering/Faculty (BUF)	06/08/20 08/02/20	\$5,500.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Mather, Janice L.	Senior Research Engineer/Department of Mechanical Engineering/Staff	07/01/20 09/30/20	\$3,618.08 biweekly	Temporary reappointment; salary reflective of temporary salary reduction
Menzemer, Craig C.	Interim Dean, College of Engineering; Professor, Civil Engineering/College of Engineering, Office of the Dean/Faculty	07/01/20 06/30/21	\$210,120.00 12 mo	Extension of temporary additional title for Interim Dean assignment
Miller, Christopher M.	Associate Professor, Civil Engineering; ABET Coordinator/Department of Civil Engineering/Faculty (BUF)	08/24/20 05/16/21	\$5,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for ABET Coordinator assignment; base salary is \$103,302.00/9 mo
Miyoshi, Toshikazu	Professor, Polymer Science; Director, Akron Masters Program School of Polymer Science/Polymer Engineering/Applied Science & Technology Administration/Faculty (BUF)	10/01/20 09/30/21	\$12,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$148,076.00/9 mo
Monty-Bromer, Chelsea	Associate Professor - Summer/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	06/01/20 06/14/20	\$5,530.00 for the period	Payment for grant-funded summer research
		07/01/20 07/31/20	\$11,059.00 for the period	Payment for grant-funded summer research
Morscher, Gregory N.	Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	07/26/20 08/23/20	\$13,094.43 for the period	Payment for grant-funded summer research??
Nadkarni, Gopal R.	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	05/11/20 05/17/20	\$4,448.00 for the period	Payment for grant-funded summer research
		06/08/20 08/02/20	\$5,125.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Nicholas, John B.	Professor, Computer Information Systems/Division of Business & Information Technology/Faculty (BUF)	01/13/20	\$10,840.26	Overload payment for spring 2020 teaching assignments
		05/17/20	for the period	
		05/18/20	\$10,687.50	Payment for summer teaching
	Professor - Summer/Division of Business & Information Technology/Faculty (BUF)	07/12/20	summer session	
		06/08/20	\$8,550.00	Payment for summer teaching
		07/12/20	summer session	
Nourhani, Amir	Assistant Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	06/01/20	\$24,470.00	Payment for start-up research
		08/09/20	for the period	
O'Neil, Timothy W.	Professor, Computer Science; Department Chair, Computer Science; Department Chair, Statistics/Department of Computer Science/Faculty	07/01/20	\$152,499.00	Extension of temporary additional title and administrative stipend for Department Chair assignments; conversion of 10% of stipend to base salary; base salary change from \$151,499.00/12 mo; stipend change from \$8,000.00/12 mo
		06/30/21	12 mo (base)	
			\$7,000.00 12 mo (stipend)	
Oravec, Heather A.	Research Associate Professor, Mechanical Engineering/Department of Mechanical Engineering/Faculty	10/01/20	\$119,673.00	Temporary reappointment; salary reflective of temporary salary reduction
		03/31/21	12 mo	
Patnaik, Anil	Professor - Summer/Department of Civil Engineering/Faculty (BUF)	05/11/20	\$13,398.40	Payment for summer research
		06/07/20	for the period	
		06/08/20	\$16,748.11	Payment for grant-funded summer research
		07/12/20	summer session	
		07/13/20	\$20,097.73	Payment for grant-funded summer research
		08/23/20	for the period	
Peng, Zhenmeng	Associate Professor - Summer/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	06/01/20	\$9,862.01	Payment for grant-funded summer research
		06/28/20	for the period	
		07/01/20	\$10,000.00	Payment for grant-funded summer research
		07/31/20	for the period	
		07/27/20	\$10,000.00	Payment for grant-funded summer research
		08/23/20	for the period	

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Ramlo, Susan E.	Professor, General Technology/Division of Engineering & Science Technology/Faculty (BUF)	08/26/19 05/17/20	\$5,962.05 9 mo	Overload payment for Academic Year 2019-20 teaching assignments
Roke, David A.	Associate Professor - Summer/Department of Civil Engineering/Faculty (BUF)	06/08/20 08/02/20	\$6,150.00 summer session	Payment for summer teaching
Sahai, Nita	Professor - Summer/School of Polymer Science & Polymer Engineering/Faculty (BUF)	05/25/20 05/31/20	\$990.00 for the period	Payment for grant-funded summer research
Sastry, Shivakumar	Professor - Summer/Department of Electrical & Computer Engineering/Faculty (BUF)	06/08/20 08/02/20	\$8,550.00 summer session	Payment for summer teaching
Sawyer, Scott D.	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	06/08/20 08/02/20	\$16,400.00 summer session	Payment for summer teaching
Schneider IV, William H.	Professor - Summer/Department of Civil Engineering/Faculty (BUF)	05/11/20 08/02/20	\$38,004.11 for the period	Payment for summer research; \$30,247.47 paid from grant accounts; \$7,756.47 paid from general fund
		08/02/20 08/23/20	\$7,755.94 for the period	Payment for summer research; \$3,877.97 paid from grant accounts; \$3,877.97 paid from general fund
Schuller, Gary A.	Professor - Summer/Division of Engineering & Science Technology/Faculty (BUF)	05/18/20 06/07/20	\$7,837.50 summer session	Payment for summer teaching
Shubat, Larry C.	Professor, Surveying & Mapping Technology/Division of Engineering & Science Technology/Faculty (BUF)	08/26/19 05/17/20	\$2,032.10 9 mo	Overload payment for Academic Year 2019-20 teaching assignments
Soucek, Mark	Professor, Polymer Engineering; Department Chair, Polymer Engineering; Sundar L. Aggarwal Professor/School of Polymer Science & Polymer Engineering/Faculty	07/01/20 06/30/21	\$181,001.00 12 mo (base) \$14,400.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$179,401.00/12 mo; stipend change from \$16,000.00/12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Sozer, Yilmaz	Professor - Summer/Department of Electrical & Computer Engineering/Faculty (BUF)	05/11/20	\$12,776.22	Payment for grant-funded summer research
		06/07/20	for the period	
		06/08/20	\$19,164.32	Payment for grant-funded summer research
		07/19/20	for the period	
		07/20/20	\$3,194.05	Payment for summer research
07/26/20	for the period			
		07/27/20	\$12,776.22	Payment for summer research
		08/23/20	for the period	
Tan, Kwek Tze	Assistant Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	06/01/20	\$10,011.89	Payment for grant-funded summer research
		06/28/20	for the period	
		06/08/20	\$8,875.00	Payment for summer teaching
		08/02/20	summer session	
		07/27/20	\$10,011.89	Payment for grant-funded summer research
		08/23/20	for the period	
Thomas, Vineet Sunny	Visiting Assistant Professor - Summer/Department of Mechanical Engineering/Faculty	06/08/20	\$2,062.50	Payment for summer teaching
		07/12/20	summer session	
		06/08/20	\$3,437.50	Payment for summer teaching
		08/02/20	summer session	
	Visiting Assistant Professor, Biomedical Engineering/Department of Biomedical Engineering/Faculty	08/24/20	\$75,000.00	Temporary reappointment
		05/16/21	9 mo	
Tran, Huu Nghi	Associate Professor - Summer/Department of Electrical & Computer Engineering/Faculty (BUF)	05/11/20	\$8,247.24	Payment for start-up research
		05/31/20	for the period	
		06/01/20	\$10,109.52	Payment for summer research
		06/28/20	for the period	
		06/29/20	\$5,852.88	Payment for start-up research
		07/19/20	for the period	

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Tsige, Mesfin	Professor - Summer/School of Polymer Science & Polymer Engineering/Faculty (BUF)	06/29/20 07/19/20	\$8,854.76 for the period	Payment for grant-funded summer research
Tsukerman, Igor A.	Professor - Summer/Department of Electrical & Computer Engineering/Faculty (BUF)	07/01/20 07/31/20	\$14,467.00 for the period	Payment for grant-funded summer research
Veillette, Robert J.	Professor, Electrical & Computer Engineering; Department Chair, Electrical & Computer Engineering/Department of Electrical & Computer Engineering/Faculty	07/01/20 06/30/21	\$13,550.00 12 mo (stipend)	Additional title and temporary administrative stipend for Department Chair assignment; base salary is \$135,495.00/12 mo
Visco, Donald P.	Professor - Summer/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	07/13/20 07/19/20	\$5,301.54 for the period	Grant-funded payment for receipt of Zip to Industry grant
		07/20/20 07/26/20	\$5,301.54 for the period	Payment for summer research
Wang, Guo-Xiang	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	06/08/20 08/02/20	\$14,350.00 summer session	Payment for summer teaching
Wang, Shengyong	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	05/11/20 08/23/20	\$40,543.78 for the period	Payment for summer research
Wise,Craig	Associate Professor - Summer/Division of Engineering & Science Technology/Faculty (BUF)	05/18/20 07/12/20	\$5,125.00 summer session	Payment for summer teaching
Wong, Shing-Chung J.	Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	05/11/20 06/28/20	\$22,628.42 for the period	Payment for grant-funded research
Yi, Ping	Professor - Summer/Department of Civil Engineering/Faculty (BUF)	06/01/20 08/31/20	\$30,000.00 for the period	Payment for summer research; \$20,000.00 paid from grant accounts; \$10,000.00 paid from general fund
Yun, Yang H.	Associate Professor - Summer/Department of Biomedical Engineering/Faculty (BUF)	06/01/20 06/30/20	\$12,216.00 for the period	Payment for grant-funded research

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Zhe, Jiang J.	Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	05/11/20 07/12/20	\$32,513.82 for the period	Payment for grant-funded research
Zheng, Jie	Professor - Summer/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	06/01/20 07/26/20	\$38,700.00 for the period	Payment for grant-funded research
	Professor, Chemical, Biomolecular & Corrosion Engineering; Fellow, Institute for Life-Span Development & Gerontology/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	08/24/20 05/16/21	\$174,153.00 9 mo	Extension of temporary additional title for Fellow assignment
Zhou, Qixin	Assistant Professor - Summer/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	06/01/20 06/28/20	\$9,690.16 for the period	Payment for grant-funded research
		06/29/20 07/19/20	\$4,957.00 for the period	Payment for grant-funded research
		08/03/20 08/23/20	\$5,948.00 for the period	Payment for grant-funded research
Zhu, Yu	Associate Professor - Summer/School of Polymer Science & Polymer Engineering/Faculty (BUF)	05/11/20 08/23/20	\$46,735.64 for the period	Payment for grant-funded research
<u>Change</u>				
Cheung, Harry M.	Professor Emeritus, Chemical, Biomolecular & Corrosion Engineering; Department Chair, Chemical, Biomolecular & Corrosion Engineering/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty	06/30/20		Title change; award of emeritus status
Crissey, Willis S.	Associate Professor of Instruction, Computer Science/Department of Computer Science/Faculty (BUF)	08/24/20	\$62,219.00 9 mo	Promotion in rank; title change from Assistant Professor of Instruction, Computer Science; salary change from \$56,563.00/9 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Damson, Enoch E.	Professor, Computer Information Systems/Division of Business & Information Technology/Faculty (BUF)	07/01/20	\$88,360.00 9 mo	Relinquish Department Chair, Business & Information Technology assignment; conversion of 10% of stipend to base salary; salary change from \$107,132.00/12 mo; basis change from 12 mo to 9 mo
Daniels, Christopher C.	Professor of Engineering Practice/Department of Mechanical Engineering/Faculty (BUF)	08/24/20	\$117,510.00 9 mo	Promotion in rank; title change from Associate Professor of Engineering Practice; salary change from \$104,920.00/9 mo
Dilling, Scott A.	Professor of Practice, Mechanical Engineering Technology/Division of Engineering & Science Technology/Faculty (BUF)	08/24/20	\$76,389.00 9 mo	Promotion in rank; title change from Associate Professor of Practice, Mechanical Engineering Technology; salary change from \$68,205.00/9 mo
Gitiafroz, Roya	Associate Professor of Engineering Instruction/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	08/24/20	\$79,257.00 9 mo	Promotion in rank; title change from Assistant Professor of Engineering Instruction; salary change from \$72,052.00/9 mo
Joy, Abraham	Professor, Polymer Science/School of Polymer Science & Polymer Engineering/Faculty (BUF)	08/24/20	\$130,155.00 9 mo	Promotion in rank; title change from Associate Professor, Polymer Science; salary change from \$116,210.00/9 mo
Kelly, S. Graham	Professor Emeritus, Mechanical Engineering/Department of Mechanical Engineering/Faculty (BUF)	05/31/20		Title change; award of emeritus status
Pope, Susan H.	Professor Emeritus, Business Management Technology/Division of Business & Information Technology/Faculty (BUF)	05/31/20		Title change; award of emeritus status
Tan, Kwek Tze	Associate Professor, Mechanical Engineering/Department of Mechanical Engineering/Faculty (BUF)	08/24/20	\$101,871.00 9 mo	Promotion in rank; title change from Assistant Professor, Mechanical Engineering; salary change from \$92,610.00/9 mo; tenure granted

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Tavana, Hossein	Professor, Biomedical Engineering; Associate Professor, Mechanical Engineering; Associate Professor, Chemical, Biomolecular & Corrosion Engineering/Department of Biomedical Engineering/Faculty (BUF)	08/24/20	\$113,976.00 9 mo	Promotion in rank; title change from Associate Professor, Biomedical Engineering; salary change from \$101,765.00/9 mo
Wise, Craig	Professor, Construction Engineering Technology/Division of Engineering & Science Technology/Faculty (BUF)	08/24/20	\$78,632.00 9 mo	Promotion in rank; title change from Associate Professor, Construction Engineering Technology; salary change from \$68,632.00/9 mo
Zhang, Ge	Associate Professor - Summer/Department of Biomedical Engineering/Faculty (BUF)	05/11/20 05/17/20	\$2,810.51 for the period	Amend action approved at June 10, 2020 meeting of the Board of Trustees; payment for grant-funded summer research; salary change from \$35,424.24/for the period; date change from 5/11/2020-8/9/2020
		06/01/20 06/30/20	\$11,299.82 for the period	Amend action approved at June 10, 2020 meeting of the Board of Trustees; payment for grant-funded summer research; salary change from \$35,424.24/for the period; date change from 5/11/2020-8/9/2020
		07/01/20 07/31/20	\$12,882.36 for the period	Amend action approved at June 10, 2020 meeting of the Board of Trustees; payment for grant-funded summer research; salary change from \$35,424.24/for the period; date change from 5/11/2020-8/9/2020
		08/02/20 08/23/20	\$8,431.54 for the period	Amend action approved at June 10, 2020 meeting of the Board of Trustees; payment for grant-funded summer research; salary change from \$35,424.24/for the period; date change from 5/11/2020-8/9/2020

College of Health Professions

Appointment/Reappointment

Ascar, Monica M.	Assistant Lecturer/School of Social Work/Faculty	05/18/20 08/16/20	\$1,260.72 for the period	Payment for summer teaching
Beeson, Rose A.	Senior Lecturer/School of Nursing/Faculty	06/08/20 08/02/20	\$3,600.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Betts, Melody A.	Associate Professor of Instruction - Summer/School of Nursing/Faculty (BUF)	06/08/20 08/16/20	\$15,000.00 for the period	Payment for summer teaching
Biddle, Stacia E.	Associate Professor - Summer/School of Allied Health/Faculty (BUF)	05/18/20 07/05/20	\$12,300.00 for the period	Payment for summer teaching
Bonnett, Pamela L.	Professor of Instruction, Nursing; Program Director, RN to BSN Program/School of Nursing/Faculty (BUF)	05/18/20 08/23/20	\$8,250.00 for the period (stipend)	Extension of temporary additional title and administrative stipend for Program Director assignment; base salary is \$65,614.00/9 mo
Brown, Diane K.	Assistant Professor - Summer/School of Nursing/Faculty (BUF)	05/11/20 06/28/20	\$8,226.00 for the period	Payment for grant-funded research
		06/08/20 07/12/20	\$1,775.00 summer session	Payment for summer teaching
		06/08/20 08/02/20	\$6,929.00 for the period	Payment for grant-funded summer research
Cai, Sean X.	Professor - Summer/Department of Sport Science & Wellness Education/Faculty (BUF)	06/08/20 07/12/20	\$8,550.00 summer session	Payment for summer teaching
Carlin, Charles H.	Associate Professor - Summer/School of Speech-Language Pathology & Audiology/Faculty (BUF)	05/18/20 07/12/20	\$14,350.00 summer session	Payment for summer teaching
		06/08/20 08/02/20	\$4,100.00 summer session	Payment for summer teaching
Chiu, Sheau-Huey	Associate Professor - Summer/School of Nursing/Faculty (BUF)	05/18/20 06/07/20	\$3,075.00 summer session	Payment for summer teaching
		06/08/20 08/02/20	\$615.00 summer session	Payment for summer teaching
		06/08/20 07/12/20	\$10,250.00 summer session	Payment for summer teaching
Christensen, Diane C.	Associate Professor of Instruction - Summer/School of Nursing/Faculty (BUF)	06/08/20 07/12/20	\$8,250.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Chronister, Connie S.	Professor of Instruction - Summer/School of Nursing/Faculty (BUF)	06/08/20 07/12/20	\$9,075.00 summer session	Payment for summer teaching
Chronister, Kelli A.	Associate Professor - Summer/School of Allied Health/Faculty (BUF)	07/05/20 08/02/20	\$6,150.00 for the period	Payment for summer teaching
Dang, Yue	Assistant Professor of Instruction - Summer/School of Counseling/Faculty (BUF)	05/18/20 07/12/20	\$8,250.00 summer session	Payment for summer teaching
Ellis, John M.	Professor of Instruction - Summer/School of Social Work/Faculty (BUF)	06/01/20 06/30/20	\$7,045.00 for the period	Payment for grant-funded research
		06/08/20 08/02/20	\$5,857.50 summer session	Payment for summer teaching
Fiala, William C.	Professor of Practice - Summer/School of Allied Health/Faculty (BUF)	06/08/20 08/02/20	\$5,925.00 summer session	Payment for summer teaching
Fitzgerald, Karen M.	Professor of Instruction - Summer/School of Nursing/Faculty (BUF)	06/08/20 07/12/20	\$11,550.00 summer session	Payment for summer teaching
Haas, Marc	Associate Professor - Summer/School of Allied Health/Faculty (BUF)	06/08/20 08/02/20	\$10,250.00 summer session	Payment for summer teaching
Hoskins, Claudia A.	Associate Professor of Instruction - Summer/School of Nursing/Faculty (BUF)	06/08/20 08/02/20	\$9,000.00 summer session	Payment for summer teaching
Houston, K. Todd	Professor - Summer/School of Speech-Language Pathology & Audiology/Faculty (BUF)	05/18/20 07/12/20	\$5,700.00 summer session	Payment for summer teaching
		06/08/20 08/02/20	\$17,100.00 summer session	Payment for summer teaching
Huff, Marlene S.	Associate Dean, College of Health Professions; Director, School of Nursing; Professor, Nursing; Chief Nurse Administrator/School of Nursing/Faculty	07/01/20 06/30/21	\$18,000.00 12 mo	Extension of temporary title and administrative stipend for Associate Dean assignment; base salary is \$152,337.00/12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Juravich, Matthew	Associate Professor - Summer/Department of Sport Science & Wellness Education/Faculty (BUF)	06/01/20	\$6,150.00	Payment for course development for the period
		06/30/20		
		06/08/20	\$6,150.00	Payment for summer teaching summer session
		07/12/20		
Juvancic-Heltzel, Judith A.	Associate Professor, Sport Science & Wellness Education; Fellow, Institute for Life-Span Development & Gerontology; Interim Director, Sport Science & Wellness Education/Department of Sport Science & Wellness Education/Faculty	07/01/20	\$110,011.00	Extension of temporary additional title for Interim Director assignment
		06/30/21	12 mo	
		07/01/20	\$110,011.00	Extension of temporary additional title for Fellow assignment
		06/30/21	12 mo	
Katafiasz, Heather	Assistant Professor - Summer/School of Counseling/Faculty (BUF)	05/18/20	\$14,200.00	Payment for summer teaching for the period
		08/16/20		
Kerr, Linda J.	Associate Professor of Instruction - Summer/School of Nursing/Faculty (BUF)	06/08/20	\$2,400.00	Payment for summer teaching summer session
		07/12/20		
Kidd, Lori I.	Associate Professor - Summer/School of Nursing/Faculty (BUF)	05/11/20	\$4,603.00	Payment for grant-funded summer research for the period
		07/05/20		
Koskey, Kristin L.	Associate Professor - Summer/School of Counseling/Faculty (BUF)	06/08/20	\$6,150.00	Payment for summer teaching for the period
		08/02/20		
Kraft, Kristine N.	Associate Professor, Allied Health; Interim Director, School of Allied Health/School of Allied Health/Faculty	09/01/20	\$9,298.00	Extension of temporary additional title and administrative stipend for Interim Director assignment; base salary is \$73,246.00/10 mo
		06/30/21	10 mo (stipend)	
Lenyk, Julie M.	Assistant Professor of Instruction- Summer/School of Counseling/Faculty (BUF)	05/18/20	\$11,000.00	Payment for summer teaching for the period
		08/16/20		
Liu, Pei-Yang	Associate Professor - Summer/School of Nutrition & Dietetics/Faculty (BUF)	05/18/20	\$8,200.00	Payment for summer teaching summer session
		07/12/20		

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
MacCracken, Mary J.	Professor - Summer/Department of Sport Science & Wellness Education/Faculty (BUF)	06/01/20	\$8,405.98	Payment for grant-funded summer research for the period
		06/30/20		
		06/08/20	\$8,550.00	Payment for summer teaching summer session
		07/12/20		
McCarragher, Timothy M.	Acting Dean, College of Health Professions; Director, School of Social Work; Associate Professor, Social Work; Associate Dean, Strategic Operations/College of Health Professions, Office of the Dean/Faculty	07/01/20	\$18,000.00	Extension of temporary additional title and administrative stipend for Associate Dean assignment; base salary is \$147,030.00/12 mo
		06/30/21	12 mo (stipend)	
Meibos, Alex	Assistant Professor - Summer/School of Speech-Language Pathology & Audiology/Faculty (BUF)	05/18/20	\$1,775.00	Payment for summer teaching for the period
		08/16/20		
Miller, Erin L.	Professor of Instruction - Summer/School of Speech-Language Pathology & Audiology/Faculty (BUF)	05/18/20	\$3,300.00	Payment for summer teaching for the period
		08/16/20		
		05/18/20	\$1,650.00	
		06/07/20		
		06/08/20	\$4,950.00	Payment for summer teaching summer session
		08/02/20		
Murrock, Carolyn J.	Professor - Summer/School of Nursing/Faculty (BUF)	06/01/20	\$6,603.01	Payment for grant-funded summer research for the period
		06/30/20		
		06/08/20	\$9,405.00	Payment for summer teaching summer session
		08/02/20		

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Otterstetter, Ronald	Professor, Sport Science & Wellness Education; Fellow, Institute for Life-Span Development & Gerontology/Department of Sport Science & Wellness Education/Faculty (BUF)	08/24/20	\$90,251.00	Extension of temporary additional title for Fellow assignment
		05/16/21	9 mo	
		06/08/20	\$8,550.00	
	Professor - Summer/Department of Sport Science & Wellness Education/Faculty (BUF)	08/02/20	summer session	Payment for summer teaching
		06/08/20	\$1,140.00	Payment for summer teaching
		07/12/20	summer session	
Owen, Cheryl L.	Professor of Instruction - Summer/School of Nursing/Faculty (BUF)	06/08/20 07/12/20	\$3,300.00 summer session	Payment for summer teaching
Owens, Delila	Associate Professor - Summer/School of Counseling/Faculty (BUF)	06/08/20 07/12/20	\$6,150.00 summer session	Payment for summer teaching
Palasik, Scott T.	Associate Professor - Summer/School of Speech-Language Pathology & Audiology/Faculty (BUF)	05/18/20	\$4,100.00	Payment for summer teaching
		07/12/20	summer session	
		06/08/20	\$10,250.00	Payment for summer teaching
		08/02/20	summer session	
Palmer, Lori J.	Professor of Instruction - Summer/School of Speech-Language Pathology & Audiology/Faculty (BUF)	06/08/20 07/12/20	\$4,950.00 summer session	Payment for summer teaching
Reif, Angela E.	Assistant Professor - Summer/School of Speech-Language Pathology & Audiology/Faculty (BUF)	06/08/20 08/02/20	\$5,325.00 summer session	Payment for summer teaching
Sang, Jina	Associate Professor - Summer/School of Social Work/Faculty (BUF)	06/08/20 07/12/20	\$676.50 summer session	Payment for summer teaching
Sangganjanavanich, Varunee Faii	Professor, Health Professions; Director, School of Counseling/School of Counseling/Faculty	07/01/20 06/30/21	\$15,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Director assignment; base salary is \$101,522.00/12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Schaeffer, Leann	Associate Professor - Summer/School of Nutrition & Dietetics/Faculty (BUF)	06/08/20 07/12/20	\$6,150.00 summer session	Payment for summer teaching
Schulze, Pamela A.	Professor - Summer/Department of Child & Family Development/Faculty (BUF)	05/18/20 07/12/20	\$20,662.50 summer session	Payment for summer teaching
	Professor, Child & Family Development; Director, Center for Family Studies; Fellow, Institute for Life-Span Development & Gerontology/Department of Child & Family Development/Faculty (BUF)	08/24/20 05/16/21	\$94,584.00 9 mo	Extension of temporary additional title for Fellow assignment
Seher, Christin L.	Associate Professor of Practice - Summer/School of Nutrition & Dietetics/Faculty	05/18/20 08/16/20	\$4,500.00 for the period	Payment for summer teaching
	Co-Director, Center for Experiential Learning/School of Nutrition & Dietetics/Faculty (BUF)	06/01/20 06/30/21	\$1,000.00 for the period (stipend)	Temporary administrative stipend for Experiential Learning Center Director duties for summer 2020
	Co-Director, Center for Experiential Learning; Associate Professor of Practice, Sociology; Associate Professor of Practice, Nutrition & Dietetics/School of Nutrition & Dietetics/Faculty	07/01/20 06/30/21	\$90,162.00 12 mo (base) \$10,000.00 12 mo (stipend)	Job reclassification via reorganization; temporary administrative stipend for Co-Director assignment; salary change from \$73,769.00/9 mo; basis change from 9 mo to 12 mo
Shanks, Linda C.	Associate Professor, Nursing; Assistant Director, Graduate Programs & Research/School of Nursing/Faculty (BUF)	05/18/20 08/23/20	\$10,250.00 for the period (stipend)	Extension of temporary additional title and administrative stipend for Assistant Director assignment; base salary is \$84,985.00/9 mo
		08/24/20 05/16/21	\$7,500.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Assistant Director assignment; base salary is \$84,985.00/9 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Smith, Stanley H.	Associate Professor of Practice - Summer/Disaster Science & Emergency Services/Faculty (BUF)	06/08/20 07/12/20	\$5,025.00 summer session	Payment for summer teaching
	Associate Professor of Practice, Emergency Management; Coordinator, Cyber Range; Acting Chair, Business & Information Technology/Disaster Science & Emergency Services/Faculty (BUF)	07/01/20 12/31/20	\$9,500.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Acting Chair assignment; base salary is \$86,500.00/12 mo
		08/24/20 05/16/21	\$9,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Coordinator assignment; base salary is \$86,500.00/12 mo
Sonstrom Malowski, Kristine E.	Assistant Professor - Summer/School of Speech-Language Pathology & Audiology/Faculty (BUF)	05/18/20 08/16/20	\$1,775.00 for the period	Payment for summer teaching
		06/08/20 08/02/20	\$7,077.00 summer session	Payment for grant-funded summer research
Steiger, James	Professor, Speech-Language Pathology & Audiology; Fellow, Institute for Life-Span Development & Gerontology; Director, Speech-Language Pathology & Audiology/School of Speech-Language Pathology & Audiology/Faculty	07/01/20 06/30/21	\$11,441.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$122,602.00/12 mo
		07/01/20 06/30/21	\$122,602.00 12 mo	Extension of temporary additional title for Fellow assignment
Steinmetz, Janice E.	Associate Lecturer/School of Social Work/Faculty	05/18/20 08/16/20	\$2,626.17 for the period	Payment for summer teaching
Sutter, Carolyn J.	Professor of Instruction - Summer/School of Nursing/Faculty (BUF)	06/08/20 08/16/20	\$1,650.00 for the period	Payment for summer teaching
Teffeller, David H.	Assistant Professor of Instruction - Summer/School of Counseling/Faculty (BUF)	05/18/20 08/16/20	\$12,000.00 for the period	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Terry, Robert P.	Senior Lecturer/School of Social Work/Faculty	05/18/20 08/16/20	\$1,350.00 for the period	Payment for summer teaching
Thomas, Becky L.	Senior Lecturer/School of Social Work/Faculty	05/18/20 08/16/20	\$2,754.00 for the period	Payment for summer teaching
Willett, Stacy L.	Professor, Emergency Management; Acting Chair, Disaster Science & Emergency Services/Disaster Science & Emergency Services/Faculty (BUF)	08/01/20 05/31/21	\$10,467.00 10 mo (stipend)	Temporary administrative stipend in lieu of 30-hour load
		08/01/20 05/31/21	\$9,784.00 10 mo (stipend)	Extension of temporary additional title and administrative stipend for Acting Chair assignment; base salary is \$108,712.00/10 mo
Wissmar, Carrie	Associate Professor of Instruction - Summer/School of Nursing/Faculty (BUF)	06/08/20 08/02/20	\$2,250.00 summer session	Payment for summer teaching
		06/08/20 07/12/20	\$7,500.00 summer session	Payment for summer teaching
Zelko, Michele I.	Professor of Instruction, Nursing; Assistant Director, Undergraduate Program, School of Nursing/School of Nursing/Faculty (BUF)	05/18/20 08/23/20	\$9,900.00 for the period (stipend)	Extension of temporary additional title and administrative stipend for Assistant Director assignment; base salary is \$70,986.00/9 mo
		08/24/20 05/16/21	\$7,500.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Assistant Director assignment; base salary is \$70,986.00/9 mo
Zentall, Shannon	Associate Professor - Summer/Department of Child & Family Development/Faculty (BUF)	05/18/20 07/12/20	\$7,687.50 summer session	Payment for summer teaching
		06/08/20 07/12/20	\$6,150.00 summer session	Payment for summer teaching
Zhao, Baomei	Professor - Summer/School of Social Work/Faculty (BUF)	06/08/20 07/12/20	\$7,695.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Change</u>				
Dickie, Jill L.	Professor Emeritus, Social Work/School of Social Work/Faculty (BUF)	05/31/20		Title change; award of emeritus status
Distelhorst, Laura A.	Professor of Instruction, Nursing/School of Nursing/Faculty (BUF)	07/01/20	\$83,279.00 12 mo	Promotion in rank; title change from Associate Professor of Instruction, Nursing; salary change from \$74,357.00/ 9 mo
Hoskins, Claudia A.	Professor of Instruction, Nursing/School of Nursing/Faculty (BUF)	08/24/20	\$75,391.00 9 mo	Promotion in rank; title change from Associate Professor of Instruction, Nursing; salary change from \$67,314.00/ 9 mo
Kerr, Linda J.	Professor of Instruction, Nursing/School of Nursing/Faculty (BUF)	08/24/20	\$94,787.00 9 mo	Promotion in rank; title change from Associate Professor of Instruction, Nursing; salary change from \$84,632.00/ 9 mo
Lorenzen, Diane S.	Professor of Instruction, Nursing/School of Nursing/Faculty (BUF)	08/24/20	\$74,742.00 9 mo	Promotion in rank; title change from Associate Professor of Instruction, Nursing; salary change from \$66,734.00/ 9 mo
Tefteller, David H.	Associate Professor of Instruction, Counseling/School of Counseling/Faculty (BUF)	08/24/20	\$71,868.00 9 mo	Promotion in rank; title change from Assistant Professor of Instruction, Counseling; salary change from \$65,335.00/9 mo
School of Law				
<u>Appointment/Reappointment</u>				
Altmeyer, Susan M.	Senior Lecturer/Law - Instruction/Faculty	05/25/20 08/02/20	\$4,726.62 for the period	Payment for summer teaching
Benedict O'Brien, Alisa N.	Senior Lecturer/Law - Instruction/Faculty	05/25/20 08/02/20	\$5,253.00 for the period	Payment for summer teaching
Dessin, Carolyn L.	Professor - Summer/Law - Instruction/Faculty	05/25/20 06/28/20	\$12,000.00 for the period	Payment for summer teaching
Gaughan, Patrick H.	Associate Professor - Summer/Law - Instruction/Faculty	05/25/20 08/02/20	\$14,000.00 for the period	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Gentithes, Michael	Assistant Professor - Summer/Law - Instruction/Faculty	05/25/20	\$6,000.00	Payment for summer teaching
		06/28/20	for the period	
Gibson, Willa E.	Professor, Law; Intellectual Property Center Fellow; Associate Dean for Student Engagement; Law Review Faculty Advisor; C. Blake McDowell, Jr. Professor/Law - Instruction/Faculty	06/01/20	\$3,500.00	Payment for grant-funded summer research
		06/30/20	for the period	
Gibson, Willa E.	Professor - Summer/Law - Instruction/Faculty	08/24/20	\$3,500.00	Extension of temporary additional title and administrative stipend for Faculty Advisor assignment; base salary is \$146,816.00/9 mo
		05/16/21	9 mo (stipend)	
Hrdy, Camilla A.	Associate Professor - Summer/Law - Instruction/Faculty	05/25/20	\$24,000.00	Payment for summer teaching
		08/02/20	for the period	
Janoski-Haehlen, Emily M.	Associate Professor - Summer/Law - Instruction/Faculty	06/01/20	\$3,500.00	Payment for grant-funded summer research
		06/30/20	for the period	
Janoski-Haehlen, Emily M.	Associate Dean, Academic Affairs, Library Services and Law & Technology Program; Associate Professor, Law; Director, Law Library/School of Law, Office of the Dean/Faculty	07/01/20	\$35,000.00	Extension of temporary title and administrative stipend for Associate Dean and Director, Law & Technology Program assignment; base salary is \$136,072.00/12 mo; stipend change from \$45,000.00/12 mo
		06/30/21	12 mo (stipend)	
		05/25/20	\$8,750.00	Payment for summer teaching
Korzun, Vera	Associate Professor - Summer/Law - Instruction/Faculty	08/02/20	for the period	
		06/01/20	\$3,500.00	Payment for grant-funded summer research
		06/30/20	for the period	
Lavoie, Richard L.	Associate Professor - Summer/Law - Instruction/Faculty	05/18/20	\$9,000.00	Payment for summer teaching
		06/07/20	summer session	
Lavoie, Richard L.	Professor - Summer/Law - Instruction/Faculty	06/01/20	\$3,500.00	Payment for grant-funded summer research
		06/30/20	for the period	
Lavoie, Richard L.	Professor - Summer/Law - Instruction/Faculty	05/25/20	\$24,000.00	Payment for summer teaching
		08/02/20	for the period	
Oldfield, Charles W.	Senior Lecturer/Law - Instruction/Faculty	05/25/20	\$6,000.00	Payment for summer teaching
		08/02/20	for the period	
Peters, Christopher J.	Dean, School of Law; Professor, Law; C. Blake McDowell, Jr. Professor/School of Law, Office of the Dean/Faculty	07/01/20	\$283,662.00	Temporary reappointment of additional title of C. Blake McDowell, Jr. Professor
		06/30/21	12 mo	

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Sahl, Joann M.	Associate Professor - Summer/ Law - Instruction/Faculty	06/01/20 08/23/20	\$3,563.18 for the period	Temporary administrative stipend for administrative duties; base salary is \$102,456.00/9 mo
Sahl, John P.	Joseph G. Miller Professor, Law; Intellectual Property Center Fellow; Director, Miller/Becker Center; Research Fellow, Constitutional Law Center/Law - Instruction/Faculty	08/24/20 05/16/21	\$30,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$126,219.00/9 mo; stipend change from \$25,000.00/9 mo
	Professor - Summer/Law - Instruction/Faculty	05/18/20 06/14/20	\$12,000.00 for the period	Payment for summer teaching
Schultz, Mark	Professor - Summer/Law - Instruction/Faculty	06/29/20 08/02/20	\$12,000.00 for the period	Payment for summer teaching
	Professor, Law; Goodyear Chair in Intellectual Property; Director of the Center for Intellectual Property Law & Technology/Law - Instruction/Faculty	07/01/20 06/30/21	\$10,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$145,000.00/9 mo
		08/24/20 05/16/21	\$30,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Goodyear Chair assignment; base salary is \$145,000.00/9 mo
Spring, Gary W.	Associate Professor - Summer/ Law - Instruction/Faculty	05/25/20 06/28/20	\$7,000.00 for the period	Payment for summer teaching
Thomas, Tracy A.	Professor, Law; Holder, John F Seiberling Endowed Chair in Constitutional Law; Intellectual Property Center Fellow; Director, Constitutional Law Center/Law - Instruction/Faculty	08/24/20 05/16/21	\$23,750.00 9 mo (stipend)	Extension of temporary additional titles and administrative stipend for Director and JF Seiberling Chair assignments; base salary is \$152,064.00/9 mo
		06/01/21 08/31/21	\$6,250.00 for the period (stipend)	Extension of temporary additional titles and administrative stipend for Director assignment; base salary is \$152,064.00/9 mo
	Professor - Summer/Law - Instruction/Faculty	08/10/20 08/16/20	\$12,000.00 for the period	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Change</u>				
Gaughan, Patrick H.	Associate Professor, Law; Executive Director, Innovation Practice Center; Fitzgerald Institute Fellow, Entrepreneurship/Law - Instruction/Faculty	08/24/20	\$162,318.00 9 mo	Tenure granted
Gibson, Willa E.	Professor, Law; Intellectual Property Center Fellow; Associate Dean for Student Engagement; Law Review Faculty Advisor; C. Blake McDowell, Jr. Professor/Law - Instruction/Faculty	08/26/19 05/17/20	\$3,500.00 9 mo (stipend)	Amend action approved at June 12, 2019 Board of Trustees meeting; temporary additional title and administrative stipend for Faculty Advisor assignment; stipend change from \$2,000.00/9 mo; relinquish Dean's Club Professor of Law assignment
Korzun, Vera	Associate Professor, Law/Law - Instruction/Faculty	08/24/20	\$119,940.00 9 mo	Promotion in rank; title change from Assistant Professor, Law; salary change from \$112,940.00/9 mo
University Libraries				
<u>Appointment/Reappointment</u>				
Miller, Jon S.	Professor, English; Director, The University of Akron Press/University Press/Faculty (BUF)	08/24/20 05/16/21	\$13,500.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$89,544.00/9 mo
Wayne Campus				
<u>Appointment/Reappointment</u>				
Hartsock, Angela	Associate Professor - Summer/Biology-Wayne Campus/Faculty (BUF)	06/08/20 07/12/20	\$9,225.00 summer session	Payment for summer teaching
Haynes, Amy M.	Director, Business Operations & Finance -Wayne Campus/Business Office-Wayne Campus/Contract Professional	07/01/20 07/31/20	\$9,000.00 12 mo (stipend)	Extension of temporary administrative stipend for additional duties; base salary is \$73,542.00/12 mo
Howley, Heather A.	Associate Professor - Summer/Associate Studies-Wayne Campus/Faculty (BUF)	06/08/20 08/02/20	\$6,150.00 summer session	Payment for summer teaching
		06/08/20 08/02/20	\$12,300.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Maroli, John A.	Senior Lecturer/Developmental Programs-Wayne Campus/Faculty	06/08/20 07/12/20	\$4,400.60 summer session	Payment for summer teaching
Obiekwe, Jerry C.	Professor - Summer/Mathematics-Wayne Campus/Faculty (BUF)	06/08/20 07/12/20	\$11,400.00 summer session	Payment for summer teaching
Ronccone II, John E.	Professor - Summer/Sports Science & Wellness Education-Wayne Campus/Faculty (BUF)	05/18/20 08/16/20	\$779.00 for the period	Payment for summer teaching
Snow, Alan J.	Associate Professor - Summer/Biology-Wayne Campus/Faculty (BUF)	06/08/20 08/02/20	\$8,200.00 summer session	Payment for summer teaching
Wadia, Adil M.	Associate Professor - Summer/Geosciences-Wayne Campus/Faculty (BUF)	06/08/20 08/02/20	\$6,150.00 summer session	Payment for summer teaching
<u>Change</u>				
Teague, Colleen M.	Associate Professor Emeritus, Business & Office Technology; Associate Professor Emeritus, Business Management Technology/Business & Office Technology-Wayne Campus/Faculty (BUF)	05/31/20		Title change; award of emeritus status
Tudor, Jarrod	Director, Regional Campuses; Professor, Business Management Technology/Wayne Campus Administration/Faculty	07/01/20	\$184,380.00 12 mo	Job reclassification via reorganization; title change from Dean, Wayne College; relinquish temporary additional title and administrative stipend for Interim Dean, LeBron James Family Foundation College of Education assignment; salary reflective of temporary salary reduction
Weinstein, Paul B.	Professor Emeritus, History/History-Wayne Campus/Faculty (BUF)	05/31/20		Title change; award of emeritus status

<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
ADDENDUM**

Office of Athletics

Appointment/Reappointment

Mack, Deonte	Strength & Conditioning Coach- Football/Office of Athletics/Contract Professional	07/28/20 07/28/21	\$95,000.00 12 mo	Temporary appointment; will receive 30 days of temporary housing and reimbursement for relocation up to \$3,500.00
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Vice President, Finance & Administration/CFO

Separation

Rayl, Kenneth L.	Lieutenant/University Police Department/Staff	08/31/20	\$3,082.78 biweekly	Retirement; salary reflective of temporary salary reduction
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Information Technology Services

Separation

Briston, Thomas W.	Manager, Business Systems - Students/Application Systems Services/Staff	07/31/20	\$3,561.52 biweekly	Retirement; salary reflective of temporary salary reduction
French, William M.	Senior Systems Administrator/Hardware, Operations & Operating Systems Services/Staff	08/16/20	\$3,200.87 biweekly	Retirement; salary reflective of temporary salary reduction

Buchtel College of Arts & Sciences

Appointment/Reappointment

Nguyen, Hung Ngoc	Associate Professor, Mathematics/Department of Mathematics/Faculty (BUF)	08/21/20	\$80,329.00 9 mo	Recall from layoff
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Separation

Beckett, Julia	Professor, Public Administration & Urban Studies/Department of Public Administration & Urban Studies/Faculty (BUF)	08/21/20	\$109,781.00 9 mo	Retirement
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Coyner, Sandra C.	Professor, Education/LeBron James Family Foundation School of Education/Faculty (BUF)	07/31/20	\$107,721.00 9 mo	Retirement
Hixson, Walter L.	Distinguished Professor, History/Department of History/Faculty (BUF)	12/31/20	\$127,619.00 9 mo	Retirement
McCarthy, Daniel W.	Professor, Music/School of Music/Faculty (BUF)	08/04/20	\$90,704.00 9 mo	Retirement
Migid-Hamzza, Adel A.	Professor, Theatre Arts/Dance, Theatre & Arts Administration/Faculty (BUF)	07/31/20	\$115,552.00 9 mo	Retirement
Ortega-Liston, Ramona	Associate Professor, Public Administration & Urban Studies/Department of Public Administration & Urban Studies/Faculty (BUF)	08/21/20	\$96,715.00 9 mo	Retirement
Sheng, Michael M.	Professor, History/Department of History/Faculty (BUF)	08/21/20	\$107,429.00 9 mo	Retirement
Slowiak, James R.	Professor, Theatre Arts; Fellow, Institute for Life-Span Development & Gerontology/Dance, Theatre & Arts Administration/Faculty (BUF)	07/31/20	\$104,825.00 9 mo	Retirement
Turner, Dudley B.	Professor, Communication/School of Communication/Faculty (BUF)	07/31/20	\$95,390.00 9 mo	Retirement
Youngs, Wiley J.	Distinguished Professor, Chemistry/Department of Chemistry/Faculty (BUF)	05/31/20	\$147,529.00 9 mo	Retirement

College of Business Administration

Appointment/Reappointment

Ghosh, Sucharita	Professor, Economics; Department Chair, Economics/Department of Economics/Faculty	07/01/20	\$143,143.00	Additional title and temporary administrative stipend for Department Chair assignment; salary change from \$117,117.00/9 mo; basis change from 9 mo to 12 mo
		06/30/21	12 mo (base)	
			\$13,013.00 12 mo (stipend)	

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Scarborough, Scott	Professor of Practice, Accountancy/George W. Daverio School of Accountancy/Faculty	08/21/20		Amend action approved by the Board of Trustees at the July 15, 2020 meeting
Wang, Li	Associate Professor, Accounting; Chair, George W. Daverio School of Accountancy/George W. Daverio School of Accountancy/Faculty	07/01/20 06/30/21	\$19,909.00 12 mo (stipend)	Additional title and temporary administrative stipend for Chair assignment; base salary is \$219,009.00/12 mo

Separation

Chandra, Akhilesh	Professor, Accounting/George W. Daverio School of Accountancy/Faculty (BUF)	08/21/20	\$177,303.00 9 mo	Retirement
Cheh, John	Professor, Accounting & Information Systems/George W. Daverio School of Accountancy/Faculty (BUF)	08/21/20	\$151,493.00 9 mo	Retirement
Hauser, William J.	Associate Professor, Marketing/George W. Daverio School of Accountancy/Faculty (BUF)	07/31/20	\$123,270.00 9 mo	Retirement
Platt, Andrew G.	Executive Director, Corporate Outreach & Professional Development/College of Business Administration, Office of the Dean/Contract Professional	07/31/20	\$133,321.00 12 mo	Resignation; salary reflective of temporary salary reduction

College of Engineering

Appointment/Reappointment

Povitsky, Alex	Professor, Mechanical Engineering/Department of Mechanical Engineering/Faculty (BUF)	08/21/20	\$122,283.00 9 mo	Recall from layoff
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Separation</u>				
Chan, Chien-Chung	Professor, Computer Science/Department of Computer Science/Faculty (BUF)	08/21/20	\$138,667.00 9 mo	Retirement
Huang, Qindan	Associate Professor, Civil Engineering/Department of Civil Engineering/Faculty (BUF)	07/31/20	\$92,481.00 9 mo	Resignation
Ida, Nathan	Distinguished Professor, Electrical & Computer Engineering/Department of Electrical & Computer Engineering/Faculty (BUF)	12/31/20	\$180,449.00 9 mo	Retirement
Saleeb, Atef F.	Distinguished Professor, Civil Engineering/Department of Civil Engineering/Faculty (BUF)	08/21/20	\$183,838.00 9 mo	Retirement
Wang, Shao	Associate Professor of Engineering Practice/Department of Mechanical Engineering/Faculty (BUF)	07/18/20	\$94,704.00 9 mo	Deceased

College of Health Professions

Separation

Koskey, Kristin L.	Associate Professor, Education/School of Counseling/Faculty (BUF)	08/04/20	\$79,106.00 9 mo	Resignation
MacCracken, Mary Jo	Professor, Sport Science & Wellness Education/Department of Sport Science & Wellness Education/Faculty (BUF)	08/01/20	\$124,174.00 9 mo	Retirement

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
School of Law				
<u>Appointment/Reappointment</u>				
Oldfield, Charles W.	Assistant Dean, Student Affairs-Law; Director, Legal Writing Program; Moot Court Faculty Advisor/School of Law, Office of the Dean/Contract Professional	07/01/20	\$12,000.00	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$89,301.00/12 mo
		06/30/21	12 mo (stipend)	
		07/01/20	\$2,000.00	Temporary additional title and extension of administrative stipend for Faculty Advisor assignment; base salary is \$89,301.00/12 mo
		06/30/21	12 mo (stipend)	
Wayne Campus				
<u>Appointment/Reappointment</u>				
Howley, Heather A.	Associate Professor, Communication; Associate Director, Regional Campuses/Communication-Wayne Campus/Faculty (BUF)	08/24/20 05/16/21	\$18,000.00 9 mo	Temporary additional title and administrative stipend for Associate Director assignment; base salary is \$68,685.00/9 mo
Obiekwe, Jerry C.	Professor, Mathematics/Mathematics-Wayne Campus/Faculty (BUF)	07/31/20	\$93,786.00 9 mo	Retirement

THE UNIVERSITY OF AKRON

In accordance with rule 3359-25-07, the following recommendations for Unclassified Staff
Classification changes are noted as follows:

Grade	Job Code	Title	FLSA	Remove	Effective Date
122	23720	Asst Dir Cummings Center	Exempt		6/1/2020
124	23722	Exec Dir Ctr Hstry Psychology	Exempt		3/5/2020
123	23723	Dir Inst Human Sci & Culture	Exempt		6/1/2020
119	24361	Graphic Design Spec-SPSPE	Exempt		6/8/2020
119	24362	Global Media Spec-SPSPE	Exempt		6/8/2020
120	25128	Facilities Mgr-SPSPE	Exempt		6/8/2020
122	27813	Assoc Athl Dir Internal Opns	Exempt		7/1/2020
123	28111	Dir Operations-SPSPE	Exempt		7/1/2020
123	28161	Dir Outreach-SPSPE	Exempt		7/1/2020
118	26162	Coord Trng & Testing-SPSPE	Exempt		6/8/2020
121	28163	Mgr Financial Opns-SPSPE	Exempt		7/1/2020
999	28359	Co-Director Center EXL	Exempt		5/17/2020
118	28795	Coord Doctoral Students-SPSPE	Exempt		7/1/2020
999	29658	IUSE Project Coordinator	Non-exempt		6/5/2020

THE UNIVERSITY OF AKRON

In accordance with rule 3359-25-06, the following recommendations for Classified Staff
Classification changes are noted as follows:

Grade	Job Code	Title	FLSA	Remove	Effective Date
116	43713	Library Assoc Sr-WC	Non-exempt		6/8/2020
119	45173	Coord Admin Srvcs-PFOC	Non-exempt		6/10/2020

Guide to Terminology Used in Personnel Reports

Term	Definition/Explanation
Adjunct Appointment	Appointment to a full-time or part-time position, normally without pay. Individuals in this category are affiliated with the University for a specific purpose usually involving academic research/teaching. Appointment provides the individual with access to University systems/services as determined by the department/college.
Appointment	New hire of an individual to an approved Faculty, Contract Professional or Staff position. The appointment can be full-time or part-time, temporary or regular.
Department/School Chair	Faculty member appointed to provide leadership to an academic department or school within a college. Department/School Chair appointments normally cover the entire academic year (12-month appointment). A Faculty member's salary will be converted from 9-month to 12-month status using an approved formula to reflect the additional time worked. A stipend (currently calculated as 1/11 th of the converted salary) is awarded for assuming the additional responsibilities of a Department/School Chair. 1/10 th of the stipend is converted to base each year that the individual serves as a Department/School Chair.
Discharge	Involuntary termination of appointment.
Job Audit/Reclassification	Under University Rule 3359-25-10 the University may initiate audits and reviews of positions and classifications within the approved University Classified (3359-25-06) and Unclassified (3359-25-07) classification plans. In addition, employees may submit a request to determine if their current position is appropriately classified. The employee submits a Position Description Audit Questionnaire (PDAQ) to their immediate supervisor to initiate the job audit process. The immediate supervisor and second level supervisor are required to review and approve the information submitted on the PDAQ. Once the PDAQ is approved, it is submitted to the Classification Unit in Talent Development & Human Resources. The Classification Unit will review the PDAQ and determine if the position is appropriately classified or not. If the Classification Unit determines that the position is not classified correctly, it will provide a recommendation to change the classification. The recommendation will be reviewed and approved by the employee's management up to and including the appropriate Vice President. The approved recommendation will then be submitted to the University's Board of Trustees for approval.

Leave Without Compensation	If an employee is unable to work due to a documented medical condition or for other approved reasons and they have exhausted all accrued sick leave, vacation leave and compensatory time that they are entitled to use, the employee may continue their approved absence from work without pay and will retain status as a University employee.
Market Increase	The Classification unit in Talent Development & Human Resources will, upon request from a dean or vice president, conduct a market evaluation of a position or positions to determine if the University is providing an appropriate level of compensation. If it is determined that the current level of compensation is below the established market, a recommendation will be made to adjust the current level of compensation.
Merit Increase	Increase in pay granted for meeting established performance criteria.
Non-Renewal	Separation of employment of a Contract Professional employee without cause in accordance with the requirements established in University Rule 3359-22-01. The University is required to provide notice in writing to the affected Contract Professional employee. If the individual has two years or less service with the University, they will receive three months' notice. If the individual has more than two years of service, six months' notice is required.
Offline Salary Adjustment	Increase in salary that occurs outside of annual salary review process. Recommendations for offline salary adjustments are submitted by the appropriate Vice President to Talent Development & Human Resources for review and approval. Offline salary adjustments are normally recommended when specific market (internal or external) or equity (internal) issues exist with an individual's salary. Offline increases may also be recommended as a result of a reorganization involving a change in responsibilities.
Probationary Removal	Classified civil service employees are required to serve and successfully complete a probationary period following any initial appointment into a classified civil service position. If an employee's service is found to be unsatisfactory, the employee may be removed from the position at any time during the probationary period. The length of the probationary period is 120 days for classified civil service employees/CWA bargaining-unit employees and one year for Police Officers in the FOP bargaining unit. A probationary classified civil service employee duly removed for unsatisfactory service does not have the right to appeal the removal to the State Personnel Board of Review. A probationary bargaining unit employee is not permitted to appeal the removal decision under the terms of the collective bargaining agreements.

Promotion	The movement of an employee from one position to another budgeted position at a higher classification and pay range; or a higher salary where a pay range does not exist. The former position becomes vacant.
Resignation	A voluntary termination of employment.
Salary Basis Change	A change in appointment status for an employee, 12-month to 9-month or vice-versa.
Status Change	A change in pay group, job family or job function.
Stipend	Contract Professional and non-bargaining unit staff employees may receive a temporary stipend for substantial increases in responsibility for activities outside of the normal scope of the employee's assigned classification (University Rule 3359-11-12.1). Full-time Faculty may receive a stipend for primarily administrative functions requiring substantial increases in responsibility and for activities not included in the ordinary load of teaching, research, and professional service for full-time faculty (University Rule 3359-11-12).
Supplemental	Additional compensation provided for completion of assigned job responsibilities.
Temporary Appointment	An appointment for a limited period of time with a specific beginning and ending date.
Tenure Change	A change to the date for tenure eligibility for a full-time faculty member in a tenure-track position.
Title Change	An employee remains in their budgeted position, but the title changes and there may be an increase in salary. No vacancy is created by the move.
Transfer	Lateral move of an employee from one department to another department, where the employee stays in the same classification.
Training/Apprenticeship	The Collective Bargaining Agreement between the University and the Communication Workers of America contains language in Addendum A that authorizes the Office of Talent Development & Human Resources to develop and administer a Job Enrichment and Apprenticeship Program for CWA bargaining-unit employees. Employees selected to participate in the program are given an opportunity to expand their knowledge and skills. In return, these employees are provided with an increase in pay to reflect the expanded knowledge/skill set that they have developed. All increases in pay are awarded in accordance with approved Wage Progression Schedule.

THE UNIVERSITY OF AKRON

RESOLUTION 8- -20

Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Gary L. Miller, dated August 12, 2020, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

M. Celeste Cook, Secretary
Board of Trustees

August 12, 2020

FINANCE & ADMINISTRATION COMMITTEE

TAB 2

**FINANCIAL REPORT FOR THE ELEVEN
MONTHS ENDED MAY 31, 2020**

The University of Akron
General Fund, Auxiliary Funds, and Departmental Sales and Services Funds
Budget to Actual Results
For the Eleven Months Ended May 31, 2020

Table of Contents

<u>Description</u>	<u>Page</u>
General Fund Budget and Actual (Akron and Wayne Combined)	1
General Fund FY20 Budget Assumptions (Akron and Wayne Combined)	2
General Fund Narrative (Akron and Wayne Combined)	6
Auxiliary Funds Budget and Actual	11
Auxiliary Funds FY20 Budget Assumptions	20
Auxiliary Funds Narrative	28
Departmental Sales and Services Funds Budget and Actual	40
Departmental Sales and Services Funds FY20 Budget Assumptions	46
Departmental Sales and Services Funds Narrative	50

GENERAL FUND

For the Eleven Months Ended May 31, 2020

**The University of Akron
Akron and Wayne General Fund Combined**

FY20 Budget and Actual Results for Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

	FY19		FY20						
	YTD	YTD	Approved Budget	YTD May 31	Actual to Budget		Projected June 30	Projection to Budget	
	June 30	May 31			\$	%		\$	%
Tuition & General Service Fees	\$186,251,268	\$179,368,098	\$178,742,000	\$169,237,063	(\$9,504,937)		\$175,612,000	(\$3,130,000)	
Other Fees	21,732,648	20,982,145	21,495,000	19,778,131	(1,716,869)		21,276,000	(219,000)	
Scholarships	(52,787,389)	(52,182,161)	(61,764,000)	(52,949,208)	8,814,792		(52,693,000)	9,071,000	
Net Tuition and Fees	155,196,527	148,168,081	138,473,000	136,065,985	(2,407,015)		144,195,000	5,722,000	104%
State Share of Instruction	101,851,513	93,501,819	99,139,000	88,926,438	(10,212,562)		95,193,000	(3,946,000)	
Indirect Cost Recovery	5,188,151	4,333,201	5,247,000	4,053,223	(1,193,777)		4,690,000	(557,000)	
Investment Income	1,087,866	768,016	1,410,000	723,342	(686,658)		744,000	(666,000)	
Miscellaneous Revenues	1,959,430	1,766,464	2,571,000	2,398,244	(172,756)		2,641,000	70,000	
Total Revenues	265,283,487	248,537,582	246,840,000	232,167,232	(14,672,768)		247,463,000	623,000	100%
Payroll	140,283,371	131,608,557	139,719,000	129,900,631	9,818,369		139,125,000	594,000	
Fringes	50,643,511	47,588,283	43,853,000	38,568,073	5,284,927		41,044,000	2,809,000	
Total Compensation	190,926,882	179,196,840	183,572,000	168,468,704	15,103,296		180,169,000	3,403,000	98%
Utilities	10,692,070	7,916,920	10,258,000	6,564,516	3,693,484		7,500,000	2,758,000	
Operating	33,846,757	30,857,817	36,515,000	31,045,099	5,469,901		30,000,000	6,515,000	
Total Non Personnel	44,538,828	38,774,737	46,773,000	37,609,615	9,163,385		37,500,000	9,273,000	80%
Total Expenditures	235,465,710	217,971,577	230,345,000	206,078,319	24,266,681		217,669,000	12,676,000	94%
Net Before Transfers	29,817,777	30,566,005	16,495,000	26,088,913	9,593,913		29,794,000	13,299,000	
Transfers-In (Draw on Operating Reserves)	3,795,965	0	11,584,000	0	(11,584,000)		2,573,000	(9,011,000)	
Transfers-In Plant Fund and Other	2,569,633	2,472,400	1,000,000	1,131,571	131,571		1,132,000	132,000	
Advance-In	596,972	406,972	140,000	93,028	(46,972)		93,000	(47,000)	
Transfers-In Encumbrance	3,832,133	3,832,133	2,600,000	3,234,688	634,688		3,235,000	635,000	
Transfers-Out Plant Fund	(2,822,400)	(3,497,400)	(1,000,000)	(1,289,303)	(289,303)		(1,289,000)	(289,000)	
Transfers-Out Other	(34,369,392)	(29,110,317)	(30,819,000)	(27,655,134)	3,163,866		(32,238,000)	(1,419,000)	
Advance-Out	(77,000)	(77,000)	0	(440,000)	(440,000)		(270,000)	(270,000)	
Transfers-Out - Encumbrance	(3,343,688)	0	0	0	0		(3,030,000)	(3,030,000)	
Net Transfers	(29,817,776)	(25,973,212)	(16,495,000)	(24,925,150)	(8,430,150)		(29,794,000)	(13,299,000)	
Difference	\$0	\$4,592,793	\$0	\$1,163,764	\$1,163,764		\$0	\$0	

The University of Akron
Akron and Wayne General Fund Combined
FY 2020 Budget Assumptions with Revisions Reflecting COVID-19 Implications

Revenues

Tuition & General Service Fees

- The original assumption estimated a blended enrollment reduction exceeding four percent while indications as the fall 2019 semester approached were the decline might approach six percent. The revised revenue projection now contemplates an overall seven percent enrollment decline which assumes summer 2020 enrollment down about eight percent.
- The original assumption remains in place; tuition and certain fees increased one and a half percent for just the fall 2019 Tuition Guarantee Cohort.

Other Fees

- The original assumption estimated a blended enrollment reduction exceeding four percent while indications as the fall 2019 semester approached were the decline might approach six percent. The revised revenue projection now contemplates an overall seven percent enrollment decline which assumes summer 2020 enrollment down about eight percent.
- A portion of the Facilities Fees, \$1.3 million, was credited to students and \$1 million in CARES Act funds were received to partially offset this outlay of revenues.

Scholarships

- The original assumptions and revised projections for undergraduate scholarships, graduate assistant waivers, and law school scholarships are as follows:
 - The original undergraduate assumption was \$46.2 million including both College Credit Plus and Early College while the revised projection is \$40.9 million.
 - The original graduate assistant waiver assumption was \$11.7 million while the revised projection is \$8.4 million.
 - The original law school scholarship assumption was \$3.9 million while the revised projection is \$3.4 million.

State Share of Instruction

- The revised projection contemplates a \$3.9 million reduction, down to \$95.2 million, largely due to the impact of COVID-19 state finances.

Indirect Cost Recovery

- The original allocation assumption largely continues with a \$.6 million projected shortfall. Distributions limited to the Principal Investigator at 10 percent with remainder to the Center.

Investment Income

- The original assumption estimated \$1.4 million while the revised projection is closer to \$744,000.

The University of Akron
Akron and Wayne General Fund Combined
FY 2020 Budget Assumptions with Revisions Reflecting COVID-19 Implications

Miscellaneous Revenues

- The original assumptions estimated the significant revenues to include \$1 million from The University of Akron Research Foundation and \$0.5 million from the Federal energy tax credit, and the revised projections reflect the assumptions will continue.

Expenditures

Compensation (Payroll and Fringes)

- The original assumption estimated compensation at \$183.5 million net of (1) a four percent increase pursuant to collective bargaining agreements; (2) a raise pool equivalent to two percent for qualifying non-represented employees; (3) \$4.3 million of vacancy savings created by employee departures until a replacement employee is hired; (4) \$1 million reallocated to grants, for leaves without pay, and for professional development leaves; (5) reductions to the fringe rate; and (6) year two installment in the amount of \$0.9 million for the Voluntary Retirement Incentive Program (VRIP) while compensation is projected to be \$180 million.

Utilities

- The original assumptions included electric, natural gas, and water and sewer costs, and those assumptions continue to hold albeit at reduced consumption for the last three months of the fiscal year.

Operating

- The original assumptions contemplated that designated fees such as course fees and technology fees, etc., would realize a decline approximating four percent while the revised projection contemplates seven percent.
- The original assumptions presumed that designated fees and start-up spending would be limited to current fiscal year allocations with little expenditure of carry over and that projection continues to date. In fact, the projection contemplates that start-up spending will be \$1.8 million less than the fiscal year allocation.
- The original assumptions contemplated the recommended campus reductions and changes were implemented, including the elimination of revenue share allocations and college and department level IDC distributions, and the Center would allocate \$0.6 million to help offset the IDC change and those assumptions continue.
- The original assumption presumed State minimum wage adjustments were implemented and that assumption materialized.
- The original assumption presumed \$2 million underspending of awarded spending authority and that assumption continues.

The University of Akron
Akron and Wayne General Fund Combined
FY 2020 Budget Assumptions with Revisions Reflecting COVID-19 Implications

Other

Transfers-In (Draw on Operating Reserves)

- The original assumption contemplated an operating reserve draw approximating \$11.6 million while the revised projection currently contemplates \$2.6 million. The reserve draw will be adjusted should campus spending patterns change, auxiliaries' or other units' fiscal performance change from projection, or should summer 2020 enrollment vary materially from an eight percent decline in enrollment.

Transfers-In Plant Fund and Other

- The original assumption contemplated \$1 million from plant fund reserves and that has increased to \$1.1 million.

Advances-In

- The original assumption contemplated repayment of the National Museum of Psychology, CAST Musson Industrial Control Systems Test Bed, and Men's Soccer loan. The projection is the National Museum of Psychology and CAST Musson Industrial Control Systems Test Bed loans will be fully settled while \$125,000 of the Men's Soccer loan will be changed from a loan to a transfer.

Transfers-Out Plant Fund

- The original assumption contemplated capital projects funding from plant fund reserves in the amount of \$1 million and that has increased to \$1.3 million.

Transfers-Out Other

- The original assumption contemplated operating and debt service support for certain auxiliary units aggregating \$30.8 million while based upon the enrollment variance and the fiscal performance within certain auxiliaries, the transfers are projected to be \$32.2 million. The transfers' projection will be updated should summer 2020 begin to vary positively or adversely from an eight percent enrollment decline or should auxiliaries' or other units' fiscal performance begin to vary much from projections. The details of the original assumptions to projections follow:

	Original General Service Fees	Projected General Service Fees	Original Facilities Fees	Projected Facilities Fees	Original Other Support	Projected Other Support	Original Totals	Projected Totals
Athletics	\$11,858,000	\$11,631,000	\$3,259,000	\$2,958,000	\$ 7,677,000	\$ 9,623,000	\$ 22,794,000	\$ 24,212,000
E.J. Thomas PAH	-	-	-	-	840,000	840,000	840,000	840,000
Recreation & Wellness Services	-	-	1,106,000	1,004,000	2,136,000	2,238,000	3,242,000	3,242,000
Jean Hower Taber Student Union	-	-	1,902,000	1,726,000	2,042,000	2,218,000	3,944,000	3,944,000
Total	\$11,858,000	\$11,631,000	\$6,267,000	\$5,688,000	\$ 12,695,000	\$ 14,919,000	\$ 30,820,000	\$ 32,238,000

The University of Akron
Akron and Wayne General Fund Combined
FY 2020 Budget Assumptions with Revisions Reflecting COVID-19 Implications

- The projected transfers to Athletics reflect net additional support in the amount of \$1.4 million. The net additional support contemplates the variation of the enrollment decline from budget on the Facilities and General Service fees; \$125,000 settling of the men's soccer loan; settling of the \$292,000 deficit carried over from the prior fiscal year, and biennial football ticket purchase in the amount of nearly \$600,000 representing a General Fund expenditure and Athletic revenue; and
- The transfers do not include the Facilities Fees reserve in the amount of \$1.9 million used to help service the Student Union, Student Recreation and Wellness Center, and Athletics debt service. Instead, the reserves were brought directly into the respective auxiliary unit.

Advances-Out

- The original assumption contemplated loans to the National Museum of Psychology, CAST Musson Industrial Control Systems Test Bed, and Men's Soccer, and those loans were effectuated.

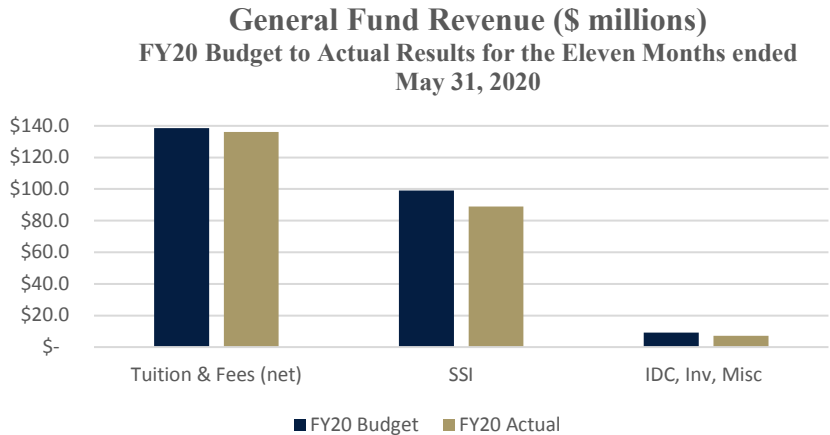
Debt Service

- The original assumption presumed the General Fund had no debt service requirement as a debt deferral refinancing initiative in the amount of \$5 million and plant fund and debt reserves in the amount of \$7 million would fully satisfy the General Fund debt service obligation, and that assumption continues.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with
FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications**

Revenues

Tuition & General Service Fees:
Tuition & General Service Fees revenues total \$169.2 million or approximately 95 percent of the annual budget of \$178.7 million. These revenues reflect the second half of summer 2019, the fall 2019 and spring 2020 semesters.



Tuition and General Service Fees have been tracking less than budget for much of the fiscal year. Based on preliminary 2020 summer enrollment, the Tuition and General Service Fees are projected to be \$175.6 million, or \$3.1 million less than budget.

Other Fees: Other Fees revenues total \$18.9 million or approximately 88 percent of the annual budget of \$21.5 million. These revenues reflect the second half of summer 2019, the fall 2019 and spring 2020 semesters. Spring fees are net of the \$1.2 million refund of Facilities Fees for the portion of the term the campus was closed due to COVID-19 and reflect the CARES Act funds of \$924,000 and a \$276,000 reduction in scholarships awarded.

Other Fees include various student fees such as the Technology Fee (27 percent), Facilities Fee (28 percent), unit and course/content, Administrative, Career Advantage and other fees (54 percent). The University recently began to more routinely implement electronic content fees. Those fees are charged to a student’s account, the proceeds of which then pass along to Barnes & Noble. This pass-through is expected to approximate \$1.5 million for the fiscal year.

Many of the fees remain within the General Fund and are used for operations, while the Facilities Fee passes through to Auxiliary units and contributes toward the debt service requirements of the Student Recreation and Wellness Center, Student Union, InfoCision Stadium, and the Fieldhouse.

Current expectations are that Other Fees will approximate \$21.3 million, or \$.2 million less than budget. The projection reflects net impact of the COVID-19 inspired partial spring Facilities Fee credits and CARES Act funds.

Scholarships: Scholarships total \$52.9 million or approximately 86 percent of the \$61.8 million annual budget. Year-to-date Scholarships include undergraduate (\$41.1 million), graduate tuition remission (\$8.3 million), and law (\$3.5 million) as compared to budgets of \$46.2 million, \$11.7 million, and \$3.9 million, respectively.

The \$41.1 million undergraduate scholarships include College Credit Plus (\$6 million), Early College (\$2 million), and \$300,000 for the Making a Difference Moving Forward (MDMF) campaign.

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with
FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Following the various fee credits to student accounts, scholarships are projected to be \$52.7 million or \$9.1 million less than budget as follows: undergraduate (\$5.3 million), graduate (\$3.3 million), and law (\$0.5 million). The projected scholarships reflect COVID-19 adjustments of \$550,000 as well as summer scholarships.

State Share of Instruction: State Share of Instruction (SSI) revenues total \$88.9 million or 90 percent of the annual budget of \$99.1 million.

The Ohio Department of Higher Education announced a reduction of \$3.9 million, or 20 percent of the outstanding SSI distributions for the fourth quarter of the fiscal year, to reflect the expected impact of COVID-19 shutdowns on state revenues.

Indirect Cost Recovery: IDC revenues total \$4.1 million or approximately 77 percent of the annual budget of \$5.2 million.

IDC is proportionately related to externally funded research activities and is currently allocated with 90 percent used to pay the general expenditures of the University and 10 percent allocated to the principal investigators.

Prior to the COVID-19 pandemic, revenues were expected to fall short of budget by roughly \$300,000. The impact of COVID-19 will most likely be a further reduction in IDC revenues; however, the revised projection is \$0.6 million.

Investment Income: Investment Income revenues total \$723,000, or 51 percent of the annual budget of \$1.4 million.

Investment Income is based upon the size of the operating funds investment portfolio and interest rates. Historically, certain realized gains from operating funds that were immediately reinvested were considered investment income. During FY2019, that methodology was changed so that only earnings on the cash and cash equivalent operating funds were recognized for budgetary purposes, and the FY2019 YTD investment income reflects that methodology change.

Prior to COVID-19, the investment income was expected to fall short of budget by approximately \$400,000. With the impact of COVID-19 on the federal funds rates, the investment income is estimated to be \$744,000 or \$656,000 less.

Miscellaneous Revenues: Miscellaneous Revenues total \$2.4 million, or 93 percent of the annual budget of \$2.6 million. These revenues include \$1 million from The University of Akron Research Foundation, \$264,000 federal tax credit from the Energy Bond, and \$1.1 million from various other sources.

Current expectations are that Miscellaneous Revenues will exceed budget by roughly \$70,000.

CARES Act – 50%: The federal government passed the CARES Act to support various government agencies in the wake of COVID-19. The University of Akron was appropriated \$14.2 million, 50 percent

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with
FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

of which was direct aid to students. The remaining 50 percent, or \$7.1 million, with the vast majority used as direct reimbursement of incremental expenditures resulting from COVID-19 in accordance with Federal requirements.

The student portion does not represent operating resources and therefore is not recorded with the General Fund. The usage stipulation for the remaining 50 percent was treated as a federal grant. As of May 31, \$5.9 million was expended.

Compensation: Payroll expenditures total \$129.9 million or approximately 93 percent of the annual budget of \$139.7 million.

Largely due to 9-month employee contracts, compensation is not incurred ratably throughout the year. By September 30; however, all employees became part of the payroll cycle and compensation becomes more ratable for the remainder of the fiscal year.

Current expectations are that Payroll and Fringe benefit expenditures will approximate \$180.2 million, or \$3.4 million less than budget.

Utilities: The Utilities charges approximated \$6.6 million net of a credit on a water bill that reduced the expenditures by \$400,000. Following the March partial campus shut down, the utility usage for the final quarter is much reduced. Projected expenditures of \$7.5 million reflect a prior period adjustment of \$1 million and are \$2.8 million less than the annual budget of \$10.3 million.

Operating: Operating expenditures total \$31 million including encumbrances in the amount of \$3.8 million approximating 85 percent of the \$36.5 million annual budget.

Employee Type	Actual YTD
Faculty	\$75,941,000
Staff	25,522,000
Contract Professionals	23,358,000
Graduate Assistants	5,080,000
Total Payroll	<u>\$129,901,000</u>
<i>Note 1: Includes all General Fund payroll-related activities (e.g. full time, part time, overload, etc.).</i>	
<i>Note 2: Excludes fringe benefits.</i>	
<i>Note 3: Includes nine months of 9-month faculty payroll (full time, part time, visiting, etc.).</i>	

Functional Category	Actual YTD
Instruction and Departmental Research	\$ 110,989,000
Separately Budgeted Research	3,570,000
Public Service	133,000
Academic Support	24,491,000
Student Services	11,153,000
Institutional Support	38,789,000
Operation and Maintenance of Plant	15,854,000
Scholarships and Fellowships	54,049,000
Total Expenditures by Function	<u>\$259,028,000</u>

Note: The expenditures are summarized by functional classification.

The expenditures are incurred within the operating units primarily for software licenses, supplies and services, transcribing, advertising, travel expenses, biennial football tickets, and occasionally smaller dollar capital items such as personal computers and equipment.

Current expectations are that Operating expenditures will be approximately \$6.5 million less than the \$36.5 million annual budget a spending has been minimal and restricted to necessities during the final quarter.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with
FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications**

Transfers, Advances and Loan

Transfers-In (Draw on Operating Reserves): The annual budget assumes a draw on reserves totaling \$11.6 million. Current projections indicate a draw on reserves of \$2.6 million.

Transfers-In Plant Fund and Other: The annual budget reflects \$1 million from reserves for plant fund projects to be transferred in as needed. The year-to-date transfer-in largely represents a remaining FY2019 balance within Student Recreation and Wellness Services, which was returned to the General Fund.

Transfers-Out Plant Fund: The following activities relate to plant fund transfers:

- \$450,000 Kolbe roof replacement;
- \$240,000 Energy Center chiller rebuild project;
- \$225,000 James A. Rhoades arena air conditioner;
- \$200,000 Auburn Science and Engineering Center (ASEC) insulation;
- \$138,000 Lakewood renovations for distance learning;
- \$85,000 Jackson Field track renovation;
- \$75,000 Polsky building waterproofing;
- \$50,000 to relocate the International Programs Office;
- (\$20,600) returned to General Fund upon completion of energy center boiler project;
- (\$24,000) returned to the Art Department upon completion of a Folk Hall renovation project;
- (\$30,900) returned to General Fund upon completion of sand filtering system;
- (\$33,500) returned to General Fund upon completion of E.J. Thomas lighting project; and
- (\$65,000) returned to General Fund upon completion of Akron Engineering Research Center (AERC) air chiller replacement.

Transfers-Out Other: Transfers-Out Other represents operating and debt service support for auxiliary units in the form of Facilities Fees, General Service Fees, and Other Support. To date, transfers totaling \$22.5 million were provided ratably each month. Based upon the enrollment difference to budget and the fiscal performance within certain auxiliaries including the clearing of a previous Athletic deficit and the reclassification of a portion of the men's soccer loan to a transfer, both the mix and magnitude of the transfers changed and increased, respectively.

The biennial football ticket purchase approximating \$600,000 is not reflected within transfers, but it is recorded as an operating expenditure within the General Fund and as a revenue within Athletics.

Prior to the COVID-19 concerns, the Transfers-Out Other were projected to increase by \$1 million to \$31.8 million. Projections indicate the expected impact of COVID-19 will require supplemental General Fund support of \$1.4 million to address a projected shortfall in Athletics.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with
FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications**

Advances In/Out:

	Balance July 1, 2019	Loan Advance-Out	Repayments Advances-In	Balance May 31, 2020
Musson Industrial Control System Test Bed	\$ 93,028	\$ 70,000	\$ 93,028	\$ 70,000
Cummings Center	10,000	50,000	-	60,000
Men's Soccer	-	170,000	-	170,000
Jackson Field Track Renovation	-	150,000	-	150,000
Total	<u>\$ 103,028</u>	<u>\$ 440,000</u>	<u>\$ 93,028</u>	<u>\$ 450,000</u>

Fundraising efforts to cover the \$170,000 advanced for Men’s Soccer salary increases have fallen short of goal and only \$45,000 is expected to be raised by fiscal year end. The unsettled amount, currently estimated to be \$125,000, has been reclassified from an advance to a transfer for projection purposes.

Loan: The University of Akron Foundation provided a loan to the University in the form of a line of credit of up to \$1 million to help fund the baseball field project until donations materialize. Initially, \$700,000 was accessed while \$400,000 was repaid as of March 31, 2020; therefore, \$300,000 remains outstanding. The loan may be further accessed for remaining project phases as other pledge commitments are secured.

AUXILIARY FUNDS

For the Eleven Months Ended May 31, 2020

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Auxiliary Funds Combined	FY19		FY20						
	YTD June 30	YTD May 31	Approved Budget	YTD May 31	Actual to Budget		Projected June 30	Projection to Budget	
					\$	%		\$	%
Revenues	\$43,233,817	\$39,325,904	\$42,450,000	\$32,925,748	(\$9,524,252)	78%	\$36,446,136	(\$6,003,864)	86%
Payroll	10,311,448	9,497,026	10,810,000	9,678,507	1,131,493		10,671,986	138,014	
Fringes	4,329,956	3,940,129	3,844,000	3,406,420	437,580		3,696,099	147,901	
Total Compensation	14,641,404	13,437,155	14,654,000	13,084,927	1,569,073	89%	14,368,085	285,915	98%
Operating	29,994,659	27,842,562	28,131,000	23,119,502	5,011,498		24,349,940	3,781,060	
Scholarships	6,506,067	6,275,123	7,004,000	6,372,293	631,707		6,309,284	694,716	
Total Non Personnel	36,500,726	34,117,685	35,135,000	29,491,795	5,643,205	84%	30,659,224	4,475,776	87%
Total Expenditures	51,142,130	47,554,840	49,789,000	42,576,722	7,212,278	86%	45,027,309	4,761,691	90%
Net Before Transfers	(7,908,313)	(8,228,936)	(7,339,000)	(9,650,974)	(2,311,974)		(8,581,173)	(1,242,173)	
Transfers-In - Facilities Fee	9,306,997	8,771,805	8,179,000	7,402,842	(776,158)		7,600,000	(579,000)	
Transfers-In - General Service Fee	12,066,760	10,916,455	11,858,000	10,273,943	(1,584,057)		11,631,000	(227,000)	
Transfers-In - Other-Debt Service	0	0	1,361,000	1,826,600	465,600		1,940,000	579,000	
Transfers-In - Other	16,231,440	12,673,478	11,365,000	9,945,722	(1,419,278)		13,011,580	1,646,580	
Transfers-In - Fund Balance	0	0	1,066,000	0	(1,066,000)		1,453,425	387,425	
Transfers-In - Plant Fund	50,601	50,601	0	0	0		0	0	
Transfers-In - Encumbrances	271,152	271,152	0	137,044	137,044		137,044	137,044	
Transfers-Out - Plant Fund	(2,116,897)	(1,680,000)	0	(142,302)	(142,302)		(141,581)	(141,581)	
Transfers-Out - Encumbrances	(137,044)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	(119,331)	(119,331)		(119,331)	(119,331)	
Transfers-Out - Debt Service	(25,798,462)	(23,648,590)	(25,780,000)	(23,631,825)	2,148,175		(25,780,171)	(171)	
Net Transfers	9,874,547	7,354,901	8,049,000	5,692,693	(2,356,307)		9,731,966	1,682,966	
Difference	\$1,966,234	(\$874,035)	\$710,000	(\$3,958,281)	(\$4,668,281)		\$1,150,793	\$440,793	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Athletics	FY19		FY20						
	YTD	YTD	Approved Budget	YTD May 31	Actual to Budget		Projected June 30	Projection to Budget	
	June 30	May 31			\$	%		\$	%
Revenues	\$9,506,464	\$6,794,076	\$9,406,000	\$4,395,143	(\$5,010,857)	47%	\$7,253,018	(\$2,152,982)	77%
Payroll	7,830,374	7,245,636	8,217,000	7,455,069	761,931		8,203,882	13,118	
Fringes	3,049,475	2,796,651	2,657,000	2,354,963	302,037		2,569,043	87,957	
Total Compensation	10,879,849	10,042,287	10,874,000	9,810,032	1,063,968	90%	10,772,925	101,075	99%
Operating	13,191,831	12,373,435	10,062,000	9,852,668	209,332		10,137,403	(75,403)	
Scholarships	6,506,067	6,275,123	7,004,000	6,372,293	631,707		6,309,284	694,716	
Total Non Personnel	19,697,898	18,648,558	17,066,000	16,224,961	841,039	95%	16,446,687	619,313	96%
Total Expenditures	30,577,747	28,690,845	27,940,000	26,034,993	1,905,007	93%	27,219,612	720,388	97%
Net Before Transfers	(21,071,283)	(21,896,769)	(18,534,000)	(21,639,850)	(3,105,850)		(19,966,594)	(1,432,594)	
Transfers-In - Facilities Fee	4,828,318	4,550,669	4,254,000	3,899,161	(354,839)		3,953,000	(301,000)	
Transfers-In - General Service Fee	12,066,760	10,916,455	11,858,000	10,273,943	(1,584,057)		11,631,000	(227,000)	
Transfers-In - Other-Debt Service	0	0	708,000	949,996	241,996		1,009,000	301,000	
Transfers-In - Other	9,116,301	7,257,806	6,968,000	6,086,805	(881,195)		8,614,451	1,646,451	
Transfers-In - Fund Balance	0	0	0	0	0		0	0	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	37,088	37,088	0	12,817	12,817		12,817	12,817	
Transfers-Out - Plant Fund	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(12,817)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(4,964,367)	(4,550,670)	(4,962,000)	(4,548,201)	413,799		(4,961,674)	326	
Net Transfers	21,071,283	18,211,348	18,826,000	16,674,521	(2,151,479)		20,258,594	1,432,594	
Difference	\$0	(\$3,685,421)	\$292,000	(\$4,965,329)	(\$5,257,329)		\$292,000	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Residence Life & Housing	FY19		FY20						
	YTD	YTD	Approved Budget	YTD May 31	Actual to Budget		Projected June 30	Projection to Budget	
	June 30	May 31			\$	%		\$	%
Revenues	\$19,014,962	\$18,924,301	\$19,119,000	\$17,210,511	(\$1,908,489)	90%	\$17,254,798	(\$1,864,202)	90%
Payroll	802,538	720,590	845,000	721,091	123,909		797,038	47,962	
Fringes	345,161	314,542	307,000	275,344	31,656		298,529	8,471	
Total Compensation	1,147,699	1,035,132	1,152,000	996,435	155,565	86%	1,095,567	56,433	95%
Operating	7,099,710	6,128,691	7,645,000	5,662,993	1,982,007		6,200,000	1,445,000	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	7,099,710	6,128,691	7,645,000	5,662,993	1,982,007	74%	6,200,000	1,445,000	81%
Total Expenditures	8,247,409	7,163,823	8,797,000	6,659,428	2,137,572	76%	7,295,567	1,501,433	83%
Net Before Transfers	10,767,553	11,760,478	10,322,000	10,551,083	229,083		9,959,231	(362,769)	
Transfers-In - Facilities Fee	0	0	0	0	0		0	0	
Transfers-In - General Service Fee	0	0	0	0	0		0	0	
Transfers-In - Other-Debt Service	0	0	0	0	0		0	0	
Transfers-In - Other	0	0	0	0	0		0	0	
Transfers-In - Fund Balance	0	0	321,000	0	(321,000)		646,318	325,318	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	5,520	5,520	0	37,458	37,458		37,458	37,458	
Transfers-Out - Plant Fund	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(37,458)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(10,646,776)	(9,759,545)	(10,643,000)	(9,756,090)	886,910		(10,643,007)	(7)	
Net Transfers	(10,678,714)	(9,754,025)	(10,322,000)	(9,718,632)	603,368		(9,959,231)	362,769	
Difference	\$88,839	\$2,006,453	\$0	\$832,451	\$832,451		\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

EJ Thomas Performing Arts Hall	FY19		FY20						
	YTD June 30	YTD May 31	Approved Budget	YTD May 31	Actual to Budget		Projected June 30	Projection to Budget	
					\$	%		\$	%
Revenues	\$2,214,474	\$2,014,589	\$2,640,000	\$1,991,278	(\$648,722)	75%	\$1,994,086	(\$645,914)	76%
Payroll	226,936	217,225	312,000	247,652	64,348		276,235	35,765	
Fringes	87,789	78,876	97,000	76,993	20,007		85,400	11,600	
Total Compensation	314,725	296,101	409,000	324,645	84,355	79%	361,635	47,365	88%
Operating	2,322,437	2,273,486	2,775,000	2,024,448	750,552		2,075,051	699,949	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	2,322,437	2,273,486	2,775,000	2,024,448	750,552	73%	2,075,051	699,949	75%
Total Expenditures	2,637,162	2,569,587	3,184,000	2,349,093	834,907	74%	2,436,686	747,314	77%
Net Before Transfers	(422,688)	(554,998)	(544,000)	(357,815)	186,185		(442,600)	101,400	
Transfers-In - Facilities Fee	0	0	0	0	0		0	0	
Transfers-In - General Service Fee	0	0	0	0	0		0	0	
Transfers-In - Other-Debt Service	0	0	0	0	0		0	0	
Transfers-In - Other	970,469	858,888	871,000	798,766	(72,234)		871,381	381	
Transfers-In - Fund Balance	0	0	0	0	0		0	0	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	28,832	28,832	0	0	0		0	0	
Transfers-Out - Plant Fund	(213,500)	(180,000)	0	33,483	33,483		33,483	33,483	
Transfers-Out - Encumbrances	0	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(326,899)	(299,657)	(327,000)	(299,412)	27,588		(326,631)	369	
Net Transfers	458,902	408,063	544,000	532,837	(11,163)		578,233	34,233	
Difference	\$36,214	(\$146,935)	\$0	\$175,022	\$175,022		\$135,633	\$135,633	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Dining (Aramark)	FY19		FY20						
	YTD	YTD	Approved Budget	YTD May 31	Actual to Budget		Projected June 30	Projection to Budget	
	June 30	May 31			\$	%		\$	%
Revenues	\$4,060,090	\$3,506,535	\$3,186,000	\$1,926,415	(\$1,259,585)	60%	\$2,438,582	(\$747,418)	77%
Payroll	78,915	92,751	38,000	57,010	(19,010)		85,079	(47,079)	
Fringes	262,982	217,271	250,000	243,679	6,321		252,442	(2,442)	
Total Compensation	341,897	310,022	288,000	300,689	(12,689)	104%	337,521	(49,521)	117%
Operating Scholarships	1,341,535	1,416,138	1,747,000	848,553	898,447		1,009,815	737,185	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	1,341,535	1,416,138	1,747,000	848,553	898,447	49%	1,009,815	737,185	58%
Total Expenditures	1,683,432	1,726,160	2,035,000	1,149,242	885,758	56%	1,347,336	687,664	66%
Net Before Transfers	2,376,658	1,780,375	1,151,000	777,173	(373,827)		1,091,246	(59,754)	
Transfers-In - Facilities Fee	0	0	0	0	0		0	0	
Transfers-In - General Service Fee	0	0	0	0	0		0	0	
Transfers-In - Other-Debt Service	0	0	0	0	0		0	0	
Transfers-In - Other	0	0	0	0	0		0	0	
Transfers-In - Fund Balance	0	0	0	0	0		0	0	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	22,079	22,079	0	46,397	46,397		46,397	46,397	
Transfers-Out - Plant Fund	(8,397)	0	0	(175,064)	(175,064)		(175,064)	(175,064)	
Transfers-Out - Encumbrances	(46,397)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	(12,000)	(12,000)		(12,000)	(12,000)	
Transfers-Out - Debt Service	(776,016)	(711,348)	(777,000)	(712,608)	64,392		(777,390)	(390)	
Net Transfers	(808,731)	(689,269)	(777,000)	(853,275)	(76,275)		(918,057)	(141,057)	
Difference	\$1,567,927	\$1,091,106	\$374,000	(\$76,102)	(\$450,102)		\$173,189	(\$200,811)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Student Recreation & Wellness Services	FY19		FY20						
	YTD	YTD	Approved Budget	YTD May 31	Actual to Budget		Projected June 30	Projection to Budget	
	June 30	May 31			\$	%		\$	%
Revenues	\$609,309	\$562,900	\$640,000	\$508,148	(\$131,852)	79%	\$507,555	(\$132,445)	79%
Payroll	554,518	492,993	558,000	485,065	72,935		529,911	28,089	
Fringes	242,342	218,350	229,000	184,849	44,151		199,247	29,753	
Total Compensation	796,860	711,343	787,000	669,914	117,086	85%	729,158	57,842	93%
Operating Scholarships	1,827,329	1,646,464	1,750,000	1,392,528	357,472		1,444,000	306,000	
Total Non Personnel	0	0	0	0	0		0	0	
Total Expenditures	1,827,329	1,646,464	1,750,000	1,392,528	357,472	80%	1,444,000	306,000	83%
Total Expenditures	2,624,189	2,357,807	2,537,000	2,062,442	474,558	81%	2,173,158	363,842	86%
Net Before Transfers	(2,014,880)	(1,794,907)	(1,897,000)	(1,554,294)	342,706		(1,665,603)	231,397	
Transfers-In - Facilities Fee	1,646,177	1,551,515	1,443,000	1,288,141	(154,859)		1,341,000	(102,000)	
Transfers-In - General Service Fee	0	0	0	0	0		0	0	
Transfers-In - Other-Debt Service	0	0	240,000	322,015	82,015		342,000	102,000	
Transfers-In - Other	2,414,020	1,899,915	1,897,000	1,671,352	(225,648)		1,896,827	(173)	
Transfers-In - Fund Balance	0	0	0	0	0		0	0	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	61,728	61,728	0	12,152	12,152		12,152	12,152	
Transfers-Out - Plant Fund	(295,000)	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(12,152)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	(107,331)	(107,331)		(107,331)	(107,331)	
Transfers-Out - Debt Service	(1,692,562)	(1,551,515)	(1,683,000)	(1,542,976)	140,024		(1,683,246)	(246)	
Net Transfers	2,122,211	1,961,643	1,897,000	1,643,353	(253,647)		1,801,402	(95,598)	
Difference	\$107,331	\$166,736	\$0	\$89,059	\$89,059		\$135,799	\$135,799	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Jean Hower Taber Student Union

	FY19		FY20						
	YTD	YTD	Approved Budget	YTD May 31	Actual to Budget		Projected June 30	Projection to Budget	
	June 30	May 31			\$	%		\$	%
Revenues	\$1,002,068	\$910,538	\$947,000	\$936,577	(\$10,423)	99%	\$938,377	(\$8,623)	99%
Payroll	591,082	528,970	601,000	514,066	86,934		556,395	44,605	
Fringes	256,526	231,714	220,000	199,137	20,863		212,519	7,481	
Total Compensation	847,608	760,684	821,000	713,203	107,797	87%	768,914	52,086	94%
Operating Scholarships	1,848,739	1,687,798	1,755,000	1,355,744	399,256		1,446,900	308,100	
Total Non Personnel	0	0	0	0	0		0	0	
Total Non Personnel	1,848,739	1,687,798	1,755,000	1,355,744	399,256	77%	1,446,900	308,100	82%
Total Expenditures	2,696,347	2,448,482	2,576,000	2,068,947	507,053	80%	2,215,814	360,186	86%
Net Before Transfers	(1,694,279)	(1,537,944)	(1,629,000)	(1,132,370)	496,630		(1,277,437)	351,563	
Transfers-In - Facilities Fee	2,832,502	2,669,621	2,482,000	2,215,540	(266,460)		2,306,000	(176,000)	
Transfers-In - General Service Fee	0	0	0	0	0		0	0	
Transfers-In - Other-Debt Service	0	0	413,000	554,589	141,589		589,000	176,000	
Transfers-In - Other	1,887,305	1,656,869	1,629,000	1,388,799	(240,201)		1,628,921	(79)	
Transfers-In - Fund Balance	0	0	0	0	0		0	0	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	26,670	26,670	0	12,236	12,236		12,236	12,236	
Transfers-Out - Plant Fund	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(12,236)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(2,912,314)	(2,669,621)	(2,895,000)	(2,654,061)	240,939		(2,895,339)	(339)	
Net Transfers	1,821,927	1,683,539	1,629,000	1,517,103	(111,897)		1,640,818	11,818	
Difference	\$127,648	\$145,595	\$0	\$384,733	\$384,733		\$363,381	\$363,381	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Parking & Transportation Services	FY19		FY20						
	YTD June 30	YTD May 31	Approved Budget	YTD May 31	Actual to Budget		Projected June 30	Projection to Budget	
					\$	%		\$	%
Revenues	\$6,778,971	\$6,568,122	\$6,458,000	\$5,905,172	(\$552,828)	91%	\$6,007,216	(\$450,784)	93%
Payroll	227,085	198,861	239,000	198,554	40,446		223,446	15,554	
Fringes	85,681	82,725	84,000	71,455	12,545		78,919	5,081	
Total Compensation	312,766	281,586	323,000	270,009	52,991	84%	302,365	20,635	94%
Operating	2,353,874	2,310,382	2,387,000	1,980,855	406,145		2,035,058	351,942	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	2,353,874	2,310,382	2,387,000	1,980,855	406,145	83%	2,035,058	351,942	85%
Total Expenditures	2,666,640	2,591,968	2,710,000	2,250,864	459,136	83%	2,337,423	372,577	86%
Net Before Transfers	4,112,331	3,976,154	3,748,000	3,654,308	(93,692)		3,669,793	(78,207)	
Transfers-In - Facilities Fee	0	0	0	0	0		0	0	
Transfers-In - General Service Fee	0	0	0	0	0		0	0	
Transfers-In - Other-Debt Service	0	0	0	0	0		0	0	
Transfers-In - Other	1,843,345	1,000,000	0	0	0		0	0	
Transfers-In - Fund Balance	0	0	745,000	0	(745,000)		807,107	62,107	
Transfers-In - Plant Fund	50,601	50,601	0	0	0		0	0	
Transfers-In - Encumbrances	89,235	89,235	0	15,984	15,984		15,984	15,984	
Transfers-Out - Plant Fund	(1,600,000)	(1,500,000)	0	(721)	(721)		0	0	
Transfers-Out - Encumbrances	(15,984)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(4,479,528)	(4,106,234)	(4,493,000)	(4,118,477)	374,523		(4,492,884)	116	
Net Transfers	(4,112,331)	(4,466,398)	(3,748,000)	(4,103,214)	(355,214)		(3,669,793)	78,207	
Difference	\$0	(\$490,244)	\$0	(\$448,906)	(\$448,906)		\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Wayne Student Union

	FY19		FY20						
	YTD	YTD	Approved Budget	YTD May 31	Actual to Budget		Projected June 30	Projection to Budget	
	June 30	May 31			\$	%		\$	%
Revenues	\$47,479	\$44,843	\$54,000	\$52,504	(\$1,496)	97%	\$52,504	(\$1,496)	97%
Payroll	0	0	0	0	0		0	0	
Fringes	0	0	0	0	0		0	0	
Total Compensation	0	0	0	0	0	0%	0	0	0%
Operating Scholarships	9,204	6,168	10,000	1,713	8,287		1,713	8,287	
Total Non Personnel	0	0	0	0	0		0	0	
Total Expenditures	9,204	6,168	10,000	1,713	8,287	17%	1,713	8,287	17%
Net Before Transfers	38,275	38,675	44,000	50,791	6,791		50,791	6,791	
Transfers-In - Facilities Fee	0	0	0	0	0		0	0	
Transfers-In - General Service Fee	0	0	0	0	0		0	0	
Transfers-In - Other-Debt Service	0	0	0	0	0		0	0	
Transfers-In - Other	0	0	0	0	0		0	0	
Transfers-In - Fund Balance	0	0	0	0	0		0	0	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	0	0	0	0	0		0	0	
Transfers-Out - Plant Fund	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	0	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	0	0	0	0	0		0	0	
Net Transfers	0	0	0	0	0		0	0	
Difference	\$38,275	\$38,675	\$44,000	\$50,791	\$6,791		\$50,791	\$6,791	

The University of Akron

Auxiliaries

FY 2020 Budget Assumptions with Revisions Reflecting COVID-19 Implications

Overall Assumptions

Revenues – Adjustments associated with COVID-19 are reflected and identified where appropriate.

Income

- The original assumption estimated a blended enrollment reduction exceeding four percent while indications as the fall 2019 semester approached were the decline might approach six percent. The revenue revised projection contemplates an overall seven percent decline.
- Revenues will be adversely impacted as a result of COVID-19. Prorated refunds and lost revenues from closed facilities and cancelled events are reflected as appropriate. CARES Act funds partially reimbursed the refunds to students.

Expenditures – Adjustments associated with COVID-19 are reflected and identified where appropriate.

Compensation (Payroll and Fringes)

- The following original assumptions remain valid:
 - A four percent increase pursuant to collective bargaining agreements.
 - A raise pool equivalent to two percent for qualifying non-represented employees.
 - Reduction in the fringe rate.
 - Fringes include benefits such as a 14 percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee parking permits.
- The Fair Labor Standard Act compensation changes are reflected in the revised projections.

Operating

- The original assumption materialized as the State minimum wage adjustment was implemented.

Other

Transfers-In

- The original assumption contemplated General Fund operating and debt service support and Facilities Fees reserve usage for debt service for certain auxiliaries totaling \$32.8 million while based upon the enrollment variance and the fiscal performance within certain auxiliaries, the transfers were projected to be \$33.8 million. However, considering the expected impact of COVID-19 on operations, additional resources are required from the General Fund to offset anticipated shortfalls. Overall support from General Fund is expected to be \$34.2 million and \$1.9 million from Facilities Fee reserve.

The University of Akron

Auxiliaries

FY 2020 Budget Assumptions with Revisions Reflecting COVID-19 Implications

	Original General Service Fees	Projected General Service Fees	Original Facilities Fees	Projected Facilities Fees	Original Other Support	Projected Other Support	Original Totals	Projected Totals
Athletics	\$11,858,000	\$ 11,631,000	\$4,254,000	\$3,953,000	\$ 7,677,000	\$ 9,623,000	\$ 23,789,000	\$ 25,207,000
E.J. Thomas PAH	-	-	-	-	872,000	872,000	872,000	872,000
Recreation & Wellness Services	-	-	1,443,000	1,341,000	2,136,000	2,238,000	3,579,000	3,579,000
Jean Hower Taber Student Union	-	-	2,482,000	2,306,000	2,042,000	2,218,000	4,524,000	4,524,000
Total	\$11,858,000	\$ 11,631,000	\$8,179,000	\$7,600,000	\$ 12,727,000	\$ 14,951,000	\$ 32,764,000	\$ 34,182,000

- The projected transfers to Athletics reflect net additional support in the amount of \$1 million. The net additional support contemplates the variation of the enrollment decline from budget on the Facilities and General Service fees; \$125,000 settling of the men's soccer loan; settling of the \$292,000 deficit carried over from the prior fiscal year, and biennial football ticket purchase in the amount of nearly \$600,000 representing a General Fund expenditure and Athletic revenue.
- The transfers revised projection will be updated should summer 2020 begin to vary from a 20 percent enrollment decline or should auxiliaries' fiscal performances begin to vary much from revised projections.

Transfers-Out - Debt Service

- The original assumption presumed the auxiliaries' facilities debt service requirements would be \$26 million, and the assumption continues.

Unit Assumptions

Athletics

Revenues

Income

- The original assumptions contemplated externally generated revenues from various sources such as the MAC, game guarantees, naming rights, ticket sales, grants-in-aid, IMG, and Coca-Cola. The revenue components will remain; however, the projected revenues are less than budgeted.
- The revised projection includes the General Fund's biennial football ticket purchase approximating \$600,000 as an Athletic revenue.
- Due to COVID-19, the assumptions indicate that the cancellation of the NCAA Men's Basketball Tournament will reduce the annual NCAA revenues to \$387,000 or 37 percent for a total loss of \$658,000.
- The revised projections indicate the Athletic Facility rental events canceled as a result of COVID-19 represent a loss of \$39,000 in rental revenue.

The University of Akron

Auxiliaries

FY 2020 Budget Assumptions with Revisions Reflecting COVID-19 Implications

Expenditures

Compensation (Payroll and Fringes)

- The original assumption contemplated a rate increase as reflected in respective individual contracts, and the revised projection reasonably approximates budgeted levels.

Operating

- The original assumption contemplated supplies and services, student assistants, game officials, guarantees, maintenance, team travel and recruiting, and utilities cost and the components will remain. However, the cancellation of spring sports, team travel, and recruiting will result in cost savings of \$541,000.

Scholarships

- The original assumptions assumed approximately 220 Athletic financial aid awards while the current revised projection is closer to 217.
- The New Z Fund event will support scholarships for 5th year aid.
- As a result of the COVID-19 pandemic, the revised projection assumes refundable room, board, transportation fees and facility fees to be \$252,000 for spring semester student athletes.

Other

Transfers-In

- The original assumptions contemplated General Services Fee, \$11.9 million; Facilities Fee, \$4.3 million (facility fee reserves included); and Other, \$7.7 million (operations and debt service); while the revised projections currently contemplate General Services Fee, \$11.6 million; Facilities Fee, \$4 million (facility fee reserves included); and Other, \$9.6 million (operations and debt service).
- The original assumption contemplated a General Fund loan in the amount of \$170,000 for Men's soccer with the intent of full repayment by fiscal year end. The revised projection presumes that \$125,000 will remain unpaid and is reclassified to General Fund support.
- The original assumption assumed a portion of the Facility Fee reserve, in the amount of \$1 million, contributes towards the debt service for FY20, and that assumption continues.
- The original assumption presumed General Fund support totaling \$22.8 million; however, the revised assumption indicates support, net of the \$600,000 biennial football ticket purchase, of \$24.2 million.

The University of Akron

Auxiliaries

FY 2020 Budget Assumptions with Revisions Reflecting COVID-19 Implications

Residence Life & Housing

Revenues

Income

- The original assumption presumed 81 percent average occupancy for the academic year while approximately 74 percent materialized.
- The original assumption of a room rate increase of 1.5 percent for the fall 2019 Tuition Guarantee Cohort.
- Credits for residence halls, due to COVID-19 early closure, resulted in \$3.5 million of lost revenue and a loss of \$40,000 in revenue due to the cancellation of the AA conference.
- Residence Life & Housing received \$2.7 million in Federal Stimulus CARES Act funds.

Expenditures

Operating

- The original assumption includes costs for maintenance, resident assistant meals, student employment, and utilities costs.
- The revised assumption assumes cost savings for Resident Assistant Meals, and the cancellation of the AA conference will save significant overtime for custodial dorm preparations.

Other

Transfers-In

- The original assumption estimated that \$321,000 would be transferred from Residence Life & Housing's fund balance while the revised projection contemplates that \$646,000 of the fund balance will be needed.

E. J. Thomas Performing Arts Hall

Revenues

Income

- The original assumption remains and is based on externally generated revenues from various sources such as Broadway Series sales, Akron Civic Theater pass-through, hall rental, and endowment gifts.

The University of Akron

Auxiliaries

FY 2020 Budget Assumptions with Revisions Reflecting COVID-19 Implications

Expenditures

Operating

- Assumes artist fees, advertising, maintenance, stage & wardrobe, student employment, and utilities cost.

Other

Transfers-In

- The original assumption remains and is based on Transfers-In - Other, totaling \$840,000 from the General Fund and \$31,000 from Endowment.

Dining Services (Aramark)

Revenues

Income

- The original assumption presumed \$1.6 million in rent from Aramark, but the revised projection currently contemplates \$.7 million in rent from Aramark.
- The original assumptions for other contractually provided revenues such as utilities support, maintenance support, and equipment repair support continue to hold.
- Assumed a meal plan increase of three percent for the fall 2019 Tuition Guarantee Cohort.
- The revised projections include refunds to students for the unused balance of the various meal plan options (less those meal plans paid via scholarship) in the amount of nearly \$2 million for the Spring semester. As agreed, Aramark returned \$356,000 of Spring revenue to the University.
- Dining Services received \$1.5 million of the Federal Stimulus CARES Act funds.

Expenditures

Compensation (Payroll and Fringes)

- Assumes the CWA employees remain University employees, with the University responsible for the difference between FICA and SERS, and all other employees are the fiscal responsibility of Aramark. Current assumptions assume the university will be pay the six CWA employees during the COVID-19 pandemic with an attempt to redeploy the employees to other areas. Projected unanticipated payroll costs through June 30, 2020 will be \$50,000.

The University of Akron

Auxiliaries

FY 2020 Budget Assumptions with Revisions Reflecting COVID-19 Implications

Operating

- The original assumption reflected card access and point of sale software, equipment, maintenance, and utilities costs totaling \$1.7 million, but the revised projection contemplates \$1 million.

Other

Transfers-In

- The original assumption presumed a budgeted surplus and that assumption is valid.

Recreation & Wellness Services

Revenues

Income

- Assumes externally generated revenues from various sources such as memberships, pool rental, and locker and facility rentals.
- \$68,000 in new community membership program and rental income.

Expenditures

Operating

- Assumes group exercise, intramural sports, maintenance, outdoor adventures, student employment, and utilities cost.

Other

Transfers-In

- The original assumptions of Transfers-In budgeted at Other, \$2.1 million (operations and debt service); and Facilities Fee, \$1.4 million (including reserves) were adjusted to account for less than expected enrollment, while the revised projections indicate transfers are Other, \$2.2 million; and Facilities Fee, \$1.3 million.
- The original assumption assumed Recreation & Wellness Services Facilities Fees maintained a reserve, and a portion of that reserve, in the amount of \$.3 million, would be used to help service the debt service for FY20, and this assumption continues.
- The original assumption assumed no needed use of Recreation & Wellness Services Facilities fund balance to balance and that assumption continues.

The University of Akron

Auxiliaries

FY 2020 Budget Assumptions with Revisions Reflecting COVID-19 Implications

Jean Hower Taber Student Union

Revenues

Income

- Assumes externally generated revenues from various sources such as bookstore space rent, bank space rent, and room rentals.
- Assumes the impact of the COVID-19 pandemic will reduce the Barnes & Noble commission and space rental revenue by \$27,000, but the revised projection assumes \$10,000.

Expenditures

Compensation (Payroll and Fringes)

- The original assumption assumed a \$45,000 savings from eliminating a full-time position while the revised projections indicate the \$45,000 full-time position will not be eliminated.

Operating

- Assumes maintenance, utilities, and student employment cost.

Other

Transfers-In

- The original assumptions of Transfers-In budgeted at Other, \$2 million (operations and debt service); and Facilities Fee, \$2.5 million (including reserves) were adjusted to account for less than expected enrollment. Projected transfers are Other, \$2.2 million; and Facilities Fee, \$2.3 million.
- The Facilities Fees maintained a reserve, and a portion of that reserve, in the amount of \$.6 million, would be used to help service the debt service for FY20.
- The original assumption assumed no needed use of Jean Hower Taber Student Union fund balance to balance, and that assumption remains valid.

The University of Akron

Auxiliaries

FY 2020 Budget Assumptions with Revisions Reflecting COVID-19 Implications

Parking & Transportation Services

Revenues

Income

- The original assumptions contemplated parking permits and transportation fee revenues, and the assumptions continue to hold.
- Due to COVID-19, \$1.1 million or 45 percent of spring semester revenue went towards refunds.
- Parking & Transportation Services received \$810,000 of the Federal Stimulus CARES Act funds.

Expenditures

Operating

- The original assumptions contemplated parking deck and lot maintenance, Roo Express Shuttle, the Metro Dash, and utilities, and those assumptions continue to materially hold.

Transfers-In

- The original assumption contemplated \$745,000 of fund balance usage, while the revised projection contemplates that \$807,000 of the fund balance will be needed.

Wayne Student Union

Revenues

Income

- Assumes externally generated revenues from bookstore space rent and room rentals.
- The expected impact of COVID-19 is a reduction in Barnes & Noble commission by \$1,000.

Expenditures

Operating

- Original assumptions contemplated artist fees, equipment, and property and fire insurance costs, and those assumptions remain.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Note:

The institutional share of the CARES Act funding, \$7,075,908, funded COVID-19 related expenditures, including an apportionment for the cost of University faculty and staff time to manage the pandemic. These allocations will offset the grant revenue so that the full amount in the months ahead will be recognized as temporarily restricted revenue.

Athletics

Athletics actual revenues total nearly \$4.4 million as compared to annual budgeted revenues of \$9.4 million. Major components of revenue include game guarantees (31 percent), ticket sales (29 percent), and gifts (19 percent). The General Fund’s biennial football ticket purchase approximating \$600,000 is also reflected as a revenue.

Description	Actual YTD
Game Guarantees	\$1,366,000
Ticket Sales	1,286,000
Gifts	836,000
Other	527,000
Pouring Rights	380,000
Total Revenue	<u>\$4,395,000</u>

Due to COVID-19, the projection indicates that the cancellation of the NCAA Men’s Basketball Tournament will reduce the annual NCAA revenues to \$387,000, or 37 percent for a total loss of \$658,000. Cancellations of Athletic Facility rental events represent a loss of \$39,000 in rental income. Current expectations indicate that revenues will total \$7.3 million, or \$2.2 million below the \$9.4 million budget.

Employee Type	Actual YTD
Contract Professionals	\$6,708,000
Staff	651,000
Graduate Assistants	91,000
Faculty	5,000
Total Payroll	<u>\$7,455,000</u>

Note 1: Includes all Athletics payroll-related activities (e.g. full-time, part-time, overtime, etc.).
Note 2: Excludes fringe benefits.

Payroll and fringes total \$9.8 million or roughly 90 percent of the annual budget of \$10.9 million. Projections indicate that payroll and fringes will approximate \$10.8 million, or \$101,000 below the original \$10.9 million budget.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19
Comparisons and Revised Projections Reflecting COVID-19 Implications**

Athletics Continued

Operating expenditures total \$9.9 million or 98 percent of the annual budget of \$10.1 million. The principal operating expenditures include supplies & services (58 percent) and travel & hospitality (31 percent). The majority of supplies & services includes athletic supplies (17 percent), maintenance (17 percent), and game officials and guarantees (15 percent). The majority of operating expenditures in travel & hospitality are team travel and recruiting (70 percent).

Description	Actual YTD
Supplies & Services	\$5,737,000
Travel & Hospitality	3,032,000
Utilities	520,000
Student Assistants	369,000
Other	178,000
Equipment	16,000
Total Operating	<u>\$9,852,000</u>

Projections indicate, due to COVID-19, cancellation of spring sports, busses, hotels, and other travel arrangements will reduce annual spending, however operating expenditures will total \$75,000 above budget.

Scholarships, or Athletics financial aid, totaled \$6.4 million or 91 percent of the annual budget of \$7 million. Refundable room, board, Transportation Fees, and Facility Fees are estimated to total \$249,000 for spring semester student athletes. Projections indicate that scholarships and other student aid will be less than budget by \$695,000.

The other sources of funding include transfers-in of Facilities Fee (including reserve), General Service Fee, and Other budgeted at \$4.3 million, \$11.9 million, and \$7.7 million, respectively. The mix of the transfers-in will change based upon the enrollment decline that exceeded budget and will increase based upon the projected fiscal performance, which includes settling the Men’s Soccer loan estimated balance of \$125,000 and the prior year deficit fund balance of \$292,000.

The Transfers-In - Facilities Fee and Transfers-In - General Service Fee will be reduced by a combined \$301,000 and Transfers-In - Other will increase by a like amount because enrollment was less than expected (the budget projected a four percent decline vs. an actual decline of seven percent). The actual Facilities Fee totaling \$3.9 million services a portion of the Stadium and Fieldhouse debt while the Athletics actual general services fee, and other transfers-in combined total \$17.3 million. The actual transfers-in from the General Fund and reserves are projected to approximate \$24.8 million which is net of the biennial football ticket purchase, or \$1 million more than budget.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$13,000 Transfers-In - Encumbrances represent those types of commitments.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

The budgeted Transfers-Out - Debt Service is \$5 million. To date, \$4.5 million or 92 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. The debt service pays the bonded debt related to InfoCision Stadium (94 percent) and the Athletic Fieldhouse.

Residence Life & Housing

Residence Life & Housing actual revenues total \$17.2 million as compared to the annual budgeted revenues of \$19.1 million. The principal revenues include residence hall occupancy and are predominately earned during the academic year. Fall occupancy approximated 77 percent, which includes a number of rooms intentionally kept offline.

Description	Actual YTD
Room Rentals	\$17,627,000
CARES Act Funds	2,711,000
Other	412,000
Room Rentals Refund	<u>(3,540,000)</u>
Total Revenue	<u>\$17,210,000</u>

Fall semester revenues achieved 48 percent of the total revenue budget. Residence hall early closure due to COVID-19, resulted in \$3.5 million in refunds for the spring semester and the loss of \$40,000 in revenue due to the cancellation of the AA conference. Residence Life & Housing received \$2.7 million of the Federal Stimulus CARES Act funds. Projections indicate year-end revenues will be \$1.9 million less than the original budget of \$19.1 million.

Employee Type	Actual YTD
Contract Professionals	\$489,000
Staff	<u>232,000</u>
Total Payroll	<u>\$721,000</u>

Note 1: Includes all Residence Life & Housing payroll-related activities (e.g. full-time, part-time, overtime, etc.).
Note 2: Excludes fringe benefits.

Payroll and fringes total \$996,000 or roughly 86 percent of the annual budget of \$1.2 million. Actual compensation is projected to be nearly \$56,000 below the original \$1.2 million compensation budget.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Residence Life & Housing Continued

Operating expenditures total \$5.7 million or 74 percent of the annual budget of \$7.6 million. The principal operating expenditures include supplies & services (57 percent) and utilities (21 percent). The major spending component in supplies & services includes maintenance (87 percent). The majority of expenditures in utilities are electricity (51 percent), water (29 percent), and gas (12 percent). The majority of operating expenditures in travel & hospitality are Resident Assistant Meals (84 percent). Operating expenditures are being managed and are projected to be roughly \$1.4 million below the original budget of \$7.6 million. Cost savings, due to COVID-19 closure, include Resident Assistant Meals, reduced maintenance and utilities costs for April, May, and June, cancellation of the AA conference will save significant overtime on custodial residence hall preparations, and the cancellation of all summer conferences will save significantly on student assistant costs.

Description	Actual YTD
Supplies & Services	\$3,210,000
Utilities	1,185,000
Student Assistants	504,000
Other	412,000
Travel & Hospitality	<u>352,000</u>
Total Operating	<u>\$5,663,000</u>

The original assumption estimated that \$321,000 would be transferred from Residence Life & Housing’s fund balance to balance while the projection contemplates that \$646,000 of the fund balance will be needed.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been provided by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$37,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service total \$10.6 million. To date, nearly \$9.8 million or 92 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. The debt service pays the debt related to the renovation of seven residence halls and construction of four new buildings.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

EJ Thomas Performing Arts Hall

EJ Thomas Performing Arts Hall actual revenues total nearly \$2 million as compared to the annual budgeted revenues of \$2.6 million. The principal revenues include ticket sales (77 percent). The cancellations of events related to the COVID-19 pandemic will produce a loss in revenue of \$40,000. Total revenue is projected to be \$2 million.

Description	Actual YTD
Ticket Sales	\$1,541,000
Endowment	172,000
Hall Rental	148,000
Other	<u>130,000</u>
Total Revenue	<u>\$1,991,000</u>

Employee Type	Actual YTD
Staff	\$129,000
Contract Professionals	<u>119,000</u>
Total Payroll	<u>\$248,000</u>

Note 1: Includes all EJ Thomas Performing Arts Hall payroll-related activities (e.g. full-time, part-time, overtime, etc.).
Note 2: Excludes fringe benefits.

Payroll and fringes total \$325,000 or roughly 79 percent as compared to the annual budget of \$409,000. Projections indicate that payroll and fringes will approximate \$362,000.

Operating expenditures total \$2 million or 73 percent of the annual budget of \$2.8 million. The principal operating expenditures include supplies & services (85 percent). The major spending component in supplies & services includes stage & wardrobe (45 percent) and artist fees (24 percent). Projections indicate operating expenditures will be less than budget. Certain show-related costs may be eliminated as COVID-19 resulted in event cancellations.

Description	Actual YTD
Supplies & Services	\$1,722,000
Utilities	179,000
Student Assistants	68,000
Travel & Hospitality	29,000
Other	<u>26,000</u>
Total Operating	<u>\$2,024,000</u>

Transfers-In - Other represents General Fund and endowment support for operations and is budgeted at \$871,000. To date, \$799,000 has been transferred with the expectation the full amount will be transferred throughout the remainder of the fiscal year.

Transfers-Out - Plant Fund of \$33,000 represents the remaining balance returned to EJ Thomas Performing Arts Hall related to the FY2019 Lighting Upgrade Project.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19
Comparisons and Revised Projections Reflecting COVID-19 Implications**

EJ Thomas Performing Arts Hall Continued

The budgeted Transfers-Out - Debt Service totals \$327,000. To date, \$299,000 or 92 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. This debt service pays the bonded debt related to improvements and equipment from approximately 17 years ago. The debt will be retired during the fiscal year ended June 30, 2029.

Dining Services (Aramark)

Aramark actual revenues total \$1.9 million as compared to the annual budgeted revenues of \$3.2 million. The University, in compliance with the senior administration directive, refunded to students the unused balance of the various meal plan options (less those meal plans paid via scholarship) in the amount of nearly \$2 million for the Spring semester. In a tentative agreement, Aramark agrees to return \$326,000 of Spring revenue to the University. Dining Services (Aramark) received \$1.5 million of the Federal Stimulus CARES Act funds. As a result, projected revenues at June 30, 2020 are anticipated to be \$2.4 million. Negotiations are ongoing and will impact year end results.

Description	Actual YTD
CARES Act Funds	\$1,528,000
Rent	653,000
Aramark Grant	503,000
Other	398,000
Utilities Support	352,000
Facilities Support	306,000
POS/Card Access Support	181,000
Meal Plans Refund	<u>(1,995,000)</u>
Total Revenue	<u>\$1,926,000</u>

Employee Type	Actual YTD
Staff	\$57,000

Note 1: Includes all Dining Services (Aramark) payroll-related activities (e.g. full-time, part-time, overtime, etc.).
Note 2: Excludes fringe benefits.

Payroll and fringes total \$301,000 or roughly 104 percent of the annual budget of \$288,000. Certain University employees were needed by Aramark at the contract inception and remained University employees. Aramark was reimbursing the University for nearly all employment costs. However, with the University shutdown, these employees are not needed and as of March 23, 2020 Aramark will not be reimbursing their

costs until the crisis passes. The University, will therefore, be paying these remaining six employees during the closure with an attempt to redeploy to other areas. Projected unanticipated payroll costs through June 30, 2020 will be \$50,000.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Dining Services (Aramark) Continued

Operating expenditures total \$849,000 or 49 percent of the annual budget of \$1.7 million. The principal operating expenditures include supplies & services (62 percent) and utilities (26 percent). The major spending component in supplies & services include maintenance (51 percent) and furniture & equipment repair (37 percent). The majority of expenditures in utilities are electricity (57 percent) and water (30 percent). Projections indicate operating expenditures will be less than budget.

Description	Actual YTD
Supplies & Services	\$524,000
Utilities	217,000
Equipment	59,000
Other	<u>49,000</u>
Total Operating	<u>\$849,000</u>

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been provided by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$46,000 Transfers-In - Encumbrances represent those types of commitments.

Transfers-Out - Plant Fund of \$175,000 represents funding to replace the Student Union dishwasher.

Transfers-Out - Other of \$12,000 represents a transfer to the Student Union to support the extended hours for Union Market.

The budgeted Transfers-Out - Debt Service totals \$777,000. To date, \$713,000 or 92 percent has been transferred out to pay the upcoming debt service payment with the remaining transfers to occur throughout the year. This debt service pays the bonded debt related to various buildouts of space and renovations including the dining hall and retail sites located throughout the campus over the course of the last 13 to 20 years. The debt will be retired during the fiscal year ended June 30, 2038.

Recreation & Wellness Services

Student Recreation & Wellness Services (SRWS) actual revenues total \$508,000 as compared to the annual budgeted revenues of \$640,000. The principal revenues include swimming meets/lessons (53 percent) and memberships (28 percent). Due to COVID-19, all SRWS facilities were closed March 16, 2020, indefinitely, generating refunds for

Description	Actual YTD
Swimming Meets & Lessons	\$271,000
Memberships	140,000
Other	58,000
Rentals	<u>39,000</u>
Total Revenue	<u>\$508,000</u>

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Recreation & Wellness Services Continued

memberships and prepaid events. The projections indicate revenues will total \$132,000 less than budget.

Employee Type	Actual YTD
Contract Professionals	\$385,000
Staff	<u>100,000</u>
Total Payroll	<u>\$485,000</u>

Note 1: Includes all Recreation & Wellness Services payroll-related activities (e.g. full-time, part-time, overtime, etc.).
Note 2: Excludes fringe benefits.

Payroll and fringes total \$670,000 or roughly 85 percent as compared to the annual budget of \$787,000. The two percent raises and FLSA changes effective January 1st, not included as part of planned expenditures, will generate unbudgeted costs. Projections indicate payroll and fringes, with vacancy savings, will approximate \$729,000, or \$58,000 below the original \$787,000 budget.

Operating expenditures total \$1.4 million or 80 percent as compared to the annual budget of \$1.8 million. The principal operating expenditures include supplies & services (45 percent), student assistants (37 percent), and utilities (16 percent). The majority of supplies & services spending includes maintenance (87 percent). The majority of expenditures in utilities are electricity (64 percent) and steam (18 percent). Due to COVID-19, the projection indicates that changes in student employment will produce \$120,000 in savings for Summer. Projections indicate operating expenditures will be \$306,000 less than budget.

Description	Actual YTD
Supplies & Services	\$622,000
Student Assistants	522,000
Utilities	227,000
Other	17,000
Travel & Hospitality	<u>5,000</u>
Total Operating	<u>\$1,393,000</u>

The other sources of funding include a Transfers-In Facilities Fee (including reserve) and Transfers-In - Other budgeted at \$1.4 million and \$2.1 million, respectively. The Transfers-In - Facilities Fee will be reduced by \$102,000 and Transfers-In - Other will increase by a like amount, because enrollment was less than expected (budget down four percent and actual down six percent). Actual transfers-in of \$3.3 million represents facilities fee (including reserve) and General Fund support to service the building's debt and operations.

Transfers-In - Fund Balance projection includes \$14,000 to support the projected fiscal year-end shortfall. Projection will be updated should anticipated operating results change.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$12,000 Transfers-In - Encumbrances represent those types of commitments.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Transfers-Out - Other represents the \$107,000 remaining balance returned to the General Fund related to FY2019 projects including heat exchanger and domestic hot water boilers. Current expectations are the \$107,000 transfers-out will generate a shortfall at fiscal year-end. The fund balance will absorb any shortfall that may occur.

The budgeted Transfers-Out - Debt Service totals \$1.7 million. To date, \$1.5 million or 92 percent has been transferred out for the debt service requirements associated with the facility and its retail space. The outstanding debt will be retired in the fiscal year ended June 30, 2033.

Jean Hower Taber Student Union

The Student Union actual revenues total nearly \$937,000 as compared to the annual budgeted revenues of \$947,000. The principal revenues include Barnes & Noble bookstore commission income (67 percent), PNC commission (22 percent), and rental revenue (11 percent). The impact of the COVID-19 pandemic will reduce the Barnes & Noble commission and space rental revenue by \$27,000. The current annual revenue projection is \$938,000.

Description	Actual YTD
Commission Income	\$832,000
Room Rentals	99,000
Other	<u>6,000</u>
Total Revenue	<u>\$937,000</u>

Employee Type	Actual YTD
Contract Professionals	\$435,000
Staff	<u>79,000</u>
Total Payroll	<u>\$514,000</u>

Note 1: Includes all Jean Hower Taber Student Union payroll-related activities (e.g. full-time, part-time, overtime, etc.).
Note 2: Excludes fringe benefits.

Payroll and fringes total \$713,000 or roughly 87 percent of the annual budget of \$821,000. The two percent raises and mandated FLSA increases, not included as part of planned expenditures, will generate additional cost. Current expectations indicate that compensation will be below budget through current vacancy savings.

Operating expenditures total nearly \$1.4 million or 77 percent of the annual budget of \$1.8 million. The principal operating expenditures include supplies & services (45 percent), utilities (27 percent), and student assistants (25 percent). The majority of supplies & services spending include maintenance (78 percent). The majority of expenditures in utilities are electricity (54 percent), chilled water (18

Description	Actual YTD
Supplies & Services	\$607,000
Utilities	370,000
Student Assistants	346,000
Travel & Hospitality	18,000
Other	<u>15,000</u>
Total Operating	<u>\$1,356,000</u>

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19
Comparisons and Revised Projections Reflecting COVID-19 Implications**

Jean Hower Taber Student Union Continued

percent), steam (16 percent), and water (10 percent). Operating expenditures are projected to approximate \$308,000 below the original budget of \$1.4 million.

The other sources of funding include Transfers-In - Facilities Fee (including reserve) and Transfers-In - Other budgeted at \$2.5 million and \$2 million, respectively. The Transfers-In Facilities Fee will be reduced by \$176,000 and Transfers-In - Other will increase by a like amount, because enrollment was less than expected (budget down four percent and actual down six percent). To date, nearly \$4.2 million has been transferred with the expectation the remaining amount will be transferred throughout the rest of the fiscal year.

Transfers-in - Other includes \$12,000 from Dining (Aramark) to assist the Student Union with the extended hours for Union Market.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$12,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service totals \$2.9 million. To date, \$2.7 million or 92 percent has been transferred out for the upcoming debt service requirements associated with the facility and its retail space. The outstanding debt will be retired in the fiscal year ended June 30, 2033.

Parking & Transportation Services

Parking actual revenues total \$5.9 million as compared to the annual budgeted revenues of \$6.5 million. The primary sources of revenues are the student transportation fee and parking permits (82 percent). Indications are that due to the COVID-19 pandemic, Parking & Transportation Services will not achieve the \$6.5 million revenue budget; rather, \$1.1 million or 45 percent of the spring semester revenue went to refunds. Parking & Transportation Services received \$810,000 of the Federal Stimulus CARES Act funds. Projected total revenue will be \$6 million, or \$451,000 less than the \$6.5 million revenue budget.

Description	Actual YTD
Permits	\$5,924,000
CARES Act Funds	810,000
Lot Rentals	124,000
Fines & Meters	85,000
Other	21,000
Permits Refund	<u>(1,059,000)</u>
Total Revenue	<u>\$5,905,000</u>

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Parking & Transportation Services Continued

Employee Type	Actual YTD
Staff	\$133,000
Contract Professionals	<u>66,000</u>
Total Payroll	<u>\$199,000</u>

Note 1: Includes all Parking & Transportation Services payroll-related activities (e.g. full-time, part-time, overtime, etc.).

Note 2: Excludes fringe benefits.

Payroll and fringes total \$270,000 or roughly 84 percent of the annual budget of \$323,000. Compensation occurs ratably throughout the year. Projections indicate that payroll and fringes will approximate \$302,000.

Operating expenditures total nearly \$2 million or 83 percent as compared to the annual budget of \$2.4 million. The principal operating expenditures include supplies & services (78 percent) and utilities (11 percent). The major spending component in supplies & services includes transportation related activities including busing, parking lot, and deck maintenance (82 percent) and equipment repair (10 percent). The majority of expenditures in utilities are electricity (96 percent). Projections indicate expenditures will be below the original budget by \$352,000; however, expenditures combined with transfers-out will exceed revenues. The fund balance will absorb the planned shortfall.

Description	Actual YTD
Supplies & Services	\$1,546,000
Utilities	217,000
Student Assistants	176,000
Travel & Hospitality	32,000
Other	<u>9,000</u>
Total Operating	<u>\$1,980,000</u>

The original assumption contemplated \$745,000 of fund balance usage while the projection presumes \$807,000 of the fund balance will be needed.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been provided by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$16,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service total \$4.5 million. Transfers-out of \$4.1 million or 92 percent represents the debt service that pays the bonded debt related to the construction and renovation of six parking decks.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Wayne Student Union

Wayne Student Union revenues total nearly \$53,000 as compared to the annual budgeted revenues of \$54,000. The principal revenues include Barnes & Noble bookstore commission (96 percent) predominately earned evenly throughout the fiscal year. Current expectations predict the impact of the COVID-19 pandemic will reduce revenue \$1,000 below the \$54,000 revenue budget.

Description	Actual YTD
Commission Income	\$49,000
Other	<u>3,000</u>
Total Revenue	<u>\$52,000</u>

Operating expenditures total nearly \$2,000 or 17 percent as compared to the annual budget of \$10,000. The major operating costs include property and fire insurance (100 percent). Expenditures will be below the original budget of \$10,000 by \$8,000 or 80 percent.

Description	Actual YTD
Supplies & Services	\$2,000

**DEPARTMENTAL SALES AND
SERVICES FUNDS**

For the Eleven Months Ended May 31, 2020

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Departmental Sales and Services Combined	FY19		FY20						
	YTD June 30	YTD May 31	Approved Budget	YTD May 31	Actual to Budget		Projected June 30	Projection to Budget	
					\$	%		\$	%
Revenues	\$37,539,741	\$35,358,721	\$32,784,000	\$25,553,600	(\$7,230,400)	78%	\$28,261,000	(\$4,523,000)	86%
Payroll	2,740,341	2,515,611	2,394,000	2,483,802	(89,802)		2,678,000	(284,000)	
Fringes	948,298	868,823	697,000	750,513	(53,513)		805,000	(108,000)	
Total Compensation	3,688,639	3,384,434	3,091,000	3,234,315	(143,315)	105%	3,483,000	(392,000)	113%
Operating	3,412,730	3,197,306	3,131,000	3,405,787	(274,787)		3,687,000	(556,000)	
Premiums and Claims	26,392,457	24,231,497	28,027,000	23,359,878	4,667,122		26,100,000	1,927,000	
Capital	27,354	51,922	10,000	30,316	(20,316)		30,000	(20,000)	
Total Non Personnel	29,832,541	27,480,725	31,168,000	26,795,981	4,372,019	86%	29,817,000	1,351,000	96%
Total Expenditures	33,521,180	30,865,159	34,259,000	30,030,296	4,228,704	88%	33,300,000	959,000	97%
Net Before Transfers	4,018,562	4,493,562	(1,475,000)	(4,476,696)	(3,001,696)		(5,039,000)	(3,564,000)	
Transfers-In - Other	400,000	400,000	0	0	0		0	0	
Transfers-In - Encumbrances	384,113	384,113	0	293,453	293,453		293,453	293,453	
Transfers-In - Fund Balance	77,633	0	0	0	0		4,817,740	4,817,740	
Transfers-Out - Other	(2,368,534)	(2,271,301)	0	0	0		0	0	
Transfers-Out - Encumbrances	(293,452)	0	0	0	0		0	0	
Net Transfers	(1,800,240)	(1,487,188)	0	293,453	293,453		5,111,193	5,111,193	
Difference	\$2,218,321	\$3,006,374	(\$1,475,000)	(\$4,183,243)	(\$2,708,243)		\$72,193	\$1,547,193	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Self-Insurance Health Care	FY19		FY20						
	YTD	YTD	Approved Budget	YTD May 31	Actual to Budget		Projected June 30	Projection to Budget	
	June 30	May 31			\$	%		\$	%
Revenues	\$30,303,422	\$28,620,349	\$25,826,000	\$20,012,889	(\$5,813,111)	77%	\$22,351,000	(\$3,475,000)	87%
Payroll	129,893	113,397	143,000	141,227	1,773		157,000	(14,000)	
Fringes	48,410	42,751	46,000	44,894	1,106		50,000	(4,000)	
Total Compensation	178,303	156,148	189,000	186,121	2,879	98%	207,000	(18,000)	110%
Operating	286,947	233,633	208,000	158,886	49,114		208,000	0	
Premiums and Claims	26,392,457	24,231,497	28,027,000	23,359,878	4,667,122		26,100,000	1,927,000	
Capital	0	0	0	0	0		0	0	
Total Non Personnel	26,679,404	24,465,130	28,235,000	23,518,764	4,716,236	83%	26,308,000	1,927,000	93%
Total Expenditures	26,857,707	24,621,278	28,424,000	23,704,885	4,719,115	83%	26,515,000	1,909,000	93%
Net Before Transfers	3,445,715	3,999,071	(2,598,000)	(3,691,996)	(1,093,996)		(4,164,000)	(1,566,000)	
Transfers-In - Other	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	0	0	0	0	0		0	0	
Transfers-In - Fund Balance	0	0	0	0	0		4,164,000	4,164,000	
Transfers-Out - Other	(2,265,000)	(2,265,000)	0	0	0		0	0	
Transfers-Out - Encumbrances	0	0	0	0	0		0	0	
Net Transfers	(2,265,000)	(2,265,000)	0	0	0		4,164,000	4,164,000	
Difference	\$1,180,715	\$1,734,071	(\$2,598,000)	(\$3,691,996)	(\$1,093,996)		\$0	\$2,598,000	

The University of Akron

Akron and Wayne Departmental Sales and Services Funds Combined

FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Workforce Training Solutions

	FY19		FY20						
	YTD	YTD	Approved Budget	YTD May 31	Actual to Budget		Projected June 30	Projection to Budget	
	June 30	May 31			\$	%		\$	%
Revenues	\$899,436	\$786,462	\$750,000	\$520,298	(\$229,702)	69%	\$635,000	(\$115,000)	85%
Payroll	327,217	310,618	218,000	267,945	(49,945)		283,000	(65,000)	
Fringes	104,741	98,838	56,000	75,412	(19,412)		85,000	(29,000)	
Total Compensation	431,958	409,456	274,000	343,357	(69,357)	125%	368,000	(94,000)	134%
Operating	304,990	276,743	377,000	208,260	168,740		229,000	148,000	
Premiums and Claims	0	0	0	0	0		0	0	
Capital	0	0	0	0	0		0	0	
Total Non Personnel	304,990	276,743	377,000	208,260	168,740	55%	229,000	148,000	61%
Total Expenditures	736,948	686,199	651,000	551,617	99,383	85%	597,000	54,000	92%
Net Before Transfers	162,488	100,263	99,000	(31,319)	(130,319)		38,000	(61,000)	
Transfers-In - Other	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	19,740	19,740	0	34,193	34,193		34,193	34,193	
Transfers-In - Fund Balance	0	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(34,193)	0	0	0	0		0	0	
Net Transfers	(14,453)	19,740	0	34,193	34,193		34,193	34,193	
Difference	\$148,036	\$120,003	\$99,000	\$2,874	(\$96,126)		\$72,193	(\$26,807)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

New Student Orientation	FY19		FY20						
	YTD	YTD	Approved Budget	YTD May 31	Actual to Budget		Projected June 30	Projection to Budget	
	June 30	May 31			\$	%		\$	%
Revenues	\$529,885	\$509,670	\$551,000	\$389,885	(\$161,115)	71%	\$416,000	(\$135,000)	75%
Payroll	161,959	146,033	177,000	131,518	45,482		144,000	33,000	
Fringes	68,272	60,881	65,000	45,251	19,749		50,000	15,000	
Total Compensation	230,231	206,914	242,000	176,769	65,231	73%	194,000	48,000	80%
Operating	355,663	303,787	452,000	165,889	286,111	37%	242,000	210,000	
Premiums and Claims	0	0	0	0	0		0	0	
Capital	0	0	0	0	0		0	0	
Total Non Personnel	355,663	303,787	452,000	165,889	286,111	37%	242,000	210,000	54%
Total Expenditures	585,894	510,701	694,000	342,658	351,342	49%	436,000	258,000	63%
Net Before Transfers	(56,009)	(1,031)	(143,000)	47,227	190,227		(20,000)	123,000	
Transfers-In - Other	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	0	0	0	0	0		0	0	
Transfers-In - Fund Balance	56,009	0	0	0	0		20,000	20,000	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	0	0	0	0	0		0	0	
Net Transfers	56,009	0	0	0	0		20,000	20,000	
Difference	\$0	(\$1,031)	(\$143,000)	\$47,227	\$190,227		\$0	\$143,000	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

	FY19		FY20						
	YTD June 30	YTD May 31	Approved Budget	YTD May 31	Actual to Budget		Projected June 30	Projection to Budget	
					\$	%		\$	%
Revenues	\$279,840	\$279,715	\$325,000	\$158,315	(\$166,685)	49%	\$159,000	(\$166,000)	49%
Payroll	224,465	220,416	216,000	183,326	32,674		194,000	22,000	
Fringes	69,393	65,199	54,000	48,297	5,703		50,000	4,000	
Total Compensation	293,858	285,615	270,000	231,623	38,377	86%	244,000	26,000	90%
Operating	7,605	7,387	8,000	7,459	541		8,000	0	
Premiums and Claims	0	0	0	0	0		0	0	
Capital	0	0	0	0	0		0	0	
Total Non Personnel	7,605	7,387	8,000	7,459	541	93%	8,000	0	100%
Total Expenditures	301,463	293,002	278,000	239,082	38,918	86%	252,000	26,000	91%
Net Before Transfers	(21,624)	(13,287)	47,000	(80,767)	(127,767)		(93,000)	(140,000)	
Transfers-In - Other	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	0	0	0	0	0		0	0	
Transfers-In - Fund Balance	21,624	0	0	0	0		93,000	93,000	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	0	0	0	0	0		0	0	
Net Transfers	21,624	0	0	0	0		93,000	93,000	
Difference	\$0	(\$13,287)	\$47,000	(\$80,767)	(\$127,767)		\$0	(\$47,000)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

Other	FY19		FY20						
	YTD	YTD	Approved Budget	YTD May 31	Actual to Budget		Projected June 30	Projection to Budget	
	June 30	May 31			\$	%		\$	%
Revenues	\$5,527,158	\$5,162,525	\$5,332,000	\$4,472,213	(\$859,787)	84%	\$4,700,000	(\$632,000)	88%
Payroll	1,896,807	1,725,147	1,640,000	1,759,786	(119,786)		1,900,000	(260,000)	
Fringes	657,481	601,154	476,000	536,659	(60,659)		570,000	(94,000)	
Total Compensation	2,554,288	2,326,301	2,116,000	2,296,445	(180,445)	109%	2,470,000	(354,000)	117%
Operating	2,457,525	2,375,756	2,086,000	2,865,293	(779,293)		3,000,000	(914,000)	
Premiums and Claims	0	0	0	0	0		0	0	
Capital	27,354	51,922	10,000	30,316	(20,316)		30,000	(20,000)	
Total Non Personnel	2,484,879	2,427,678	2,096,000	2,895,609	(799,609)	138%	3,030,000	(934,000)	145%
Total Expenditures	5,039,167	4,753,979	4,212,000	5,192,054	(980,054)	123%	5,500,000	(1,288,000)	131%
Net Before Transfers	487,991	408,546	1,120,000	(719,841)	(1,839,841)		(800,000)	(1,920,000)	
Transfers-In - Other	400,000	400,000	0	0	0		0	0	
Transfers-In - Encumbrances	364,373	364,373	0	259,260	259,260		259,260	259,260	
Transfers-In - Fund Balance	0	0	0	0	0		540,740	540,740	
Transfers-Out - Other	(103,534)	(6,301)	0	0	0		0	0	
Transfers-Out - Encumbrances	(259,260)	0	0	0	0		0	0	
Net Transfers	401,579	758,072	0	259,260	259,260		800,000	800,000	
Difference	\$889,570	\$1,166,618	\$1,120,000	(\$460,581)	(\$1,580,581)		\$0	(\$1,120,000)	

Overall

Expenditures

Compensation (Payroll and Fringes)

- The following original assumptions remain valid:
 - A four percent increase pursuant to collective bargaining agreements.
 - A raise pool equivalent to two percent for qualifying non-represented employees.
 - Reduction in the fringe rate.
 - Fringes include benefits such as 14 percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee parking permits.
- The Fair Labor Standard Act compensation changes are reflected in the revised projections.

Operating

- The original assumption materialized as the State minimum wage adjustment was implemented.

Unit Assumptions

Self-Insurance Health Care

0

Revenues

Income

- The budgeted revenues of \$25.8 million are projected to be closer to \$22.4 million and are based on the following assumptions:
 - University contributions to employee-provided benefits such as medical, prescription drug, dental, long-term disability, and life insurance with fringe rate reduction.
 - Employee and retiree contributions for coverage that requires an employee cost share or is voluntary (100 percent employee paid) such as medical, prescription drug, short-term and long-term disability, life insurance, vision, and flexible spending accounts.

Expenditures

Operating

- The original assumptions:
 - Included amounts expected to be paid for administrative and consulting fees and the assumption continues to hold.
 - Estimated the Self-Insurance Health Care reserves will fund the retiree dependent health care premiums.

The University of Akron
Departmental Sales and Services
FY 2020 Budget Assumptions with Revisions Reflecting COVID-19 Implications

Premiums and Claims

- The budgeted premiums and claims expenditures of \$28 million are projected to be closer to \$26.1 million and the original assumptions:
 - Included estimated cost for insurance premiums and self-insured claim payments related to employee benefit program.
 - Included estimated cost for Medical, prescription drug, dental, stop loss insurance, and other ancillary benefits.

Other

Transfers-In

- The original assumption contemplated a \$2.6 million shortfall, while the revised projection contemplates \$4.2 million will be needed from its fund balance. The revenues and expenditures will be monitored and evaluated throughout the remainder of the fiscal year, and the revised projection will be updated if needed.

Workforce Training Solutions

Revenues

Income

- The original assumptions reflected open enrollment and contract training fees revenues to support the coordination of noncredit professional development classes open to the public and to provide customized training for local companies and indications are that they will not be met. Revised projections indicate revenues will be less than budget due to cancelation or postponement of classes.

Expenditures

Compensation (Payroll and Fringes)

- The original assumptions contemplated payroll costs related to training and revised projections indicate the costs could exceed budget by year end.

Operating

- The original assumptions reflected:
 - Student assistants, supplies and services, and travel and hospitality and are expected to hold.
 - Workforce Training Solutions would manage to ensure expenditures are limited to revenues and are expected to hold.

The University of Akron
Departmental Sales and Services
FY 2020 Budget Assumptions with Revisions Reflecting COVID-19 Implications

New Student Orientation

Revenues

Income

- The original assumptions reflected commitment fee revenues to support the activities related to orientation and first-year experience programs and revised projections indicate revenues may be less than budget.

Expenditures

Operating

- The original assumptions:
 - Included Peer mentoring, New Roo Weekend, supplies and services, and travel and hospitality and continues to hold.
 - Contemplated an operating shortfall and revised projections indicate that will hold. New Student Orientation will monitor expenditures; however, the budgeted deficit will be offset by the New Student Orientation fund balance from fiscal year ended June 30, 2019.

Other

Transfers-In

- The original assumption contemplated a \$143,000 shortfall, while the revised projection presumes that New Student Orientation will access \$188,000 of its fund balance to balance. Should any orientation programs be offered remotely, the impact of reduced operating expenses associated with those programs will lower the overall total draw from the fund balance.

English Language Institute

Revenues

Income

- The original assumptions reflected externally generated revenues from non-credit courses to teach English to non-English speaking students who plan to attend a university in the United States and indications are that they will not be met.

Expenditures

Operating

- The original assumptions:

The University of Akron
Departmental Sales and Services
FY 2020 Budget Assumptions with Revisions Reflecting COVID-19 Implications

- Contemplated student assistants, supplies and services, and travel and hospitality and the assumptions are expected to hold.
- English Language Institute would generate a surplus; however, revised projections indicate a shortfall that will be offset by the English Language Institute fund balance from fiscal year ended June 30, 2019.

Other

Transfers-In

- The original assumption contemplated no usage of fund balance while the revised projection presumes that English Language Institute will access \$109,000 of its fund balance to offset the projected shortfall.

Other

Revenues

Income

- The original assumptions included about 145 smaller, revenue-generating activities such as internal Printing Services, Hearing Aid Dispensary, and Akron Polymer Technology Services, and indications are that they will not be met.

Expenditures

Compensation (Payroll and Fringes)

- The original assumptions contemplated compensation in many activities and revised projections indicated these assumptions will not hold as the expenditures will exceed budget.

Operating

- The original assumptions:
 - Contemplated student assistants, cost of goods sold (Hearing Aid Dispensary), supplies and services, and travel and hospitality.
 - Indicated individual management and the units will manage to ensure expenditures are limited to revenues; however, these assumptions will not hold in all cases as operating expenditures are projected to exceed budget.
 - Operating surplus to continue to hold; however, the projected surplus is significantly less than budgeted.

Capital

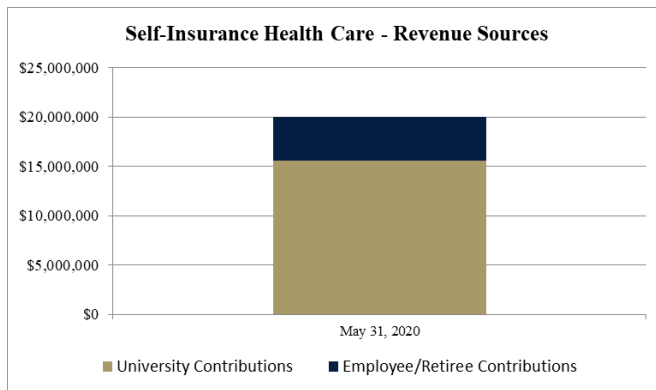
- The original assumptions reflected an equipment purchase related to Akron Polymer Technology Services; however, revised projections indicate additional expenditures in the Hearing Aid Dispensary as well as Food Sciences Services therefore capital will exceed budget.

**The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19
Comparisons and Revised Projections Reflecting COVID-19 Implications**

Self-Insurance Health Care

Self-Insurance Health Care revenues total \$20 million or 77 percent of the annual budgeted revenues of \$25.8 million. For the fiscal year ended June 30, 2020, revenues are projected to approximate \$22.4 million, or \$3.5 million less than budget.

The revenues are derived from the University (78 percent) and employee/retiree contributions (22 percent). Some benefits are funded solely by the University and/or employee while some benefits are funded by the University, employee, and retiree as follows: medical (University, employee, and retiree), prescription drug (University, employee, and retiree), dental (University and employee), short-term disability (employee), long-term disability (University and employee), life insurance (University and employee), vision (employee), and flexible spending accounts (University and employee).



Payroll and fringes total \$186,000 or 98 percent as compared to the annual budget of \$189,000. Revised projections indicate payroll and fringes will exceed budget by \$18,000.

Operating expenditures total \$159,000 or 76 percent as compared to the annual budget of \$208,000 and are projected to be in line with budget by year end.

Premiums and Claims expenditures total \$23.4 million or 83 percent of the annual budget of \$28 million. For the fiscal year ended June 30, 2020, premiums and claims are projected to approximate \$26.1 million, or \$1.9 million less than budget.

The Self-Insurance fund budgeted a planned \$2.6 million shortfall while the fiscal year ended June 30, 2020 shortfall is now projected to be \$4.2 million. The shortfall will help the Self-Insurance fund achieve a more appropriate reserve. The reserve is expected to be approximately \$10 million at June 30, 2020.

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19
Comparisons and Revised Projections Reflecting COVID-19 Implications

Workforce Training Solutions

Workforce Training Solutions actual revenues from open enrollment and contract training fees total \$520,000 or 69 percent of the annual budgeted revenues of \$750,000. Revised projections are revenues will total \$635,000, or \$115,000 less than budget due to cancelation or postponement of classes.

Payroll and fringes total \$343,000 or 125 percent of the annual budget of \$274,000. Generally, payroll costs related to contract training are incurred prior to the associated revenue being collected. Compensation expenditures are projected to be \$94,000 more than budget.

Operating expenditures total \$208,000 or 55 percent of the annual budget of \$377,000. The principal operating expenditures include supplies and services (94 percent) related to training and instructional support. Revised projections are that expenditures will approximate \$229,000 or \$148,000 less than budget.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$34,000 Transfers-In - Encumbrances represents those types of commitments.

New Student Orientation

New Student Orientation actual revenues total \$390,000 or 71 percent of the annual budgeted revenues of \$551,000. New Student Orientation revenues are cyclical. Most of the confirmation fee revenues are received during the months of January through June. Fee receipts based upon enrollment projections change as the class matriculates. The revised projection is that revenues will fall short of budget by approximately \$135,000. The projection will continue to be updated as activities merit and as the impact of COVID-19 on enrollment becomes clear. Since its launch on March 31st, the We Rise Together form helps students who identify recent financial hardships pay their confirmation fee as they are confirming their enrollment at the University. New Student Orientation is waiving the confirmation fee to assist students complete their enrollment process.

Payroll and fringes total \$177,000 or 73 percent of the annual budget of \$242,000. Compensation is projected to approximate \$194,000 or \$48,000 less than budget due to an unfilled position.

Operating expenditures total \$166,000 or 37 percent of the current annual budget of \$452,000. The current principal operating expenditures include student assistants (35 percent) and New Roo Weekend (34 percent). Current projections are that expenditures will remain at or below budget. With summer orientations launching online, current projections for expenditures have been adjusted to reflect a cost savings of student assistants, supplies and services, and hospitality. The projected operating expenditures of \$242,000 are \$210,000 less than budget.

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19 Comparisons and Revised Projections Reflecting COVID-19 Implications

The original assumption estimated that \$143,000 would need to be transferred in from New Student Orientation’s fund balance to balance, while the revised projection with orientations launching online for summer 2020 presumes only \$20,000 will be required.

English Language Institute

English Language Institute actual revenues total \$158,000 or 49 percent of the annual budgeted revenues of \$325,000. Revised projections are that budgeted revenues will not be achieved as revenues are projected to approximate \$159,000, or \$166,000 less than budget.

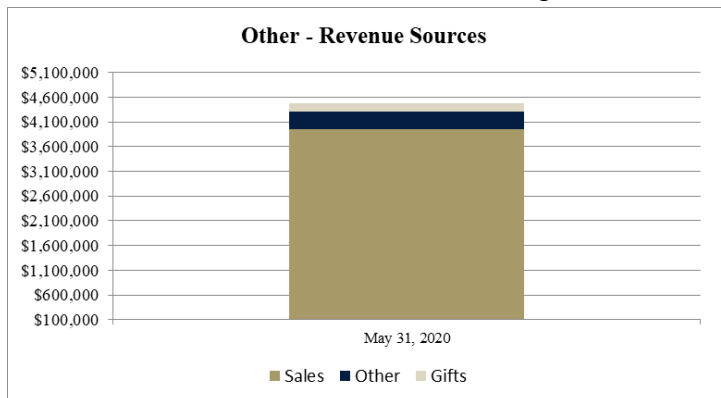
Payroll and fringes total \$232,000 or 86 percent of the annual budget of \$270,000. Compensation is projected to be \$244,000 or \$26,000 less than budget.

Operating expenditures total \$7,400 or 93 percent of the annual budget of \$8,000. The principal operating expenditures include student aid (39 percent) and supplies and services (31 percent). Current projections are that expenditures will remain at or below budget. Expenditures will continue to be closely monitored and managed throughout the course of the year.

The original assumption contemplated a \$47,000 favorable fiscal result while the projection assumes that \$93,000 will be needed from the fund balance to balance the budget.

Other

The Other departmental sales and services actual revenues total \$4.5 million or 84 percent of the annual budgeted revenues of \$5.3 million. The principal revenues are generated from roughly 80 activities including Printing Services (15 percent), Law Enforcement Training Center (six percent), and CBA Executive Education (six percent). Current projections are that budgeted revenues will be nearly achieved.



Payroll and fringes total \$2.3 million or 109 percent of the annual budget of \$2.1 million. Compensation is projected to approximate \$2.5 million or \$354,000 greater than budget.

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
Narrative of FY20 Budget and Actual Results for the Eleven Months Ended May 31, 2020 with FY19
Comparisons and Revised Projections Reflecting COVID-19 Implications

Operating expenditures total \$2.9 million or 138 percent of the annual budget of \$2.1 million. The primary operating expenditures are supplies and services (81 percent). Operating expenditures are projected to be \$3.0 million or \$914,000 greater than budget.

Capital expenditures total \$30,000 relative to annual budget of \$10,000. Primary capital expenditures are related to a middle-ear analyzer for the Hearing Aid Dispensary and the purchase and servicing of equipment related to Polymer testing. Projections indicate capital expenditures will exceed budget by \$20,000.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$259,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted operating surplus of \$1.1 million will not be met. Revised projections indicate that \$541,000 will be needed from the fund balance. Each unit will manage expenditures as necessary and where needed, transfers in from fund balances may be required offset shortfalls.

THE UNIVERSITY OF AKRON

RESOLUTION 8- -20

Acceptance of the Financial Report for the Eleven Months Ended May 31, 2020

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on August 12, 2020, accepting the Financial Report for the Eleven Months Ended May 31, 2020, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 12, 2020

FINANCE & ADMINISTRATION COMMITTEE

TAB 3

**INVESTMENT REPORT FOR THE
FISCAL YEAR ENDED JUNE 30, 2020**



**The University of Akron
Investment Report
For the Fiscal Year Ended June 30, 2020**

SUMMARY

OPERATING FUNDS

The Operating Funds totaled \$192.5 million at June 30, 2020 and posted a blended one year rate of return (ROR) of 4.1 percent, or \$8.4 million – refer to Exhibit 1 for the detail regarding performance and Exhibit 4 for historic Operating Investment balances.

Cash and Fixed Income

PFM and JPMorgan Chase each manage a portion of the Cash and Equivalents portfolio, while PFM also manages the Short- and Intermediate-Term Fixed Income Investments portfolios.

During March 2018, the University established an escrow account with PNC. The escrow account funds the University's Voluntary Retirement Incentive Program's defined contribution plan.

Cash and Fixed Income portfolios totaled \$131.2 million at June 30, 2020 and posted a blended one year ROR of 4.8 percent, or \$6.9 million [\$149.6 million average quarterly balance] – refer to Exhibit 1 for the detail regarding performance.

Long-Term

The Long-Term investments, managed by Legacy, totaled \$61.3 million at June 30, 2020 and posted a blended one year ROR of 2.5 percent, or \$1.5 million [\$59.5 million average quarterly balance] compared to the policy benchmark of 2.3 percent – refer to Exhibit 1 for the detail regarding performance.

Except as noted further within, the operating funds are within the University's prescribed asset allocation requirements at June 30, 2020. Outperformance of large cap growth assets have led to the inflated allocation to this asset category – refer to Exhibits 2 and 3 for the detail regarding compliance.

ENDOWMENTS

The Endowments totaled \$67.7 million at June 30, 2020 and posted a blended one year ROR of negative 0.2 percent, or negative \$0.3 million.

The June 30, 2020 market value decreased \$2 million from June 30, 2019. The largest contributors to that change were endowment distributions of \$2.9 million – refer to Exhibit 7 for the detail regarding components of change and Exhibit 8 for historic Investment balances.

Pooled

The Pooled Endowment, managed by Strategic Investment Group (SIG), totaled \$60.9 million at June 30, 2020 and posted a blended one year ROR of negative 0.3 percent, or negative \$0.4 million [\$60.7 million average quarterly balance] compared to the policy benchmark of 0.4 percent – refer to Exhibit 5 for the detail regarding performance.

Of the portfolio, S&P 500 ETF achieved the highest one year ROR at 7.4 percent [\$0.5 million balance at June 30], while the MSCI Emerging Markets ETF posted the lowest ROR at negative 4.4 percent [\$0.8 million balance at June 30].

These funds are within the University's prescribed asset allocation requirements at June 30, 2020 and, we have no reason to believe those compliance requirements were not maintained throughout the quarter – refer to Exhibit 6 for the detail regarding compliance.

Separately Invested

The Separately Invested Endowments, invested in accord with donor stipulations, totaled \$6.8 million at June 30, 2020 and posted a blended one year ROR of 1.1 percent, or \$0.1 million [\$6.8 million average quarterly balance].

Of the Separately Invested Endowments, the The Oelschlager Leadership Award, invested by Key Bank, achieved the highest one year ROR at 5 percent [\$2.4 million balance at June 30]. The Timken Stock, posted the lowest ROR at negative 14.4 percent [\$0.8 million balance at June 30] – refer to Exhibit 5 for the detail regarding performance.

These funds are separately invested for a number of reasons and do not have uniform prescribed asset allocation requirements.

Operating Funds

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Fiscal Year Ended June 30, 2020

Net Rates of Return for the Periods Ended June 30, 2020

Exhibit 1

- At or Above Benchmark
- < 100 Basis Pts Below Benchmark
- > 100 Basis Pts Below Benchmark

Portfolio/Advisor	Market Value	Net Rates of Return									
		Quarter ROR/Benchmark	Six Months ROR/Benchmark	One Year ROR/Benchmark	Two Years ROR/Benchmark	Three Years ROR/Benchmark					
Cash and Cash Equivalents / PFM, PNC & JPMC <i>Merrill Lynch 3 Month Treasury Index</i>	\$ 26,019,000	0.1% 0.0%	●	0.6% 0.6%	●	1.6% 1.6%	●	1.9% 2.0%	●	1.7% 1.8%	●
Short-Term Fixed Income / PFM <i>Merrill Lynch 1-3 Year Treasury/Agency Index</i>	46,295,000	0.9% 0.1%	●	3.0% 2.9%	●	4.3% 4.1%	●	4.3% 4.0%	●	3.0% 2.7%	●
Intermediate-Term Fixed Income / PFM <i>Merrill Lynch 1-10 Year Treasury/Agency Index</i>	58,886,000	2.2% 0.4%	●	5.3% 5.6%	●	7.0% 6.9%	●	6.6% 6.5%	●	4.2% 4.0%	●
SUBTOTAL - PFM, PNC & JPMC Managed Portfolios	\$ 131,200,000	1.4%		3.4%		4.8%		4.6%		3.3%	
Long-Term / Legacy <i>Policy Balanced Index (65/35)</i>	61,269,000	15.6% 14.0%	●	(4.3%) (3.5%)	●	2.5% 2.3%	●	3.3% 3.8%	●	4.7% 5.3%	●
TOTAL OPERATING FUNDS	\$ 192,469,000	5.1%		1.3%		4.1%		3.9%		3.4%	

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Fiscal Year Ended June 30, 2020

Operating Funds Policy Compliance: Asset Allocation at June 30, 2020

Exhibit 2

- Compliant
- Noncompliant

	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Cash and Cash Equivalents	10-80%	25%	14%	●
Short-Term Fixed Income	20-65%	25%	24%	●
Intermediate-Term Fixed Income	0-45%	35%	31%	●
Long-Term	0-35%	15%	32%	●
<i>Large Cap</i>	20-30%	25%	31%	●
<i>Small/Mid Cap</i>	10-20%	15%	11%	●
<i>International</i>	15-25%	20%	20%	●
<i>Alternative</i>	10-20%	15%	15%	●
<i>Fixed Income</i>	15-25%	20%	22%	●
<i>Cash</i>	0-10%	5%	1%	●

**THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Fiscal Year Ended June 30, 2020**

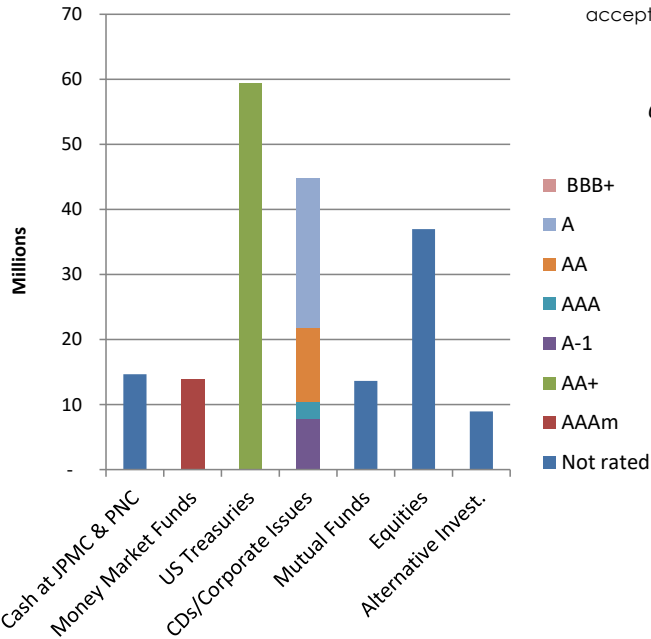
State Compliance: Portfolio Composition and Credit Quality

Exhibit 3

- Compliant
- Noncompliant

Section 3345.05 of the Ohio Revised Code states:

A stipulation that investment of at least 25% of the average amount of the investment portfolio over the course of the previous fiscal year be invested in securities of the U.S. Government or its agencies or instrumentalities the treasurer of state's pooled investment program obligations of the State or any political subdivision of the State certificates of deposit of any national bank located in the State written repurchase agreements with any eligible Ohio financial institution that is a member of the federal reserve system or federal home loan bank money market funds [MMFs] or bankers acceptances maturing in 270 days or less which are eligible for purchase by the federal reserve system as a reserve.



Ohio Revised Code §3345.05 Compliance

Cash, MMFs, US Treas, Negotiable CDs: \$ 95,993,000 43% ●

Market Value	Actual Allocation as Average Prior Fiscal Year	Compliance Indicator
\$ 95,993,000	43%	●

Cash and Cash Equivalents	Short-Term Fixed Income	Intermediate-Term Fixed Income	Long-Term
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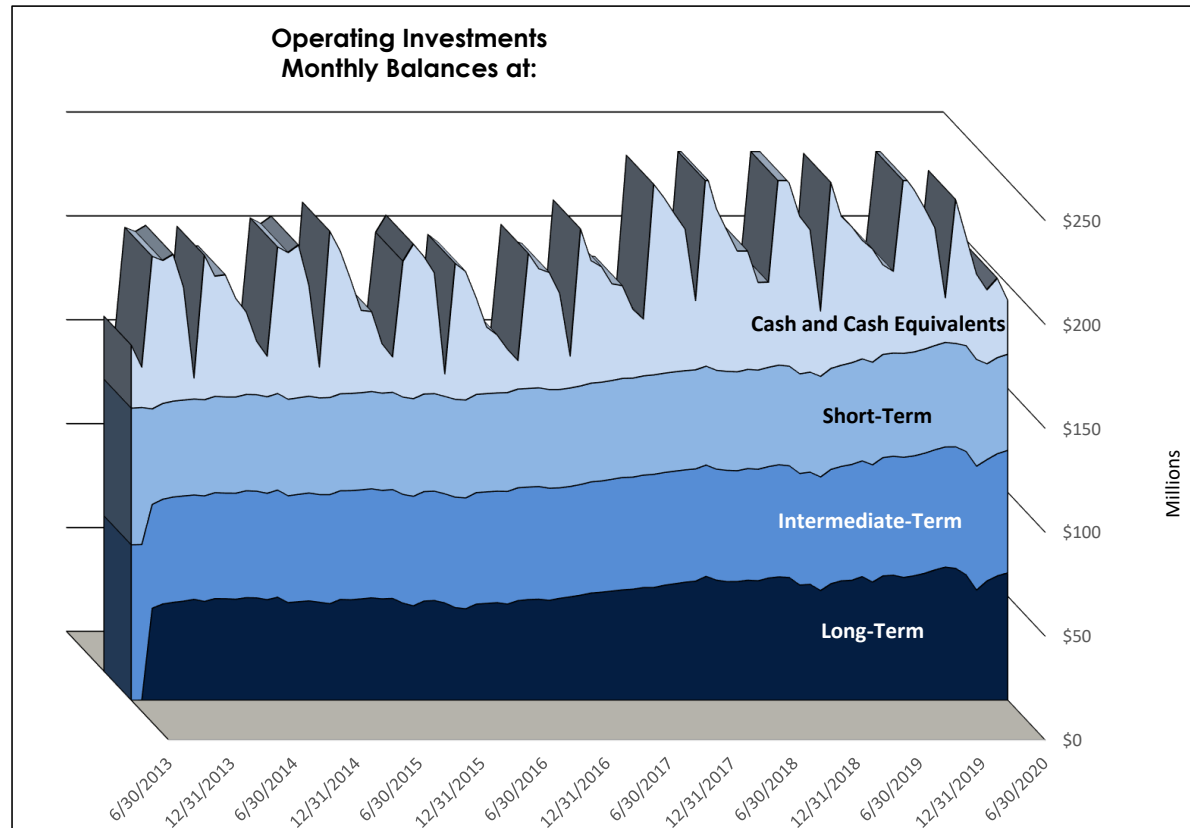
Cash at JPMC & PNC	\$ 14,672,000			
Money Market Funds	11,347,000	\$ 276,000	\$ 660,000	\$ 1,712,000
US Treasuries		29,525,000	29,914,000	
Negotiable CDs		4,600,000	3,287,000	
Corporate Issues		11,894,000	25,025,000	
Mutual Funds				13,643,000
Equities				36,973,000
Alternative Invest.				8,941,000

Total Operating Funds \$ 26,019,000 \$ 46,295,000 \$ 58,886,000 \$ 61,269,000

Note: The Money Market Funds are held at PFM for all portfolios except the Long-Term portfolio held by Legacy.

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Fiscal Year Ended June 30, 2020

Exhibit 4



Balances at June 30:

- Cash and Cash Equivalents
- Short-Term Fixed Income
- Intermediate-Term Fixed Income
- Long-Term

Total

Change

	2014	2015	2016	2017	2018	2019	2020
Cash and Cash Equivalents	\$25.7	\$23.7	\$20.9	\$33.1	\$42.1	\$43.1	\$26.0
Short-Term Fixed Income	46.4	46.8	47.5	47.6	47.7	49.6	46.3
Intermediate-Term Fixed Income	51.3	52.1	54.2	53.9	53.6	56.9	58.9
Long-Term	49.2	48.8	46.2	53.4	57.5	59.8	61.3
Total	\$172.6	\$171.4	\$168.8	\$188.0	\$200.9	\$209.4	\$192.5
Change	\$1.8	(\$1.2)	(\$2.6)	\$19.2	\$12.9	\$8.5	(\$16.9)

Endowments

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Fiscal Year Ended June 30, 2020

Net Rates of Return for the Periods Ended June 30, 2020

Exhibit 5

- At or Above Benchmark
- < 100 Basis Pts Below Benchmark
- > 100 Basis Pts Below Benchmark

Portfolio/Advisor (Inception)	Net Rates of Return										
	Market Value	Quarter ROR/Benchmark	Six Months ROR/Benchmark	One Year ROR/Benchmark	Three Years ROR/Benchmark	Five Years ROR/Benchmark					
POOLED ENDOWMENT											
Portfolio Composite / SIG (1/1/2020)	\$ 60,919,000	13.7%	●	(5.1%)	●	(0.3%)	●	2.2%	●	3.4%	●
Policy Balanced Index (65/35)		14.8%		(5.3%)		0.4%		4.7%		4.6%	
SEPARATELY INVESTED ENDOWMENTS											
Oelschlager Leadership Award / Oak Assoc. (7/31/2000)	\$ 2,372,000	13.8%		(5.8%)		5.0%		9.3%		11.4%	
Seiberling Chair in Con. Law / Key Bank (7/31/1997)	992,000	0.0%		1.4%		2.1%		1.0%		1.5%	
ORSP / PNC Bank (4/30/2009)	2,664,000	8.9%		(7.1%)		(3.2%)		2.1%		3.3%	
Timken Co. and TimkenSteel Corp.	759,000	39.7%		(21.3%)		(14.4%)		(4.2%)		(1.1%)	
<i>Total Separately Invested Endowments</i>	<u>\$ 6,787,000</u>										
TOTAL ENDOWMENTS	<u><u>\$ 67,706,000</u></u>										

Note: Cambridge managed the pooled endowment through December 31, 2019 and SIG has managed the pooled endowment thereafter.

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Fiscal Year Ended June 30, 2020

Pooled Endowment Policy Compliance at June 30, 2020

Exhibit 6

- Compliant
- Noncompliant

Asset Allocation

	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Equities	40-60%	50%	60%	●
Alternatives	10-32%	22%	21%	●
Real Assets	0-18%	8%	7%	●
Fixed Income	10-30%	20%	10%	●
Opportunistic	0-10%	0%	0%	●
Cash	0-20%	0%	2%	●

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Fiscal Year Ended June 30, 2020

Components of and Net Change - Total Endowments
Fiscal Years Ended June 30, 2017 - 2020

Exhibit 7



	2017	2018	2019	2020
■ Endowment Gifts	\$69	\$2,926	\$2,309	\$201
■ Transfers, Net	392	20	170	1,234
■ Endowment Distributions	(3,038)	(3,021)	(2,885)	(2,897)
■ Administrative Fee	(582)	(309)	(305)	(306)
■ Interest & Dividends	1,342	1,444	1,771	1,935
■ Investment Fees	(199)	(239)	(316)	(297)
■ Realized & Unrealized G/L	5,699	2,253	222	(1,907)
Net Endowment Change	\$3,683	\$3,074	\$966	\$(2,037)

The categories that comprise the market value changes are as follows:

Endowment Gifts and Transfers, Net; Endowment Distributions; Administrative Fee, and Investment Income.

Select components are discussed below.

Endowment Gifts

Gifts to the University given in support of University Endowments. The Grotefend Family contributed \$1.5 million and \$2 million during the fiscal years 2018 and 2019, respectively for Mechanical Engineering Scholarships. Endowment transfers, totaling \$1.2 million in 2020, represent return of unexpended distributions from select Polymer Science University award accounts.

Endowment Distributions

Effective July 1, 2017, distributions made from the endowments became 4.75% of a 3-year moving average.

Administrative Fee

Effective July 1, 2017, the administrative fee assessed by the University to all pooled endowments became 0.5% which is directed to the Scholarships for Excellence.

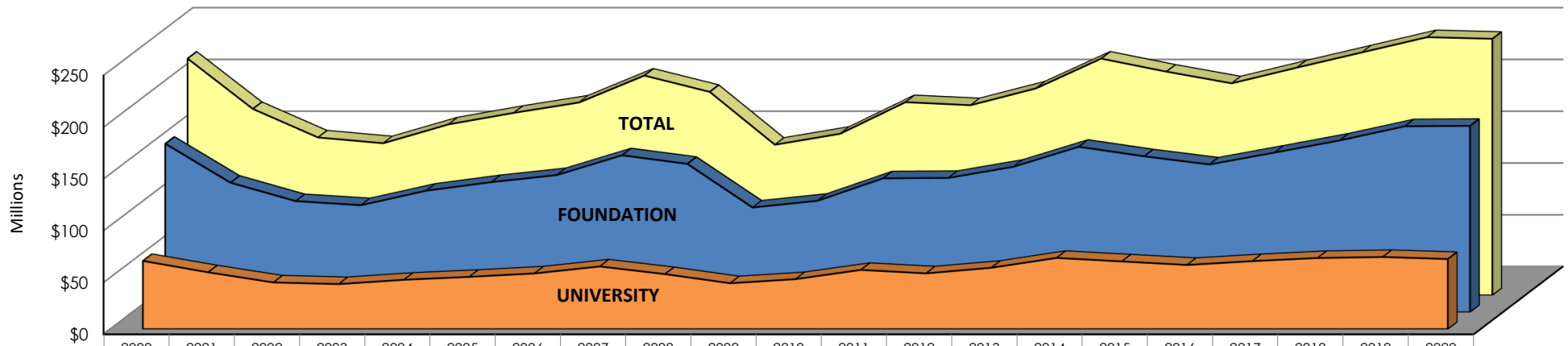
Investment Fees

Represents known advisor, manager, and custodial fees. The fees do not represent all investment costs as some fees are embedded within investments, net of returns, and are not readily determinable.

THE UNIVERSITY OF AKRON ENDOWMENT Funds Investment Report For the Fiscal Year Ended June 30, 2020

**The University of Akron and Foundation
Investment Balances
At June 30, 2000 - 2020**

Exhibit 8



	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
UNIVERSITY	\$65.9	\$54.9	\$45.1	\$43.5	\$47.7	\$50.5	\$53.8	\$60.6	\$53.2	\$44.3	\$48.3	\$57.2	\$53.9	\$59.3	\$68.8	\$65.4	\$62.0	\$65.7	\$68.7	\$69.7	\$67.7
FOUNDATION	162.8	125.1	107.3	103.3	117.4	125.7	132.4	151.6	143.3	101.1	107.7	129.3	129.7	140.5	159.8	150.6	142.7	154.2	165.9	179.6	180.0
TOTAL	\$228.7	\$180.0	\$152.4	\$146.8	\$165.1	\$176.2	\$186.2	\$212.2	\$196.5	\$145.4	\$156.0	\$186.5	\$183.6	\$199.8	\$228.6	\$216.0	\$204.7	\$219.9	\$234.6	\$249.3	\$247.7
Net Change	\$59.7	\$(48.7)	\$(27.6)	\$(5.6)	\$18.3	\$11.1	\$10.0	\$26.0	\$(15.7)	\$(51.1)	\$10.6	\$30.5	\$(2.9)	\$16.2	\$28.8	\$(12.6)	\$(11.3)	\$15.2	\$14.7	\$14.7	\$(1.6)

Note 1: Cambridge became the Foundation and University endowment OCIO and investment manager, respectively, on 1/1/2014 and 4/1/2014. Strategic Investment Group succeeded Cambridge for both the Foundation and University endowments as OCIO effective 1/1/2020.

Note 2: Over the last 20 years both the Foundation and University endowment portfolios have realized both large and small fluctuations. The notable downturns during 2001 and 2002 were the result of the tech market bubble and the event of September 11, 2001, and 2008 and 2009 were the result of the Great Recession.

THE UNIVERSITY OF AKRON

RESOLUTION 8- -20

Acceptance of the Investment Report for the Fiscal Year Ended June 30, 2020

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on August 12, 2020, accepting the Investment Report for the Fiscal Year Ended June 30, 2020, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 12, 2020

FINANCE & ADMINISTRATION COMMITTEE

TAB 4

PROCUREMENTS FOR MORE THAN \$500,000



DATE: July 20, 2020

TO: Dr. Stephen R. Storck
Interim Chief Financial Officer

FROM: Luba Cramer *Luba Cramer*
Director of Purchasing

SUBJECT: Awards Exceeding \$500,000 for Board of Trustees Consideration and Approval

As requested of me, I provide to you the following procurements, which exceed \$500,000 for Board of Trustees consideration and approval at its meeting on August 12, 2020.

1. Kolbe Hall Roof Replacement (General Fund)

The Office of Capital Planning and Facilities Management is proposing an award to Ray Roofing & Supply, Inc. in the amount of \$526,900 to replace the Kolbe Hall roof.

Contract documents were issued during June 2020, and Roofing & Supply, Inc. provided the sole bid in the amount of \$526,900. The University's consulting engineer estimated the project at \$486,000 and since a single bid was received, an evaluation of the project scope was performed. It was determined that Ray Roofing & Supply, Inc. provided a responsible bid, and the amount was acceptable.

An award to Ray Roofing & Supply, Inc. is recommended by the Office of Capital Planning and Facilities Management and the Department of Purchasing. Should the Board approve the transaction, the vendor award will occur once General Counsel completes its review for legal form and sufficiency.

I recommend that an award be made to Ray Roofing & Supply, Inc. in the amount of \$526,900 and request the Board of Trustees consider and approve the award at its meeting on August 12, 2020.

2. PeopleSoft Maintenance and Support (General Fund)

The Department of Purchasing is proposing a one-year contract to Mythics, Inc., a certified reseller for Oracle Inc., for support and license fees for PeopleSoft in the amount of \$1,018,035. The comparable expenditure for the prior year approximated \$1,500,000.

The University uses PeopleSoft to perform administrative functions such as budgeting, accounting, financial and data reporting, payroll, human capital management, student registration, student financial aid, etc.

The licensing fees are required by contractual agreement in order to use the applications, and it also provides for administrative support for regulatory requirements. For instance, tax updates, student loan regulatory, end of year payroll and tax processing, and mandated reporting are some of the support services. The maintenance support period will be August 5, 2020 through August 4, 2021.

The award will be established under the Midwestern Higher Education Compact (MHEC) agreement for Oracle.

The support and license fees are acceptable to the Department of Information Technology Services, the Department of Purchasing, and the Office of General Counsel.

I recommend that an award be made to Mythics, Inc. in the amount of \$1,018,035 for one year for maintenance and support of the ERP and request your approval and that of the Board of Trustees at its meeting on August 12, 2020.

3. Custodial Services Contract (Grant Fund)

During October 2017, the Board of Trustees approved a three-year agreement for Aetna Building Maintenance now known as ATALIAN US Ohio Valley, Inc. (ATALIAN) to provide routine custodial services for certain University buildings. The contract contemplated three two-year extensions if mutually agreed upon by both parties.

The Department of Physical Facilities is proposing a contract extension be exercised for the period August 10, 2020 through May 31, 2021 for approximately \$15 per person per hour as provided within the original contract for a total amount not to exceed \$600,000.

The intent is to deploy ATALIAN to clean high touch and other areas in regular intervals across campus in support of University COVID-19 safety initiatives and protocols; therefore, CARES Act funding will be used to cover the cost.

I recommend that an award be made to ATALIAN US Ohio Valley, Inc. not to exceed \$600,000 and request approval of the Board of Trustees at its meeting on August 12, 2020.

THE UNIVERSITY OF AKRON

RESOLUTION 8- -20

Acceptance of Procurements for More Than \$500,000

BE IT RESOLVED, that the following recommendations presented by the Finance & Administration Committee on August 12, 2020 be approved:

Award to Ray Roofing & Supply, Inc. a contract to replace the Kolbe Hall roof in the amount of \$526,900.

Award to Mythics, Inc., a certified reseller for Oracle, Inc., a one-year contract for support and license fees for PeopleSoft in the amount of \$1,018,035.

Award to ATALIAN US Ohio Valley, Inc. a contract extension for the period August 10, 2020 through May 31, 2021 to provide routine custodial services for certain University buildings in an amount not to exceed \$600,000.

M. Celeste Cook, Secretary
Board of Trustees

August 12, 2020

FINANCE & ADMINISTRATION COMMITTEE

TAB 5

FISCAL YEAR 2020-2021 RATE CHANGES –

**GRADUATE AND PROFESSIONAL
STUDENT TUITION RATES**

MISCELLANEOUS FEES



DATE: July 27, 2020

TO: Stephen R. Storck, Interim Chief Financial Officer

Amy Gilliland

FROM: Amy S. Gilliland, Director of Resource Analysis & Budgeting

SUBJECT: FY2020-2021 Rate Changes – Graduate and Professional Student Tuition Rates and Miscellaneous Fees

As requested of me, I provide for the Board’s consideration and approval at its August 12, 2020 meeting graduate and professional student tuition rates and two miscellaneous fees.

A. Graduate and Professional Student Tuition Rates

The University’s recent consolidation of colleges has resulted in the former College of Polymer Science and Polymer Engineering (“PSPE”) being incorporated into the College of Engineering, creating the new College of Engineering and Polymer Science. During FY2020, PSPE assessed tuition at the rate of \$429.50 per credit hour, while the College of Engineering charged tuition at \$442.10 per credit hour. Now that the colleges have been merged, I recommend that tuition for all graduate courses offered by the College of Engineering and Polymer Science during FY2021 be the same. \$442.10 per credit hour.

Likewise, the LeBron James Family Foundation (“LBJFF”) College of Education has been integrated into the Buchtel College of Arts and Sciences as the LBJFF School of Education. During FY2020, the LBJFF College of Education charged tuition of \$429.50 per credit hour and the Buchtel College of Arts and Sciences charged tuition of \$442.10 per credit hour. Now that the LBJFF College of Education has been integrated into the Buchtel College of Arts and Sciences, I recommend that tuition for all graduate courses offered by the Buchtel College of Arts and Sciences during FY2021 be the same, \$442.10 per credit hour.

During FY2020, the College of Health Professions charged graduate tuition of \$421.05 per credit hour. To more closely unify tuition rates that the University charges graduate and professional students, I recommend that in FY2021, the College of Health Professions charge students the rate of \$442.10 per credit hour.

During FY2020, the College of Business Administration and School of Law charged graduate students at the rate of \$461.45 per credit hour and \$712.53 per credit hour, respectively. I recommend that these rates remain unchanged during FY2021.

Resource Analysis & Budgeting
Akron, OH 44325-6202
330-972-6521 Office · 330-972-6317 Fax

B. Miscellaneous Fees

The proposed fees represent non-instructional related fees and are used to inform and develop internal and external charges. These fees do not require Ohio Department of Higher Education (ODHE) concurrence.

- Information Technology Services Fee to Repair Non-University Devices

The current \$25 flat rate for labor is insufficient to cover the cost of services and an increase to \$75 is sought. The last fee increase occurred during 2015.

- Telecommunications Cable TV Fee

The University achieved a \$120,000 reduction from its Cable TV provider in large measure due to its COVID-19 response. The reduction merits a decrease in the fee from \$19 to \$9.50 per residence hall port each month. Cable TV is offered within the University's residence halls and other units across campus use the service as well.

These recommendations should be presented for consideration and approval at the August 12, 2020 Board of Trustees meeting.

THE UNIVERSITY OF AKRON

RESOLUTION 8- -20

Acceptance of FY 2020-2021 Rate Changes – Graduate and Professional Student Tuition Rates and Miscellaneous Fees

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on August 12, 2020, accepting the following rate changes to Fiscal Year 2020-2021 graduate and professional student tuition rates and miscellaneous fees, be approved.

- Tuition for all graduate courses offered by the College of Engineering and Polymer Science during FY2021: \$442.10 per credit hour.
- Tuition for all graduate courses offered by the Buchtel College of Arts and Sciences during FY2021: \$442.10 per credit hour.
- Tuition for all graduate courses offered by the College of Health Professions during FY 2021: \$442.10 per credit hour.
- Tuition for all graduate courses offered by the College of Business Administration during FY 2021: \$461.45 per credit hour.
- Tuition for all courses offered by the School of Law during FY 2021: \$712.53 per credit hour.
- Information Technology Services Fee to Repair Non-University Devices: Change the current \$25 flat rate for labor to \$75.
- Telecommunications Cable TV Fee: Reduce the monthly fee from \$19 to \$9.50 per residence hall port.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 6

GIFTS



DATE: June 27, 2020

TO: Kimberly M. Cole
Vice President, Advancement
Executive Director, The University of Akron Foundation

FROM: Terrie L. Sampson 
Director of Development Stewardship

SUBJECT: Gift attainment for Fiscal Year 2020 (July 1 – July 30, 2020)

Attached are gift attainment charts for fiscal year 2020. **Attachment A** details giving through cash, pledges due, bequests received, as well as gifts-in-kind from University of Akron constituents for the current fiscal year from July 1, 2019 to June 30, 2020.

Of note:

- Total attainment from July 1, 2019 to June 30, 2020 is \$21,393,396.
- New donors to The University of Akron provided \$1,284,112 in gifts and gifts-in-kind in fiscal year 2020.
- From July 1, 2019 to June 30, 2020, a total of \$7,219,233 has been received in support for scholarships for University of Akron students, including \$1,732,595 for immediate use.

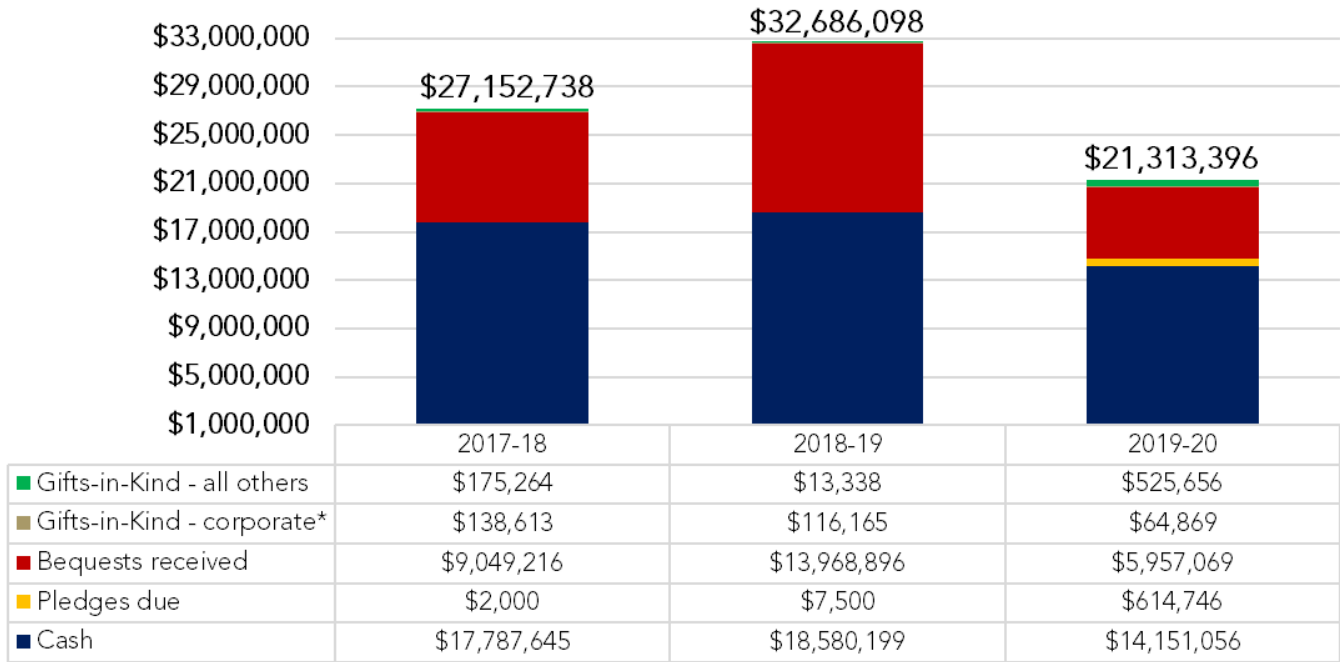
With your approval, I request submission of this report to the Board of Trustees for approval at its August 12, 2020 meeting.

Department of Development
Akron, Ohio 44325-2603
330-972-7238 (Office) 330-972-3800 (Fax)

Attachment A

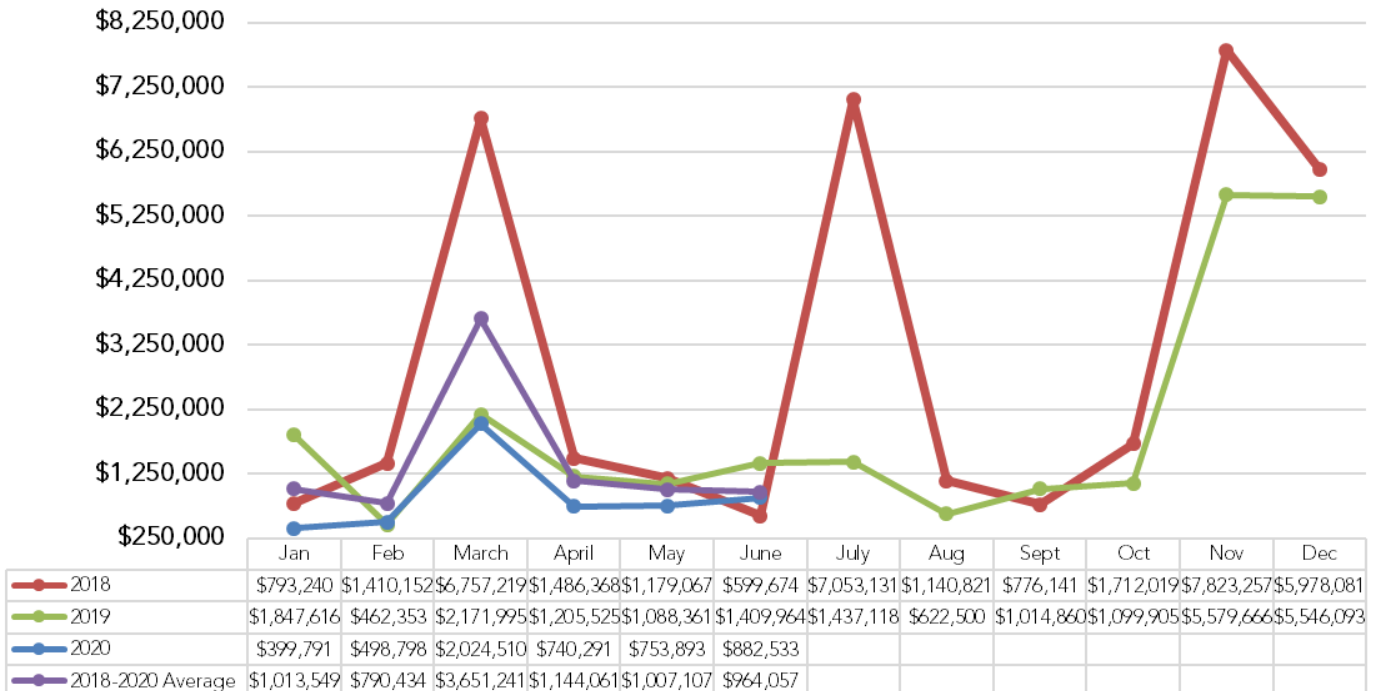
**DEPARTMENT OF DEVELOPMENT
FY 2020 Attainment
July 1, 2019 through June 30, 2020**

**The University of Akron and The University of Akron Foundation
Gifts and Pledges
July 1 - June 30 | FY2018 - FY2020**



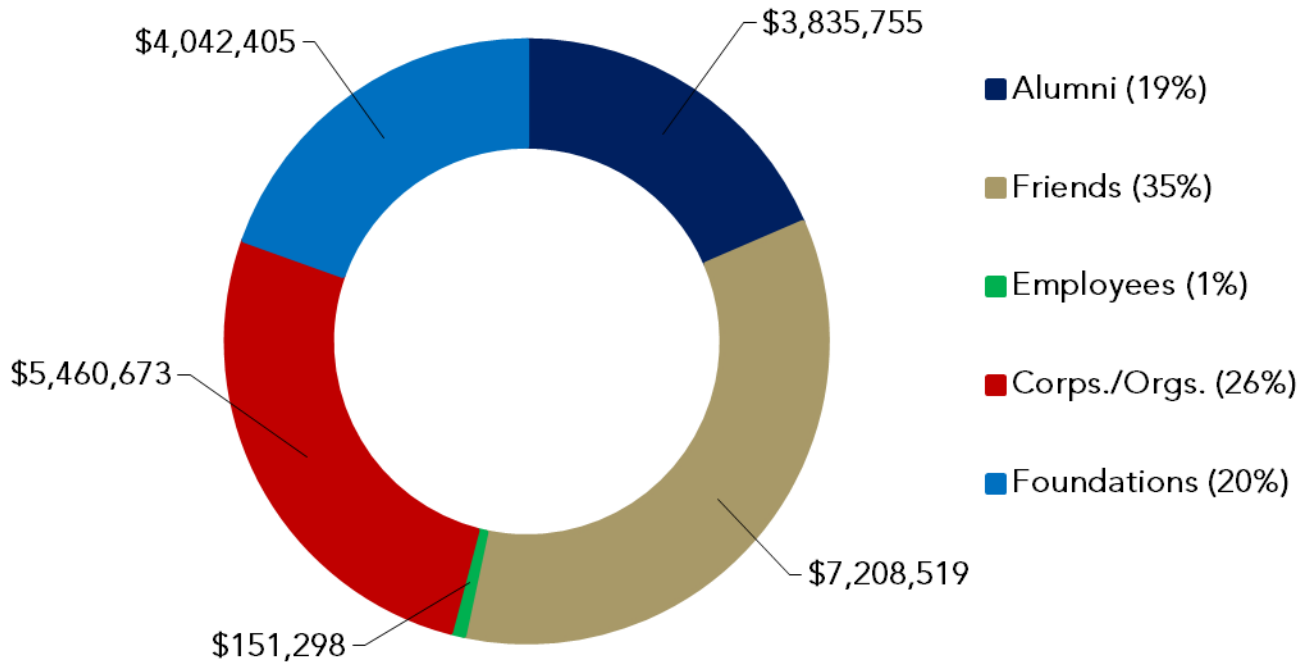
*Does not include gifts-in-kind from Siemens, SAP and Synopsys

**The University of Akron and The University of Akron Foundation
Monthly Trend Report - Giving
Calendar Years 2018 - 2020**

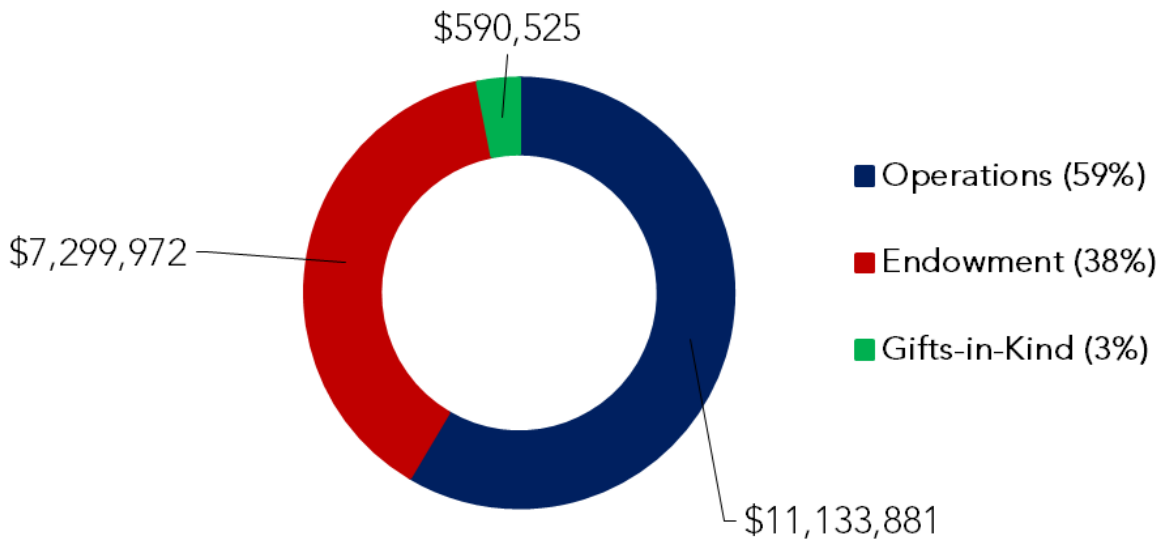


Attachment A

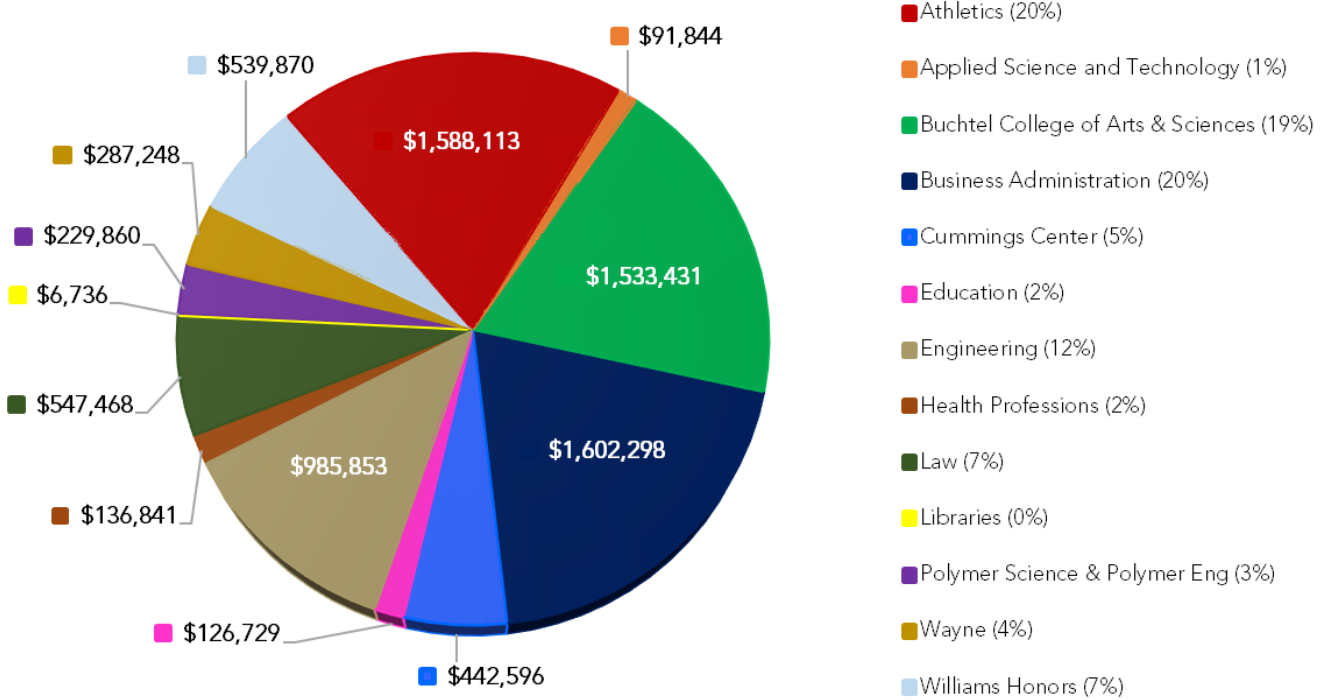
The University of Akron and The University of Akron Foundation
Giving by Constituent Type
July 1, 2019 - June 30, 2020 | FY 2020



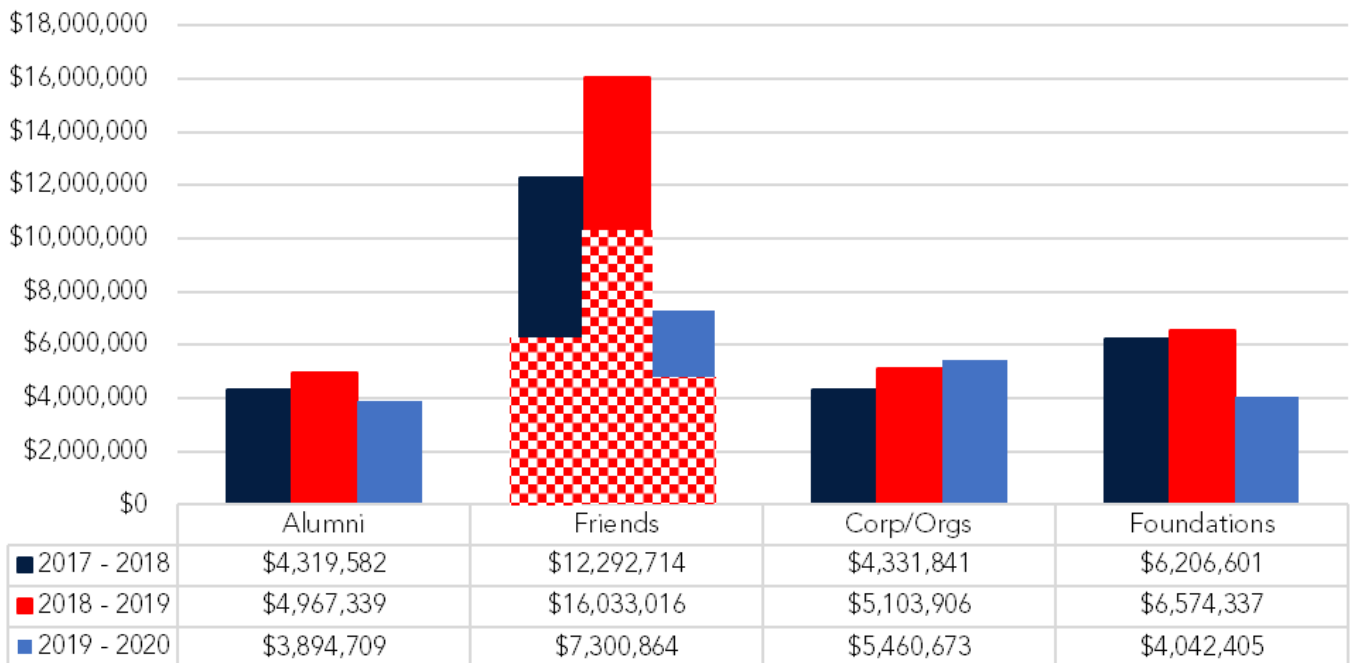
The University of Akron and The University of Akron Foundation
Gifts by Classification Type
July 1, 2019 - June 30, 2020 | FY 2020



The University of Akron and The University of Akron Foundation
 Gifts (no pledges) by Academic Area
 July 1, 2019 - June 30, 2020 | FY 2020

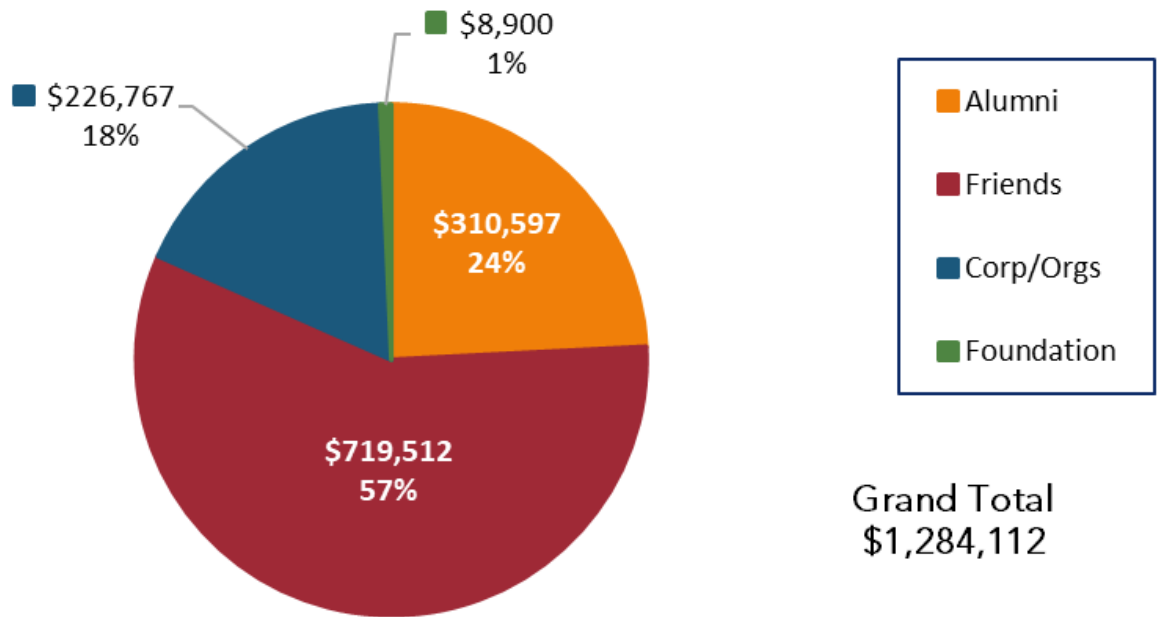


The University of Akron and The University of Akron Foundation
 Gifts by Constituent Type
 July 1 - June 30 | FY 2018 - FY 2020



Attachment A

The University of Akron and The University of Akron Foundation
Total Giving by New Donors
July 1, 2019 - June 30, 2020 | FY 2020



Includes gifts-in-kind

THE UNIVERSITY OF AKRON

RESOLUTION 8- -20

Acceptance of Gift Income Report for July 2019 through June 2020

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on August 12, 2020, pertaining to acceptance of the Gift Income Report for July 2019 through June 2020, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 12, 2020

FINANCE & ADMINISTRATION COMMITTEE

TAB 7

PURCHASES \$25,000 TO \$500,000 REPORT



DATE: July 20, 2020

TO: Dr. Stephen R. Storck
Interim Chief Financial Officer

FROM: Luba Cramer 
Interim Director of Purchasing

SUBJECT: Board Informational Report: Purchases Between \$25,000 and \$500,000

The following purchases, all of which were entered into following University policy, were made subsequent to the last meeting of the Board of Trustees.

The accompanying Reports for May and June 2020 are submitted for the Board's information.

Department of Purchasing
Akron, OH 44325-9001
330-972-5965 Office · 330-972-5564 Fax

The University of Akron
Purchases Between \$25,000 and \$500,000
May 2020
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Fathom SEO LLC	101015	\$ 82,600	Online Program Support
	Laerdal Medical Corporation	101050	69,404	Equipment for Nursing Program at Wayne College
	Dell	Pcard	37,111	Computers for Bierce Library (30)
		Subtotal	\$ 189,115	
Auxiliary	Vincent Lighting Systems	101021	\$ 65,462	Theater Stage Equipment for EJ Thomas Performing Arts Hall
Sales and Service	CBM Consulting Services LLC	101051	\$ 149,151	Consulting Services and Plan Implementation for NCERCAMP
	Holiday Inn	Pcard	77,540	Hotel Accommodations for Latin America Institute of Business Students from Brazil
	Great Day Tours & Charter Bus Service	100703	55,250	Bus Charter for International Group Visits to the College of Business Administration
		Subtotal	\$ 281,941	
Restricted	Cavanaugh Building Corporation	101060	\$ 80,700	ASEC Parker Hannifin Lab Renovation
		Total	\$ 617,218	

Note 1: As prescribed by Board Rule, this Report reflects all goods and services exceeding \$25,000 and \$50,000, respectively.

The University of Akron
Purchases Between \$25,000 and \$500,000
June 2020
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Apogee Telecom Inc.	101218	\$ 136,085	Cable TV Services
	HEL Inc.	101103	45,000	PolyCat 4 System for Reactive Screening for Polymer Science
	Gaumard Scientific Company Inc.	101094	57,638	Simulator for Nursing Program at Wayne College
	Subtotal		\$ 238,723	
Auxiliary	Transact Campus Inc.	R101121	\$ 136,273	Renewal of Annual Software Agreement
Plant	MTS Systems Corporation	101125	\$ 432,928	Landmark Servohydraulic Test System for NCERCAMP
	The Motch & Eichele Company LLC	101134	400,000	5-Axis Machine Center for NCERCAMP
	Coastal Quality Construction Inc.	101202	374,156	Baseball Press Box and Grandstand
	The Motch & Eichele Company LLC	101133	222,084	Vertical Machining Center for NCERCAMP
	South-Tek Systems LLC	101123	184,813	Nitrogen Generator System for NCERCAMP
	Modern Machinery Company Inc.	101135	66,911	Hydraulic Sheet Metal Shear for NCERCAMP
	VRC Metal Systems LLC	101124	60,244	Cold Spray Nozzles (50) for NCERCAMP
	Subtotal		\$ 1,741,136	
	Total		\$ 2,116,132	

Note 1: As prescribed by Board Rule, this Report reflects all goods and services exceeding \$25,000 and \$50,000, respectively.

FINANCE & ADMINISTRATION COMMITTEE

TAB 8

CAPITAL PROJECTS REPORT



INTEROFFICE CORRESPONDENCE
Capital Planning and Facilities Management
EXT - 8316 FAX - 5838

TO: Nathan J. Mortimer, CPA
Vice President of Operations

FROM: Misty M. Villers, CPA *M. Villers*
Assistant to the VP/Fiscal Officer, CPFM

DATE: July 1, 2020

SUBJECT: Capital Planning and Facilities Management: Informational Report for the Board of Trustees as of June 30, 2020

Accompanying please find the following sections for the Capital Planning & Facilities Management report:

- A. Status of Projects \$100,000 or larger
- B. Change Orders
- C. State Capital Appropriations
- D. Photos of Select Projects

Project Deliver Methods:

- General Contracting (GC) – A design-bid-build process in which the owner selects an Architect/Engineer (A/E) to fully document the project criteria and design prior to bidding. The lowest responsive and responsible GC (single prime) is awarded the contract. The owner holds a single contract with the GC.
- Multiple Prime Contracting – A design-bid-build process in which the owner selects an A/E to fully document the project criteria and design prior to bidding. Multiple packages are separately bid and awarded to the lowest responsive and responsible prime contractors. The owner holds all prime contracts and is responsible for coordination during construction.
- Design/Build (DB) – A single entity is hired through a best value selection process to deliver a complete project. The owner's criteria and design intent is documented by a separate criteria architect. The design is completed by the DB entity and a guaranteed maximum price is provided to the owner prior to bidding. The DB entity bids to prequalified subcontractors and holds all subcontracts for construction.
- Construction Manager at Risk (CMR) – A contractor is hired through a best value selection process during the design phase. The owner's criteria and full design is documented by a separate A/E. CMR provides a guaranteed maximum price to the owner prior to bidding. The CMR bids to prequalified subcontractors and holds all subcontracts for construction.


SECTION

A

**Status of Projects
\$100,000 or larger**

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
ASEC Vivarium Air Handler Replacement (Design/Build) (BOT Approval: 12/11/19)	\$1,230,000 State Capital Funds		Replace vivarium air handler <u>Construction schedule: TBD</u>	●	Design underway
Baseball Field Renovation (General Contracting) (BOT Approval: 06/12/19)	\$1,952,000 Donations The Foundation loaned \$1 million to the University via a line of credit. The line of credit has been accessed and portions repaid with the current balance totaling \$300,000		Phase I: Sitework including drainage and installation of artificial turf Phase II: Scoreboard, pressbox, and bleachers <u>Construction schedule Phase II: 06/2020 - 10/2020</u>	●	Phase I complete except for final site restoration Phase II bids received 06/2020 Phase II construction 0% complete
Bierce Library Renovations (General Contracting) (BOT Approval: 06/10/20)	\$850,000 State Capital Funds		Renovate existing restrooms and associated infrastructure <u>Construction schedule: 07/2020 - 12/2020</u>	●	Notice to proceed 06/2020 Construction 0% complete
Buckingham Building Renovations (General Contracting) (BOT Approval: 12/11/19)	\$1,850,000 State Capital Funds		Upgrade HVAC system and fire alarm Select interior renovations to include relocation of Academic Achievement Programs from Ayer Hall in July 2020 <u>Construction schedule: 01/2020 - 07/2020</u>	●	Construction 75% complete
Campus Surveillance Camera Updates	\$750,000 Local Funds		Phase I: Add cameras to entrance/exits of select buildings Phase II: Add cameras to parking decks Phase III: Add cameras to athletic fields and open areas <u>Construction schedule: TBD</u>	●	Design underway
Computer Center Air Conditioning Unit Replacements	\$800,000 State Capital Funds		Replace existing air conditioning units that serve the computer center <u>Construction schedule: TBD</u>	●	Professional engineering services contract in progress
Crouse/Ayer Hall Consolidation (CMR) (BOT Approval: 04/10/19 & 02/12/20)	\$22,660,000 State 340,000 Local <u>\$23,000,000 Total</u> (\$22.66M State Capital Funds)		Rehabilitate/addition to Crouse Hall Abate and raze Ayer Hall. Green space portion of existing Ayer Hall footprint <u>Construction schedule: 08/2020 updated to 12/2020 - 11/2022</u>	●	Design in progress with construction planned to begin in December 2020; however, the State Capital Bill funding is in question at this time

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

- Project over budget or delayed.
- Project within budget and on schedule.
-  Project substantially complete and/or closeout underway.

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
Energy Center Boiler Controls (General Contracting)	\$320,000 Local Funds		Replace HTHW boiler controls at Energy Center <u>Construction schedule: 06/2020 - 12/2020</u>		Construction 10% complete
Gallucci Residence Hall Abatement, Razing, and Green Space (Multiple Prime Contracting) (BOT Approval for abatement 02/13/19 & razing and green space 04/10/19)	\$1,700,000 State 300,000 Local <u>\$2,000,000</u> Total (\$1.7M State Capital Funds)		Abate and raze structure Site restoration to create green space <u>Construction schedule: 03/2019 - 05/2020 updated to 07/2020 updated to 09/2020</u>		Greenspace to be completed fall 2020
Hazardous Material Storage Building	\$225,000 State Capital Funds		Raze and replace existing hazardous material storage building <u>Construction schedule: 02/2020 - 09/2020</u>		Existing structure razed Building permits underway Construction 10% complete
Infrastructure Improvements - Electrical (General Contracting) (BOT Approval: 10/09/19)	\$1,400,000 State Capital Funds		Campus electrical improvements <u>Construction schedule: 11/2019 - 10/2020</u>		Construction 67% complete
Infrastructure Improvements - Vaults (General Contracting) (BOT Approval: 08/14/19)	\$1,400,000 State Capital Funds		Rework Computer Center (CC) vault and replace Martin Fountain (MF) vault <u>Construction schedule: 10/2019 - 08/2020</u>		CC vault complete MF vault 75% complete
IT Cabling and Network Switches (Design/Build) (BOT Approval: 06/12/17 & 02/13/19)	\$6,564,000 State Capital Funds		Phase I: network edge access equipment and two-way radio system from analog to digital Phase II: Upgrade cabling/wiring network connectivity in numerous buildings		Closeout in progress
Kolbe Hall Chiller Replacement (General Contracting)	\$185,000 State Capital Funds		Replace roof top chiller		Closeout in progress

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

- Project over budget or delayed.
- Project within budget and on schedule.
- Project substantially complete and/or closeout underway.

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
Martin Center Boutique Hotel (Private Developer)	\$19,000,000 Estimate Private Developer		Convert Martin Center into a Boutique Hotel <u>Construction schedule: 10/2019 updated to 07/2020 - 10/2021 updated to 09/2020 - 12/2021</u>		Developer design in progress Historical tax credits approved Developer sought an extension until September 30, 2020 to assemble remaining commitments
Polsky 541 Fisher Institute Classroom Buildout	\$107,000 Local Funds		Convert Polsky 541 to a classroom for 45 occupants Includes AV equipment and classroom furniture <u>Construction schedule: 07/2020 - 08/2020</u>		Design underway AV equipment ordered Construction 0% complete
Roadway Building Air Handler Replacement (General Contracting)	\$100,000 Local Funds		Replace (3) air handler units serving the basement and first floor of Roadway Building <u>Construction schedule: 02/2020 - 04/2020 updated to 07/2020</u>		Construction 80% complete
Roof Replacements (General Contracting) (BOT Approval: 02/13/19)	\$1,135,000 State <u>550,000</u> Local <u>\$1,685,000</u> Total (\$1 135K State Capital Funds)		Phase I: Carroll and Forge Street substations, Guzzetta Hall, Mary Gladwin Hall, and Computer Center Phase II: Kolbe Hall <u>Construction schedule Phase II: 07/2020 11/2020</u>		Phase I complete Phase II construction 0% complete
Sumner Street Bridge Replacement (General Contracting) (BOT Approval: 04/10/19)	\$1,400,000 State Capital Funds		Replace Sumner Street Bridge		Closeout in progress
Whitby Hall Air Handler and Roof Replacement (Design/Build) (BOT Approval: 02/13/19)	\$1,330,000 State Capital Funds		Replace air handler and roof <u>Construction schedule: 12/2019 - 08/2020</u>		Construction 15% complete

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

- Project over budget or delayed.
- Project within budget and on schedule.
- Project substantially complete and/or closeout underway.

SECTION

B

Change Orders

CHANGE ORDERS PROCESSED FROM MAY 1, 2020 THROUGH JUNE 30, 2020BUCKINGHAM BUILDING RENOVATIONS

002-01	Additional floor, pipe, masonry, and valve repairs	\$27,941
003-01	Modify walls, valves, fire alarm devices, and repaint entry doors	73,664
		<u>\$101,605</u>

CBA ADDITION

040-01	Additional stone material at drive entrance	\$3,935
041-01	Additional excavation at NW corner sidewalk	1,987
042-01	Repair existing conduit	2,303
043-01	Label/test cat 6 cable from AV rack to each TV	1,481
044-01	Label/test outdoor cat 6 cable from closet to outside emergency phone	977
045-01	Revise doors and frames	1,695
		<u>\$12,378</u>

GALLUCCI RESIDENCE HALL ABATEMENT, RAZING, AND GREEN SPACE

014-01	Reduce elevation of a portion of existing parking lot	\$38,768
015-01	Replace concrete apron at north entry to parking lot	23,012
		<u>\$61,780</u>

IT CABLING AND NETWORK SWITCHES

001-01	Change in project substantial completion date from 5/12/20 to 6/9/20	<u>\$0</u>
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KOLBE HALL CHILLER REPLACEMENT

002-03	Provide walking platform around new chiller for maintenance	<u>\$4,263</u>
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Net \$180,026

SECTION

C

State Capital Appropriations

The University of Akron
State Capital Appropriations
As of and for the Period Ended 06/30/2020

SECTION C

Description	Appropriation	Released	Encumbered	Expended	Not Yet Encumbered	Remaining (Unreleased)
BASIC RENOVATIONS	\$6,416,432	\$4,776,432	\$495,784	\$4,280,647	\$0	\$1,640,000
AUBURN SCIENCE & ENGINEERING CENTER VIVARIU	1,230,000	76,350	54,850	21,500	0	1,153,650
CAMPUS HARDSCAPE	1,000,000	1,000,000	27,363	972,637	0	0
CAMPUS INFRASTRUCTURE IMPROVEMENTS	3,000,000	2,800,000	1,717,460	1,082,540	0	200,000
WHITBY HALL AIR HANDLER & ROOF	1,200,000	1,200,000	939,444	260,556	0	0
BUCKINGHAM BUILDING RENOVATIONS	1,586,218	1,586,218	604,678	981,540	0	0
CROUSE/AYER HALL CONSOLIDATION	4,400,153	2,233,900	1,225,630	1,008,270	0	2,166,253
Subtotal Capital Appropriation FY19-20	\$18,832,803	\$13,672,900	\$5,065,209	\$8,607,691	\$0	\$5,159,903

BATTERED WOMENS SHELTER MEDINA/SUMMIT	\$500,000	\$500,000	\$426,700	\$73,300	\$0	\$0
WORKFORCED BASED TRAINING & EQUIPMENT	286,667	143,333	0	143,333	0	143,334
AKRON UNIVERSITY AMES	1,547,308	1,547,308	1,174,402	372,906	0	0
BIERCE LIBRARY RENOVATIONS	850,000	850,000	789,161	60,839	0	0
GLENDORA HOUSE FOR HOMELESS FAMILIES	250,000	250,000	0	250,000	0	0
ASHLAND COUNTY-W HOLMES CAREER WORKFORC	300,000	0	0	0	0	300,000
OHIO CYBER RANGE	1,188,722	1,188,722	119,164	1,069,558	0	0
MCCLAIN GALLERY	100,000	0	0	0	0	100,000
Subtotal Community Projects FY17-20	\$5,022,697	\$4,479,363	\$2,509,427	\$1,969,936	\$0	\$543,334

BASIC RENOVATIONS-WAYNE	\$433,328	\$433,328	\$0	\$433,328	\$0	\$0
GENERAL LAB RENOVATIONS	352,750	352,750	3,993	348,757	0	0
IT CABLING & NETWORK SWITCHES	4,301,974	4,301,974	393,864	3,908,110	0	0
Subtotal Capital Appropriation FY17-18	\$5,088,052	\$5,088,052	\$397,857	\$4,690,195	\$0	\$0

Total	\$28,943,552	\$23,240,315	\$7,972,493	\$15,267,822	\$0	\$5,703,237
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SECTION

D

Photos of Select Projects

ASEC Vivarium Air Handler Replacement



Baseball Field Renovation



Baseball Field Renovation



Bierce Library Renovations



Buckingham Building Renovations



Crouse/Ayer Hall Consolidation



Gallucci Residence Hall Abatement, Razing, and Green Space



Infrastructure Improvements - Electrical



Infrastructure Improvements – Martin Fountain Vault



Infrastructure Improvements – Martin Fountain Vault



Infrastructure Improvements – Martin Fountain Vault



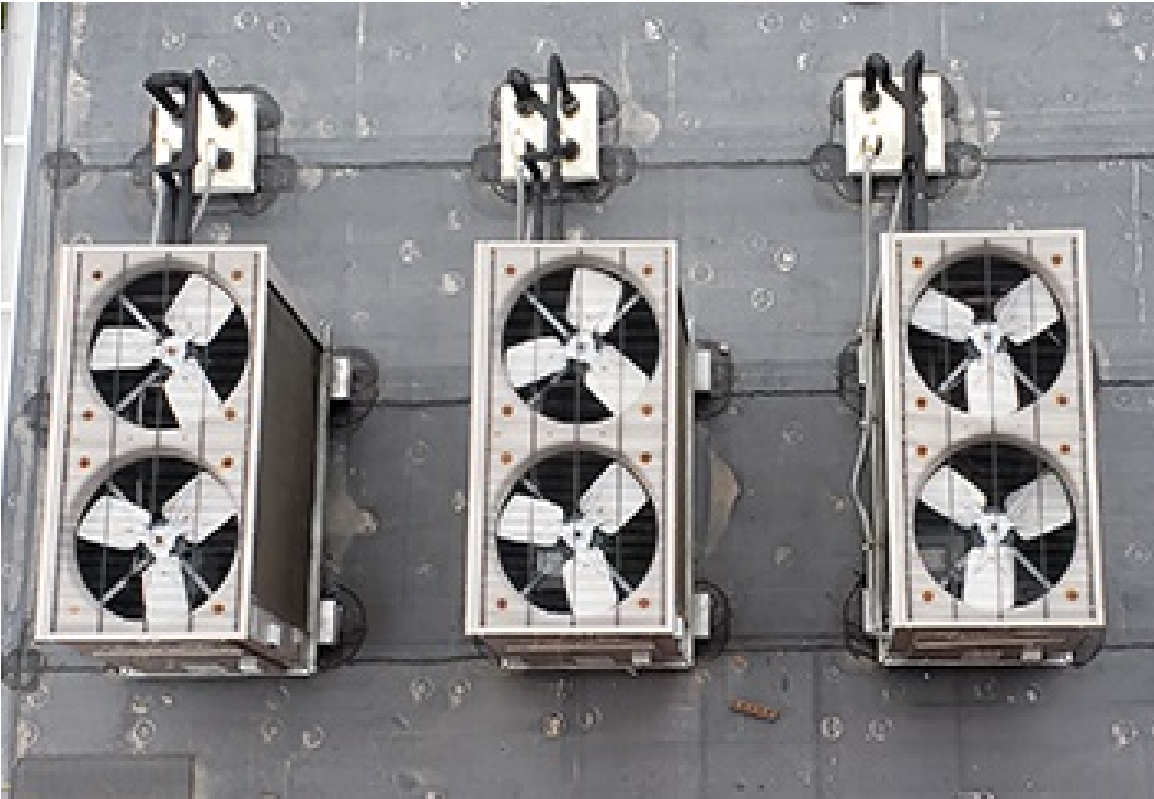
IT Cabling and Network Switches



Kolbe Hall Chiller Replacement



Roadway Building Air Handler Replacement



Whitby Hall Air Handler and Roof Replacement



Whitby Hall Air Handler and Roof Replacement



Whitby Hall Air Handler and Roof Replacement



FINANCE & ADMINISTRATION COMMITTEE

TAB 9

INFORMATION TECHNOLOGY REPORT



DATE: July 20, 2020

TO: Nathan J. Mortimer, CPA
Vice President of Operations

FROM: John Corby 
Chief Information Officer

SUBJECT: ITS Informational Report for the Board of Trustees

As requested of me, I provide the accompanying report of the IT Projects and Activities for the Board of Trustees information at its August 12, 2020 meeting. The accompanying report provides a Status of Projects and Activities.

Information Technology Services

Informational Report for the Board of Trustees

August 12, 2020

Prepared effective June 30, 2020



Information Technology Services

TABLE OF CONTENTS

APPLICATION SERVICES PROJECTS & ACTIVITIES.....	1
Business Intelligence and Analytics Initiatives	1
Cloud Enterprise Resource Planning (ERP) System Investigation	1
LinkedIn Learning Implementation	1
CYBERSECURITY SERVICES PROJECTS & ACTIVITIES.....	2
Cloud-Based Security Information and Event Management System (SIEM) Implementation..	2
Information Security Program Assessment.....	2
IT Business Continuity and Disaster Recovery Enhancements.....	2
Ohio Cyber Range Implementation.....	2
Security Access Directory Implementation	2
Two Factor Authentication.....	2
INFRASTRUCTURE SERVICES PROJECTS & ACTIVITIES.....	3
Campus Cable Upgrade	3
Lorain County Community College Cloud ERP Migration.....	3
Managed Voice over IP (VoIP) Service Migration	3
Migration to Microsoft OneDrive and Sharepoint	3
Oracle Platform as a Service (PaaS) Migration.....	4
USER TECHNOLOGY SERVICES PROJECTS & ACTIVITIES	5
Computer Refresh for Eligible Full-Time Contract Professionals, Staff and Faculty	5
Microsoft InTune Implementation	5

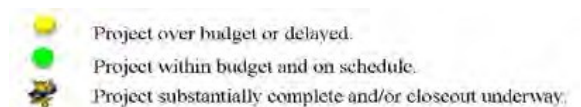
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
APPLICATION SERVICES					
Business Intelligence and Analytics Initiatives	\$190,000 Local Funds	<p>FULL_TIME ■ Enrolled Full-Time ■ Enrolled Half-Time ■ Less than Half-Time ■ No Unit Load ■ Three Quarter Time</p>	<p>Two initiatives to migrate and enhance business intelligence and analytics solutions to facilitate the University's growing needs using analytics technology.</p> <p>Project 1: Migrate legacy Zipreports. <u>Schedule: 08/2017 – 04/2020 updated to 12/2020.</u></p> <p>Project 2: Implement predictive analytics related to student success.</p>		Project 1 activities 90% complete. Project 2 completed.
Cloud Enterprise Resource Planning (ERP) System Investigation	None		<p>Investigate migration from the Oracle-PeopleSoft and supporting third-party systems to a cloud-based enterprise resource planning (ERP) system to better manage and automate the University's financial, human resource, and student administration functions, provide an improved user experience for employees and students with enhanced security features and capabilities including business intelligence.</p> <p><u>Schedule: 10/2019 – 02/2020 updated to 09/2020.</u></p>		Project activities 75% complete.
LinkedIn Learning Implementation	\$35,000 Local Funds		<p>Implement LinkedIn Learning for access to over 12,000 online professional development courses and content for use by faculty, staff, and students. Evaluation of use will guide decision to replace the current online training provider; Hoonuit.</p> <p><u>Schedule: 10/2019 – 06/2020.</u></p>		Evaluation resulted in decision to use the LinkedIn Learning service. All project closeout tasks and activities completed 06/2020.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

- Project over budget or delayed.
- Project within budget and on schedule.
- Project substantially complete and/or closeout underway.

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
CYBERSECURITY SERVICES					
Cloud-Based Security Information and Event Management System (SIEM) Implementation	\$15,000 Local Funds		Deploy Microsoft Azure Sentinel for security event logging and analysis which will help to detect and respond to security breaches and reduce the adverse impact of security events. <u>Schedule: 10/2019 – 12/2020.</u>		Project activities 50% complete.
Information Security Program Assessment	\$24,000 Local Funds		External party to analyze and assess the University's information security program. This initial effort will outline the program's current state and define recommendations for improvement. <u>Schedule: 07/2020 – 09/2020.</u>		Project activities initiated.
IT Business Continuity and Disaster Recovery Enhancements	\$48,000 Local Funds		Identify and prioritize key business systems and recovery time objectives. Evaluate options for providing disaster recovery and business continuity. Phase 1: Identify IT DR/BC priorities. Phase 2: Setup colocation facility at Wright State University. Phase 3: Test and refine DR/BC procedures. <u>Schedule: 08/2019 - 06/2020.</u>		All project activities and closeout completed 06/2020. Backup and disaster recovery services provided through Oracle Cloud Infrastructure (OCI) when the Oracle PaaS project is completed (see page 4).
Ohio Cyber Range Implementation	\$1,180,000 State Funds		Provide standup and integration support to the Ohio Cyber Range. Assist with procurement and installation of hardware and provide connectivity and configuration for the new environment. <u>Schedule: 07/2019 - 02/2020 updated to 06/2020.</u>		All project activities and closeout completed 06/2020.
Security Access Directory Implementation	None		Consolidate several customized identity and authentication services to a single service through existing licensing with Microsoft Azure Directory Services. This consolidation will provide greater agility, efficiency, and management of security access to systems and services. Phase 1: Identify and map services. Phase 2: Add new services. <u>Schedule: 04/2020 - 10/2020.</u> Phase 3: Migrate to new infrastructure and services from the legacy provider. <u>Schedule: 10/2020 - 06/2021.</u>		Phase 1 completed. Phase 2 activities 20% complete.
Two Factor Authentication	None		Provide capability for multi factor authentication for employees. This will provide an additional layer of protection to help prevent account compromises. Phase 1: Pilot deployment with IT staff. Phase 2: Rollout to staff within defined functional areas. <u>Schedule: 03/2020 - 07/2020.</u> Phase 3: Rollout to remaining employees. <u>Schedule: 07/2020 - 11/2020</u>		Phase 1 completed. Phase 2 activities 90% complete.



Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.



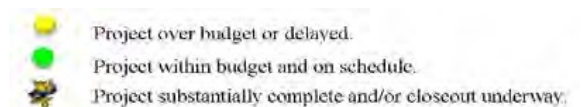
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
INFRASTRUCTURE SERVICES					
Campus Cable Upgrade	\$4,800,000 State Capital Funds		Upgrade network cabling in numerous buildings to modern specifications. Phase 1: Selection of Criteria Project Engineer; planning and estimation of upgrade efforts. Phase 2: Criteria Documents Produced. Phase 3: Select Design Builder (DB). Phase 4: GMP selection. Phase 5: Construction. <u>Schedule: 09/2019 - 07/2020.</u>		Phase 5 construction activities completed 06/2020. Project closeout activities initiated.
Lorain County Community College Cloud ERP Migration	LCCC Funded		Migrate from a hosted Oracle-PeopleSoft platform located and maintained by University of Akron to Oracle's cloud ERP. This migration will eliminate the services and platform provided by UA and paid by LCCC. Project 1: Cloud HCM migration. Project 2: Cloud Finance migration. <u>Schedule: 02/2019 - 03/2020 updated to 07/2020.</u> Project 3: Cloud Student migration.		Phase 1 completed. Phase 2 activities 95% complete. LCCC approved go-live on July 6th.
Managed Voice over IP (VoIP) Service Migration	\$2,800,000 Local Funds The University expects the reoccurring and one-time costs to approximate \$2.8 million over 5 years which will replace existing spend approximating \$4.2 million over 5 years.		Migrate from legacy on-premise Public Branch Exchange (PBX) to a cloud hosted and managed VoIP service. This migration will improve the quality of service for phone calls and voicemail, as well as reduce costs. Phase 1: RFP, vendor selection and define implementation plan. Phase 2: Implement solution. <u>Schedule: 02/2020 - 12/2020.</u>		Phase 1 completed. Phase 2 activities 25% complete.
Migration to Microsoft OneDrive and Sharepoint	None		Migrate individual and departmental file shares on legacy on-premise hardware to cloud-based infrastructure provided by Microsoft. Migration will move individual file shares to OneDrive and departmental file shares to Sharepoint. Users will have an improved interface to access files from any location on a more secure and resilient platform. The migration avoids replacement of on-premise hardware which goes off support in calendar year 2021. <u>Schedule: 05/2020 - 06/2021.</u>		Project activities 10% complete.





Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

- Project over budget or delayed.
- Project within budget and on schedule.
- Project substantially complete and/or closeout underway.




PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
INFRASTRUCTURE SERVICES (continued)					
Oracle Platform as a Service (PaaS) Migration	<p>\$2,600,000 Local Funds</p> <p>The University expects the reoccurring and one-time costs to approximate \$2.6 million over 4 years which will replace existing spend approximating \$3.4 million over 4 years.</p>		<p>Migrate from an on-premise Oracle technology platform used to support PeopleSoft and is located at the University of Akron to a cloud-based platform hosted by Oracle. This migration helps to: 1. Avoid replacement of current on-premise hardware which goes off support in calendar year 2021, 2. Unbundles and eliminates the annual support fees for Oracle technology software, 3. Provides full business continuity and disaster recovery support. <u>Schedule: 05/2020 - 12/2020.</u></p>		Project activities 10% complete.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.



PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
USER TECHNOLOGY SERVICES					
Computer Refresh for Eligible Full-Time Contract Professionals, Staff, and Faculty	\$100,000 Local Funds		A reoccurring initiative to replace aged employee desk and laptop computers for eligible full-time employees. Primary desktop and laptop computers purchased more than four (4) years ago will be replaced with new equipment. The new equipment will provide more current technology, capabilities, and will feature stronger security standards. <u>Schedule: 11/2019 - 06/2020.</u>		All project activities and closeout completed 06/2020. 77 new devices were deployed.
Microsoft InTune Implementation	None		Implement Microsoft InTune to replace the current system used for device management of laptops and desktops. InTune will allow for the effective management of devices connected anywhere on the internet. The current system only manages devices that are connected on the UA network. InTune is already licensed through the University's current agreement with Microsoft. <u>Schedule: 02/2020 - 08/2020.</u>		Project activities 85% complete.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

-  Project over budget or delayed.
-  Project within budget and on schedule.
-  Project substantially complete and/or closeout underway.

FINANCE & ADMINISTRATION COMMITTEE

TAB 10

ADVANCEMENT REPORT

DIVISION OF ADVANCEMENT

DEVELOPMENT

GIFTS

FRED MARTIN ENSURES K-12 STUDENTS CONTINUE BENEFITTING FROM UA FIELD STATION



For many K-12 students, a visit to the UA Field Station is their first nature experience outside an urban environment.

Fred Martin made a recent gift ensuring K-12 students throughout the region have continued access to the UA Field Station (UAFS). Through these excursions, school children learn about environmental preservation.

Nearly 30 years ago, Fred's father, Dr. Paul Martin, envisioned a center dedicated to biological research, teaching, and field studies, his idea ultimately resulting in The University of Akron Field Station at Bath Nature Preserve. His zeal for ecological studies and his generous spirit led to significant gifts spurring further development for ecological field studies.



Fred Martin

ROGER READ HELPS STUDENTS IMPACTED BY CORONAVIRUS



Roger Read provided a gift supporting College of Business Administration students needing summer internships with non-profit and for-profit companies unable to fund students because of COVID.

His gift was provided through The Read Family Foundation of Akron Community Foundation. Students will be virtually working on corporate projects to gain experiential learning.

Roger Read

FRANK AND KAREN STEININGER SUPPORT EMERGENT OPPORTUNITIES AND VENTURE FUNDS

Frank and Karen Steininger provided support for The University of Akron redesign and reorganization initiatives. The Steiningers divided their contribution between the Zips Emergent Opportunity Fund and the President's Elevate Venture Fund. Below is a "Thankful Thursday" tweet associated with their gift.



Uakron Foundation @UAgives · May 28

Zips helping Zips ❤️ That's what @uakronalumni Frank '81 & Karen '82 Steininger have been doing for nearly 20 yrs! They responded to @Uakronpresident by generously supporting emergent opportunities & needs for @uakron students & academic units. #ThankfulThursday #UARiseTogether



THE ASHLEY AND GABRIELLE PRICE SCHOLARSHIP FOR MEN'S BASEBALL



Ashley and Gaby Price bolstered The Ashley and Gabrielle Price Scholarship for Men's Baseball. Their gift also enables a match from Ashley's employer in October.

The scholarship was established in 2018 and is awarded to a deserving member of the UA Men's baseball team. Ashley is a 1997 graduate of the UA College of Business Administration, and was a former Zips Baseball student-athlete.

As a UA student, Ashley received a full-tuition scholarship and wishes to provide a similar opportunity for a current member of the baseball program.

Gabrielle and Ashley Price with their children.

DEMETROS TRUST SUPPORTS ART STUDENTS

The Demetros Trust has again this year funded the Mary Schiller Myers School of Art with scholarship funding for students in tribute to Mrs. Mary Myers. It recognizes the special Covid-related needs of students, by offering an option to use part of the funding for emergency needs. The Demetros trustees are pleased to make this award knowing that its recipients have performed "above and beyond" expectations, just as Mrs. Myers envisioned.



THE ALVIN H. LIEBERMAN MEMORIAL SCHOLARSHIP

University of Akron alumni Ray and Sylvia Lee recently helped establish The Alvin H. Lieberman Memorial Scholarship in the College of Business Administration. A dedicated member of the CBA faculty for nearly 44 years, Alvin Lieberman was an associate professor of accounting and coordinator of taxation studies. The scholarship will be based in the George W. Daverio School of Accountancy. Professor Lieberman passed away on April 15th.



Alvin Lieberman



Ray Lee graduated from UA in 1979 with a bachelor's degree in accounting. He was a CPA and later spent the majority of his career with Country Pure Foods, retiring as President and CEO.

Sylvia Lee earned two degrees from UA, a bachelor's degree in marketing in 1980 and a bachelor's degree in interior design in 2009.

Sylvia and Ray Lee

RICHARD AND EMILY SMUCKER CONTINUE FAMILY'S LEGACY OF PHILANTHROPY

Completing the pledge in honor of Richard's father, Mr. and Mrs. Richard Smucker made a gift to help Wayne College students through the Paul H. Smucker Memorial Scholarship. Students from Wayne and surrounding counties attending The University of Akron through this branch campus will benefit from this generous expression by the Smucker family. This contribution adds to family's deep and stellar philanthropic legacy.

MARK SMUCKER ON BEHALF OF THE J.M. SMUCKER COMPANY

Under the leadership of CEO Mark Smucker, The J. M. Smucker Company's latest support recognizes the University's wrap-around care for student needs. The University's staff taps into funding, campus, and community resources to assist students in dire financial need, helping to alleviate their concerns about completing their education.



THE J. M. SMUCKER COMPANY

THE KULAS FOUNDATION SUPPORTS CONCERT SERIES

The Kulas Foundation continues to fund the popular Kulas Series in the School of Music with a generous gift that (in the future) will bring artists to campus for student workshops and community concerts. This long-standing series enables UA students to play with established musicians and collaboratively learn, by their example, the valuable nuances of professional performance before live audiences.

The Kulas Series, sponsored by the Cleveland-based organization, funds popular concerts enjoyed in E. J. Thomas Performing Arts Hall by the community at large.

DR. JOHN C. GREEN ENDOWED SCHOLARSHIP

University of Akron Board of Trustees chair and 1971 UA School of Law alumnus Joseph Gingo provided support for The Dr. John C. Green Endowed Scholarship.

The scholarship was established in 2019 in honor of Dr. John Green and his 32-year career at UA. It helps students in The Ray C. Bliss Institute of Applied Politics.



Joseph Gingo



Dr. John Green



BEATRICE K. MCDOWELL FAMILY FUND

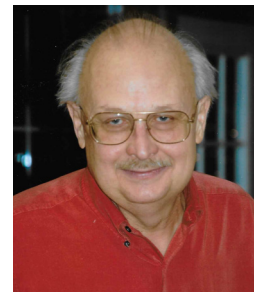
The University of Akron School of Law received a gift from The Beatrice K. McDowell Family Fund. During her lifetime, Mrs. McDowell supported law students and faculty research. The fund continues her family's legacy of ensuring excellence in law education at UA.

From left to right: Peggy Lloyd, C. Blake McDowell III, Beatrice McDowell and Phil Lloyd.

SCHOLARSHIP IN MEMORY OF CBA PROFESSOR

An anonymous couple, graduates of finance '88 and nursing '98, established The Dr. James R. Webb Memorial Scholarship in honor of the impact Dr. James R. Webb had on his students. Dr. Webb was a professor for many years in the College of Business Administration.

The knowledge learned from the real-estate finance course and mentoring by Dr. Webb have made the anonymous donors successful in real estate development and construction.



Dr. James Webb



CORPORATE LAW SCHOLARSHIP GIFT

Joseph E. Reece, BS '84, JD '87, made a gift to the School of Law Corporate Law Scholarship, which he established in 1994.

This scholarship is awarded annually, based on merit and need, to a student demonstrating interest in corporate finance or securities law.

Joseph Reece

LARRY AND SUSAN ALLEN SUPPORT ZIPS EMERGENT OPPORTUNITY FUND

Larry '70 and Susan Allen's commitment to students continues through their recent gift to the Zips Emergent Opportunity Fund, helping students immediately challenged by the coronavirus pandemic. The Allen's also supported President Miller's Elevate Venture Fund, providing capacity to launch special academic initiatives, meet exigent needs and to take advantage of new opportunities to strengthen academic and student life programs.

JASON AND CORRINE SUMNER SCHOLARSHIP

The UA Foundation is honored to receive a gift from The Jason and Corrine Sumner Trust, adding to direct scholarship funds for UA students. Their daughter, Beatrice Sumner Williamson, was a 1908 graduate of The University of Akron and a classmate of former Dean Charles Bulger and former UA President Hezzleton Simmons.

“This effort, started by the Sumner Family, began with a few small shares of stock, wisely invested. It has grown to support many students,” said Dr. Thomas Vukovich, a long time UA administrator and former Sumner Trustee. “It’s become a nice legacy to honor this family, Beatrice’s mom and dad. Along the way, it’s helped a tremendous number of University of Akron students gain their educations and go on to become outstanding career professionals.”

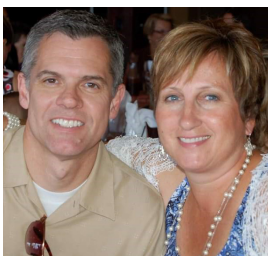


**Beatrice S.
Williamson
Class of 1908**

Looking toward the future, Tim Miller, current trustee of the Sumner Trust, is committed to continuing the legacy of Beatrice. “It has been my privilege and honor to serve as the Trustee of the Jason and Corrine Sumner Trust Fund,” says Miller (BA '75, MA '76, JD '82) a three-time UA graduate.

“Beatrice’s early correspondence expressed her desire to create a legacy that both memorialized her parents and established financial aid for scholarships to worthy UA students. She would be pleased to know the Sumner Trust Fund has done its work well, more than 55 years. I look forward to continuing to support Beatrice’s family legacy and partnership with The University of Akron for years to come.”

MARK AND BEVERLY BELGYA HELP BUSINESS STUDENTS



Mark '82, '93 and Beverly '83 Belgya's recent generosity supports business students through:

- The Mark R. and Beverly E. Belgya Cap and Gown Endowed Scholarship
- The Mark R. and Beverly E. Belgya Faculty Research Fund
- The Belgya Professional Development Program Fund

Mark and Beverly Belgya

CORBIN FOUNDATION SUPPORTS DANCE

The Mary S. and David C. Corbin Foundation brings Akron’s storied past to life through the Dance Institute’s 2021 production of the NutcrACKR. With the Corbin Foundation’s underwriting, this NutcrACKR production will highlight the sights, sounds and landmarks of 1950’s Akron through dance performance. It involves 3D film projections, and non-fictional characters who have influenced the city’s history. This innovative production will include new video technology called Projector Mapping; artwork designed by students in the Myers School of Art.

The DI will partner with the Akron Public Schools, the Akron Symphony Orchestra and Akron Youth Symphony and the Neos Dance Theatre. The UA performance has been scheduled for December 2021, however rehearsals are tentatively slated to begin later this fall.



AKRON BAR ASSOCIATION GRANT FOR LAW RESEARCH

This grant award provides legal research resources for members of the Akron Bar Association. The resources include an Akron Law Library office for members of the Akron Bar Association and includes two computers, a printer, supplies, and access to online tools such as Westlaw Edge and Bloomberg Law.

Akron Bar Association members also have access to The University of Akron's full library collection.



akron bar
association®



Russell M. Pry

AKRON ROUNDTABLE BOLSTERS RUSS PRY SCHOLARSHIP

A gift from The Akron Roundtable was received for The Russell M. Pry Endowed Memorial Scholarship.

The scholarship was established in 2017 in memory of former Summit County Executive Russell M. Pry, a 1984 graduate of the UA School of Law.

Today, because of the generosity of many, the scholarship endowment is more than \$85,450.

WE ARE AKRON

Thousands of Akron alumni are proudly displaying their own “We Are Akron” pennants this summer. These pennants, mailed by The UA Alumni Association in June, were sent to alumni across the country.

Alumni were encouraged to post photos showing off their banners using the hashtags #ForeveraZip and #WeRiseTogether.

The pennants arrived with an appeal to support student scholarships, Campus Cupboard, and the Textbook Award, as well as two “pop out” admissions referral cards for students interested in attending UA.



ALUMNI ASSOCIATION, NATIONAL BOARD OF DIRECTORS

National board of director members of The University of Akron Alumni Association held their final meeting of 2019-2020 in June. President Gary Miller served as the board’s guest speaker.

Two board of directors officially left the board after serving two, three-year terms. The board and The UA Alumni Association congratulate Director Paul Douglas '06, and Director Brad Fellows '97, for their exemplary service to their alma mater.



Brad M. Fellows
Founder/Consultant
The Fellows Practice, LLC



Paul M. Douglas
Financial Advisor
UBS Financial Services, Inc.

CONTRATULATIONS, CLASS OF 2020



Above: Alumni such as actress Yvette Nicole Brown '94 were among those who conveyed a positive video message to the Class of 2020.

The Office of Alumni Relations called upon alumni across the world to offer congratulations to the Class of 2020 via video submissions. The final video was sent to the graduating class of 2020.

Additionally, custom "Akron Grad Profile Overlays" (pictured at left) were created for grads to use in their social media profile photos.

BLACK LEADERSHIP ALUMNI COUNCIL NEWS

The Black Leadership Alumni Council will meet in August to discuss programs and ways to increase engagement with University of Akron students of color.

Recruitment, retention, engagement and graduation of UA students of color are among the topics for discussion.

The annual "Black Alumni Tailgate and Reunion" has been cancelled for 2020 due to Covid precautions.

BLAC
BLACK LEADERSHIP ALUMNI COUNCIL

THE UNIVERSITY OF AKRON
Black
ALUMNI
TAILGATE
— AND —
REUNION



More than 180 attendees, including undergraduate and graduate students, participated in the 2019 Black Alumni Tailgate and Reunion.

FINANCE & ADMINISTRATION COMMITTEE

TAB 11

**UNIVERSITY COMMUNICATIONS AND
MARKETING REPORT**

UNIVERSITY COMMUNICATIONS AND MARKETING

Setting the stage for an era of innovation and growth

The news coming out of the July 15 special meeting of the Board of Trustees drew attention from stakeholder groups and the news media.

Anticipating this, University Communications and Marketing devised and carried out a detailed plan to help each group and the community understand the rationale for the decisions and the fact that the changes will not reduce the quality of our faculty or our deep commitment to student opportunity and success.



UA Mobile app wins national award

The University’s free smartphone app, UA Mobile, was named the 2020 “Most Innovative App for Communication” by Modo Labs during a virtual awards ceremony for its higher education customers. Modo provides the infrastructure for UA Mobile. Other nominees for this category were The University of North Carolina at Greensboro, Maine Maritime and Northern Arizona University.

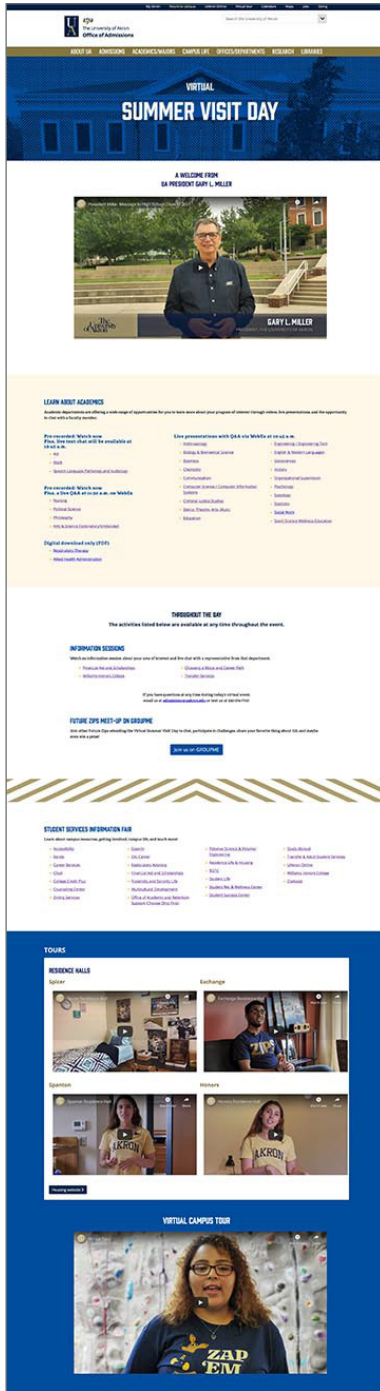
UA was lauded for a novel new feature in the app that is used to check students into events. UCM, Information Technology Services, and the Schools of Music and Art collaborated on the project.



Virtual visit day included live chat with UA experts

The Undergraduate Admissions Virtual Summer Visit Day website (left) consisted of more than 25 pages about academic programs and student service areas.

A pilot of a live chat tool allowed visitors to text with UA experts in their areas of interest. The service was well received by both our experts and visitors to the site.



Experience Akron relocation guide ad

This full-page ad touts the UA’s academic excellence and the importance of rubber, polymers, biomimicry, corrosion engineering, cybersecurity and more.



DISCOVER DOWNTOWN AKRON, ONE CLUE AT A TIME!

UA SCAVENGER HUNT

JULY 13 - SEPT. 13
Visit uakron.edu/downtown for complete details.

LOCATIONS

- Lock 3 Park
- Sweet Mary's Bakery
- Chill Artisan Ice Cream
- Diamond Deli
- The Nightlight Cinema
- blue: A Goodwill Boutique
- Rubber City Comics
- Summit Artspace
- Akron RubberDucks
- Northside Marketplace
- Rubber City Clothing
- Akron Northside Train Station

NOTE: *Download the GooseChase app to participate
*Username must be your UANet ID
*Must be confirmed/enrolled student to be eligible

PRIZES

ALL CONTESTANTS RECEIVE:
A University of Akron T-shirt



PRIZE PACKAGE #1:
UA Prize Package - Courtesy of The University of Akron Bookstore

PRIZE PACKAGE #2:
City of Akron Prize Package - Courtesy of Downtown Akron Partnership

#UAKRONSCAVENGERHUNT
#FUTUREZIP

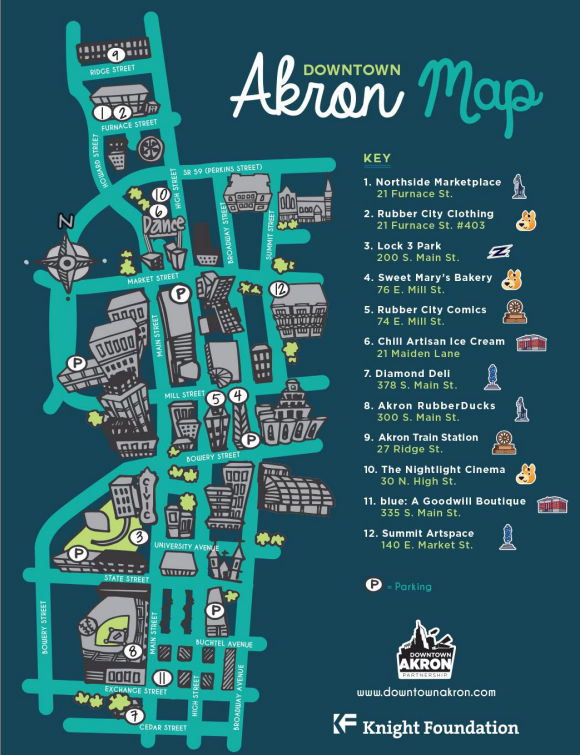


Winners will be announced on the uakron.edu/downtown w

The University of Akron is an Equal Education and Employment Institution - uakron.edu/eeo © 2020 by The University of Akron

Downtown Akron scavenger hunt

UA is inviting incoming students to experience downtown through a 12-stop scavenger hunt before they set foot on campus this fall. Contestants will receive a T-shirt and be eligible for prize packages from the UA bookstore and the Downtown Akron Partnership.





Akron Map

KEY

1. Northside Marketplace
21 Furnace St.
2. Rubber City Clothing
21 Furnace St. #403
3. Lock 3 Park
200 S. Main St.
4. Sweet Mary's Bakery
76 E. Mill St.
5. Rubber City Comics
74 E. Mill St.
6. Chill Artisan Ice Cream
21 Maiden Lane
7. Diamond Deli
378 S. Main St.
8. Akron RubberDucks
300 S. Main St.
9. Akron Train Station
27 Ridge St.
10. The Nightlight Cinema
30 N. High St.
11. blue: A Goodwill Boutique
335 S. Main St.
12. Summit Artspace
140 E. Market St.

P = Parking


www.downtownakron.com

 Knight Foundation

**BE KIND
KEEP OTHERS
IN MIND**

Face masks or coverings are required.

This is critical to minimizing risks to others.

uakron.edu/coronavirus

The University of Akron

Reminder to mask up

UCM has worked with the UA Health and Safety Committee to design signs that underscore the community benefit from wearing masks and maintaining a safe physical distance.

RISE

Akron means a better future

RISE

Better Careers. Brighter Futures.

Rise at Akron

This digital inquiry campaign featured new copy with refreshed brand elements. It focused on three audiences: top in-state counties, in-state (excluding top counties) and out-of-state prospective students.

APPLICATION AVAILABLE
AUGUST 1!

APPLY uakron.edu/apply
ONLINE commonapp.org

LET'S CONNECT 

Go to uakron.edu/visit for opportunities to see what UA is all about.

QUESTIONS? Contact the Admissions Office.
330-972-7100 | 1-800-655-4884 | admissions@uakron.edu

CONNECT WITH US

 @universityofakron
 @uakron
 @uakron
 @uakron

GET READY FOR
LIFTOFF

The bottom section of the flyer features a photograph of a university campus with a fountain in the foreground and a large building in the background. The text "GET READY FOR LIFTOFF" is overlaid on the image in a large, stylized font.

The University of Akron
Office of Admissions
Akron, OH 44325-2001

Nonprofit Organization
U.S. Postage Paid
The University of Akron

Liftoff to a new admissions season

This introductory piece invites the rising senior class of '21 to “Save the Date” and apply to UA on Aug. 1 when the admissions application becomes available.

The piece also highlights all that UA has to offer, including competitive scholarship opportunities, clubs and organizations, career placement outcomes and more.



Let your computer and technology passion guide you. Whether your interest is in design, strategic planning or business, each path leads to in-demand careers. To meet the demand for these careers, **UA offers five different bachelor degrees** in computer-related fields.

COMPUTER-RELATED DEGREE PROGRAMS

- Computer Engineering
- Computer Science
- Information Systems (IS)
- Computer Information Systems (CIS)
- CIS Cybersecurity

SCHOLARSHIPS

AKRON GUARANTEE SCHOLARSHIP
UA offers competitive, merit-based scholarship awards such as the Akron Guarantee Scholarship (AGS), which increases yearly as you progress toward your degree.

AKRON ADVANTAGE AWARD
Out-of-state AGS recipients automatically receive the \$3,000 Akron Advantage Award (AAA), renewable for up to four years and \$12,000 in total.

Computer Engineering
The College of Engineering's computer engineering program teaches you to design and develop hardware and software for a range of applications and systems. The program blends classroom work with real-world experience through co-ops and design projects. [See degree >](#)

Computer Science
The computer science program, offered through the Buchtel College of Arts and Sciences, teaches you to write computer programs and use computer languages, hardware and operating systems. The program prepares you for careers in software development and software engineering. [See degree >](#)

Promoting our computer-related degrees

This Admissions page draws together our five computer-related undergraduate degrees and promotes the excellent career prospects for each. The page also includes scholarship and financial aid information.



Women in Engineering Program

The Women In Engineering Program was launched to encourage more women to become engineers. We help curious, creative, and hard-working women pursue their dreams of making the world a better place – through the science of engineering.

MISSION & FOCUS

The percentage of women in engineering and architecture related fields in 2019 is only 15.7%, yet the engineering field continues to grow, meaning skilled, qualified engineers are in top demand.
— According to the Bureau of Labor Statistics

Since our establishment in 1993, our passion is to ensure women are equally represented in the engineering workforce, and that hard-working students eager to learn and change the world are fully aware of their capabilities.

The University of Akron's proximity to world leaders in tire technology and 20 Fortune 500 companies makes connections to these companies within reach for skilled women engineers who graduate from our program.

We focus on:

- **Recruiting women** into The University of Akron's College of Engineering
- **Retaining and graduating** female undergraduate and graduate students
- **Developing and empowering highly qualified and professionally responsible** women engineers
- **Forming strategic partnerships** between The Women in Engineering Program, campus-wide departments, the community, and industry



"For me, Akron has always been home, but UA's Women in Engineering Program turned out to be everything I didn't know I needed. It has prepared me for the future in ways I could never imagine, and for that I am forever grateful."

— **Monica Feltman**, Civil Engineering, '20

Diversity in engineering

To assist student recruitment, we expanded and enhanced pages for our Women in Engineering Program (above) and our Increasing Diversity in Engineering Academics (IDEAs) Program.

Media relations: Telling our story

Here is a summary of how the media relations team promoted UA in the last two months:

Several faculty experts interviewed with local media on current topics and social issues. Professor Hazel Barton discussed the role that antibodies play in preventing disease with 1590-WAKR. Assistant Professor Amanda Weinstein described in a Cleveland.com story how low-wage jobs, especially for women, are disappearing due to the pandemic. Professor David Cohen, interim director of the Ray C. Bliss Institute of Applied Politics, commented on small-town protests in a story by WEWS-TV. Professor David Licata offered analysis on the challenges associated with reforming or defunding police departments with 1590-WAKR.

UA's two-day, drive-by diploma pickup event was covered by the Akron Beacon Journal, WOIO-TV, WJW-TV and 89.7-WKSU.

May 15, 2020

AKRON BEACON JOURNAL

Gary L. Miller: It's all about Akron

By Gary L. Miller
University of Akron president

The historic initiatives underway at The University of Akron are aimed primarily at securing a sustainable financial future for the institution.

Certainly, that is critical.

But, ultimately, the most important goal of our work is to preserve and strengthen the historic symbiosis between this great American city and the research university it has sheltered for 150 years.

What we are doing at The University of Akron is, in fact, all about Akron and this important region of Ohio.

All of American higher education is in the midst of unprecedented change. Urban research universities like The University of Akron, which since the early 1990s have been the principal partner in the revitalization of cities, bear a special obligation to get this transformation right.

More than one-half of college students in America attend an urban university. These students represent the fullest possible range of racial and ethnic diversity and economic circumstances. For many of these students, the opportunity afforded them by a college degree is life-changing, both for themselves and their families. It is not an exaggeration to say the talent and imagination of these local students is the essential fuel of urban growth and vitality.

Urban universities parlay the great privilege of providing students opportunities to live, work, learn and experience into a unique kind of synergy with their cities. Students are able to more easily gain experiential

learning opportunities with companies and organizations that are close by. We engage in the partnerships that support the economy and improve the lives of citizens. We tender service through the good work of our students and faculty. We live and play in the city spaces. Our university buildings form some of the most recognizable features of the Akron skyline.


The city gives back with its determination to nurture and support the university and create the networks that unite people of all circumstances around the deeply held American idea of the commonwealth. Free as a public service during coronavirus outbreak

This story is being provided for free as a public service to our readers during the coronavirus outbreak. You can find more stories on coronavirus at <https://www.beaconjournal.com/topics/coronavirus>. Please support local journalism by subscribing to the Akron Beacon Journal at <https://www.beaconjournal.com/subscribe>.

In this extraordinary moment, as the city and the university struggle with nearly unimaginable challenges, it is natural for us each to circle inward, to accede to the primordial imperative of survival.

But our goal must not be simple survival. Neither the university nor the city will prosper absent the synergy of our historic partnership.

Yes, we must redesign ourselves immediately. The financial realities of the time demand it; but we must not do so in a way that segregates us into an isolated academic enclave. The humanity and emotion of the institution, those



Dr. Gary L. Miller

things that connect people and ideas, the essential and unique elements of the American university must be retained. The arts, music, the deep sense of service, faculty expertise and, yes, athletics are parts of the enterprise that enliven and provide things that give cities like Akron the power and energy to prosper and grow.

The many talented faculty and staff at the university today are engaged in a heroic and historical reimagining of a university. They are doing this because they love The University of Akron. They are also doing this because they love the city of Akron.

Indeed, in the end, for us, it must all be about Akron.

President Gary L. Miller penned an op-ed in the Akron Beacon Journal that addressed the importance of UA's continued contribution to a vibrant regional economy, noting that 50% of college students across the country attend urban universities. Miller commended UA's faculty and staff for their steadfast commitment to reimagining the University's future.

Plastics News highlighted the work of Content Specialist John Fellenstein, known as "Professor Polymer," who provides innovative

and entertaining STEM outreach to K-12 students on behalf of UA's School of Polymer Science and Polymer Engineering. The publication

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included a clip from one of Fellenstein’s videos explaining the concept of monomers and polymers.


Nate Meeker, director and head coach of UA’s esports program, discussed measures taken by the University to ensure student safety in a story by University Business Magazine. In other esports news, WKYC-TV, Cleveland.com and 89.7-WKSU provided coverage on UA joining the newly formed Esports Collegiate Conference.

Crain’s Cleveland Business covered the addition of 10 new fully online programs. Executive Vice President and Provost John Wiencek stated the new programs were developed to provide the flexibility that many nontraditional students require.

The discontinuation of three athletic programs and reductions in athletics spending was covered by the Akron Beacon Journal, 1590-

May 22, 2020





University of Akron Students Care for COVID-19 Patients in NYC

By Rachele Mongiovi

New York City is the epicenter of the coronavirus pandemic. More than 15,000 people there have died from the virus. For the past month, healthcare students at the University of Akron have been helping the city’s hardest hit hospitals.

“It gets very lonely, you’re taking care of these patients who haven’t seen their family in 40-some days and you may be the first person that was able to get their phone,” said Cody Ellis, RN, graduate student, University of Akron.

What You Need To Know

- U of A students are caring for COVID-19 patients at NYU Langone Medical Center in Manhattan
- The students describe NYC as grim, with hardly anyone outside
- The students are expected to return to Ohio in 3 weeks

Ellis, along with Mike Hronec and Katie Roberts, are all anesthesia students at U of A. They’re caring for COVID-19 patients in intensive care units at New York University’s Langone Medical Center in Manhattan.

“Mostly everybody is on the ventilator or has a breathing tube in with the ventilator helping them breathe. You go in and you kind of don’t really know who you’re going to be taking care of, but most likely it’s going to be some of the sickest patients,” said Mike Hronec, RN, graduate student, University of Akron.

The three students say they didn’t hesitate when they were called to help—as nurses, it was their duty. They’ve been working 48 hours a week, caring for young patients, the elderly, and some who have passed away.

“I think the most challenging aspect of this is just the lack of just personal touch that you can have with your patients, you go in and you feel like you’re like an astronaut or something going into these rooms, it’s actually more tiring than I expected it to be. I mean, I’m on night shift, but every single room you go into, you have the gown, masks, you have to have a face shield on, you have to have an N-95 mask on,” said Katie Roberts, RN, graduate student, University of Akron.

The students told Spectrum News 1 that the city feels like another world compared to what is happening in Ohio. The State of Ohio has less than 30,000 confirmed COVID cases, whereas New York City

alone, has more than 196,000 confirmed cases.

“I would say it’s kind of grim at times. The streets are bare, there’s really nobody out and if they are out they’re all wearing masks,” said Ellis.

After weeks of emotionally draining days, the students are now seeing better days, as hope is on the horizon.

“I know when we first started here, there was probably around 8 to 10 intensive care units. Probably 90 percent of those patients were attached to the ventilator and now it’s probably close to around two to three intensive care units, so the numbers are definitely getting better,” said Hronec.

“I know it’s probably hard for people in Ohio to understand the virus, you know, and it’s a totally different situation there, but as things are opening up I would just caution people to be very mindful. What New York has experienced in here is devastating, it has changed life here forever so I would not want that to ever be the case in a different city again,” said Roberts.

The students are expected to return to Ohio in three weeks.

WEWS-TV, 1480-WHBC and Spectrum News reported on the experiences of Katie Roberts, Cody Ellis and Mike Hronec, registered nurses and graduate students in UA’s Nurse Anesthesia Program, who volunteered to work at NYU Langone Health in Manhattan in an intensive care unit that treats COVID-19 patients.

WAKR, 89.7-WKSU and Inside Higher Ed. Additionally, Akron Beacon Journal columnist Marla Ridenour featured the accomplishments of several Zips football alumni and considered the generational recruiting

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benefits of college athletics.

Supporters and alumni from the School of Polymer Science and Polymer Engineering shared their thoughts about UA's reorganization proposal in a story by the Akron Beacon Journal. Cleveland.com and Crain's Cleveland Business filed additional reporting.

Doctoral candidate Amanda Stefin; Dr. Ali Dhinojwala, H.A. Morton Professor of Polymer Science; and Executive Vice President and Provost John Wiencek contributed to a column on the evolution of UA's polymer program by 89.7-WKSU.

UA's response to financial implications of the coronavirus pandemic received coverage by local media. The Akron Beacon Journal,

Cleveland.com and Crain's Cleveland Business reported on the redesign of the University's 11 colleges. The Akron Beacon Journal, Crain's Cleveland Business, Cleveland.com, 89.7-WKSU reported on UA's workforce reduction announcement. The Akron Beacon Journal also provided coverage on the University's projection of a 15% enrollment decline and \$65-million budget gap.

Interim Senior Vice Provost Joe Urgo spoke to several media outlets about the University's return to campus plans and safely reopening the campus in the fall. WEWS-TV, Akron Beacon Journal, Cleveland.com, 89.7-WAKR, 1590-WAKR and University Business Magazine provided coverage. On a similar topic, Urgo commented on the importance of face-to-face

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May 31, 2020

AKRON BEACON JOURNAL

Local history: Let there be Buchtel College

By Mark Price

Akron industrialist John R. Buchtel had more than enough money to help. He just wasn't sure what to do with his wealth.

Buchtel (1822-1892), president of the Buckeye Mower and Reaper Works, had vague plans to bequeath his fortune to start a public library in Akron.

Then he got a letter from a friend.

The Rev. George Messenger, a retired Universalist minister, wrote to Buchtel to inquire if he might consider donating funds to help build a school.


A meeting 150 years ago helped change the course of Akron history.

Trustees of the Ohio Universalist Convention gathered May 31, 1870, at the Summit County Courthouse to vote on a proposal to establish a school to celebrate the 100th anniversary of the Universalist Church of the United States.

The trustees had already ruled out Kent after scouting the Berange County town and learning it had an "unpleasant reputation" of being ridden with malaria and typhoid fever.

The board had been leaning toward Mount Gilboa in Morrow County, until the Rev. Henry Castfield, a Universalist trustee, wrote to the Rev. Henry Miller: "Don't decide upon a location for the school till you have been to Akron again, for I am strongly of the opinion that there is something there worth looking after."

Upon visiting the canal town of 10,000, trustees decided it would be an ideal site for the "Universalist Centenary School of Ohio."



But Akron already had a high school. Residents proposed building a college instead.

"A college it shall be, but you must pay for it accordingly," Miller told townsmen. "If you desire a college in the city of Akron, Summit County must give \$40,000."

Buchtel and his wife, Elizabeth, pledged \$31,000 (about \$940,000 today) toward the building and endowment fund. Another 100 Akron residents and 13 businessmen combined to match the \$31,000 gift.

Officials selected a 2.6-acre hilltop occupied by Spicer Hill Cemetery. The bodies of pioneers would be exhumed and reburied at Akron Rural Cemetery, better known today as Glendale.

Trustees met at the Summit County Courthouse and named 17 "corporators" of the college: The Rev. H.L. Castfield, the

Rev. J.S. Cantwell, the Rev. J.W. Henley, the Rev. Andrew Willson, O.F. Haymaker, the Rev. B.F. Eaton, the Rev. Everett L. Redford, John R. Buchtel, W.D. Tibbels, E.P. Green, Col. George T. Perkins, James A. Lantz, George Steese, the Rev. Henry F. Miller, the Rev. Willard Squidling, the Rev. George Messenger and Henry Blandy.

The group still had to decide what to call the school.

"The name 'Buchtel College' was proposed, but some strong objections were urged," Castfield later recalled. "First, the name was not euphonious, and it would probably be called 'Buchtel College.' Second, it was to be founded by a religious body, and Mr. Buchtel was not a religious man, but a man of the world, who perhaps sometimes let slip an oath or a curse word, and who certainly kept wine upon his table and gave it to his guests."

Akron Beacon Journal history columnist Mark Price wrote about how Buchtel College, the forerunner to The University of Akron, began as a collaboration between founder John R. Buchtel and the Trustees of the Ohio Universalist Convention on May 31, 1870.

UNIVERSITY COMMUNICATIONS AND MARKETING

Continued from previous page.

interaction between students and faculty and addressed the University's commitment to fostering those relationships. The Record-Courier, WKYC-TV, WOIO-TV, 89.7 WKSU and 1100-WTAM filed additional reporting.

The Akron Beacon Journal, Cleveland.com and WEWS-TV filed reporting on the proposed tuition increase amounts to \$10.18 per credit hour, which will be locked in for four years as a part of UA's tuition guarantee program.

Assistant Professor Amanda Weinstein described in a national report by Reuters that dramatic reductions in shale oil production could cause younger job seekers to move to an area that offers more employment options. This story was republished in U.S. News & World Report and Yahoo Finance.

Director of Admissions Kim Gentile and Senior Assistant Director of Admissions Courtney Johnson-Benson discussed the University's communication plan for uncommitted students in a story by Crain's Cleveland Business.

The contributions of Associate Professor of Practice Chris Daniels to the historic launch of the SpaceX Crew Dragon space capsule were promoted. 1590-WAKR and WCMH-TV provided coverage.

President Gary L. Miller announced a "thorough evaluation" of the University's practices to address issues of racial discrimination and unconscious bias, which

was covered by the Akron Beacon Journal. President Miller also spoke about the University's efforts to promote equity, inclusion and opportunity for all members of the campus community on Bloomberg Business Radio and Spectrum News.

The National Jurist reported that students from UA's School of Law set a record for the number of hours spent on community service or pro bono work. The class of 2020 logged 16,489 hours.

Professor David Cohen, interim director of UA's Ray C. Bliss Institute of Applied Politics, co-authored an opinion column for CNN.com about three prospective VP presidential running mates for presumptive Democratic presidential nominee Joe Biden.

The Associated Press reported that UA's new smartphone app, UA Mobile, was named the 2020 "Most Innovative App for Communication" by Modo Labs.

Ali Dhinojwala, H. A. Morton Professor of Polymer Science, and Associate Professor Abraham Joy collaborated in the creation of a medical adhesive that "can be applied to wet tissues and cured within the body." The research was covered by Chemical & Engineering News.

Professor Karl Kaltenthaler discussed the challenges facing international students and the disruptions in research that will result from


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the new Student and Exchange Visitor Program (SEVP) guidance with WEWS-TV.

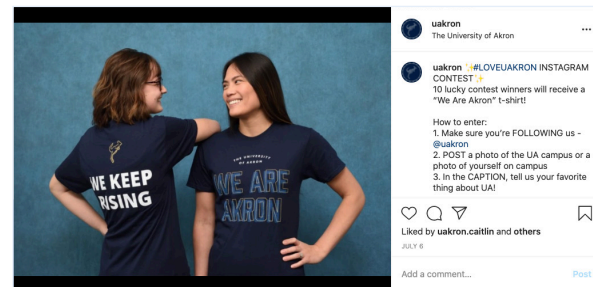
In a story by Crain's Cleveland Business about Northeast Ohio companies using emerging technology, Professor John Nicholas noted

that disruptive technologies offer unlimited potential for all industries when companies reap the benefits of new technology to create new business opportunities.



Return-to-Campus communication

As part of the ongoing Return-to-Campus messaging, updates are posted each week on social media with what has been added to the Return-to-Campus website. We also monitored social media around the clock and handled a range of questions from students, prospective students, and their parents. The majority of the questions have been regarding course delivery methods, tuition and fee costs, and campus activities.



#LoveUAKron Instagram campaign

As a way to encourage engagement and spread positivity, we launched the #LoveUAKron campaign on Instagram for the month of July. Followers were encouraged to share a photo of campus or a photo of themselves on campus and say what their favorite thing about The University of Akron is. Participants will be entered into a random drawing for 10 “We Are Akron” T-shirts. So far, followers have pointed to the beautiful campus, Zippy, the kind people, and miscellaneous campus activities as their favorite part of UA.

Capturing student and faculty achievement via video

The pandemic has dramatically increased the importance of video, not only in support of UA's efforts to engage with its many publics, but also as a means for prospective students and their

parents to learn more about UA and its stellar academic programs. You can see the videos described on the next two pages at youtube.com/uakron.



The health order prevents prospective students from attending on-campus information sessions, so the sessions moved online in this video posted on the Admissions site.



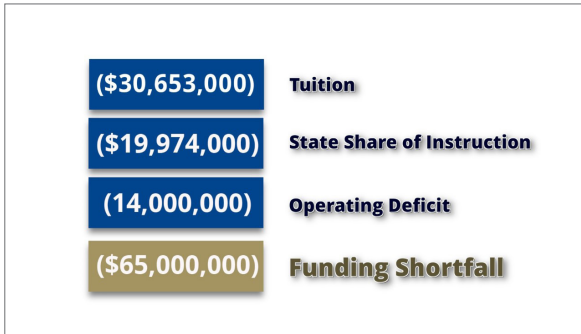
Dr. Chris Daniels explains how he and other researchers conceptualized the seal that is being used in the SpaceX Dragon.



Students in the Williams Honors College describe the many benefits of college membership.



To honor our sesquicentennial, we created a video that tells our story from John R. Buchtel through the rise of rubber and polymers.



Interim Chief Financial Office Stephen Storck provides an overview of the University’s financial standing.



Statistics major Beau Bayerl tells prospective students about academic life at Akron and the opportunities for graduates.

PROFESSIONAL LEADERSHIP DEVELOPMENT
Exclusively for students in UA's Saturday MBA program

Starting August 2020

When you join our **exclusive Saturday MBA program** you will receive the same type of coaching that current CEOs receive. Professional coaches train you harder and push you further to expand your potential. It's your turn to rise to the challenge and launch your career to new heights.

Our program will:

- Provide custom assessment and professional coaching (incoming cohorts only).
- Connect you with CEOs and others at the top of their field.
- Expand your professional network.
- Strengthen your interview, management and problem-solving skills through mentoring and self-assessments.

ASSESSMENT AND COACHING
Incoming cohorts only

Our unique program partners with **PRADCO** for professional coaching and their 360 Leadership Assessment Introduction and Facilitation. This assessment provides a thorough look at the behaviors current and future leaders need to be successful. The assessment is an ipsative (forced choice) format that prevents both the participant and their raters from impression management.

The assessment will measure factors that include:

- Individual qualities: *flexibility, responsiveness, ownership.*
- Decision making: *decisive, strategic, objective.*
- Management: *coaching, driving results, leading change.*

How the assessment is presented:

- Results are intuitive.
- Anonymous individual data points are shown to illustrate the breakout of the group.
- Raters offer feedback on strengths and weaknesses in an open-ended comments section.
- Customized suggestions that are based on scores.

Professional development for Saturday MBA students

This webpage promotes an exclusive program for Saturday MBA students that provides them with assessment of strengths, professional coaching, mentorship and professional connections.

FINANCE & ADMINISTRATION COMMITTEE

TAB 12

**PUBLIC LIAISON AND
GOVERNMENT RELATIONS UPDATE**

PUBLIC LIAISON AND GOVERNMENT RELATIONS UPDATE

July-August 2020

The University of Akron (UA) government affairs office and public liaison communicate with local, state, and federal elected officials and staff about University priorities and objectives. We monitor and track legislation, regulations, and financial issues and opportunities that could impact higher education in general and the University in particular. During the months of July and August, we worked with the Inter-University Council of Ohio (IUC), which represents all 14 Ohio public four-year universities, and the Association of Public Land-Grant Universities (APLU), which represents 246 public research universities, land-grant institutions, state university systems, and affiliated organizations across the country, to formulate legislative and financial requests to both state and federal governments related to the COVID-19 Pandemic. We communicated frequently with elected officials and community leaders regarding developments at the University. We participated in virtual meetings with elected officials and community leaders, and connected them with our administration, our faculty and staff, and our students. A detailed state legislative update is found at the end of this report.

FEDERAL UPDATE

COVID-19 Relief Package

The public liaison has tracked and had conversations about the developing Phase IV COVID-19 Relief Legislation, especially in areas that affect higher education, such as additional funds for higher education and employer liability protection. Although legislation has not been released at this time, there is an outline of the Senate Republicans Phase IV COVID-19 relief package. A summary from the Association of Public Land Grant Universities (APLU) is pasted below:

Negotiations are ongoing, so numbers and provisions highlighted in the bill outline are subject to change. Reports indicate the estimated \$1 trillion package would provide \$29 billion for higher education relief funding, \$18 billion below the higher education community's request, but \$14 billion above the CARES Act. Unlike some of the funding for elementary and secondary education, higher education funding would not be contingent upon reopening. An amount of \$5 billion would be discretionary to governors to support K-12 or higher education.

The bill would also provide \$15.5 billion for the National Institutes of Health labs and research; \$25 billion for nationwide testing; \$26 billion for vaccine research, distribution, and use; and \$1.3 billion for workplace training on social distancing. It is our understanding that of the \$15.5 billion available for labs and research, \$10 billion will be made available for supplemental research relief funding, which mirrors the community's request for NIH supplemental funding needs.

The bill would include litigation liability protections for colleges and universities impacted by COVID-19.

H.R. 7308: The Research Investment to Spark the Economy (RISE) Act

The University of Akron endorsed the RISE Act, which authorizes approximately \$26 billion in emergency relief appropriations for federal science agencies during FY20 and FY21 and is available for expenditure for up to two years across ten departments and agencies. In addition to endorsing the Act, the public liaison has communicated with delegation members about the importance of research funding.

Name, Image, and Likeness Legislation

Congressman Anthony Gonzalez is proposing name, image, and likeness legislation, which would create a national standard to permit student athletes to capitalize on their name, image, and likeness rights in a way that benefits all college athletes in every sport, regardless of division. President Gary L. Miller, UA Athletics Director Larry Williams, and the public liaison have engaged in discussions with both the Congressman and his staff about the legislation.

APLU Council on Government Affairs Summer Conference

The public liaison participated in the Association of Public Land-Grant Universities (APLU) Council on Governmental Affairs three-day summer conference, which covered a number of areas of federal advocacy and legislation. The public liaison moderated a panel on virtual advocacy during COVID-19.

STATE UPDATE

Controlling Board

The University of Akron had two requests before the State Controlling Board, which is a mechanism for handling necessary adjustments to the state operating and capital budgets as well as enabling the release of federal funds.

The Ohio Department of Higher Education took a request to the State Controlling Board seeking the release of \$200 million in federal Coronavirus Aid, Relief, and Economic Security (CARES Act) money. UA is slated to receive \$9,533,149 for COVID-related expenses. UA government affairs reached out individually to members of the Controlling Board to provide information on UA-specific needs and to seek support for the request. The Controlling Board request was ultimately passed without objection, with members of the Board noting the number of institutions which reached out and provided important information in support of the request.

The University also took a \$738,555 release of capital appropriation request before the Controlling Board for the Bierce Library Renovation project. UA government affairs again made contact with individual members of the Board to provide background information on the University's request, and the item was approved without being held for questions.

Delegation Briefings

As we have done throughout the pandemic, UA government affairs worked with President Miller to hold our fourth "virtual" delegation briefing in order to keep our state legislative delegation apprised of critical issues facing the University including:

- UA budget shortfall and plan to sustain UA moving forward.
- Open Campus Plan including discussion on in-person/hybrid instruction model, testing, residence halls and social distancing plans for classrooms, residence halls and campus activities.
- CARES Act funding.
- SSI Funding – critical to minimize the cut to the SSI line.
- State Capital Bill: advocated for a Capital Bill in the fall to support Ayer and Crouse Halls demolition and construction (\$18 million).
- Immunity Legislation (HB 606).

Ohio Department of Higher Education/Governor DeWine

Over the past months of the pandemic, UA government affairs has facilitated a number of calls and written communication with the Chancellor and his senior staff to keep them updated on a number of issues including campus plans to re-open, budget constraints, and State Share of Instruction (SSI) needs. Much of this communication has been directly between President Gary L. Miller and Chancellor Randy Gardner. We have done the same with Governor Mike DeWine’s office.

Legislative Report

HB 481 (Fraizer): Legislation which authorized the sale and conveyance of 23 pieces of state-owned real estate inclusive of three parcels owned by The University of Akron (Ballet Center, Heisman Lodge and Lone Star swap). Ultimately, the bill was amended to include a number of other items including the state capital reappropriations bill (inclusive of University of Akron projects) and a state employee pay freeze from 6/1/2020 through 6/30/2021. The bill was passed with an emergency clause and signed by the Governor.

HB 606 (Grendell): Grants a qualified civil immunity for healthcare providers and other “service providers” (inclusive of higher education) during a government-declared disaster or emergency for exposure to or transmission or contraction of certain coronaviruses. The coverage is retroactive to March 9 and continues through December 31, 2020. The bill passed the House in late May and the Senate in late June. However, as a result of changes in the Senate, the bill must now go back to the House for concurrence. Unfortunately, at this time, the House has no plans to return to session prior to mid-September, at the earliest.

[The Senate has plans to be in session 1-2 days each month throughout the summer, intending to resume a more robust session schedule in September. The House was last in session on June 11 and has no plans to return until September 15 at the earliest.]

LOCAL UPDATE

Police Ethics Certificate

The public liaison is working with Dr. Dimitria Gatzia, Professor of Philosophy, and Jolene Lane, Chief Diversity Officer and Vice President of Equity and Inclusion, to make our local law enforcement agencies aware of UA’s Police Ethics Certificate. The four course, 12 credit Certificate Program in Police Ethics offers coursework in philosophy intended to help those interested in law enforcement to better navigate the ethical landscape. Believing that our society

is best served by having active and informed citizens, the certificate is designed for all students, no matter what their degree program, who have an interest in law enforcement. So far, we have discussed the Certificate with our UA Police Department, the UA State Highway Patrol Post, the City of Akron Police Department, and the Summit County Sherriff's Office. We also plan to discuss the Certificate with our state legislators and the Governor's administration.

Academic Issues & Student Success

1

*Proposed List of Degree Recipients

2

*Proposed Curricular Changes

August 12, 2020

Board Meeting

3

*Proposed University of Akron Calendars

Presiding:

Olivia P. Demas

For Information Only:

4

Research Report

5

Student Success Report

*

CONSENT AGENDA:
ITEMS 1, 2, 3

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 1

LIST OF DEGREE RECIPIENTS

Please note that this summary may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

Doctor of Philosophy		22	
	Buchtel College of Arts and Sciences		22
Doctor of Philosophy		20	
	College of Engineering		20
Doctor of Philosophy		2	
	The LeBron James Family Foundation College of Education		2
Doctor of Philosophy		17	
	College of Polymer Science and Polymer Engineering		17
Doctor of Nursing Practice		1	
Doctor of Philosophy		6	
	College of Health Professions		7
Doctoral Degree Candidates			68
Master of Arts		21	
Master of Arts in Political Science		1	
Master of Science		14	
	Buchtel College of Arts and Sciences		36
Master of Science in Chemical Engineering		2	
Master of Science in Civil Engineering		9	
Master of Science in Electrical Engineering		7	
Master of Science in Engineering		5	
Master of Science in Mechanical Engineering		12	
	College of Engineering		35
Master of Arts in Education		7	
Master of Science in Curriculum and Instruction		1	
Master of Science in Education		3	
	The LeBron James Family Foundation College of Education		11
Master of Business Administration		27	
Master of Science in Accountancy		2	
Master of Taxation		1	
	College of Business Administration		30
Master of Science		1	
Master of Science in Polymer Engineering		7	
	College of Polymer Science and Polymer Engineering		8
Master of Arts		5	
Master of Arts in Child Life Specialist		6	
Master of Arts in Education		11	
Master of Arts in Speech - Language Pathology		19	
Master of Public Health		3	
Master of Science in Education		9	
Master of Science in Nursing		35	
Master of Social Work		3	
	College of Health Professions		91

		Masters Degree Candidates	211
Bachelor of Arts		40	
Bachelor of Arts in Child and Family Development		7	
Bachelor of Arts in Fashion Merchandising		4	
Bachelor of Arts in Multidisciplinary Studies		3	
Bachelor of Music		1	
Bachelor of Science		20	
Bachelor of Science in Computer Science		1	
Bachelor of Science in Political Science/Criminal Justice		1	
	Buchtel College of Arts and Sciences		77
Bachelor of Science in Biomedical Engineering		2	
Bachelor of Science in Civil Engineering		8	
Bachelor of Science in Mechanical Engineering		4	
	College of Engineering		14
Bachelor of Arts in Education		3	
Bachelor of Science in Education		5	
	The LeBron James Family Foundation College of Education		8
Bachelor of Arts		1	
Bachelor of Business Administration		33	
Bachelor of Science in Accounting		11	
Bachelor of Science in Labor Economics		1	
	College of Business Administration		46
Bachelor of Arts/Social Work		1	
Bachelor of Science in Dietetics		1	
Bachelor of Science in Education		8	
Bachelor of Science in Exercise Science		8	
Bachelor of Science in Food and Environmental Nutrition		2	
Bachelor of Science in Nursing		29	
Bachelor of Science in Respiratory Therapy Technology		2	
	College of Health Professions		51
Bachelor of Science in Automated Manufacturing Engineering Technology		1	
Bachelor of Science in Computer Information Systems		27	
Bachelor of Science in Construction Engineering Technology		2	
Bachelor of Science in Electrical and Electronic Engineering Technology		1	
Bachelor of Science in Emergency Management and Homeland Security		7	
Bachelor of Science in Mechanical Engineering Technology		2	
Bachelor of Science in Organizational Supervision		26	
Bachelor of Science in Surveying and Mapping		1	
	College of Applied Science and Technology		67
		Baccalaureate Degree Candidates	263
Associate of Applied Business in Business Management Technology		1	
Associate of Applied Business in Computer Information Systems		5	
Associate of Applied Business in Hospitality Management		2	
Associate of Applied Science in Construction Engineering Technology		1	
Associate of Applied Science in Emergency Medical Services Technology		3	
Associate of Applied Science in Mechanical Engineering Technology		2	
Associate of Arts		13	

Associate of Science	8	
Associate of Technical Study	48	
College of Applied Science and Technology		83
Associate of Applied Business in Business Management Technology	2	
Associate of Applied Science in Paraprofessional Education	2	
Wayne College		4
<hr/> Associate Degree Candidates		87

629 Total Degrees



Office of the University Registrar • Division of Student Affairs

Cumulative Awarded Degrees

Term	Undergraduate		Graduate		Law		Total Degrees
	Associate	Baccalaureate	Master's	Doctoral	Master's	Doctoral	
Total Degrees Awarded through Spring 2014							193,939
Summer 2014	123	468	270	53			914
Fall 2014	216	842	244	36	3	32	1,373
Spring 2015	390	1,824	586	42	5	110	2,957
AY 2014-2015	729	3,134	1,100	131	8	142	5,244
Summer 2015	139	455	296	58			948
Fall 2015	202	868	236	44	2	34	1,386
Spring 2016	369	1,842	585	38	4	91	2,929
AY 2015-2016	710	3,165	1,117	140	6	125	5,263
Summer 2016	122	403	285	60			870
Fall 2016	188	801	241	50	0	30	1,310
Spring 2017	326	1,827	589	57	2	92	2,893
AY 2016-2017	636	3,031	1,115	167	2	122	5,073
Summer 2017	109	348	216	62			735
Fall 2017	154	771	199	42	1	22	1,189
Spring 2018	290	1,765	477	60	1	98	2,691
AY 2017-2018	553	2,884	892	164	2	120	4,615
Summer 2018	113	371	189	45			718
Fall 2018	132	752	159	56	2	31	1,132
Spring 2019	274	1,733	421	50	0	98	2,576
AY 2018-2019	519	2,856	769	151	2	129	4,426
Summer 2019	106	320	179	48			653
Fall 2019	146	734	143	39	3	31	1,096
Spring 2020	272	1,712	371	56	5	121	2,537
AY 2019-2020	524	2,766	693	143	8	152	4,286
Total Degrees Awarded through Spring 2020							222,846

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer**

Following are the names of prospective degree candidates who have applied by Monday, July 20, 2020. This list may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

In the event of extenuating circumstances where a student applies late or has been inadvertently omitted from this list, authority is hereby granted to the Senior Vice President and Provost to cause such student to be added to this list upon the recommendation of the respective faculty, appropriate dean and/or graduate dean.

Doctoral Degree Candidates

Buchtel College of Arts and Sciences

Doctor of Philosophy

Angela M. Adkins
Norh N. Albloushi
Celina R. Cahalane
Shaun M. Christie
Catalina Flores
Ariana K. Frkonja-Kuczyn
April B. Gaines
Zachary T. Gerdes
Stephen P. Howe
Stefan E. Jadaszewski
Ariana Isabel Kenez Salavessa Rupp
Banafsheh Khakipoor
Michelle F. Kushnir
Shu Ling
Anne Maltempi
Caitlin A. Martin-Wagar
Marcella L. Mulhollem
Steven A. Palmieri
Kristin E. Silver
Kelly E. Siman
Savannah R. Snyder
Haitao Zhao

College of Engineering

Doctor of Philosophy

Abdulrahman O. Almunabhi

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer**

Menglong Ding
Md. Omar Faruk Emon
Maggie Eppelheimer
Roja Esmaeeli
Mohammad Umar Farooq Khan
Wenqi Li
Han Lin
Elham Malekzadeh
Andrew-David T. McClain
Blaise Simplicite Talla Nwotchouang
Yanbo Pan
Ahmad A. Qurashi
Shaker A. Reda
Ashwin Sancheti
Padmini Selvaganesan
Shaghayegh Sorouri
Xiaolong Tong
Haoran Wang
Chuan Zeng

The LeBron James Family Foundation College of Education

Doctor of Philosophy

Piya Chatterjee
Gabor D. Smith

College of Polymer Science and Polymer Engineering

Doctor of Philosophy

Hamad A. Albehaijan
Iskinder Y. Arsano
Garrett F. Bass
Szu-Hao Cho
Emily Deaver
Tamara D. Jaeger
Derek Luong
Kaitlyn E. Mawhinney
Jason W. Nettleton
Shannon R. Petersen
Tamanna Rahman
Alankar Rastogi
Masoud Razavi Aghjeh
Yu Sun
Tyler A. Tommey
Adam Woods
Yexin Zheng

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer

College of Health Professions

Doctor of Nursing Practice

Mary B. Frey

Doctor of Philosophy

Michelle A. Cappetto
Andrew J. Davis
Richard S. Dawson
Elizabeth T. Molla
Amber N. Ray
Orit T. Rubin

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer

Masters Degree Candidates

Buchtel College of Arts and Sciences

Master of Arts

Alecia N. Bencze
Rauslynn M. Boyd
Cameron C. Cabot
Brittany Charek
Julian C. Curet
Rachel Fishman
Katherine A. Gray
Shane M. Greenlee
Alexandra Hamame
Kenneth S. Hixson
Megan E. Kenworthy
Faith C. Lee
Natalie A. Mitchell
Shannon K. Novak
Lauren C. Sprowls
Kevin D. Stacy
Joseph M. Stefanich
Morgan B. Stocker
Erica E. Temes
Jessica L. Terrizzi
Gina P. Thobes

Master of Arts in Political Science

Sara F. AlGhofaily

Master of Science

Olawale L. Ayode
Kayla A. Calapa
James Corkish
Mitchell G. Duffer
Zackery M. Frazier
Victor A. Hayne
Marie Jeanne Clarisse Kokora Epse Amessan
David S. Lowry
Annette M. Marsolais
Jephthah Oppong-Atta
Kayla N. Pavlantos
Timothy A. Schmucker
Kelvin X. Tsagli
Nicholas J. Wander

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer

College of Engineering

Master of Science in Chemical Engineering

Christopher J. Kelley
Chathuranga S. Witharamage

Master of Science in Civil Engineering

Erfan Agharazi
Ali H. Alinkis
Regina M. Apone
Alison K. Frye
MaryAnne Hejna
Lindsay A. Laizure
Mustafa Mansour
Saif Nassar
Muge Pekersoy

Master of Science in Electrical Engineering

Sadia Shahnoor Anis
Alireza Bagheri Rajjeoni
Fubing Han
Md Billal Hossain
Huseyin Salis
Sainath Reddy Samireddy
Ali Topcu

Master of Science in Engineering

Michael L. Calandros
McKay M. Cavanaugh
Jacqueline M. Davenport
Abigail E. Miller
Jason J. Sabo

Master of Science in Mechanical Engineering

Paul B. Ealy
Prasanna Chaitanya Gadepalli
Maxwell J. Hanich
Mazen A. Kiki
Rebekah M. Konet
Mustafa A. Malik
Vaidehi Menon
Sammy A. Ojo
Ayse Ozen
Akshay Kumar Pakala
Daryl G. Philip

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer

Danielle M. Shaffer

The LeBron James Family Foundation College of Education

Master of Arts in Education

Alexis M. Carris
Sumedha Gajbhiye
Nicole V. Heckman
Kristen A. Jones
Sharon M. Piskur
Lauren L. Riemenschneider
Victoria E. Shephard

Master of Science in Curriculum and Instruction

Kaley A. Prebonick

Master of Science in Education

Nicholas B. Harris
Dennis P. Spinks
Peggy S. Wood

College of Business Administration

Master of Business Administration

Maike Anstett
Brian M. Belcik
John F. Buddenberg
Daniel M. Call
Ellen K. Chittester
Brandyn A. Costa
Danielle N. Davisson
Daniel N. Fakhoury
Corey A. Greenwell
Chelsea M. Henderson
Casey A. Hewit
Paul E. Hivick
Emmary Horrocks
Diana L. Howell
William T. Johnson
Dylan H. Kretch
Paul J. Madsen
Rod W. Maldonado
Michael J. McManus
Maroun J. Mhanna
Michael A. Miller
Robert L. Sassa

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer

Michael J. Valentine
Vaishali A. Vora
Jeremy A. White
Nicholas D. Williams
Zaid M. Zawahri

Master of Science in Accountancy

Carla J. Hartzell
Robert J. Nemes

Master of Taxation

Daniel Husted

College of Polymer Science and Polymer Engineering

Master of Science

Meng Zhang

Master of Science in Polymer Engineering

Yixuan Du
Ouli Fu
Yuewei Guo
Rundong Huang
Shun Li
Harini Sridharan
Marisa E. Tukpah

College of Health Professions

Master of Arts in Speech - Language Pathology

Dea J. Artz
Laura M. Bolin
Rebecca A. Bruso
Whitney S. Chrisman
Julie R. Cripps
Michaela C. DeMeio
Christine M. Drockton
Tiffany L. Evans
Katherine E. Fike
Erica N. Hamner
Meghan E. Jenkins
Kendall E. Kelly
Ellen M. Knapp
Julia Kotterman
Breanne N. Salisbury

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer

Hayley M. St. John
Elizabeth Sweeney
Anna L. Thomas
Gwen E. Vanderbosch

Master of Arts

Ashton N. Cobb
Shaylise M. Randle
Audriana M. Ransom
Douglas W. Ryder
Dawn Z. Scott

Master of Arts in Child Life Specialist

Sara R. Crevar
Mae A. Edwards
Carolyn M. Jack
Sara A. Murtaugh
Brianna A. Wall
Alyssa M. Zumberger

Master of Arts in Education

Sarah C. Antes
Ashley N. Beverlin
Julie M. Carlson
Olivia R. Clark
Alexandra L. Ferrara
Frank A. Glicker
Paige M. McKinney
Mary L. Oyster
Kwame A. Sarpong
Danielle M. Tscherne
Christy A. Ward

Master of Public Health

Abrar N. AlNiemi
Arwa N. Alniemi
Joshua M. Scakacs

Master of Science in Education

Tyrell J. Everett
Christian R. Eyman
Owolabi M. Ikuejamoye
Ty'Asia L. Jones
Michael R. Navratil
Jamie L. Pantuso

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer

Cody P. Reese
Laura E. Rybka
Xinyun Zhang

Master of Science in Nursing

Lauren M. Block
Jacob A. Blough
Chris P. Boutton
Julianne M. Broadbent
Erin E. Bugay
Brian D. Burke
Antonio J. Costantini
Kaleigh C. Cupka
Lisa M. Dunnie
Zachary J. Emrock
James N. Galantis
Lauren R. Gardner
Joshua A. Getzinger
Travis P. Gray
Brad O. Grohoske
Ryan D. Hickey
Sean W. Holvey
Joshua B. Horner
John W. Hupp
Benjamin W. Irvine
Gregory M. Kasson
Devon L. Kirsch
Marina Kravchenko
Michael P. Lavoy
Kelly M. Mason
Jacqueline M. Molchan
Mariah A. Mostardi
Chad W. Pitock
Kristina L. Popelas
Alina Slivinskiy
Sofiya Smerechynsky
Alison Stephan
Garrett B. Stough
Ralph-Isaac Testa
Garrett J. Thomason

Master of Social Work

Barbara Ferrell
Sabrina Jackson
Denise K. Montanari

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer

Baccalaureate Degree Candidates

Buchtel College of Arts and Sciences

Bachelor of Arts in Child and Family Development

Mallory A. Bauman
Briana M. Cooper
Brianna L. Czirr
Elizabeth A. Ebiana
Jasmine J. Jeter
Monique Ransome
Margaret E. Stacy

Bachelor of Arts in Fashion Merchandising

DeAsia J. Dowd
Jennifer M. Gould
Donye N. James
Katie M. Stiteler

Bachelor of Arts in Multidisciplinary Studies

Cameron S. Claborn
Sabrina L. Dancy
Tiyanna M. Harge

Bachelor of Science in Political Science/Criminal
Justice

Shayla E. Morris

Bachelor of Arts

Deana A. Abuzahrieh
Erabo Akhigbe
Cierra J. Anderson
Gabrielle O. Ashley
Mary J. Barber
Julia N. Belopotosky
Skyler A. Bortz
Natasha E. Campi-Polen
Hannah R. Carney
Cory J. Catchpole
Nia C. Clark
Makayla N. Crews
Jacquelyn E. Dornbrook
Zachary T. Earnsberger
La Vonne C. Evans
Katherine A. Gray

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer**

Ashton H. Hawkins
Joshua M. Hinkle
Nicole H. Hobson
Shonnee A. Hullum
Shayna L. Jennings
Jacquelyn M. Kist
Tyler J. Lane
Abigail N. Long
Halle M. Lunt
Lydia J. Mainzer
Amanda E. Maloy
Adeline M. Martin
Ryan L. McDivitt
Natalie A. Mitchell
Annemarie D. O'Hanian
Lauren Petit
Melissa A. Rego
Brittany M. Riffle
Chelsea M. Rivera
Stephanie N. Rusinko
Thomas B. Shaw
Sarah Y. Shively
Tabetha N. Tackett
Megan T. Wytrzyaszczewski

Bachelor of Music

Elizabeth S. Rickel

Bachelor of Science

Mustafa J. Alkhamis
Alma A. Amawi
Taylor J. Barnum
Beau W. Bayerl
Seth DeBerry
Tyler A. Devenport
Karen M. Domino
Taylor R. Ford
Paige L. Garner
Sierra N. Geisman
Grace Haddad
Imad Haq
Terence S. Jayapuram
Anela R. Mukherjee
Beatrice T. Popescu
Vyshnavi Ramini
Kyle E. Thrasher
Benjamin M. Tornow
Timothy D. Zatkos

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer

Alex H. Zielke

Bachelor of Science in Computer Science

Kyle M. Meszaros

College of Engineering

Bachelor of Science in Biomedical Engineering

Meshari S. Alshammari
Jelena Bundalo

Bachelor of Science in Civil Engineering

Anas Albalawi
Ayid H. Alosaimi
Bader H. Alqahtani
Regina M. Apone
Romell F. Bolden
Andrew M. Matta
Alex N. Pitts
Luai A. Rizk

Bachelor of Science in Mechanical Engineering

Abdullah S. Aldhahri
Meshari S. Alshammari
Talal Alshammari
Joshua D. Nagel

The LeBron James Family Foundation College of Education

Bachelor of Arts in Education

Natasha E. Campi-Polen
Cory J. Catchpole
Paige L. Garner

Bachelor of Science in Education

Cynthia M. Blade
Mackenzie R. Hughes
Kendall J. Lawson
Megan K. Malcuit
Theresa A. Rabbitts

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer

College of Business Administration

Bachelor of Arts

Yuqian Liu

Bachelor of Business Administration

Joshua F. Barker
Bryan J. Buchanan
Katherine E. Clark
Abigayle M. Colich
Shane Corbett
Nicholas A. Crisalli
Justin B. Ditty
Lauren Doyle
Kevin M. Guilmette
Zachary R. Henderson
Hannah N. Keller
Cole D. Leslie
Justin M. Maas
Erin D. Mackey
Fawaz Malaeb
Scott P. Marble
Lucas D. Martter
Drew A. McElrath
Noelle M. Miller
Mark C. Okocha
Mirage D. Patel
Jonathan R. Rushin
Dylan J. Schneider
Matthew J. Schoblocher
Taylor C. Snuffer
Sophia Soaku
Tabetha N. Tackett
Levent Tektas
Ariel L. Urczyk
James M. Van Fleet
Joshua P. Wardle
Louis Williams
Louis Williams

Bachelor of Science in Accounting

Bryce R. Alexander
Ibrahim A. Algenayan
Brendan S. Hicks
Laura D. Judge
Stephanie N. Kieke
Timothy J. Misciagna

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer

Vincent L. Murdock
Brandon L. Rathbun
Tyler J. Schmitt
Kobey L. Simpson
Danielle Utrata

Bachelor of Science in Labor Economics

Natalie E. Martucci

College of Health Professions

Bachelor of Science in Food and Environmental Nutrition

Julia A. Mattingly
Alyssa M. Thomas

Bachelor of Science in Respiratory Therapy Technology

Aqdar H. Al Marhoon
Wafa R. AlMuallim

Bachelor of Arts/Social Work

Wendy M. Lee

Bachelor of Science in Dietetics

Alyssa M. Thomas

Bachelor of Science in Education

Spencer Barcewicz
Richard J. Charlillo
Tyler Cheese
Mitchell A. Farnsworth
Austin T. Gillispie
Daniel J. Heise
Jason L. Ratliff
Jace L. Roundtree

Bachelor of Science in Exercise Science

Jacob A. Brittain
Timothy J. Gentile
Jacob S. Griffith
Kera J. Kaufman
Emilee E. Martin
Dylan L. McVay
Kaylynn Parker

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer

Cody M. Spry

Bachelor of Science in Nursing

Rachel B. Amos
Alexandria Appeldorn
Ashley Armstrong
Kayla Averitt
Jacob D. Balca
Jennifer M. Bitting
Alexandria Brewer
Jessica Brisk
Emily J. Cameron
Karley L. Christman
Pial Dasgupta
Julianne Diamond-Phillips
Roseanne M. Dobritch
Heather A. Dumermuth
Paige Fowler
Mackenzie Haney
Hannah E. Johnson
Noel J. Johnson
Reginald T. Jones
Kyle E. Keeler
Hannah R. Kerr
Natalie Kolp
Samantha R. Kramer
Patricia M. Lazor
Timothy J. McCarty
Ashley McQueary
Rachel L. Popovich
Autumn L. Riddell
Kimberly Skala

College of Applied Science and Technology

**Bachelor of Science in Automated Manufacturing
Engineering Technology**

Ian Craft

Bachelor of Science in Computer Information Systems

Dhamodhar Adhikari
Gad A. Asare
Valerie Asturi
Brandon J. Beveridge
Jordan D. Brown
Krista L. Burns
Justin L. Carpenter

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer

Prakash Dhakal
Eric Doll
Vincent S. Donofrio
Zachary D. Dopkiss
Brent T. Ewing
Christopher Friend
Dre'ion Fuller
Eli I. Jordan
Ghazwan J. Kareem
Adam J. Karolak
Kyle T. Krownapple
Luke A. Lay
Eric J. Marsi
Jacob Mitchell
Nathan D. Moss
Collin C. Nosek
Benjamin L. Plauny
Justin H. Price
Natalie N. Salata
Sean P. Scott

**Bachelor of Science in Construction Engineering
Technology**

Jacob M. Bumgarner
Curtis J. McDiffitt

**Bachelor of Science in Electrical and Electronic
Engineering Technology**

Joseph Malysa

**Bachelor of Science in Emergency Management and Homeland
Security**

Samuel A. Baker
John C. Bowers
Aaron B. Boyle
Tyler A. Dubravetz
Garrett M. Fleming
Baylie R. Karmie
Steven A. Toth

Bachelor of Science in Mechanical Engineering Technology

Allyson Arbogast
William C. Tittle

Bachelor of Science in Organizational Supervision

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer**

Winifred W. Alexander
Margaret A. Anderson
Javonte T. Bailey
Colleen M. Bavaro
James T. Browder
Kaylin Ellis
James V. Graziolli
Cody R. Hinkle
Bradley C. Holmok
Catherine J. Jurovcik
Chelsea Kimmel
Jordan A. Lackey
Christian G. Lue Young
Jaxon McAllister
Conor J. McCune
Paul G. Molke
Nicholas E. Paparone
Daniel M. Pavlich
Jackman T. Peel
Michael P. Rechel
Leonard Sohn
Christopher Sopko
Stephene D. Tarver
Dalton E. Thomas
Kylie M. Walker
Jonathan C. Wong

Bachelor of Science in Surveying and Mapping

Nicholas A. Keller

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer

Associate Degree Candidates

College of Applied Science and Technology

Associate of Applied Business in Computer Information Systems

Jerry M. Beckwith
Aaron Petticord
Noy Rogers
Sean P. Scott
Olajuwan H. Smith

Associate of Applied Science in Construction Engineering Technology

Ryann J. Burkheimer

Associate of Applied Science in Emergency Medical Services Technology

Samuel A. Baker
Stacie A. Frabotta
Angela M. Potter

Associate of Applied Science in Mechanical Engineering Technology

Alexander L. Dalton
Shelby A. Staudt

Associate of Applied Business in Hospitality Management

Jorden Stopiak

Associate of Applied Business in Business Management Technology

Paul G. Molke

Associate of Applied Business in Hospitality Management

Crystal A. Constable

Associate of Arts

Rosa Anda
Margaret A. Anderson
Haley Bogard
Leah R. Caskey

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer

Cameron S. Claborn
Madison S. Lance
Kendall J. Lawson
Jayson N. Lockett
Ciannah M. Pugh
Chad T. Ramsier
Alyssia N. Rodriguez
Julianna M. Sausaman
Priscilla Simpkins

Associate of Science

Julia A. Britton
Abigayle M. Colich
Dominque Collins
Cole G. Geiser
Michelle E. Jenson
Scott J. Margelowsky
Jasmine Reese
Ashley Summers

Associate of Technical Study

Samantha Agner
Anthony R. Baker
Hunter Baker
Grace E. Carmen
Arianna Carroll
Kolton O. Carson
Caleb I. Cullins
Joseph B. Finney
Bethany A. Fischnich
Emma R. Fisher
Miranda K. Fockler
Rachael A. Fogg
Mackenzie P. Fountain
Mason Garrett
Grace M. Garritano
Angela M. Hall
Megan J. Hampe
Aleah H. Hartley
Zachary Hoffman
Maria V. Hopkins
Caitlin S. Johnson
Madison P. Kandle
Kaitlyn E. Kennedy
Noah King
Kurt J. Kornowski
Abigail E. Kress
Kayla Kuhn

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Summer

Abigail R. Lohrman
Madison E. Long
Ashley K. Martinez
Nathan T. McKenney
Jordan D. McMasters
Bryce A. McVaney
Norman I. Murray
Kevin Nguyen
Peyton Parks
Sarah E. Protzman
Benjamin C. Richrath
Kalauna Sayapheth
Eimile L. Schreckengost
Roxanne Slota
Tapanga N. Smith
Allyson L. Smyntek
Jordan K. Storesina
Sydney Sullinger
Margaret Todd
Mia R. Wells
Caiya J. Wilson

Wayne College

**Associate of Applied Science in Paraprofessional
Education**

Haley Blough
Mikayla L. Brown

**Associate of Applied Business in Business Management
Technology**

Gregory W. Portis
Zelda L. Raines

629 Total Degrees

THE UNIVERSITY OF AKRON

RESOLUTION 8- -20

Proposed Degree Recipients for Summer 2020

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on August 12, 2020, pertaining to the proposed summer 2020 degree recipients for The University of Akron, contingent upon candidates' fulfillment of requirements, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 12, 2020

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 2

CURRICULAR CHANGES

The Academic Issues & Student Success Committee will be asked to consider the following curricular changes at its meeting on August 12, 2020. All of these changes have been vetted and approved by the Faculty Senate.

New Program:

Establish a new Master of Science Family Nurse Practitioner Track in the College of Health Professions, School of Nursing

The Family Nurse Practitioner Track will prepare students for Advance Practice in primary care settings and is currently in demand.

Reactivate Program:

Reactivate the Master of Science, Biomedical Engineering in the College of Engineering and Polymer Science, Department of Biomedical Engineering

The Biomedical Engineering MS degree program is proposed to be reactivated as enrollment is anticipated to increase due to the expanding need for graduates to meet industry demand.

Deactivate Programs:

Deactivate the Business Administration, Finance Concentration MBA in the College of Business Administration, Department of Finance – Proposal for 640000MBA

This proposal discontinues the Master of Business Administration, Finance Concentration due to declining enrollment and streamlining degree offerings to a single MBA degree with reduced credit hours and flexible options in the College of Business Administration. Students may choose to focus on this content area while earning an MBA.

Deactivate the Business Administration, Risk Management and Insurance Concentration MBA in the College of Business Administration, Department of Finance – Proposal for 640007MBA

This proposal discontinues the Master of Business Administration, Risk Management and Insurance Concentration due declining enrollment and streamlining degree offerings to a single MBA degree with reduced credit hours and flexible options in the College of Business Administration. Students may choose to focus on this content area while earning an MBA.

Program Name Changes:

Change the name of the Master of Arts in Education, Clinical Mental Health Counseling in the College of Health Professions, School of Counseling – Proposal for 560005MA

This proposal changes the name of the Master of Arts Education, Clinical Mental Health Counseling to the Master of Arts, Clinical Mental Health Counseling to update and correctly identify the program and residing college.

Change the name of the Master of Science in Management, Information Systems Concentration in the College of Business Administration, Department of Management – Proposal for 650004MSM

This proposal changes the name of the Master of Science, Information Systems Concentration to the Master of Science, Business Analytics, Information Systems Concentration to accurately reflect the concentration on analytics within the context of Information Systems.

Change the name of the Master of Science in Management, Supply Chain Concentration in the College of Business Administration, Department of Management – Proposal for 650205MSM

This proposal changes the name of the Master of Science, Supply Chain Concentration to the Master of Science, Business Analytics, Supply Chain Concentration to accurately reflect the concentration on analytics within the context of Supply Chain Management.

Program Revisions with Name Changes:

Revise the program curriculum and change the name of the Master of Arts, Educational Administration & Leadership, Principalship in the LeBron James Family Foundation School of Education – Proposal for 570104MA

This proposal revises the program curriculum to improve flexibility for advancement in an educational career other than pursuing a principal licensure, aligns the focus with the revised Ohio standard domains, and changes the name of the program to the Master of Arts, Educational Administration & Leadership to better reflect the flexibility of the degree options.

Revise the program curriculum and change the name of the Bachelor of Science, Primary Early Childhood Inclusive Teacher in the LeBron James Family Foundation School of Education – Proposal for 561207BS

This proposal revises the program curriculum and changes the name of the Bachelor of Science, Primary Early Childhood Inclusive Teacher to Bachelor of Science, Primary Inclusive Teacher Preparation to align with licensure requirements.

Revise the program curriculum and change the name of the Doctor of Nursing Practice, Nursing Anesthesia Track in the College of Health Professions, School of Nursing – Proposal for 820300DNP

This proposal revises the program curriculum to reorder the sequence of coursework and changes the name of the Doctor of Nursing Practice, Nursing Anesthesia Track to the Doctor of Nursing Practice, Nurse Anesthesia Track to comply with accreditation standards.

THE UNIVERSITY OF AKRON

RESOLUTION 8- -20

Proposed Curricular Changes

BE IT RESOLVED, that the following curricular changes, as presented by the Academic Issues & Student Success Committee on August 12, 2020 and recommended by the Faculty Senate, be approved.

- Establish a new Master of Science Family Nurse Practitioner Track in the College of Health Professions, School of Nursing
- Reactivate the Master of Science, Biomedical Engineering in the College of Engineering and Polymer Science, Department of Biomedical Engineering
- Deactivate the Business Administration, Finance Concentration MBA in the College of Business Administration, Department of Finance
- Deactivate the Business Administration, Risk Management and Insurance Concentration MBA in the College of Business Administration, Department of Finance
- Change the name of the Master of Arts in Education, Clinical Mental Health Counseling in the College of Health Professions, School of Counseling
- Change the name of the Master of Science in Management, Information Systems Concentration in the College of Business Administration, Department of Management
- Change the name of the Master of Science in Management, Supply Chain Concentration in the College of Business Administration, Department of Management
- Revise the program curriculum and change the name of the Master of Arts, Educational Administration & Leadership, Principalship in the LeBron James Family Foundation School of Education
- Revise the program curriculum and change the name of the Bachelor of Science, Primary Early Childhood Inclusive Teacher in the LeBron James Family Foundation School of Education
- Revise the program curriculum and change the name of the Doctor of Nursing Practice, Nursing Anesthesia Track in the College of Health Professions, School of Nursing

M. Celeste Cook, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 3

UNIVERSITY OF AKRON CALENDARS

University of Akron Calendar

	2020-2021	2021-2022	2022-2023
		Proposed	Proposed
FALL SEMESTER	2020	2021	2022
University Convocation	Fri., August 21	Fri., August 20	Fri., August 19
Day and Evening Classes Begin	Mon., August 24	Mon., August 23	Mon., August 22
Labor Day *	Mon., September 7	Mon., September 6	Mon., September 5
Veteran's Day Observed * Staff Holiday (classes held)	Wed., November 11	Thurs., November 11	Fri., November 11
Thanksgiving Break ** (In lieu of Columbus Day)	Thurs.-Sun., November 26-29	Thurs.-Sun., November 25-28	Thurs.-Sun., November 24-27
Classes resume in remote delivery	Mon., November 30		
Final Instructional Day	Sun., December 6	Sun., December 5	Sun., December 4
Final Examination Period	Mon.-Sun., December 7-13	Mon.-Sun., December 6-12	Mon.-Sun., December 5-11
Holiday Hours Begin: 8:00 am - 4:30 pm	Mon., December 14	Mon., December 13	Mon., December 12
Commencement	Fri.-Sat., December 11-12	Fri.-Sat., December 10-11	Fri.-Sat., December 16-17
Fall Semester Grades Due	Tues., December 15	Tues., December 14	Tues., December 13
Christmas Eve * (In lieu of President's Day)	Thurs., December 24	Fri., December 24	Fri., December 23
Christmas Day *	Fri., December 25	Mon., December 27	Mon., December 26
UA Closed	Mon.-Thurs., Dec. 28-31	Tues.-Thurs., Dec. 28-30	Tues.-Thu., Dec. 27-29
SPRING SEMESTER	2021	2022	2023
New Year's Day *	Fri., January 1	Fri., December 31, 2021	Fri., December 30, 2022
End of Holiday Hours	Mon., January 4	Mon., January 3	Mon., January 2
Day and Evening Classes Begin	Mon., January 11	Mon., January 10	Mon., January 9
Martin Luther King Jr. Day*	Mon., January 18	Mon., January 17	Mon., January 16
President's Day Observance * (University open - No classes except Law School classes held. Not a staff holiday.)	Tues., February 16	Tues., February 15	Tues., February 14
Spring Recess	Mon.-Sun., March 22-28	Mon.-Sun., March 21-27	Mon.-Sun., March 20-26
Final Instructional Day	Sun., May 2	Sun., May 1	Sun., April 30
Final Examination Period	Mon.-Sun., May 3-9	Mon.-Sun., May 2-8	Mon.-Sun., May 1-7
Commencement	Fri.-Sun., May 7-9	Fri.-Sun., May 6-8	Fri.-Sun., May 5-7
Summer Hours Begin: 8:00 am - 4:30 pm	Mon., May 10	Mon., May 9	Mon., May 8
Spring Semester Grades Due	Tues., May 11	Tues., May 10	Tues., May 9
Law School Commencement	TBD	Sun., May 15	Sun., May 14
SUMMER SESSION	2021	2022	2023
Classes Begin: Intersession 3-week & 8-week I	Mon., May 17	Mon., May 16	Mon., May 15
Memorial Day *	Mon., May 31	Mon., May 30	Mon., May 29
Final Instructional Day: 3-week Intersession	Sun., June 6	Sun., June 5	Sun., June 4
Classes Begin: 5-week I & 8-week II	Mon., June 7	Mon., June 6	Mon., June 5
Independence Day Observance *	Mon., July 5	Mon., July 4	Tues., July 4
Final Instructional Day: 5-week I & 8-week I	Sun., July 11	Sun., July 10	Sun., July 9
Day and Evening Classes Begin: 5-week II	Mon., July 12	Mon., July 11	Mon., July 10
Final Instructional Day: 8-week II	Sun., August 1	Sun., July 31	Sun., July 30
Final Instructional Day: 5-week II	Sun., August 15	Sun., August 14	Sun., August 13
Summer Grades Due	Tues., August 17	Tues., August 16	Tues., August 15
End of Summer Hours	Fri., August 20	Fri., August 19	Fri., August 18

* Holiday

**Classes are cancelled at 4pm on Wednesday prior to Thanksgiving

THE UNIVERSITY OF AKRON

RESOLUTION 8- -20

Proposed University of Akron Calendars for 2020-2021, 2021-2022, and 2022-2023

BE IT RESOLVED, that the proposed University of Akron Calendars for 2020-2021, 2021-2022, and 2022-2023, presented by the Academic Issues and Student Success Committee on August 12, 2020, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 12, 2020

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 4

RESEARCH REPORT

RESEARCH & SCHOLARLY ACTIVITIES



Research and Scholarly Activities Highlights

A systematic conceptualization of intimate partner violence (IPV)



Dr. Heather Katafiasz, assistant professor of counseling, has published her latest research, “A systematic conceptualization of intimate partner violence: attachment and differentiation,” in *The Family Journal*. Her research provides a systemic understanding of IPV through the separate and combined lens of Bowen family systems and Attachment Theories. In the article, she applies each theory to IPV and applies the two theories to a case study.

Studying aircraft performance with various wing damages

Dr. Wieslaw Binienda, professor of civil engineering, with his student research team, conducted both experimental and numerical studies to investigate the aerodynamic characteristics of a wingtip-lost transport aircraft, in landing configuration, with various levels of wing damages, and if a pilot can compensate for the loss of the aerodynamic force and regain the balance of the aircraft. Their results, published in the latest issue of *Aircraft Engineering and Aerospace Technology*, will aid in the training of pilots to properly handle the hazard situation and in air crash investigations.



Exploring college students’ decisions regarding mental health disclosures



Dr. Andrea Meluch, assistant professor of communication, with a research partner from Muskingum University, examined students’ perceptions of risk and the criteria that influence student decisions to conceal or disclose mental health conditions to their college instructors. Their findings, which used an application of Communication Privacy Management Theory, are published in the *Journal of Communication Studies*.

Discovery of a new electroanalytical technique

Dr. Aliaksei Boika, assistant professor of chemistry, in collaboration with a research partner from Johns Hopkins University School of Medicine, along with their student teams, has reported the development of a new electroanalytical technique based on electrode-temperature modulation, which they call hot square wave voltammetry (Hot-SWV), in the June 2020 issue of *Analytical Chemistry*. The researchers anticipate that Hot-SWV will be particularly useful for electroanalytical measurements of ultralow (\leq pM) concentrations of analytes in environmental and biomedical applications.



Cover photos illustrate the breadth and depth of UA’s research and scholarly activities as highlighted within this report.

SPOTLIGHT: Two UA graduates experience research success

Groundbreaking, evolutionary plant study reverses previous hypotheses



Dr. Ryan Folk, assistant professor of biological sciences at Mississippi State University, has completely upended decades-old theories about the evolutionary history of plant diversification. Published in *Nature Communications*, a natural sciences journal publishing significant research advances, Dr. Folk, with a team of collaborators from Florida, Denmark, and China, found that, for the past 15 million years, cooling climate patterns have led to dynamic and evolving plant communities in temperate areas like the southeastern U.S., as opposed to plants evolving at a slower rate in relatively tropical climates. This is opposite the findings of previous studies. The research, one of the largest investigations of this type, studied more than 90,000 flowering plants to understand global patterns of species diversification and its relationship to climate. He used a dataset of relationships for nearly 20,000 species with DNA data and nearly 3 million occurrence records for plants.

Dr. Folk, a native of Akron, received his bachelor's degree in biology from the University of Akron in 2010, and his Ph.D. from The Ohio State University in 2015. He joined the MSU faculty in 2019.

Triplets with coronavirus anxiety lead to a creative home-schooling lesson and national coverage

When the pandemic closed New York schools, **Dr. Jeremy Grabbe**, associate professor of psychology at the State University of New York Plattsburgh, found himself homeschooling his seven-year-old triplets (and taking care of a baby while his wife served as a front-line healthcare worker). When he saw the triplets were having difficulties doing classwork at home and experiencing anxiety about COVID-19, he devised a solution for both issues – he would teach them the scientific method and their experiment would be a study about who people trust for information about COVID-19 prevention. Together they created an online survey to collect data, analyzed the data, and wrote a paper, all from their International Space Station themed classroom, formerly known as their guestroom.



Jeremy Grabbe with his triplets, at home in New York State. Photo: Lisa Grabbe

The story, published by *Nature*, a prestigious research journal, also garnered national attention through an interview with NPR in which the triplets participated.

Dr. Grabbe received his bachelor's degree in psychology (2001), his master's degree (2003) and his Ph.D. (2008) in applied cognitive aging, all from the University of Akron.

Technology Transfer and UA Research Foundation Highlights

I-Corps Site graduates 19 teams, including award winning UA Senior Design Team



A prototype of the UA cuff-less blood pressure monitor

Nineteen teams recently completed The University of Akron Research Foundation's (UARF) I-Corps program, which helps novice entrepreneurs clarify who their customers are and what problems the new product or service can solve for those customers. A group of UA senior biomedical engineering students - **Megan Laws**, **Allie Stephens** and **Alison Targosky** - participated in the spring 2020 cohort of the program to further research into the development of a cuff-less blood pressure monitor. "I-Corps gave us the opportunity to further refine our target market by doing over 20 customer interviews.... The original problem that we were solving was related to accuracy, but we didn't realize that we can also save time for healthcare workers with this device," Laws, Stephens and Targosky explained. The team was a recipient of the 2020 Lubrizol Life Science Health Design Awards.

Ohio Third Frontier Start-up Fund makes awards to two UA spinout companies

Two UA start-up companies, PolyLux LLC and S4 Mobile Laboratories LLC, are among the latest recipients of grants from the Ohio Third Frontier Commission. PolyLux, located in Akron, was awarded \$150,000 for the development and commercialization of an adhesive used in medical bandages that adheres strongly but can be removed without causing pain or damage to a patient's skin. Associate Professor of Polymer Science **Dr. Abraham Joy** and **Dr. Kaushik Mishra**, a polymer science student, launched PolyLux in 2016. S4 Mobile Laboratories, located in Fairlawn, was awarded \$100,000 for the development and commercialization of a spectroscopic probe to locate human burial sites in shallow subsurface soil. S4 Mobile Laboratories is led by CTO **Dr. David Perry**, professor emeritus of chemistry; and **Dr. Linda Barrett**, associate professor emeritus of geosciences, and **Afrin Lopa**, a Ph.D. chemistry student.



PolyLux's light-releasable adhesive for use in large medical bandages

UA provides technology for Lake Erie water quality monitoring effort

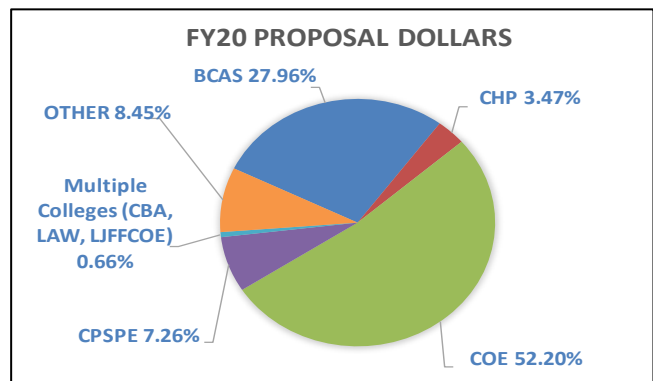
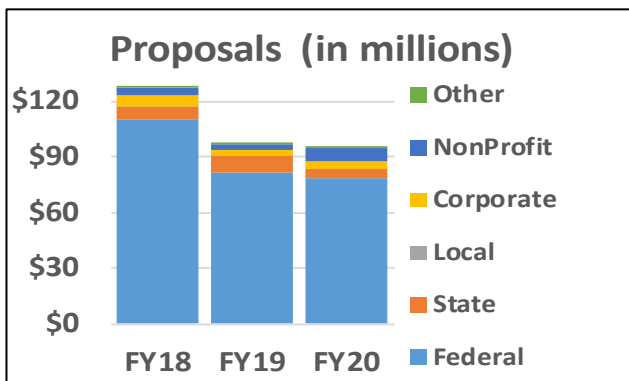
Cleveland Water Alliance, Northern Chautauqua Community Foundation and a coalition of shoreline communities around Lake Erie have launched a three-year program, empowering residents with the technology they need to monitor water quality and contribute to the health of their watersheds. Spectrometers are a powerful tool for collecting data on water quality, so UA scientists developed novel spectrometers that are simple to use for people of all ages, enabling everyone to participate in learning about and monitoring our water resources. UA scientists came up with the idea for the spectrometers as part of the Cleveland Water Alliance's biannual Erie Hack competition in 2017. The UA spectrometers are currently being used by volunteers in seven Lake Erie communities as part of a 2020 pilot and the program is expected to expand participation in 2021.

PROPOSALS (New and Continuing)

FY18	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	267	\$ 109,585,792	\$ 31,776,531	\$ 1,506,177
State	34	\$ 7,163,096	\$ 415,852	\$ 3,563,252
Local	8	\$ 174,220	\$ 5,697	\$ -
Corporate	62	\$ 6,464,368	\$ 1,594,230	\$ -
NonProfit	53	\$ 3,601,566	\$ 211,885	\$ 172,470
Other*	2	\$ 547,447	\$ 176,116	\$ 32,994
Total	426	\$ 127,536,488	\$ 34,180,311	\$ 5,274,893

FY19	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	209	81,185,845	22,599,051	1,896,205
State	22	9,112,647	202,143	159,880
Local	6	150,996	5,152	-
Corporate	49	2,909,280	609,495	-
NonProfit	52	3,322,755	257,479	121,120
Other*	8	394,301	100,555	40,243
Total	346	97,075,825	23,773,876	2,217,448

FY20	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	202	\$ 78,571,421	\$ 18,786,143	\$ 2,066,219
State	24	\$ 4,746,117	\$ 452,352	\$ 545,766
Local	6	\$ 243,413	\$ -	\$ -
Corporate	56	\$ 4,443,418	\$ 685,382	\$ -
NonProfit	71	\$ 7,069,013	\$ 1,024,292	\$ 2,515,706
Other*	3	\$ 339,287	\$ -	\$ -
Total	362	\$ 95,412,668	\$ 20,948,169	\$ 5,127,691



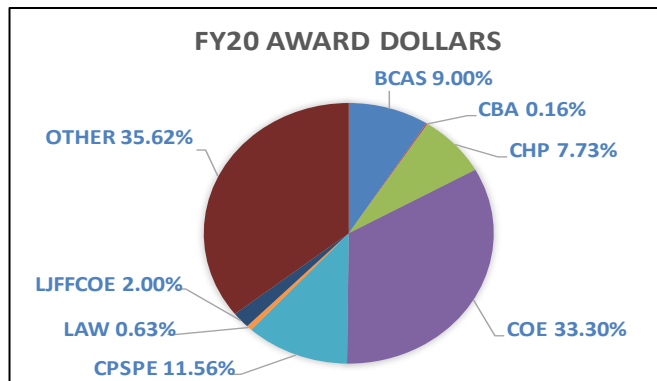
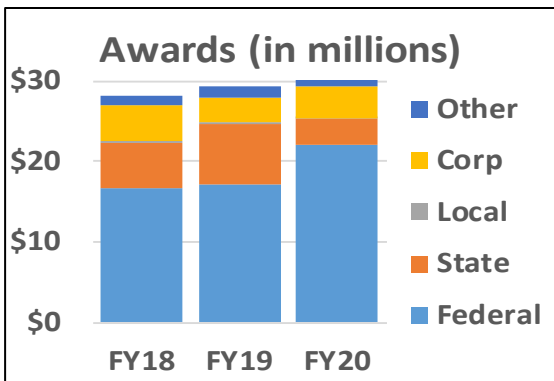
*Other is comprised of sponsor types: individual, non-U.S. government, and other universities. This report may co-report with UA's Development Office.

A W A R D S

FY18	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	114	\$ 16,600,028	\$ 4,188,635	\$ 451,243
State	21	\$ 5,795,003	\$ 164,653	\$ 5,013,350
Local	11	\$ 171,213	\$ 6,792	\$ -
Corporate	59	\$ 4,438,509	\$ 1,089,983	\$ 75,000
Other*	40	\$ 1,247,596	\$ 79,207	\$ 107,874
Total	245	\$ 28,252,350	\$ 5,529,269	\$ 5,647,467

FY19	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	120	\$ 17,153,023	\$ 4,578,853	\$ 323,476
State	19	\$ 7,614,496	\$ 132,063	\$ 2,348,447
Local	7	\$ 184,562	\$ 10,422	\$ 6,849
Corporate	54	\$ 3,100,601	\$ 873,300	\$ -
Other*	35	\$ 1,415,884	\$ 55,443	\$ 109,347
Total	235	\$ 29,468,566	\$ 5,650,081	\$ 2,788,119

FY20	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	104	\$ 22,165,248	\$ 3,364,060	\$ 592,520
State	16	\$ 3,090,017	\$ 29,975	\$ 2,338,991
Local	8	\$ 150,884	\$ 8,547	\$ -
Corporate	54	\$ 3,959,367	\$ 1,022,269	\$ -
Other*	38	\$ 1,298,391	\$ 48,838	\$ 90,702
Total	220	\$ 30,663,907	\$ 4,473,688	\$ 3,022,213



*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities. This report does not include testing agreements. Also, this report may co-report with UA's Development Office.

RESEARCH EXPENDITURES

Due to the college and department reorganization and realignment, fiscal year expenditures are not yet available. This also applies to previous fiscal years as grants and other sponsored programs cross fiscal years.

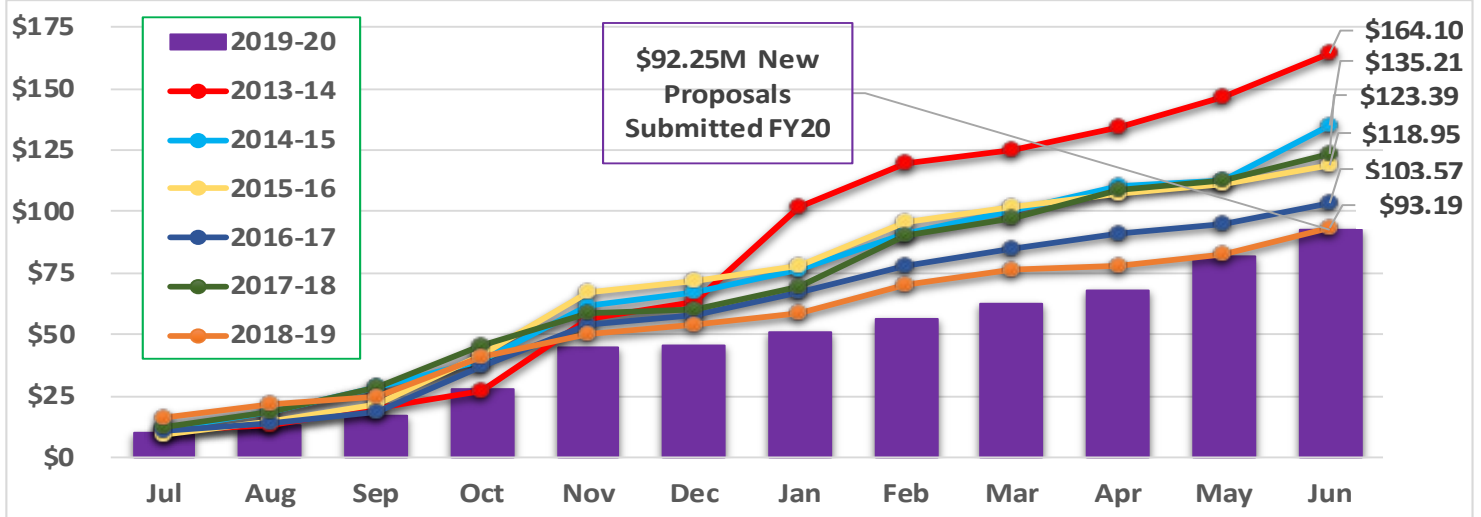
The financials system processes involved in this reorganization are well underway with a proposed goal of July 29th for completion.

This page will be updated and submitted to the Board of Trustees, via the Provost's Office, as soon as the data is available.

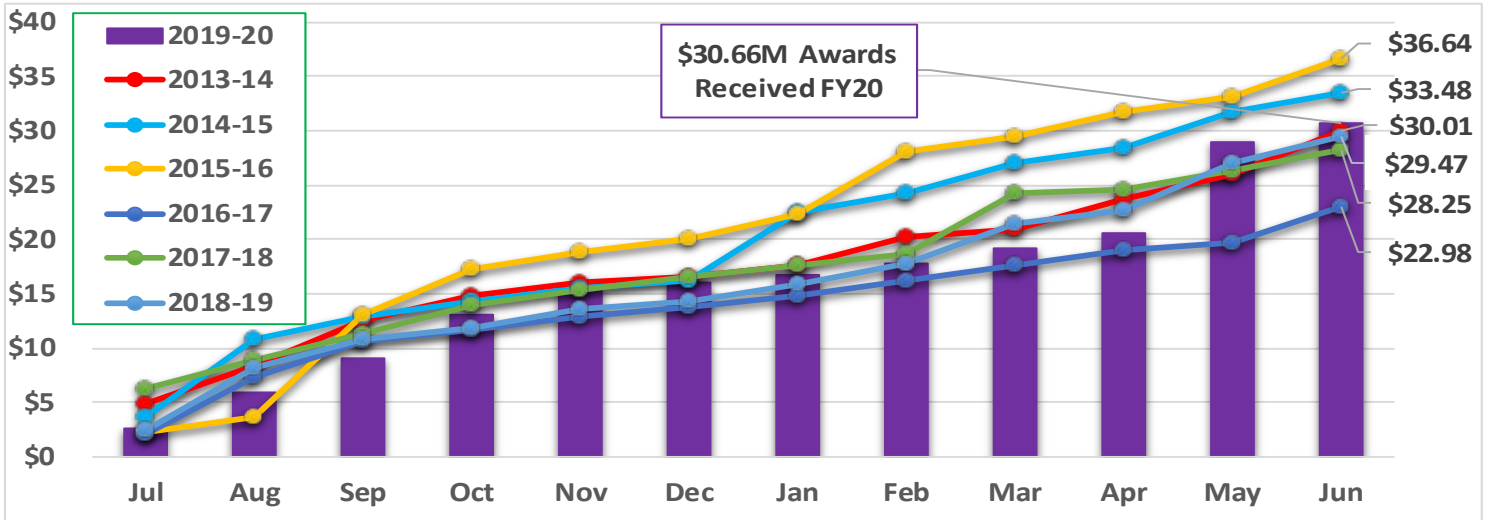
*External Other sponsor types are foundation/nonprofit, individual, non-U.S. gov't. and other universities. This page reports research expenditures only. Internal research expenditures include research-related accounts, such as startup funding.

Fiscal Years 2014-2020
(dollars in millions)

Cumulative New Proposal Dollars Sought



Cumulative New Dollars Awarded

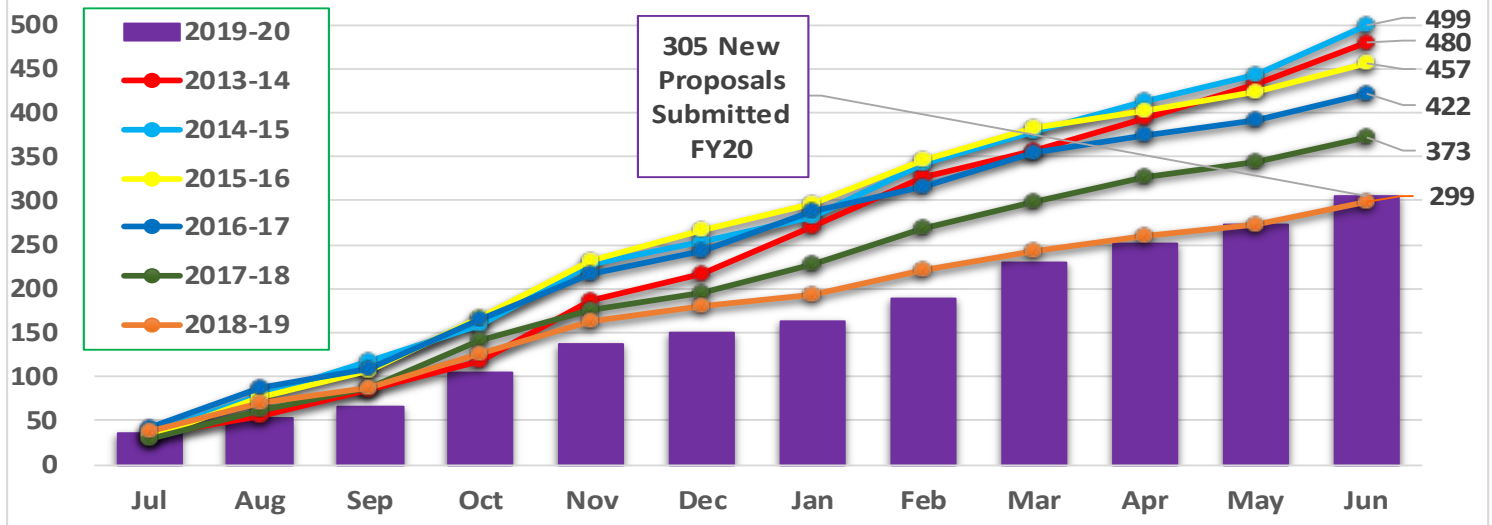


Cumulative Expenditure Dollars on Externally-Funded Research and Other Awards ("5" accounts)

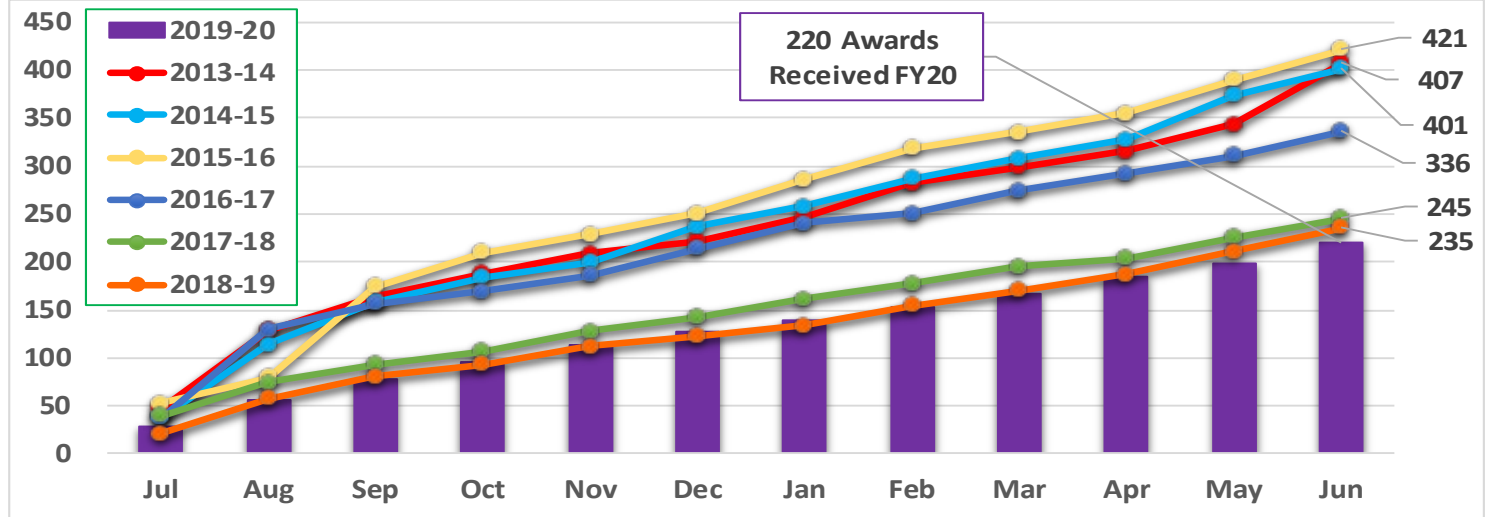
Expenditures are unavailable at time of report submission.

Fiscal Years 2014-2020

Cumulative Count of New Proposals Submitted

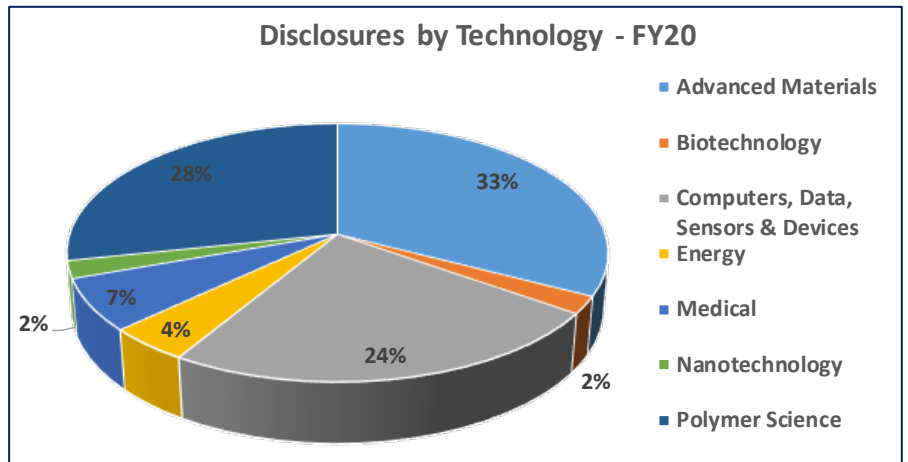


Cumulative Count of New Award Funding Received

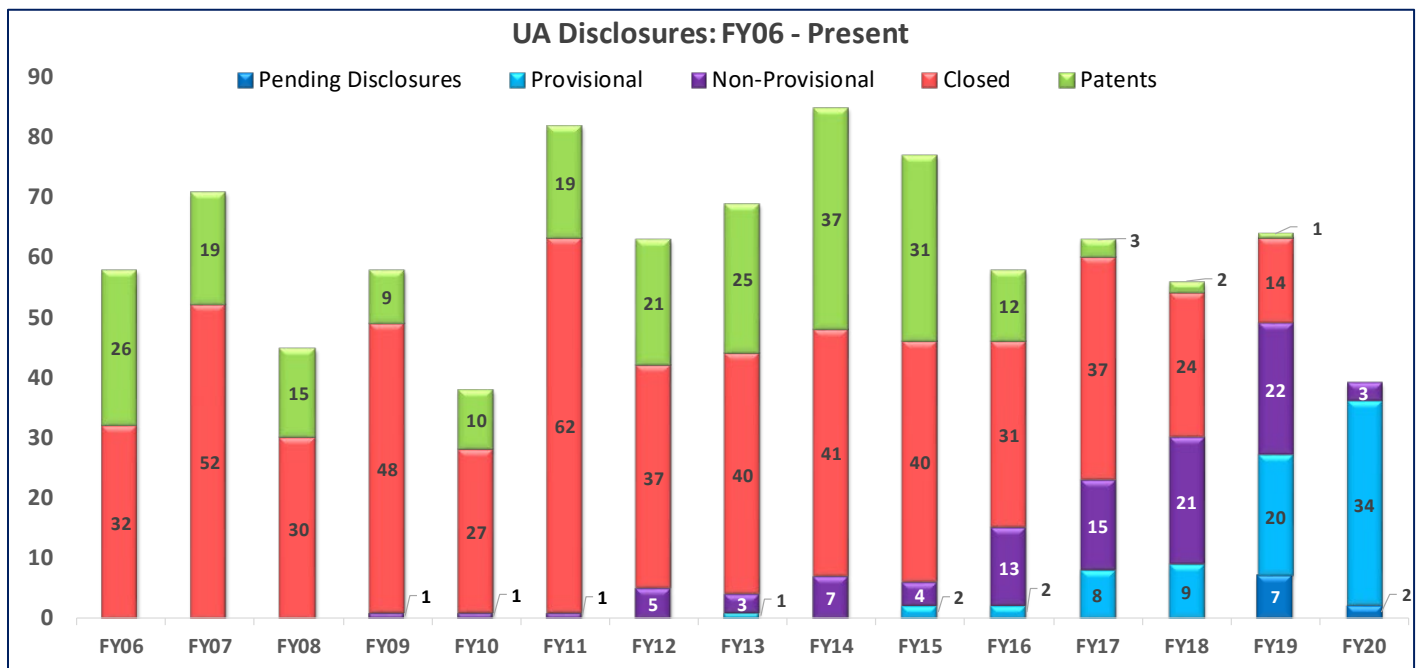
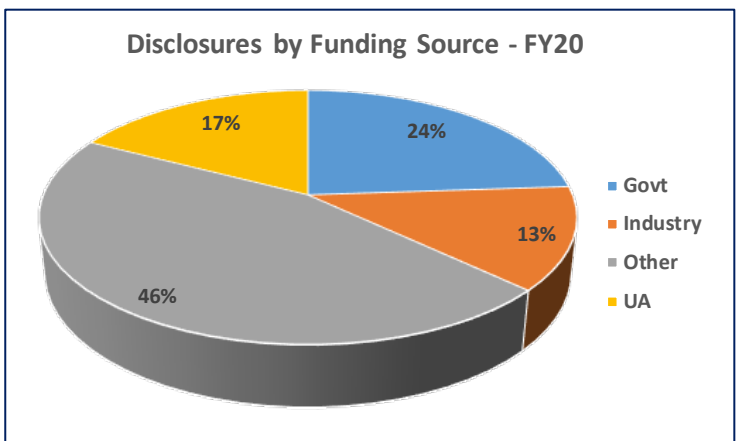


Technology Transfer: Invention Disclosures and Patent Activity FY06 to present

Disclosures submitted in FY20 to date continue in a variety of fields, with nearly 60% being in advanced materials and computers/data/ sensors/devices. All are being assessed regarding the technology and potential market, and all except four have been protected with a provisional patent. A provisional patent application protects an invention for one year. During this time a technology and market assessment is conducted to determine if a non-provisional patent should be filed. Once filed, it takes several years for the claims to be evaluated, revisions to be filed, and a patent to issue.



The funding source of research leading to inventions can affect the ability to commercialize the technology. Industry research agreements usually provide options for exclusive or non-exclusive licenses, with negotiated fees. Agreements often include provision for patent costs to be paid by the research sponsor. Government funding gives the university the right to patent and license, while including government use provisions. Other funding sources typically leave patent rights under university control and responsibility. Regardless of research funding, by Ohio statute any intellectual property created by State employees or by anyone using state funding or facilities is owned by UA.



U.S. Patents Issued from July 1, 2019 to June 30, 2020
(Sorted by Funding Source & Technology)

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
10,336,896	7/2/2019	One-Pot Synthesis of Highly Mechanical and Recoverable Double-Network Hydrogels	Jie Zheng, Qiang Chen and Chao Zhao	COE	Advanced Materials	Govt
10,350,795	7/16/2019	Flexible and Electrically Conductive Polymer Films and Methods of Making Same	Mukerrem Cakmak	CPSPE	Advanced Materials	Govt
10,472,449	11/12/2019	Polybutadiene Graft Copolymers as Coupling Agents for Carbon Black and Silica Dispersion in Rubber Compounds	Sadhan Jana, Coleen Pugh, Prasad Raut and Hamad	CPSPE	Advanced Materials	Govt
10,344,304	7/9/2019	Materials Derived From Fermentation-Produced Rhamnolipids and Methods of Production	Lu-Kwang Ju and Shida Miao	COE	Biotechnology	Govt
10,584,361	3/10/2020	Algae Having Intracellular Lipid Particles and High Lipid Content	Lu-Kwang Ju and Cong Li	COE	Biotechnology	Govt
10,696,993	6/30/2020	Improved Enzyme Based Methods of Separating Protein From Protein-Rich Material	Lu-Kwang Ju, S.M. Mahfuzul Islam, Qian Li and Abdullah Loman	COE	Biotechnology	Govt
10,570,924	2/25/2020	Integrated Motor Compressor for Vapor Compression Refrigeration System	Yilmaz Sozer, Jerald Cohen, Iftexhar Hasan and Tausif Husain	COE	Computers, Data, Sensors & Devices	Govt
10,414,864	9/17/2019	Degradable Amino Acid-Based Poly(ester urea) Copolymer Adhesives	Matthew Becker, Jinjun Zhou, Adrian Defante and Ali Dhinoiwala	CPSPE	Medical	Govt
10,465,044	11/5/2019	Well-Defined Degradable Poly(Propylene Fumarate) Polymers and Scalable Methods for the Synthesis Thereof	Matthew Becker, David Dean and Yuanyuan Luo	CPSPE	Medical	Govt
10,538,636	1/21/2020	Room Temperature Polymer Crosslinking Using 1-Functionalized Benzocyclobutene	Coleen Pugh and Ajay Amrutkar	CPSPE	Polymer Science	Govt
10,676,598	6/9/2020	Activated Isobutylene-Isoprene Rubber and Thermoset Rubber Therefrom	Li Jia	CPSPE	Polymer Science	Govt
10,689,484	6/23/2020	Method for Electropolymerization of Hydrophilic EDOT Monomers in an Aqueous Solution	Gang Cheng	COE	Polymer Science	Govt
10,428,355	10/1/2019	Production of Arabitol	Lu-Kwang Ju and Abdullah Loman	COE	Biotechnology	Industry
10,336,137	7/2/2019	Electrorheological Fluids Incorporated into Polymeric Articles and Tires	Shing-Chung (Josh) Wong	COE	Advanced Materials	Other
10,608,184	3/31/2020	An Organic Polymer Photo Device with Broadband Response and Increased Photo-Responsivity	Xiong Gong and Stephen Z.D. Cheng	CPSPE	Advanced Materials	Other
10,612,123	4/7/2020	Duplex Surface Treatment for Titanium Alloys	Gary L. Doll	COE	Advanced Materials	Other
10,676,489	6/9/2020	Highly Fluorescent Pyrrole-BF ₂ Chromophores	Christopher Ziegler and Ingrid-Suzy Tamgho	BCAS	Chemical Technology	Other

U.S. Patents Issued from July 1, 2019 to June 30, 2020
(Sorted by Funding Source & Technology)

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
10,376,009	8/13/2019	Impact Protection and Shock Absorbing System and Method	Emily Kennedy, Daphne Fechey-Lippens, Bor-Kai Hsiung, Douglas Paige and Nathan Swift	BCAS	Computers, Data, Sensors & Devices	Other
10,386,249	8/20/2019	Wearable Inductive-Force Sensor	Jiang Zhe and Li Du	COE	Computers, Data, Sensors & Devices	Other
10,429,419	10/1/2019	System and Method for Iterative Condition Monitoring and Fault Diagnosis of Electric Machines	Seungdeog Choi	COE	Computers, Data, Sensors & Devices	Other
10,666,928	5/26/2020	Optical Imaging System and Methods Thereof	Yang Liu	COE	Computers, Data, Sensors & Devices	Other
10,687,895	6/23/2020	Integrated Fiber Optic Probe for Performing Image-Guided Laser Induced Thermal Therapy	Bing Yu	COE	Computers, Data, Sensors & Devices	Other
10,340,458	7/2/2019	Perovskite Hybrid Solar Cells	Xiong Gong, Chang Liu and Kai Wang	CPSPE	Energy	Other
10,335,490	7/2/2019	Fluorinated Polymerizable Hydrogels for Wound Dressings and Methods of Making Same	Nic Leipzig and Asanka Wijekoon	COE	Medical	Other
10,368,886	8/6/2019	Surgical Apparatus With Force Sensor for Extraction of Substances Within the Body	Ajay Mahajan and Zahra Najafi	COE	Medical	Other
10,447,947	10/15/2019	Multipurpose Imaging and Display System	Yang Liu	COE	Medical	Other
10,494,538	12/3/2019	Switchable Antimicrobial and Antifouling Carboxybetaine-Based Hydrogels and Elastomers with Enhanced Mechanical Properties	Gang Cheng and Bin Cao	COE	Medical	Other
10,524,647	1/7/2020	A Smartphone Endoscope System	Bing Yu and Vivek Nagarajan	COE	Medical	Other
10,537,235	1/21/2020	Multimodal Endoscope Apparatus	Bing Yu	COE	Medical	Other
10,550,366	2/4/2020	Thermoresponsive Cell Culture Supports	Bi-Min Zhang Newby, Ge Zhang, Nikul Patel and John Cavicchia	COE	Medical	Other
10,537,660	1/21/2020	Resorbable, Amino Acid-Based Poly(ester urea)s Scaffold for Vascular Graft Tissue Engineering	Matthew Becker, Darrell Reneker and Yaohua	CPSPE	Medical	Other
10,465,059	11/5/2019	Single and Twin Screw Extruders with Ultrasound Horns for Decrosslinking and Devulcanization	Avraam Isayev	CPSPE	Polymer Processing	Other
10,336,923	7/2/2019	Photoresponsive Polymers for Adhesive Applications	Abraham Joy, Ali Dhinojwala and Kaushik Mishra	CPSPE	Polymer Science	Other
10,407,537	9/10/2019	Integrated Zwitterionic Conjugated Polymers for Bioelectronics, Biosensing, Regenerative Medicine, and Energy Applications	Gang Cheng	COE	Polymer Science	Other
10,472,457	11/12/2019	Initiators for Living Carbocationic Polymerization	Joseph Kennedy and Turgut Nugay	CPSPE	Polymer Science	Other

U.S. Patents Issued from July 1, 2019 to June 30, 2020
(Sorted by Funding Source & Technology)

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
10,618,999	4/14/2020	Polyisobutylene-Based Poly(urethane-urea)s	Joseph Kennedy, Kalman Toth and Nihan Nugay	CPSPE	Polymer Science	Other
10,626,207	4/21/2020	High-Strength Low-Creep Thermoplastic Elastomer	Joseph Kennedy, Turgut Nugay and Nihan Nugay	CPSPE	Polymer Science	Other
10,626,211	4/21/2020	Star Isobutylene-Based Thermoplastic Elastomers	Joseph Kennedy, Abhishek Banerjee, Nihan Nugay and Turgut Nugay	CPSPE	Polymer Science	Other
10,336,862	7/2/2019	Biodegradable Polymers with Pendant Functional Groups Attached Through Amide Bonds	Abraham Joy, Sachin Gokhale and Ying Xu	CPSPE	Medical	UA
10,543,111	1/28/2020	Biomimetic Controller for Increased Dexterity Prosthesis	Erik Engeberg	COE	Medical	UA

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 5

STUDENT SUCCESS REPORT

REPORT TO THE ACADEMIC ISSUES AND STUDENT SUCCESS COMMITTEE

August 2020

DIVISION OF STUDENT AFFAIRS

RETURN TO CAMPUS - ZIPMAIL AND DIGEST COMMUNICATIONS

ZIPMAIL (eNews for Students) - <http://share.uakron.edu/mailAll/Zipmail>

THE DIGEST (News for Faculty and Staff, Sent Daily) - <http://share.uakron.edu/mailAll/Digest>

► One pager lists our student services and contact information

STUDENT SUPPORT SERVICES THE UNIVERSITY OF AKRON

ACADEMIC ADVISING uakron.edu/advising	INFORMATION TECHNOLOGY 330-972-6888 (help desk) helpdesk@uakron.edu uakron.edu/it	STUDENT EMPLOYMENT 330-972-7747 studentemployment@uakron.edu uakron.edu/student-employment
ACADEMIC SUPPORT AND RETENTION 330-972-7760 uakron.edu/oars	INTERNATIONAL CENTER international@uakron.edu uakron.edu/international	STUDENT FINANCIAL AID 330-972-7032 1-800-621-3847 finald@uakron.edu uakron.edu/supportcenter.com
ACCESSIBILITY/ACCOMMODATIONS 330-972-7928 access@uakron.edu uakron.edu/access	MILITARY SERVICES 330-972-7838 veterans@uakron.edu uakron.edu/veterans	STUDENT HEALTH SERVICES 330-972-7808 uakron.edu/healthservices
ADULT FOCUS 330-972-5793 adultfocus@uakron.edu uakron.edu/uaaf	MULTICULTURAL DEVELOPMENT 330-972-6769 omd@uakron.edu uakron.edu/omd	STUDENT LIFE/STUDENT UNION 330-972-7866 uakron.edu/studentlife uakron.edu/studentunion
CAREER SERVICES 330-972-7747 career@uakron.edu uakron.edu/career uakron.joinhandshake.com	NEW STUDENT ORIENTATION 330-972-2622 nso@uakron.edu uakron.edu/nso	TESTING SERVICES <ul style="list-style-type: none">• Computer-Based Assessment and Evaluation 330-972-6511 testing@uakron.edu uakron.edu/cbae• Counseling and Testing Center 330-972-6741 cctesting@uakron.edu uakron.edu/counseling/testing
COUNSELING SERVICES 330-972-7082 uakron.edu/counseling	PARKING SERVICES 330-972-7213 parking@uakron.edu uakron.edu/parking	TUTORING tutoring@uakron.edu uakron.edu/tutoring
DEAN OF STUDENTS 330-972-6048 uakron.edu/deanofstudents <ul style="list-style-type: none">• CARE (Crisis, Assessment, Referral, Evaluation) uakron.edu/care• Title IX uakron.edu/help	RECREATION CENTER/SERVICES 330-972-2348 srwc@uakron.edu uakron.edu/rec	UA POLICE DEPARTMENT 330-972-2911 (OR 911 IN EMERGENCY)
ESPORTS 330-972-4616 uakron.edu/esports uakron.edu/discord	REGISTRAR 330-972-8300 registrar@uakron.edu uakron.edu/registrar	UNIVERSITY LIBRARIES uakron.edu/libraries
EXPLORATORY ADVISING AND ACADEMIC SUPPORT 330-972-7430 explore@uakron.edu uakron.edu/advising/exploratory	RESIDENCE LIFE AND HOUSING 330-972-7800 reslife@uakron.edu uakron.edu/reslife	ZIPASSIST 330-972-7272 uazipassist@uakron.edu uakron.edu/zipassist <ul style="list-style-type: none">• Campus Cupboard uakron.edu/cupboard• Help-A-Zip Referral uakron.edu/referral• Off-Campus Living/Commuter Resources uakron.edu/offcampus
INCLUSION AND EQUITY 330-972-7193 InclusionandEquity@uakron.edu uakron.edu/ie	STUDENT ACCOUNTS 330-972-5100 cashier@uakron.edu uakron.edu/student-accounts	ZIP CARD/MEAL PLANS <ul style="list-style-type: none">• Meal plans myplans@uakron.edu uakron.edu/dining• Zip Card 330-972-5637 zipcard@uakron.edu uakron.edu/zipcard

Return to Campus: Spotlight on services for students

Note: The article below ran in today's Zipmail, the weekly e-newsletter for students. It's reproduced here so you are familiar with these services as well.

Adaptations to the delivery of student services will begin to take effect with the phased reopening of campus buildings. While access to services will vary based on the individual office plan, staff will provide support through virtual platforms, by appointment and with limited walk-in capacity.

Over the next few weeks, these plans will continue to be shared with the campus community through [the Return to Campus website](#), Zipmail and Digest. Each week, campus will be provided with answers to frequently asked questions as well as spotlights on the delivery of services and support from University offices. While many decisions are forthcoming, you are encouraged to direct specific questions to the designated office. As a reminder, all offices are available to provide support in a remote capacity.

New in My Akron: 'Swap' makes it easier to swap one class for another when signing up for classes

When students wanted to change one class in their schedules for another during the registration period, it could be a risky proposition. There was a chance that the new class they wanted was not available, and if the class they dropped filled up before they could re-enroll for it, they were stuck.

The Office of the University Registrar is pleased to announce a new feature in My Akron: Swap!

Now students can swap one class in their schedule for another in one transaction. If the swap is unsuccessful, they will still be enrolled in the original class.

More information about using swap in My Akron, including both a video and PDF guide, can be found on the [University of Akron Training Services page](#). Any questions about using swap can be directed to the [Office of the University Registrar](#).

Return to Campus: Virtual engagement through esports

Editor's note: This message was sent to students earlier today.

Engaging with other Zips is an important aspect of your Akron experience. The opportunity to meet peers is at your fingertips through the University's award-winning esports program.

Interested in meeting new people virtually or do you enjoy gaming? Be sure to connect with [Akron's esports](#) community on [Discord](#).

The server is a great place to connect over the summer and during the academic year with other students interested in gaming. So far this summer Akron Esports has hosted more than 20 online events for students interested in all varieties of games, ranging from hyper competitive titles like R6S and Smash Bros to more laid back games like Terraria and Minecraft. The program is set to host at least three events per week that are open to any current or incoming UA student.

In addition to events, Akron's esports program also hosts seven varsity teams and a slew of competitive club teams. If you are looking to compete and find others at Akron to compete with, check out the discord and apply to be a part of the [Twitch](#) and [Twitter](#).

If you have questions about the esports program, contact **Nate Meeker**, director of esports, at ntm2@uakron.edu.

Guide will help you assist students with reading schedules in My Akron

If you are helping students interpret their schedules in My Akron, this [downloadable tip sheet](#) and [web page](#) will help. Both include descriptions for hybrid, online and in-person classes, including how to read when and where they will meet.

The tip sheet and web page were shared included in today's Zipmail.



Student Recreation and Wellness Services is excited to announce that the Student Recreation and Wellness Center (SRWC) and Ocasek Natatorium (ONAT) have a planned reopening of Monday, August 17, 2020.

With the safety of our employees and entire campus community in mind, SRWS staff returned on July 20th to prepare facilities for opening.

Some of those preparations include:

- Modifications to entrance and exit of facilities, including new facilities layout for traffic flow
- New touchless check-in process for both SRWC and ONAT
- Relocating strength and cardio equipment to keep socially distanced workout areas
- Hiring of student staff
- Placing of directional and CDC safety signage
- Developing welcome videos to highlight new processes and safety
- Layout of group exercise studios
- Pool repairs, refilling, and balancing
- Additional cleaning of the facilities and equipment
- Maintaining online programs for those who want to engage remotely

Out of an abundance of caution some services initially will not be available. As restrictions are lifted, we look forward to providing additional access as soon as possible. This information will be available early August along with additional resources to welcome back our campus community.

ONLINE SRWC TRAINING

With many student positions requiring certification (Red Cross, Group Exercise, Personal Training, Lifeguarding, and Wilderness Medicine), SRWS moved to an online education platform for student development and ongoing education for Fall 2020.

This includes:

- Moving a large part of SRWS student development and education online in Brightspace
- Personal Training members online via video/chat
- **Pink Gloves Boxing** online options for the Fall semester
- Bi-weekly supervisors meeting with students – both individual and group
- Red Cross Instructors upgrading to Basic Life Support Instructor Certification and working on a **blended learning certification**
- Moving RecWorks – SRWS student hiring program to an interactive Brightspace format
- National committee and webinar development for all staff to develop best practices and return to campus
- Planning fall student training with health and safety of all involved while still minimizing risk at both student employee and student participant levels.
- **Facility Tours** – working with the Office of Admissions to plan August tours of campus, including the SRWC

ONLINE ORIENTATION – INCOMING FRESHMEN

Point in time activity for New Student Online Orientation:

As of 7/20/2020, number of new freshmen...

enrolled in online orientation	2,656
visited the content and begun their online orientation	2,416 (90%)
successfully completed their online orientation	2,366 (86%)
Average time spent on content	1 hr. 29 mins.

(online orientation launched Wednesday, May 6th)

ONLINE ORIENTATION – INCOMING TRANSFER STUDENTS

Online Transfer Orientation – Launched Wednesday, April 1st

As of June 20th,

- Total Transfer Enrolled in Online Orientation: **386**
- Total Transfers Completed: **315**
- Total Transfers who have/had academic advising appointment to schedule classes: **281**

Average Time spent on content: **47 minutes**

ONLINE ORIENTATION – ADULT FOCUS

Adult Focus Online Orientation – Launched Friday, May 1st

As of June 20th,

- Total Adult Learners Enrolled in Online Orientation: **31**
- Total Number of users who have begun/visited content: **26**
- Total Adults Completed: **24**

Average Time spent on content: **2 hours and 39 minutes**

ONLINE ORIENTATION – COLLEGE CREDIT PLUS (CCP)

CCP Online Orientation – Launched Monday, May 11th

As of June 20th,

- Total CCP Enrolled in Online Orientation: **803**
- Total Number of users who have begun/visited content: **644**
- Total **CCP** Completed: **571**

Average Time spent on content: **1 hour 43 minutes**

NEW STUDENT ORIENTATION - FAMILY FOCUS RESOURCES

The online Family Focus resource track went live mid-June on the Office of New Student Orientation's website. Campus departments who historically have participated in the family focus track on an orientation day have been asked to help convert their message/content to an online format. At the time a new student receives their confirmation email, a separate communication is shared in a parent/family email inviting family members to visit Family Focus resources at www.uakron.edu/nso/parents and promoting the opportunity to participate in the weekly "Lunch with the Leaders" series.

ZOOM HANGOUTS

Orientation Leaders host virtual hangouts (by college/advising area) at the conclusion of each Virtual Advising Day throughout the summer. During these hangouts, leaders will assist with questions, facilitate ice breakers/team builders, and help students get connected with peers in their college.

More than 100 new students have participated in a Zoom hangout with Orientation Leaders at the end of their Virtual Advising Day.

UNLOCK AKRON

More than 25 new students have RSVP'd for one of the available **Unlock Akron** virtual events this summer to have the opportunity to connect with peers and become more familiar with UA. In shifting the **Unlock Akron** summer engagement series to a virtual series to this summer, the Office of New Student Orientation launched four experiences: Get Cooking with Dining Services (7/17/20), Paint with A Zip (7/24/20), Zippy's Trivia Night hosted by UA eSports (7/31/20), and Yoga with the Rec Center (8/7/20).

WE RISE TOGETHER - COORDINATED SUPPORT FOR STUDENTS

In collaboration with Admissions, Financial Aid, and Residence Life and Housing, the Office of New Student Orientation launched a "We Rise Together" Qualtrics form for perspective students who have been impacted by COVID-19 but still want start at UA in the fall.

As of 7/20/20, a total of **760 new students** completed the "We Rise Together" form since it went live on March 31st. Many students identified multiple concerns. Depending upon the recent hardship a new student identifies, the corresponding office (New Student Orientation, Residence Life & Housing, Financial Aid, or Admissions) contacts the student within two business days.

Below is the breakdown of student responses. Many students identified multiple concerns within their submission.

I am experiencing hardship in being able to pay my confirmation fee.	398	New Student Orientation
I am going to be living on campus and am experiencing hardship in being able to complete my housing contract and pay my housing deposit.	262	Residence Life & Housing
Due to recent hardships, I am concerned about my ability to afford college this upcoming semester.	326	Financial Aid
If you have other areas of concern, please let us know.	156	Admissions

LEARNING COMMUNITIES

To date, **718 new students** are enrolled in one of 41 active learning communities for the fall semester. Due to low enrollment activity and demand, 4 learning community experiences have been canceled for the fall semester.

For fall 2020, a learning community interest form was successfully piloted for prospective student recruitment for select communities. To date, **8 learning communities** are full/at capacity. To date, **45 prospective LC students** have been recruited through the interest form paired with targeted communication efforts for the Pre-Med and Converged Media Learning Communities.

STUDENT EMPLOYMENT

On-Campus Student Employment transitioned to Career Services on July 1st. A new hiring process and updated forms are being shared with hiring supervisors and students. Students are encouraged to meet with a career advisor to explore on-campus jobs as a form of experiential learning. A Virtual On-Campus Student Employment job fair will be held on August 13th.



RESOURCE GUIDE

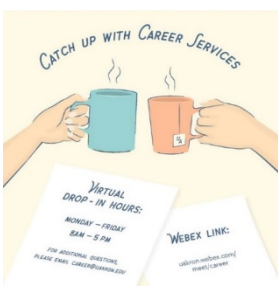
A social media series was posted that showcased some of the 30+ resource guides developed by Career Services. The new **How to Take a Headshot at Home Guide**, **Virtual Networking and Events Guide**, and the **Virtual Interviewing Guide** will help students and alumni adapt to the current remote climate. Career Services team members who are alumni showed their support with a social media posting that proudly displayed “We Are Akron” banners.

CAREER ADVISING FOR FALL 2020

Career Services will continue to be **fully operational virtually** and **will also offer in person career advising appointments and services for fall while observing social distancing**. Students and alumni will be able to meet with a career advisor while sitting 6 feet apart and sharing a large monitor to review resumes and perform job searches in Handshake.

Students and alumni can schedule virtual career appointments via Teams, WebEx and telephone or drop in to “Catch Up with Career Services” on WebEx Monday through Friday from 8am-5pm. Students can meet with a Career Advisor in the SU, CBA, or BCAS. Professional jackets can be borrowed from Career Services in the SU. Laptops in the Career Lab will be available for students to work on their resume or career search with guided assistance. Students can use the Career Center office space to conduct virtual interviews and meet with remote career advisors if needed. **Workshops, presentations and outreach will be offered virtually or via pre-recorded videos** on Teams, WebEx, and Career Services Brightspace and YouTube accounts.

FALL 2020 UA INTERNSHIP AND CAREER FAIRS WILL BE VIRTUAL



Career Services is developing **virtual programming, recruitment events and career fairs** for fall 2020. Instead of the traditional one day event in the SU ballrooms, the fall **UA Internship and Career Fair will be expanded to run for two consecutive days, Wednesday, September 30th and Thursday, October 1st.**

The career fairs will take place on Handshake’s newly developed virtual career fair platform. The cost of this new platform is included in the price of our job board for this fall and will be offered at no additional cost. Two Part-Time Job Fairs are also scheduled for fall. The Engineering Co-op and Placement Office is planning separate fairs and recruitment events.

EMPLOYER RECRUITMENT UPDATE

CAREER SERVICES

EMPLOYER TOOLKIT FALL 2020

Recruiting activities are offered virtually.

	EVENT / ACTIVITY	VIRTUAL PLATFORM (Zoom, WebEx, etc.)	SCHEDULE VIA CAREER SERVICES	HANDSHAKE EVENT REGISTRATION	PRE-RECORDED VIDEO
CLASSICS REDESIGNED	CAREER FAIRS	X		X	
	PART-TIME JOB FAIRS	X		X	
	ETIQUETTE EVENT	X		X	
	EMPLOYER OFFICE HOURS	X	X		
	RECRUITMENT TABLING	X	X		
	ZIP TALKS - GUEST SPEAKER	X	X	X	X
SOCIALLY CONNECTED (ATA, BIRDSNICE)	INTERVIEWS	X	X	X	
	INFORMATIONAL INTERVIEWS	X	X	X	
	Q&A/AMA	X		X	
	ROUND TABLES	X		X	
	SOCIAL EVENTS	X		X	
	MEET AND GREETES	X		X	
SHARE YOUR STORY	SCAVENGER HUNT/TRIVIA GAMES	X		X	
	SPEED NETWORKING	X		X	
	OFFICE/FACILITY TOUR	X		X	X
	DAY IN THE LIFE OF...	X		X	X
	JOB SHADOWING/ EXTERNSHIP	X		X	
	EMPLOYER HOSTED WORKSHOPS	X		X	X
SOCIAL MEDIA (GIG GEAR)	INFO SESSIONS	X		X	X
	MICRO-INTERNSHIPS	X			
	GIGS AND PROJECTS	X			
	EMPLOYER SPOTLIGHTS	X	X		X
	SOCIAL MEDIA TAKEOVERS	X	X		
	STORY POSTING/SHARING	X	X		X

Please email career@uakron.edu or call 330-972-7747 to discuss your interest in any events or activities that need scheduled through Career Services.

CAREER SERVICES

EMPLOYER TOOLKIT

Event/Activity Definitions

Micro-Internships

Micro-Internships are short-term, projects or gigs that are typically shorter than a traditional internship. These opportunities can provide ways for students to develop hands-on practical experience while exploring potential career paths. Parker Dewey is an organization that connects students with employers for micro-internships. Parker Dewey helps companies more effectively complete tasks and improve hiring by contracting with college students and recent graduates who want to work on short-term, professional projects so that they can generate income while demonstrating capabilities and gaining practical experience. See UAs landing page for Parker Dewey (<http://info.parkerdewey.com/uakron>). Employer payment is made to Parker Dewey only at the time the engagement begins (i.e. the specific applicant is selected by the client). Parker Dewey holds these funds in escrow until the completion of the project is approved by the client. At that time, Parker Dewey will pay the student for the work performed.

Employer Office Hours

Host the Career Services virtual WebEx room office hours where you can meet with drop-in students to provide resume and cover letter reviews, mock interviews, or answer career-related questions.

AMA (Ask Me Anything)/Q&A

Live sessions where an audience member can ask questions of the host or presenter. These can be held over video conference, text chat, or through Twitter or other similar forum sites.

Social Events

Take a creative approach and host a social event such as a casual coffee chat, round table, or meet & greet.

Day In the Life of...

Walking through a day in the life of an employee, at any level of your organization, from interns to managers, to directors and upper level management. This can be a great way to provide prospective employees with an inside look into your organization, and can be done through blog posts, pre-recorded videos, or livestreams on social media.

Employer Hosted Workshops

Select a career-related topic relevant to your organization and prepare a presentation for students. These presentations can include activities to engage the students, such as interactive events, open discussions, and Q&As.

ZipTalks are classroom presentations that allow you to pick a trending industry-related topic to present to a virtual classroom.

Info Sessions

Take advantage of the opportunity to present more detailed information about your organization, especially information that students cannot find on your website. You can focus on building your brand by holding panels, workshops, facility tours, and more. If you're looking for more social options, you can find some suggestions under the Social Events section above.

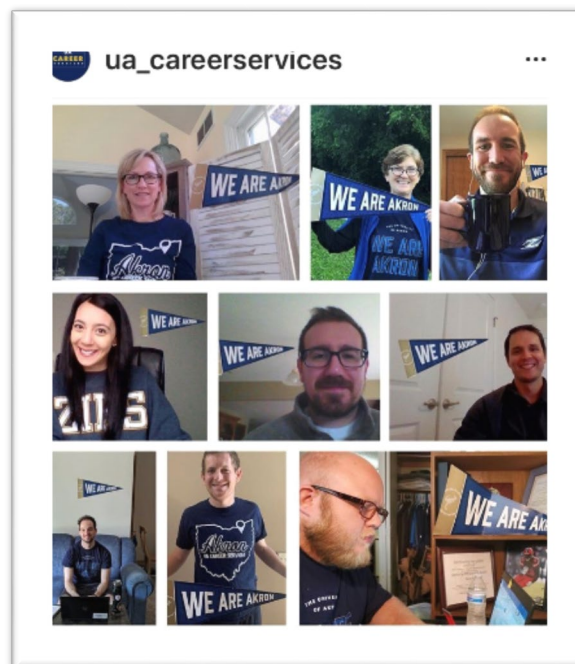
Social Media Takeovers

Social media takeovers are a form of marketing where you can "take over" UA Career Services' Instagram account and post to it for a day. Posts can include staff interviews, AMA sessions, story polls, pictures of your work environment, tagging your business account, and more. A takeover can help increase your brand awareness with target audiences, engage with new audience members, or increase engagement with current followers.



It is encouraging to note that 15,000 new jobs were posted and 600 new employer accounts were created on Handshake to recruit UA Students and Alumni between March 15th and June of 2020. For the same period in 2019, there were 21,000 jobs posted and 1200 new employers.

Career Services developed a new “**Employer Toolkit**”, which is a multifaceted list of virtual recruiting events and activities offered to employers this fall to encourage them to connect with our students and alumni.



HELP-A-ZIP

The **Help-A-Zip Referral Program** provides an early alert system where students, faculty, and staff can outreach for assistance, resources, and additional guidance on behalf of a Zip. Since January 1, 2020, the program has received over 1,360 referrals. **In response to COVID-19 and related stressors, 1,109 referrals were submitted between March 10 - July 1, 2020.**

TARGETX GRANT

The University recently was named a grant recipient from TargetX, a higher education company that specializes in addressing recruitment and retention needs. The organization is still amid fundraising but has confirmed a grant of at least \$15,000 to the University. The new program, Jump Start, was developed to provide 30 first-generation students with new **ZipsTech** equipment [Chromebook and hot spot] and regular check-in meetings with ZipAssist staff. Students will also get a “jump start” with their finances as they’re guided through an online financial education program.

Kristi Kooyman, a Client Success Manager with TargetX, noted “Akron is truly embodying the TargetX company vision - *- make every student a graduate, and every graduate a success!*” Representatives from ZipAssist joined the virtual TargetX Summit on July 27th to accept the award during the “live” ceremony. The application process and program announcement were released to incoming students on July 15, 2020.

ZIPS TECH

With the assistance of the Department of Development, the **ZipsTech** program was created to provide technology equipment to students. The program launched on March 23 and provided **42 Chromebooks and 18 hotspots** to students. In preparation for the Fall 2020 semester, the program has expanded and will provide more equipment (Chromebooks, hot spots, web cams, microphones).

SEFA

The **Student Emergency Financial Assistance [SEFA]** program provides one-time emergency assistance to students. In addition to the emergency aid provided from May 5, 2020 - July 16, 2020 through the Coronavirus Aid, Relief and Economic Security (CARES) Act, 40 students received assistance through the SEFA program in response to COVID-19. In the 2019-2020 academic year, over 100 students were served. Since August 2017, the SEFA program has awarded over 575 students with nearly \$400,000 in emergency support. Students who are low-income and identify as having an emergency financial need that would cause them to drop out are eligible for a SEFA grant. The SEFA grant funding is distributed through ZipAssist and students work alongside the ZipAssist team to evaluate interventions, create sustainable outcomes, and facilitate long-term support.

CAMPUS CUPBOARD

In response to COVID-19, the **Campus Cupboard** program has remained a support mechanism available to all enrolled students. Since March 10, over 260 requests (**approximately 15,000 items**) have been distributed. The Cupboard provides “Zips Care Packages” of food, hygiene, and household items by request through an online form. Students pick-up items curbside from Simmons Hall three days each week. The program is supported through The Akron-Canton Regional Foodbank by way of the Salvation Army of Summit County, donor support, and private donations.

STUDENT HEALTH SERVICES

Responding to the COVID-19 Pandemic

Health Services has been active with the American College Health Association by intergrating best practice recommendations and participation in webinars and small working groups related to COVID-19. Health Services is also involved in the newly established IUC Health Centers sub-group, dedicated to sharing and working on protocols, guidelines and information specific to Ohio College Health Centers and COVID-19.

Health related updates, safety measures, info-graphics and related materials are found on the “Return to Campus” website and the Student Health Services webpage.

The campus has been encouraged to take the following steps to protect individuals and the greater community:

1. Wear a face covering when in public spaces.
2. Clean your hands often. Washing of hands with soap and water for at least 20 seconds especially after being in a public place, blowing your nose, coughing or sneezing. If soap and water are not readily available, use a hand sanitizer that contains at least 60% alcohol and avoid touching your eyes, nose and mouth with unwashed hands.
3. Avoiding close contact with people who are sick and putting 6 feet (2 meters) distance between yourself and other people.
4. Stay home if you are sick except to seek medical care.
5. Cover coughs and sneezes with a tissue or use the inside of your elbow. Throw used tissues in the trash and immediately wash your hands.
6. Clean and disinfect frequently touched surfaces at least daily. This includes tables, doorknobs, light switches, countertops, handles, desks, phones, keyboards, toilets, faucets and sinks.
7. Take care of yourself. Be sure you are getting adequate sleep, eating a balanced diet and staying hydrated.

Campus Outreach



Student Health Services hosted a Facebook Live event on July 16, 2020 at 4:00 pm to share with parents and students the breadth and depth of services provided to enrolled students at the Health Center.

Health Services is engaged with Campus Programming, Certified Peer Educators Group and others in order to bring virtual and enhanced health and wellness programming to enrich the student experience on campus for Fall 2020.

STUDENT WORKING GROUP

Several members of Undergraduate Student Government (USG) have been actively participating as members of the University-wide Fall 2020 Planning teams. The newest subgroup known as the Student Working Group is being led by Student Body President, Kevin Feezel and includes students from the Graduate School, the School of Law and numerous undergraduate students that represent various colleges and different affinity groups across campus. The student body president is also leading the branch leaders of USG in strategic planning sessions for this governing body. These student leaders have spent several Friday afternoons together throughout the summer developing their focus for the upcoming academic year while also building a strong team through teambuilding fun.

STUDENT ORGANIZATION ONLINE TRAINING

This summer the SOuRCe has offered a series of training sessions for student organizations. Two webinars: “Increasing Your Social Media Presence” and “Recruiting in a Physically Distanced World” have been held to help officers begin planning for the fall and rethinking their operations. The office has also been planning for the typical fall semester events. RooFest will move to a virtual offering for incoming students using FlipGrid. Student organizations have been invited to create a short, 1-minute video sharing information about their student organization, and first year students will have the chance to complete a Bingo or Passport activity to be entered into a raffle for prizes. Student organization officer training will move to a primarily online focus using Brightspace and WebEx.

FRATERNITY & SORORITY LIFE (FSL)



Pictured above: Over 20 student leaders from the Panhellenic Council brainstorming recruitment and programming efforts for the 2020-2021 academic year.

The **Office of Fraternity and Sorority Life** is preparing for three virtual meetings during the month of July with chapter house corporation presidents, chapter presidents and chapter advisors, and chapter recruitment officers. The goal of these meetings is to provide these three groups with the information, resources and space to share plans and questions regarding the upcoming fall semester and what it will potentially look like for our fraternity and sorority chapters.

WELCOME BACK RETREAT

The Welcome Back Retreat hosted by the Office of Fraternity and Sorority Life will be done through a series of three virtual modules on Brightspace with a final quiz. Once completing, the chapter presidents will join the office staff for a 1-hour virtual meeting on Monday, August 17th. Additional Brightspace modules will be launched to provide updated training for risk management officers and new member educators.

PANHELLENIC COUNCIL (PHC)

The six sororities that are a part of the Panhellenic Council (PHC) have voted to move their formal recruitment process to the spring 2021 semester. This fall Panhellenic will help the chapters coordinate an informal continuous recruitment process (COB) that will allow each chapter to recruit up to chapter total of 58 women. The initial plans are that all events will be held virtually. The chapter leaders and advisors are meeting biweekly with the PHC leaders and advisor to further plan and coordinate what this new virtual recruitment process with look like. PHC held a virtual information session via Zoom on July 1, with 13 interested women participating. They plan to hold two to three more before the semester starts.

INTERFRATERNITY COUNCIL (IFC)

The Interfraternity Council (IFC) is preparing for fall recruitment to be primarily virtual. The council will facilitate a 2-week structured recruitment period from August 24-September 4 where chapters will be able to host up to 4 individual recruitment events, either virtually or in small groups following social distancing guidelines. Bids can be distributed as of noon on Friday, September 6. IFC will host a virtual Fraternity 101 event on Brightspace for interested students to learn more about the IFC fraternity recruitment process and watch short videos from each chapter. The IFC Recruitment Staff will also host various information sessions on Zoom to talk with interested students and direct them toward chapter events.

NATIONAL PAN-HELLENIC COUNCIL (NPHC)

National Pan-Hellenic Council (NPHC) is planning for NPHC Week from September 14-18. The week will transition to primarily virtual events this fall, while still connecting students to all NPHC chapters on campus. “Meet the Greeks” will take place on Wednesday, September 16 with a video from the NPHC Executive Board and an opportunity to Zoom live with each chapter. The week may also include a service project, social event, and Step Show, all either virtual or in small groups following social distancing guidelines.

ESPORTS

- Each week the esports program has hosted multiple online game nights for any current UA students as well as students that will be attending in the fall. We have also opened these to current high school students in the region. Most events are seeing between 20-35 students come out to engage online.
- The Student Twitch Takeovers have been going extremely well with over 40 students signed up to participate. These events are set to extend into the fall where they will be hosted in part on the university’s site.
- The expected change to one larger esports club has driven a good amount of engagement for games that are not as popular as some of the main games played. This has allowed new students to engage with the program and have their voices heard.
- The program finished a second round of varsity team tryouts for fall 2020 bringing in attention from more than 400 local and regional graduating seniors. Twelve of those students will be joining the varsity program next semester along with many others that are interested in being a part of the club program. The second round brought out another 50 students, with three joining the varsity program in the fall.
- The program has been hosting weekly updates on Twitter and Twitch to involve more students in the program and to reach out to local area high school students that may be interested.
- We are considering a new program to bring an additional 200+ students a year to Akron as incoming freshman. It is early in the planning stage, but the numbers are promising.
- The virtual esports summer camp kicked off on July 13th and is currently full at 40 students. Classes include introductions to sports science, engineering and general admissions along with the standard esports curriculum.



THIS WEEK		
MON	N/A	
TUE	Smash Ultimate/Melee	6:00PM
WED	Warzone Game Night	7:00PM
THU	N/A	
FRI	N/A	
SAT	UA Project Minecraft Build Night	6:00-9:00 PM
SUN	N/A	

ESPORTS CHAMPIONSHIPS

- Akron’s program is leading the charge for Esports Collegiate for the upcoming fall semester.
- The Varsity Rainbow 6 Siege team won another national championship bringing their total to two – this was a back to back win for them.
- The Varsity Hearthstone teams both qualified for TESPA’s version of March Madness – competition is still ongoing, but both teams are in the top 16 currently.

EXPLORATORY ADVISING AND ACADEMIC SUPPORT

EXPLORE Learning Communities

The EXPLORE Learning Communities provide intentional support to exploratory students. Every student participating in EXPLORE is connected with an Akron Major Explorers (AME) Peer Mentor and receives advising support through the learning community. Participating students learn about their interests, skills, and values and how they impact their career and major selection. As of mid-July, the EXPLORE Learning Communities are 82.7% full, with 96 students.

Facebook Live Collaboration with Admissions

Exploratory Advising and Academic Support participated in one of the Office of Admissions promoted Facebook Live sessions with new and prospective students to UA. The title of the session was “Choosing a Career Path and Major”

occurring on Thursday, June 11. The session was well attended and fielded multiple questions during the Q&A session following the presentation. The session is available for viewing within the Admissions Facebook Live portal of recorded sessions.

Virtual Visit Day

Exploratory Advising and Academic Support, along with the broader Student Success Center hosted a Tawk chat on for new and prospective students on June 26. Managing this chat service throughout the day allowed our unit to participate in the Office of Admissions Virtual Visit Days Student Services Information Fair.

Placement Testing

For Summer 2020, all placement tests have been temporarily transitioned online with the exception of some foreign language testing. Students are able to complete testing remotely from home without coming to campus.

Below is a breakdown of testing availability and platforms utilized.

Testing Content	Online Platform	Proctoring	Availability to Test
Math	Mobius Online Platform	No	Anytime
Reading	Brightspace	No	Anytime
Writing	Brightspace	No	Anytime
Computer Literacy	Remote Proctoring via Microsoft Teams	Yes	Appointment Only
*Foreign Language: <ul style="list-style-type: none"> • Spanish • French • German • Italian 	Webcape	No	Anytime
*Foreign Language: <ul style="list-style-type: none"> • Latin 	Brightspace	No	Anytime

*Note: Foreign Language testing is not required for incoming students. All other foreign languages require conversation/consultation with faculty in the Modern Languages Department.

Placement Testing Evaluations for Incoming Students for Fall 2020

3,113 incoming students for the Fall 2020 semester were evaluated for placement testing. Over half of all incoming students require some form of placement testing. Math testing is the highest volume of the placement testing for incoming students.

- 55.8% of all incoming adult, freshmen, and transfer students required some form of testing
- 51% of all incoming students required math testing

COUNSELING AND TESTING CENTER

Clinical Services

CTC psychologists and interns provided psychological services to students by telephone and began to offer video counseling

- May 2019 – 386 appointments.
- May 2020 – 317 appointments. There was a 17% decrease in total appointments compared to 2019. Some services however are currently not available due to telehealth such as biofeedback and LD/ADHD assessment. There was a 13% decrease when comparing only available services.
- June 2019 – 284 appointments
- June 2020 - 265 appointments. There was a 6.6% decrease in total appointments compared to 2019. Some services however are currently not available due to telehealth such as biofeedback and LD/ADHD assessment. There was a 1% decrease or basically no change when comparing only available services.

(APA) American Psychological Association Accredited Internship



All 3 CTC doctoral psychology interns obtained jobs at university counseling centers after they completed their doctorate degrees at the end of internship in June. They are now employed at counseling centers at the University of Missouri, University of North Texas, and Pepperdine University.

Dr. Donna McDonald, CTC Associate Director –
Training

Office of Accessibility (OA)

Office of Accessibility Virtual Support for Students

- The Office of Accessibility has developed a webpage for students and faculty regarding the University of Akron's movement to provide classes online to ensure students are still able to access their accommodations. It can be found on our home page by navigating to <https://www.uakron.edu/access/>.
- The Office of Accessibility, in an effort to continue to support students through all modes of instruction, including online and blended courses, created an Online Learning webpage. The webpage includes resources that are designed to provide students with helpful information regarding ways they can be successful when learning in an online format. The OA staff plans to continue to update this page as they compile additional resources. <https://uakron.edu/access/online-learning/>
- The Office of Accessibility's student assistants and office manager are providing virtual office hours from 9am-4pm Monday through Friday. A schedule for virtual office hours can be found online at: <https://kvisit.com/lwl/51OvAQ>
- Since January 1, 2020 office staff have administrated **888 direct student appointments**.



**Consent Agenda
The University of Akron Board of Trustees
Meeting of August 12, 2020**

Item	Description	Committee	Tab
1	Minutes for May 29, June 10, and July 15, 2020	None	Board of Trustees
2	Financial Report for the Eleven Months Ended May 31, 2020	Finance & Admin.	2
3	Investment Report for the Fiscal Year Ended June 30, 2020	Finance & Admin.	3
4	Procurements for More Than \$500,000	Finance & Admin.	4
5	Fiscal Year 2020-21 Rate Changes – Graduate and Professional Student Tuition, Miscellaneous Fees	Finance & Admin.	5
6	Cumulative Gift and Grant Income Report for the Fiscal Year Ended June 30, 2020	Finance & Admin.	6
7	Proposed List of Degree Recipients	Academic Issues & Student Success	1
8	Proposed Curricular Changes	Academic Issues & Student Success	2
9	Proposed University of Akron Calendars	Academic Issues & Student Success	3

Presiding:
Chair
Joseph M. Gingo

August 12, 2020

1	Pertaining to the Approval of the FY 2020/21 Akron and Wayne General Fund Combined
2	Anthony J Alexander Advisory Trustee Appointment
3	
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THE UNIVERSITY OF AKRON

RESOLUTION 8- -20

Pertaining to the Approval of the FY 2020/21
Akron and Wayne General Fund Combined

WHEREAS, The Interim Vice President for Finance and Administration/CFO submitted the FY2020/21 Akron and Wayne General Fund Combined Budget (attached as Exhibit A) and presented that Budget to the Board of Trustees for its consideration and approval; Now, Therefore,

BE IT RESOLVED, That the FY 2020/21 Akron and Wayne General Fund Combined Budget is approved.

M. Celeste Cook, Secretary
Board of Trustees

EXHIBIT A

**The University of Akron
Akron and Wayne General Fund Combined
FY21 Budget Planning**

	FY21 Assumptions		Status Quo
	Enrollment	-15.0%	
	SSI	-8.8%	
	Hybrid Instruction/ Enrollment Disruption		
	FY20 Approved Budget	FY21 Proposed Budget	
Tuition & General Service Fees	\$178,742,000	\$149,694,000	\$149,694,000
Other Fees	21,495,000	16,717,000	16,717,000
Scholarships	(61,764,000)	(48,259,000)	(48,259,000)
Net Tuition and Fees	138,473,000	118,152,000	118,152,000
State Share of Instruction	99,139,000	90,445,000	90,445,000
Indirect Cost Recovery	5,247,000	4,000,000	4,000,000
Investment Income	1,410,000	500,000	500,000
Miscellaneous Revenues	2,571,000	4,121,000	4,121,000
Total Revenues	246,840,000	217,218,000	217,218,000
Payroll	139,719,000	111,722,000	138,668,000
Fringes	43,853,000	36,829,000	44,056,000
Total Compensation	183,572,000	148,551,000	182,724,000
Utilities	10,258,000	8,970,000	8,970,000
Operating	36,515,000	28,652,000	29,578,000
Total Non Personnel	46,773,000	37,622,000	38,548,000
Total Expenditures	230,345,000	186,173,000	221,272,000
Net Before Transfers	16,495,000	31,045,000	(4,054,000)
Transfers-In (Draw on Operating Reserves)	11,584,000	7,833,000	49,321,000
Transfers-In Plant Fund and Other	1,000,000	0	0
Advance-In	140,000	0	0
Transfers-In Encumbrance	2,600,000	3,030,000	3,030,000
Transfers-Out Plant Fund	(1,000,000)	(1,000,000)	(1,000,000)
Transfers-Out - Facilities Fee	(6,267,000)	(4,856,000)	(4,856,000)
Transfers-Out - General Service Fee	(11,858,000)	(9,328,000)	(9,328,000)
Transfers-Out - Other-Debt Service	(1,361,000)	(4,681,000)	(4,681,000)
Transfers-Out - Other (add'l aux support when campus close:	(11,333,000)	(22,043,000)	(28,432,000)
Advance-Out	0	0	0
Transfers-Out - Encumbrance	0	0	0
Net Transfers	(16,495,000)	(31,045,000)	4,054,000
Difference	\$0	\$0	\$0

The following situations could require additional draws on reserves of over \$28 million:

No AAUP RIFs	(8,163,120)	increased expenditures
Full year enrollment disruption	(8,000,000)	reduced revenues
Unfavorable changes in enrollment	(7,222,000)	reduced revenues
Additional SSI reduction	(4,700,000)	reduced revenues

Future year budgetary impacts:

FY22	End of term salary reductions	(2,818,650)	increased expenditures
FY22	No revenue from UARF	(2,300,000)	decreased revenues
FY22	GF Debt Service \$843,000	(843,000)	increased expenditures
FY23	GF Debt Service \$7,100,000	(6,257,000)	increased expenditures
FY24	GF Debt Service - \$12,200,000	(5,100,000)	increased expenditures

Note: The Coronavirus Relief Fund (CRF) and related expenditures are not reflected as they are 1-time and have no bottom line net impact.

THE UNIVERSITY OF AKRON

RESOLUTION 8- -20

Anthony J. Alexander Advisory Trustee Appointment

WHEREAS, The University of Akron’s (the “University”) Board of Trustees (the “Board”) adopted Rule 3359-1-10 on October 26, 2011, thereby creating the position of Advisory Trustee “to take advantage of the talents, resources and experiences of individuals who may or may not be residents of the state of Ohio”; and

WHEREAS, Anthony J. Alexander first was appointed by the Board in August 2013 to serve as an Advisory Trustee for a three-year term and was reappointed by the Board to a second three-year term in August 2016; and

WHEREAS, In order to help maintain Board continuity at the time of presidential transition, in August 2019, the Board extended Mr. Alexander’s term as an Advisory Trustee for one additional year, through August 31, 2020; and

WHEREAS, As an Advisory Trustee, Mr. Alexander has provided invaluable contributions and expertise, supporting the University through his advocacy for higher education and his counsel to the Board and to the University President; and

WHEREAS, The extraordinary circumstances currently confronting the University require experienced Board leadership to help the University emerge from these challenges as a leading urban research institution; Now, Therefore,

BE IT RESOLVED, That Anthony J. Alexander is appointed to an additional one-year term as an Advisory Trustee from September 1, 2020 through August 31, 2021.

M. Celeste Cook, Secretary
Board of Trustees