

AKRON-AAUP
TABLE OF EXHIBITS
Updated for Reply Brief

1. Current CBA (2015-2020) (previously provided).
2. Board Resolution 7-7-20, Approval to Abolish Bargaining Unit Faculty Positions.
3. May 19 Force Majeure Statement Midterm Modification Proposal from Administration.
4. Grievance, filed June 8, 2020.
5. Step 2 Answer, filed July 31, 2020.
6. Proposed Agreement Rejected by Akron-AAUP Membership in August 2020, including list of 96 bargaining unit faculty subject to reduction in force (excluding two other exhibits).
7. Bargaining Unit Positions at Issue (“RIF List”) as of August 17, 2020.
8. April 15, 2020, Executive Session Board of Trustees Meeting Materials (*NDA Protected Information*).
9. August 15, 2020 email from Sandy McNair, Esq. to George Crisci, Esq. regarding CARES Act.
10. Video Presentation by Dr. Rudy Fichtenbaum and accompanying text.
11. Enrollment Update, April 14.
12. Enrollment Update, July 8.
13. Enrollment Update, August 12.
14. Document used in Dr. Storck’s Video Presentation.
15. August 12 Board of Trustees Meeting Materials, Tab 2, Financial Report for Eleven Months Ended May 31, 2020.
16. Financial Summary from Ohio Department of Higher Education as of March 2020.
17. Administration’s Response to Dr. Fichtenbaum’s Report, emailed to Bargaining Unit Members by Administrators.
18. Dr. Fichtenbaum’s Rebuttal.
19. FY21 Proposed Budget (from August 12 Board Meeting Materials).
20. University Rule 3359-20-01.
21. CARES Act Recipient’s Funding Certification and Agreement.
22. Special Meeting Minutes, May 29 Board of Trustees Meeting.
23. News Articles regarding Pay Reductions at Other Universities.

24. Administration's Response to June 1 Information Request.
25. Administration's Response to July 23 Information Request.
26. Letter from S. Nobil, Esq., May 22, 2020 (without exhibits).
27. Administration's Response to August 10 Information Request.
28. Administration's June 11, 2020 Furlough Proposal.
29. Akron-AAUP's July 7 Proposal Regarding Additional Salary Reductions.
30. Email from George Crisci, Esq., Withdrawing Request For Midterm Modifications, August 6, 2020.
31. Excerpt from Athletics 2019 Financial Statement (from Ohio Auditor website).
32. Excerpt from Athletics 2010 Financial Statement (from Ohio Auditor website).
33. Transcript of President Miller's April 23, 2020 Speech.
34. Summary of Salary Data Provided by University on August 13, 2020.
35. FY 21 Bargaining Unit List if Reduction in Force Stands – Provided by Administration on August 13, 2020.
36. Rationale Form for Dance Position.
37. Sample Rationale Form from PAUS.
38. Sample Rationale Form from Developmental Programs.
39. Second Sample Rationale Form for Developmental Programs.
40. April and May 2019 Emails re: Transition of Developmental Programs.
41. Email from Provost, May 6, 2020.
42. Summary of Voluntary Separations, Dec. 2017 – May 2020.
43. Provost's Memos to Akron-AAUP regarding DCS analysis and Akron-AAUP's questions (*NDA Protected Information*).
44. Age Analysis Provided to Administration Negotiating Team on July 8, 2020.
45. BGSU MOU Regarding NTT Notification Extension Due to COVID.
46. University Rule 3359-30-01 – Guidelines for academic retrenchment (effective 9-30-03).
47. University Rule 3359-22-01 – Contract Professional Information, as revised at May 29, 2020 Board Meeting.
48. Email from Sandy McNair to Sid Foster, Aug. 4, 2020 (with attachment).
49. George Crisci Response to Sandy McNair, Aug. 11, 2020 (with attachment).
50. Sample NTT Notification Letter .

51. University Rule 3359-20-03 (As Adopted May 2002).
52. University Rule 3359-20-03 (As Amended in 2007).
53. First CBA (2005-2009).
54. Historical Full-Time Faculty Counts by Campus (from UA Institutional Research website).
55. Excerpt from 2005 bargaining unit list.
56. Letter from Sarah Moore, Esq., May 21, 2020 (excluding attachments).
57. List of Units Excluded from VSRP.
58. Emails between Jessica Monroe, Esq. and Sarah Kelly, Chief Human Resources Officer, June 6, 2020.
59. Provost Memorandum to Deans Regarding Retrenchment, Aug. 25, 2020.
60. Faculty Remaining on RIF List - Final.
61. Compensation Tentative Agreement, March 2020.
62. Estimated cost savings from concessions.
63. U.S. Census Bureau Report "*Postsecondary Enrollment Before, During, and Since the Great Recession.*"
64. Historical Employee Counts (from UA Institutional Research website).
65. Dr. Fichtenbaum's Response Memorandum to Dr. Storck's Memorandum (Univ. Ex. 83).
66. Dr. Fichtenbaum's Analysis of University of Akron Financial Statements 2002-2019.
67. Excerpt from Athletics Department Audit, FY 2018.
68. Bargaining Unit List as of September 30, 2019.
69. Bargaining Unit List as of June 2, 2020.
70. Final Fall 2020 Enrollment numbers.
71. News Articles Regarding Reduction in Force Effect on Programs.
72. List of Faculty from June 24 RIF List Who Were Not Eligible for VSRP or VRIP (*NDA Protected Information*).
73. List of Faculty Separations in May 2020 (Provided by HR on June 2, 2020).
74. Number of BUF 2010-2020, According Records of Compensation sent by HR to University Archival Services (backup provided electronically only).